

California Polytechnic State University
AGREEMENT FOR SUMMER QUARTER FACULTY ASSIGNMENTS
Effective Summer 2007

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1. Offers of summer employment shall be based on the curricular needs of the department.
2. The composition of summer quarter appointment offers for extra pay within the University (and preferably within each college and department) may consist of:
 - a. At least 60% of summer appointment offers (headcount) shall consist of tenured and probationary faculty, as follows:
 - i. Three-quarters of summer appointment offers (headcount) shall consist of tenured and probationary faculty based on priority lists and ranking procedures (item 8, below).
 - ii. One-quarter of summer appointment offers (headcount) may consist of a combination of new first year tenure track faculty and additional probationary faculty. (Offers of summer employment may be extended to any new first year tenure track faculty member either during the summer preceding the tenure track assignment, or the summer quarter immediately following their first academic year.)
 - b. Up to 40% of summer appointment offers (headcount) may consist of lecturer appointments. It is possible that more than 40% (headcount) of the appointments for Summer Quarter may result in lecturer appointments if tenured and probationary faculty decline offers extended to them.
3. Appointment of probationary or tenured faculty during Summer Quarter will be based on a 12 WTU teaching assignment and 3 WTU for instructionally related responsibilities (see item 7 below), or pro-rata amount for part-time assignments. (For example, the assignment of a probationary or tenured faculty member teaching 4 units over five weeks or eight weeks would be paid 4/12 for the quarter to include instructionally related responsibilities.)
4. Probationary and tenured faculty teaching part-time may either:
 - a. be compensated on a pro-rata basis of 12 WTU, or
 - b. "bank" the summer units on a pro-rata basis of 12 WTU to reduce a future teaching assignment during a quarter in the immediately subsequent academic year. The quarter for which the teaching assignment will be reduced will be jointly determined by the faculty member and department head/chair before the summer letter of appointment is extended.
5. Probationary or tenured faculty "banking" Summer Quarter by teaching full-time will not be assigned to teach for extra pay during the vacation quarter (except for emergencies or extraordinary circumstances).
6. Summer Quarter appointments of lecturers will be based on a 15 unit teaching load. Lecturers will be paid for all work assigned. Lecturers assigned instructionally related responsibilities shall be paid accordingly.
7. Instructionally related responsibilities include research, scholarship, creative activity, and/or service to the University, profession and/or the community.
8. After determining the curricular needs for Summer Quarter, consideration of probationary and tenured faculty eligible and qualified to teach the courses shall then include a rank ordered list of

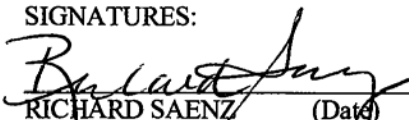
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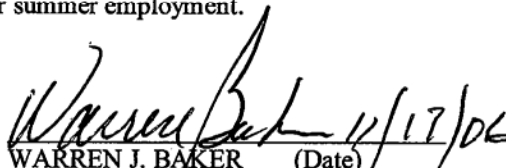
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faculty with priority being given to those eligible faculty members who have taught during summer quarter less recently.

- a. The Academic Personnel office will develop a list, by department, reporting past history of summer quarter assignments for those faculty who have taught for extra pay; banked a summer quarter full time; or repaid an "advance quarter off" by teaching a summer quarter.
 - b. Faculty will advise their department head/chair (by a deadline established by the department) whether the assignment will be for extra pay or for banking in the event they are appointed to teach Summer Quarter.
 - c. Tie-breaking procedures, when faculty are equally eligible and qualified, will be determined by the respective department/equivalent unit.
9. Summer quarter assignments not affecting eligibility are:
- a. Banking a part-time summer teaching assignment to reduce the teaching assignment in the immediate subsequent academic year, but will impact department priority;
 - b. Non-teaching assignments reimbursed by grants, fellowships, non-State funding, etc.;
 - c. Instructional administrative assignments such as coordinators, department heads/chairs, production/farm managers, etc.; and/or
 - d. Assigned time for professional development or course/curriculum development.
10. Unless otherwise agreed to by the parties, this agreement shall remain in effect through at least the ending date of the successor contract currently being negotiated between the CSU and CFA.
11. The intent of the Parties is to maintain the level of compensation provided in this agreement, unless the collective bargaining agreement provides a higher level of compensation or benefits.
12. For terms and conditions of employment not specifically addressed by this agreement, it is the intent of the parties to maintain the status quo with regard to summer employment. However, in the event of a conflict regarding this agreement or past practice, the state-wide MOU (excluding Article 21- Summer Session) will control for summer employment.

SIGNATURES:


RICHARD SAENZ (Date) 11-16-06
CFA Chapter President SLO


WARREN J. BAKER (Date) 11/17/06
President
California Polytechnic State University