

CFA Proposal – Exceptional Service Awards

[...]

Assigned Time for Exceptional Levels of Service to Students

20.37 ~~For each fiscal year 2014/15, 2015/16, and 2016/17, the CSU will provide a pool of \$1.3 million (which shall increase at the rate of state-allocated enrollment growth) every academic year, allocated based on campus full-time equivalent students (FTES), to provide assigned time to faculty employees who are engaged in exceptional levels of service that support the CSU's priorities, but who are not otherwise receiving an adjustment in workload to reflect their effort.~~

Assigned time from this pool may be awarded for student mentoring, advising, and outreach, especially as these activities support underserved, first-generation, and/or underrepresented students and other practices in support of such students, including but not limited to:; the development and implementation of high-impact educational practices; curricular redesign intended to improve student access and success; service to the department, college, university, or community that goes significantly beyond the normal expectations of all faculty; assignment to courses where increases to enrollment have demonstrably increased workload; and other extraordinary forms of service to students. These awards are intended to address cultural taxation.

Such adjustments shall be in addition to any adjustments already in place on a campus. Faculty members already receiving assigned time for the same general category of activity (e.g. assigned time for excess enrollments, assigned time for committee service) shall not be eligible for support from this pool for the same activities.

~~In 2014/15, assigned time under this program shall be awarded in the spring and be based on work performed during the 2014/15 academic year.~~ Awards shall consist of WTUs and may be banked for use in the 2015/16-next academic year. Campuses shall establish timelines ~~for 2015/16 and 2016/17~~ so that assigned time is taken during the academic year in which the activities occurred. All faculty unit employees are eligible to apply.

Academic Senates on each campus shall develop criteria and procedures for the use of the funds. Applications shall be evaluated by the appropriate faculty committee(s), which shall make recommendations to the appropriate administrator. Consideration shall be given to the items listed in 20.3 (b) and (c). Priority shall be given to applications which demonstrate that the quality of students' educational experience could not have been maintained without an increase in the faculty member's workload.

Denials shall specify the reasons. Appeals shall be heard by a faculty committee designated for the purpose. Decisions of the appeals committees shall be final and binding and not subject to Article 10 of this Agreement. ~~Awards granted after appeal in 2014/15 and 2015/16 shall be funded from the pool allocated for this program in the subsequent fiscal year and shall not exceed 10% of the annual pool.~~ Any unused funds from this program ~~in 2014/15 or 2015/16~~ shall roll over for use in the following Academic Year. ~~Appeals in 2016/17 must be funded from the available funds for 2016/17, including any rollover from previous years.~~

Campuses shall expend all funds allocated to them under this program. Each campus shall provide an accounting of expenditures for this program for the prior fiscal year by no later than November 1 of the subsequent year. For accounting purposes, costs of assigned time shall be calculated based on the minimum salary for assistant professor.