

CALIFORNIA STATE UNIVERSITY CHANNEL ISLANDS
Faculty Affairs Office

Emergency Hire -- Certification of Compliance with Article 12.29.b

Emergency hires may be requested if an unanticipated vacancy occurs, qualified faculty in the part-time pool are unavailable for the teaching units to be offered to the emergency hire, and it is too late to include the intended hire to the part-time pool.

Emergency Hire Requested for: _____

Program *Semester*

Name of intended hire: _____

Course(s) to be Offered: _____

Justification for Emergency Hire (i.e. resignation/retirement of tenure track faculty):

Prior to hiring an emergency hire, please complete this certification of compliance with Article 12.29.b of the Collective Bargaining Agreement (CBA) in reference to the order of assignment of work to lecturer faculty during the academic year.

Article 12.29.b states:

b. Assignment Order During The Academic Year

1. First offer work to 3-year full-time appointees pursuant to provisions 12.12 and 12.13 of the Agreement;
2. Next, offer work to other continuing multi-year (not 3-year) under provisions 12.12 and 12.13 full-time appointees;
3. Next, offer work to three-year, part-time appointees pursuant to provisions 12.12 and 12.13 up to their time base entitlement;
4. Next, offer work to individuals whose names appear on the list for the department established pursuant to Article 38.48, up to the time base entitlement of their most recent three-year appointment;
5. Next, offer work to continuing one-year and multi-year (not three-year under provisions 12.12 and 12.13) part-time appointees up to their time base entitlement;

6. Next, offer work to Visiting Faculty subject to the limitations in provision 12.34;
7. Next, pursuant to provision 12.7 give careful consideration to all part-time and full-time temporary faculty with no one-year or multi-year appointments who were employed during the current or immediate past academic year. Temporary faculty in this group may be appointed in any order. Full-time and part-time temporary faculty with no provision 12.3 appointment rights can be appointed to any time base and for any academic term(s). If a decision is made not to reappoint temporary faculty in this category, the work previously performed by these faculty (if it continues to exist) shall be considered "new or additional" and assigned according to the order set forth in Paragraph 8 below.
8. Next, assign any remaining temporary work to temporary employees as "new or additional" work in the following order:
 - i. First, offer work to three-year, part-time appointees up to and including a 1.0 time base;
 - ii. Next, offer work to all other part-time temporary faculty offered appointments pursuant to paragraphs 4 and 5 above up to and including a 1.0 time base; and
 - iii. Last, offer work to any other qualified candidate.

Per Article 12.29.b of the CBA, I certify that I have examined the qualifications of my current part-time lecturers with 12.12 contracts and 12.3 entitlements, and have offered this course(s) to all those qualified. No current part-time lecturer is qualified and/or available to teach these units, requiring that an emergency hire be made.

Program Chair

Date

Having reviewed the program's compliance with Article 12.29.b, I authorize the emergency hire of _____ for the _____ semester.
(name of intended hire)

AVP or Appropriate Administrator

Date

Please return signed form to Rian Medlin, Associate Director of Academic Employee Relations, prior to processing hire paperwork.