


**THE CALIFORNIA STATE UNIVERSITY**  
**Office of the Chancellor**  
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**Date:** August 30, 2005 **Code:** HR 2005-37

**To:** CSU Presidents **Supersedes:** HR 2004-07

**From:** Jackie R. McClain   
Vice Chancellor  
Human Resources

**Subject:** **Grant-Related/Specially-Funded Instructional Faculty Classification Update**

California State University (CSU) policy for use of the Grant-Related/Specially-Funded Instructional Faculty classifications (codes 2387 and 2388) is detailed in this memorandum. The classification standard is available on the Web at <http://www.calstate.edu/HRAdm/Classification/index.shtml> under the category of Faculty (Unit 3) and is provided for reference in Attachment A.

These classifications were established originally by the Board of Trustees to permit campuses to appoint individuals of regional and national professional stature. Such appointees receive additional compensation as specified in the faculty (Unit 3) Collective Bargaining Agreement (CBA). The differential portion, including related employee benefit costs, of the total compensation paid to each incumbent is funded by grants, individual gifts and bequests, or by foundation allocation.

Prior to making appointments into these classifications, each campus must transmit its procedures for selection of appointees to the chancellor. Such procedures should involve faculty consultation and recommendation similar to those currently used in other faculty personnel actions.

Each appointment is to be made for one academic year or 12-month period only, subject to additional reappointments by the president after faculty consultation and within funding limits. No tenure accrual or salary rights attach to either classification separate from the tenure rights and salary normally accruing from regular full-time faculty appointment. Appointment to either classification does not constitute a promotion, nor does termination of an appointment without renewal constitute a demotion.

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**Distribution:**

Chancellor  
Vice Presidents, Academic Affairs  
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AVPs/Deans of Faculty Affairs  
Human Resources Directors  
Director, SOSS

The salary differential for the Grant-Related/Specially-Funded Instructional Faculty classifications is 5% to 35% above the corresponding salary of the instructional faculty classification.

The CSU and the California Faculty Association (CFA) agreed that the CSU will not employ systemwide more than one hundred (100) faculty in these classifications at any one point in time. Systemwide Human Resources continues to monitor this limit.

Please note that this policy continues in effect for the 2005/06 year, pending the outcome of faculty contract negotiations that are currently underway. Any subsequent changes will be communicated as appropriate. Questions regarding this HR Letter may be directed to Dr. Cordelia Ontiveros at (562) 951-4503 or via e-mail at [contiveros@calstate.edu](mailto:contiveros@calstate.edu).

This memorandum also is available on the Human Resources Administration's Web site at: <http://www.calstate.edu/HRAdm/memos.shtml>.

JRMcc/co

Attachment

# Classification and Qualification



# STANDARDS

The California State University System

## Grant-Related/Specially-Funded Instructional Faculty

*12 Month Class Code: 2388  
Academic Year Class Code: 2387  
Date Established: 08-22-75  
Date Revised: 02-01-04*

### OVERVIEW:

The Grant-Related/Specially-Funded Instructional Faculty serves as a California State University instructional staff member in a non-permanent, 12-month or academic year assignment. This classification can be used for grant-funded faculty assignments as well as faculty assignments funded by gifts and bequests or by foundation allocations.

### MINIMUM QUALIFICATIONS:

The candidate must have a combination of education and experience required for the academic rank to which he/she is to be appointed plus exceptional professional merit in scholarship and teaching as evidenced by regional or national recognition in his/her discipline(s), as determined by the President, after appropriate consultation.

### COMPENSATION:

5% to 35% differential above the corresponding salary of the Instructional Faculty classification.