

Assignment of Work under Article 12

At all times: First assign work to tenured and probationary faculty members, including participants in FERP and PRTB. Also assign work as appropriate to administrators, teaching associates, other student employees, and/or volunteer faculty. *Then* assign work to temporary faculty using the following priorities.

Beginning of the Academic Year	During the Academic Year
1. 12.12 entitlement three-year full-time appointees	1. 12.12 Entitlement three-year full-time appointees
2. Continuing multi-year full-time appointees	2. Continuing multi-year full-time appointees
3. 12.12 Entitlement three-year part-time appointees; up to the time base of the entitlement	3. 12.12 Entitlement three-year part-time appointees; up to the time base of their entitlement
4. Individuals who were eligible to be re-appointed for three years who were then placed on a “recall” list (see article 38.48)	4. Individuals who were eligible to be re-appointed for three years who were then placed on a “recall” list (see article 38.48)
5. Continuing multi-year part-time appointees (not three year appointees) up to the time base entitlement.	5. Continuing one-year full-time appointees.
	6. Continuing one-year and multi-year part-time appointees (not three year appointees) up to the time base entitlement
6. Visiting Faculty	7. Visiting Faculty
7. Per 12.7, give “careful consideration” to all part-time and full-time temporary faculty employed in the prior academic year. Can appoint anyone in this group, in any order. (a) Those with rights under article 12.3 (3 quarters of consecutive employment in the prior year), if appointed should receive a 1-year contract, for same time base as prior year <u>if work is available that they are qualified to teach.</u> (b) Those without rights under 12.3 can be appointed to any time base and for any academic term.	8. Per 12.7, give “careful consideration” to all part-time and full-time temporary faculty with no one-year or multi-year appointment, who were employed in the current or prior academic year Can appoint anyone in this group, in any order, to any time base and for any academic term.
8. Any remaining work is “new or additional work”. Offer the work as follows: (i) Offer to 3-year part-time appointees up to and including 1.0 time base. In the event the department has a need to assign work for which a temporary part-time faculty unit employee with a one-year appointment is objectively determined to be demonstrably better qualified, the one-year appointee may be assigned the work. (ii) Then offer work to all other part-time temporary faculty in 4 and 5 above, up to and including a 1.0 time base (iii) Then offer work to any other qualified candidate.	9. Any remaining work is “new or additional work”. Offer the work as follows: (i) Offer to 3-year part-time appointees up to and including 1.0 time base. In the event the department has a need to assign work for which a temporary part-time faculty unit employee with a one-year appointment is objectively determined to be demonstrably better qualified, the one-year appointee may be assigned the work. (ii) Then offer work to all other part-time temporary faculty in 4 and 5 above, up to and including a 1.0 time base (iii) Then offer work to any other qualified candidate.