

Chairs Leadership Academy

Developing and Maintaining Lecturer Pools

(Recruitment of Temporary/Lecturer Faculty)

Presented by:

Office of Faculty Affairs and
Chief Diversity Office and
Special Guest Ken Luna

Lecturer Hiring and Pools

Agenda

- Recruitment of Temporary/Lecturer Faculty
- Establishing Applicant Pools
- Review of Procedures and Temporary/Lecturer Faculty.
- COVID MOU

Recruitment of Temporary/Lecturer Faculty

- Faculty Affairs sends notification to Chairs/Directors, Colleges, and Administrative Units on Procedures and Calendar for Recruitment. – January
- Departments anticipate the need to hire temporary faculty/lecturers.

- Establish/Review/Amend Department Ranking Criteria.
 - Part-Time Faculty Position Announcements filed with the Chief Diversity Office (CDO).
 - Engage in broad recruitment relative to discipline, industry, higher education, etc.

Establishing Applicant Pools

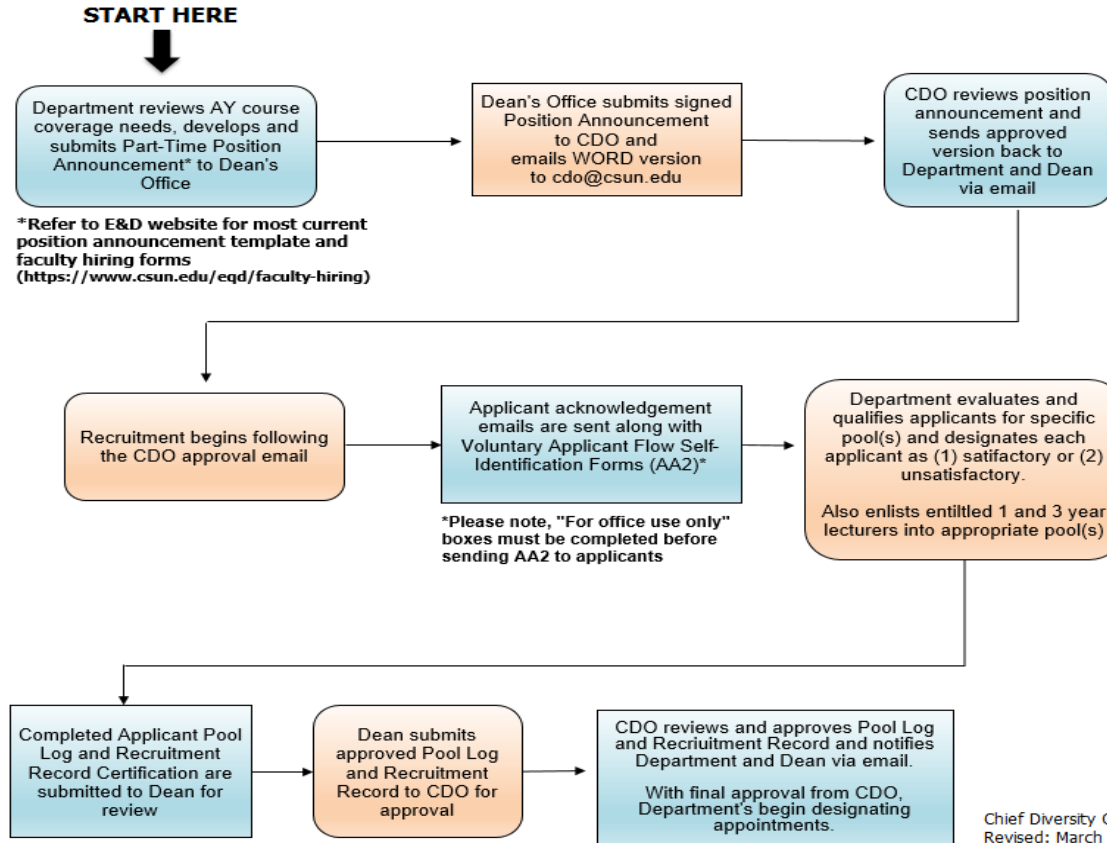
- Part-time Faculty Position Announcement (formerly AA-6)
 - Building the pool(s)
 - Can the department have one pool? **Yes.**
 - If one pool is established, the area of specialization must
 - be identified, if qualifications are the same.
 - Specific pools should be delineated by course.
 - Applicants in the pool should be listed as Y3, Y1, or S1

Establishing Applicant Pools (cont.)

- Part-Time Faculty Position Announcements
 - Need to establish pools every year.
 - Basis for determining minimum qualifications (current and consistent with department ranking criteria – Section 709).
 1. Satisfactory or
 2. Unsatisfactory (provide reason)
 - Directly related to qualifications & hiring criteria

Short Summary of Part-Time Faculty Position Announcement Approval Process

Natalie



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Appointments

- Appointments are not based on seniority.
- Appointments are made by way of the “Order of Assignment” (Article 12 of the CBA), with respect to Careful Consideration
- Y3 (FT) → Y3 (PT) → 38.48 → Y1 (FT) → Y1 (PT) → *S1

*Assignment to an S1 may be different in the Order of Assignment at the Beginning of the Academic Year vs. During the Academic Year

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Appointments (cont.)

- New Appointments
 - Initial appointment should be made within the appropriate advertised recruiting range according to the minimum qualification (e.g., degree, professional or teaching experience (Section 709.5 Admin. Manual).
 - Communication
 - Applying to the Pools

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Appointments (cont.)

- Appointment Notice
 - Chair/ Director, shall notify , in writing, the tentative teaching assignment (which includes teaching load and schedule) at least 60 days prior to the start of the semester.
 - Those appointed for less than full-time , the written notification shall emphasize provisional nature of the appointment (e.g., budget and enrollment)

Please note: Please contact Faculty Affairs (x2962 for questions on the appropriate visa for Lecturers when hiring international faculty. CSU, Northridge does not sponsor visas for Lecturers.

COVID MOU Impacts

- To provide additional flexibility to contractual guidelines
- To clarify staffing issues for Unit 3 employees and campus leadership
- Provisions apply for the 2020-2021 academic year only

Preference for Available Temporary Work

- Faculty on temporary appointments who are reappointed in 2020-2021 at below their time base entitlement due to the lack of available work will be provided careful consideration up to their time base entitlement from 2019-20 in 2021-22.
- Faculty on temporary appointments not reappointed in AY 2020-21 due to lack of available work, who are reemployed in 2021-22, shall be treated as having consecutive years of service for the requirements of Provision 12.12
- Temporary faculty unit employees who are not reappointed in 2020-21 must apply for work in AY 2021-22 to continue in the applicant pool.
- The faculty retains their right to the type of contract in 2021-22. The order of assignment needs to be followed when assigning the work.

Order of Assignment 2021-2022



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First assign courses to: Tenured and Probationary Faculty (including FERPs), Administrators, Teaching Associates and other Academic Student Employees, and Volunteer Faculty then assign;

Beginning of the Academic Year	During the Academic Year
3-year full-time appointees	3-year full-time appointees
3-year part-time appointees, up to "entitlement"	3-year part-time appointees
Eligible for 3-year, on "recall" list	Eligible for 3-year, on "recall" list
	Continuing 1-year full-time
	Continuing 1 year, part time
Visiting faculty	Visiting faculty
"Careful consideration" (note requirement for prior year faculty) part-time and full-time appointed in prior academic year	"Careful consideration"
"Careful consideration" (worked in AY 2019-20 but no work available in 2020-21)	Careful consideration (worked in AY 2019-20 but no work available in 2020-21)
New or additional work: 3-year part-time appointees, up to full-time (or 1-year part-time appointees who are demonstrably better qualified)	New or additional work: 3-year part-time appointees, up to full-time (or 1-year part-time appointees who are demonstrably better qualified)
New or additional work: One-year part-time appointees, up to full-time	New or additional work: One-year part-time appointees, up to full-time
New or additional work: All other qualified candidates	New or additional work: All other qualified candidates

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Resource Links:

- <http://www.csun.edu/eqd>
- <http://www.csun.edu/faculty-affairs>
- <https://www.csun.edu/hr/>

PAFs and Assignments

- Remember to sign the PAF (or keep a log if you can't sign it due to COVID reality).
- Look at Student Evaluations of Faculty (scores and comments).
 - All things being equal between lecturers, it comes down to the evaluations.
 - Are there any patterns?
 - Mentor/talk to lecturers
- Look at peer class visit letters (especially if there are new ones from 24 units/3 year mark)
- Consult, consult, consult

Establishing Pools Tips

- Make it a team effort.
- Have a (simple) rubric/comment sheet for evaluators.
- Doing it virtually/in the COVID era (and thereafter, really): myCSUNbox
 - Sharing with your office staff
 - Sharing with your faculty subcommittee/evaluators
 - Collaborative rubric/comment sheet for evaluating each candidate
 - Application Pool Log and Recruitment Record Certification fillable forms
 - Sign in Adobe/PDF reader (you and the E & D representative).
 - Send it up the chain.