

“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

Example #1

(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

(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.