

State Side Summer: Chair's Primer

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Shift to State Side: Why?

- FTES count towards the institutional target (Summer 2023 counts towards 23-24 target)
- Opens up some financial aid options that are closed during self-support

Order of Assignment

- Different from Self Support – “No Rules” in CBA
- Different from AY – “Many Rules” in CBA
- Broad Strokes:
 - Tenure-Track
 - Lecturers whose entitlements were NOT met in prior AY
 - Lecturers whose entitlements were met
 - Off the street
- As with AY, must be “qualified”

Group 1: Tenure Track Faculty

- Campus must offer sufficient work to tenured and probationary faculty such that they have at least 24% of the instructional headcount.
- Due to CalPERS regulations, FERP participants may not teach summer classes.
- Any program that expects to offer less than 24% to tenured/probationary faculty must consult with their Dean and Faculty Affairs prior to extending offers so that campus compliance with the minimum is ensured.

Group 2: TAs

- I don't believe we have any currently but could be an issue down the line.

Group 3: Lecturers without Met Entitlements

- Campus must offer qualified lecturers who did not have their entitlement met in the immediately preceding academic year, up to their maximum entitlement.
- There is no differentiation between 3Y and AY lecturers in this category, and they may be appointed in any order.
- Example: Agronomy lecturer with 18 WTU of AY entitlement who only got 12 WTU in Fall+Spring. If qualified, 6 WTU of summer work before other lecturers.

Group 4: Lecturers with met entitlements

- Campus must then offer work to qualified lecturers who taught in the immediately preceding academic year whose entitlements were met or those who do not have an entitlement.
- There is no differentiation between 3Y, AY, or semester appointed lecturers in this category, and they may be appointed in any order.
- Those who have been met in Group 3 would be here for additional units

Group 5: Hire “Off the Street”

- Any other qualified individual
 - Hire off the street
 - Returning lecturer who did not teach in prior year
 - Any order

What to do within Each Group?

- While summer doesn't strictly require Provision 20.2b, I believe that the spirit of "course assignments shall be consistent with department and student needs" is a reasonable guideline.
- Programs may develop guidelines – but not policy – on assignment (infringes on CBA's right of President to make appointments – Provision 21.8)
- When unsure, consult with Dean/AD/AVP

What about entitlements?

- While order of assignment does consider entitlement shortfall, state-support summer does not generally contribute to entitlement in subsequent year.
- Entitlement based on first two consecutive terms.
 - (Fall + Spring), (Fall + Summer), (Fall + Spring + Summer): No entitlement
 - Spring + Summer: Entitlement based on sum of units taught – Only situation that would create entitlement

Compensation

- $1/30^{\text{th}}$ of AY salary per WTU of instruction
 - A 3 WTU class gets 10% of AY salary
- Enrollment-based compensation:
 - Less than 20 leads to a reduction in salary (-5% per student under 20)
 - Not less than 65%
- Class may be canceled due to low enrollment

TT Faculty: Indirect Compensation

- \$150 indirect instructional payment per each unit of direct instructional work

Per CBA, does not apply to lecturers

How much work can a person do?

- No more than 15 W' TU across all summer sessions...
 - Maybe less if faculty member has other additional employment
- What about 125%? Stateside limits to 1.0 timebase for instruction.

What Classes?

- Concern about cannibalizing AY is not unreasonable, but perhaps a bit overstated in my experience
- Focus on classes that help students move on:
 - GE
 - High DFWI classes
- Caution – be aware of what's happening with prereq courses
 - Make sure your Fall schedule can manage what Summer provides