

Adopted: March 2, 2004

**ACADEMIC SENATE
of
CALIFORNIA POLYTECHNIC STATE UNIVERSITY
San Luis Obispo, CA**

AS-610-04/FAC

**RESOLUTION ON
*APPOINTMENT PROCEDURES FOR
GRANT-RELATED INSTRUCTIONAL FACULTY (GRIF)
OF EXCEPTIONAL MERIT***

1 **Background:** Grant-related instructional faculty (GRIF) is a classification for faculty receiving
2 compensation from grants that permits such compensation to be processed through the University
3 so that it becomes part of one's base pay (up to 35% of normal pay).
4

5 When the GRIF classification was established in 1975, campuses were asked to establish
6 procedures for selection of appointees. While many campuses established such procedures, Cal
7 Poly did not. As a result, selection of GRIF appointees has been ad hoc. The following resolution
8 proposed by the Academic Senate Faculty Affairs Committee remedies the omission.
9

10 WHEREAS, Grant-related Instructional Faculty (GRIF) is a classification for faculty whose
11 work involves grants and grantor institutions; and
12

13 WHEREAS, Cal Poly has faculty classified as GRIF, but there is no set criteria or procedures
14 for nomination and appointment—college deans currently administer the process;
15 and
16

17 WHEREAS, Since the work of faculty is in the framework of academic programs, the process
18 should be regulated through shared governance (i.e., the Academic Senate) with
19 the exception of contractual provisions (i.e., salary and benefits) that take
20 precedence over local policy; therefore, be it
21

22 **RESOLVED:** That the attached *Appointment Procedures for Grant-related Instructional*
23 *Faculty of Exceptional Merit* be approved by the Academic Senate of Cal Poly
24 and forwarded to the President for his approval.

Proposed by: Academic Senate Faculty Affairs Committee
Date: November 20, 2003
Revised: January 6, 2004
Revised: March 2, 2004

APPOINTMENT PROCEDURES FOR GRANT-RELATED INSTRUCTIONAL FACULTY OF EXCEPTIONAL MERIT

I. Definition.

As a result of action taken by the CSU Board of Trustees, instructional faculty members meeting specified criteria may be appointed to two classifications (10-month and 12-month); each provides for compensation from grants, individual gifts or bequests, or foundation allocations at a rate specified by the Collective Bargaining Agreement (currently 5-35%) above the salary for their regular rank and step.

Each appointment to one or the other classification is to be made, as appropriate, for one academic year or 12-month period only, subject to additional appointments by the President after faculty consultation/positive recommendation and within the limits of the grant support. Appointment to either classification does not constitute a promotion, nor does termination of an appointment without renewal constitute a demotion.

II. Minimum Qualifications.

1. In addition to the education and experience normally required for the academic rank to which they are to be appointed, the candidates must have exceptional professional merit in scholarship and teaching as evidenced by regional or national recognition.
2. The faculty member must be involved in the instructional program through classroom/laboratory teaching and/or mentoring students in training, research or creative activities.
3. The faculty member's grant and contract activity must clearly contribute to the regular responsibilities of the university.

III. Appointment Procedures.

Appointment procedures for these classifications shall be developed as follows:

1. Particular qualifications for positions shall be identified either by the fund grantor, subject to the approval of the appropriate department, college, or university committees and administrators; or, by consultation among the appropriate committees and administrators. Department recruitment committees, department chairs, and college deans shall be consulted, with final approval from the Academic Vice President and the President.
2. Procedures for selection of recipients of particular grants shall be developed by a similar process of consultation. Procedures will necessarily vary because of differences in the nature and terms of funding arrangements, but should include specific provisions relating to recruitment of candidates (whether by national search; nomination by grantor, university faculty, university administrators, etc.) and the final selection. Normal university procedures for the recruitment and selection of faculty shall be used.

No appointment may be made without the recommendation of the appropriate faculty committee(s) and administrator(s) in the unit to which the appointment is made, and without the approval of the Vice President of Academic Affairs and the President. The recommendations shall address whether the GRIF applicant is a distinguished faculty member who also meets criteria #II.2 and II.3.

3. Faculty members who have been awarded a sabbatical or difference-in-pay leave are not eligible for a GRIF appointment for the duration of the sabbatical or difference-in-pay.

IV. Remuneration.

1. Appointees to these classifications will receive compensation comprising the base salary pertaining to their normal faculty appointment plus a rate specified by the Collective Bargaining Agreement (currently 5-35%) above such base salary. Minimally, the differential portion, including related employee benefits, of the total compensation to each appointee of these positions will be reimbursed from funds furnished to the campus for that purpose by the grant, from individual bequests, and by foundation allocation.
2. The letter of appointment shall state the amount of the differential.
3. When the appointment to a grant-related instructional position is concluded, the individual shall revert to the salary classification of his/her prior faculty position, if any, as determined by the amount of the differential stated in the letter of appointment.

Pertinent provisions of the collective bargaining agreements (current or future) supersede this policy.

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RECEIVED

CAL POLY

State of California
Memorandum

MAR 22 2004
ACADEMIC SENATE

SAN LUIS OBISPO
CA 93407

To: George Lewis
Chair, Academic Senate

Date: March 22, 2004

From: 
Warren J. Baker
President

Copies: R. Detweiler, M. Suess,
P. Bailey, H. Hellenbrand,
T. Jones, B. Konopak, P. Lee,
T. Swartz, D. Wehner

Subject: **Response to Academic Senate Resolution AS-610-04/FAC
Resolution on Appointment Procedures for Grant-Related Instructional Faculty
(GRIF) of Exceptional Merit**

This will acknowledge receipt of the above subject Resolution. I am pleased to see that the Senate Faculty Affairs Committee has taken the initiative to formally develop campus appointment procedures for the Grant-Related Instructional Faculty classification, which will recognize outstanding research contributions by Cal Poly faculty.

The Resolution is approved with the understanding that approval authority to appoint faculty to the Grant-Related Instructional Faculty classification is delegated to the Provost and Vice President for Academic Affairs. In implementing the policy, college deans are delegated the authority to determine the appropriate faculty committees as provided by the Resolution.

Please extend my appreciation to the Faculty Affairs Committee for the good work they accomplished in developing these procedures.

Enclosures