

“New or Additional Work” is defined as follows:

- Work a department determines is available to part-time temporary faculty;
- Work left behind by faculty leaving CSU on a permanent or temporary basis; and/or
- Work created by new courses or sections that will be taught by temporary employees.

## **“Temporary” vs. “Permanent” Additional Work**

*“Temporary” assignments include the following:*

- Assignments caused by the leave of absence of tenured faculty
  - FERP, Sabbatical – Full/DIP, PRTB, LWOP, FML
- Temporary absences of lecturers
  - LWOP
- Vacancy in a tenured position pending or during a recruitment period
- Work made available as part of reassignments or release/reassigned time
- Temporary funding (such as a grant)

*“Permanent” assignments include the following:*

- Additional units in a department that will remain as available units for future temporary faculty appointments (i.e., new courses or sections not previously offered)

## **Impact of “Temporary” New or Additional Work on Entitlements**

- All temporary new or additional work **does** enhance a lecturer’s entitlement in future appointments

Q & A Example:

**Q:** I assigned a non-three year Lecturer six (6) units in Fall 2020 and six (6) units in Spring 2021. Three (3) of the units in Spring 2021 were “temporary” (new or additional work). If I offered the Lecturer an appointment for the Fall 2021 or 2021-22 academic year, does the Lecturer transition to a contract and entitlement status?

**A:** Yes. The Lecturer is eligible for a one (1) year contract with a unit entitlement of 12 units for the upcoming 2021-22 academic year. (Please note: An increase of units during one or both semesters (in progress) of the academic year, Fall and or Spring, does not increase the unit entitlement). Temporary new or additional work enhances the lecturer’s entitlement if the work/units are assigned at the beginning of the academic year or semester.

***Example #1 (during the semester)***

*(Not a 3-year eligible employee)* If a lecturer teaches 6 units in Fall 2019 and 6 units in Spring 2020, and 3 of the 6 units in Spring 2019 were “temporary” new or additional work, when such a lecturer is offered an appointment for AY 2020-21, the lecturer would be entitled to a one-year appointment with a 12 unit total entitlement for the Academic Year.

***Example #2 (at the beginning of the academic year or semester)***

*(Not a 3-year eligible employee)* If a lecturer teaches 3 units in Fall 2019 and 3 units in Spring 2020 and the 3 units in Fall 2019 were “temporary” new or additional work, when such a lecturer is offered an appointment for AY 2020-21, the lecturer would be entitled to a one-year appointment with a 6 unit total entitlement for the Academic Year.