

**SAN JOSÉ STATE UNIVERSITY  
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**F81-7, University Policy, Appointment Procedures for Grant-Related Instructional Faculty of Exceptional Merit (GRIF)  
(with Amendment A)**

**Amends: F81-7**

**Legislative History:**

At its meeting of November 23, 1981 the Academic Senate approved the following policy recommendation (F81-7) as presented by Senator William Tidwell, Chair, Professional Standards Committee. F81-7 was approved and signed by President Gail Fullerton on December 30, 1981.

Amendment A to F81-7 was presented by Senator Peter for the Professional Standards Committee and approved by the Senate on April 30, 2018. Amendment A was approved and signed by President Mary A. Papazian on May 9, 2018. Amendment A brings F81-7 into compliance with current coded memo and is incorporated into the original policy below.

**University Policy F81-7  
Appointment Procedures for Grant-Related Instructional  
Faculty of Exceptional Merit (GRIF)**

1. Definition and Minimum Qualifications for Grant-Related Instructional Faculty (GRIF):
  - 1.1. As a result of action taken by the CSU Board of Trustees, instructional faculty members meeting specified criteria may be appointed with additional compensation from grants, individual gifts or bequests, or foundation allocations at a differential above the salary for their regular rank and step. In addition to the education and experience normally required for the academic rank to which they are to be appointed, the criteria are that the candidates have exceptional professional merit in scholarship and teaching as evidenced by regional or national recognition.
  - 1.2. CSU coded memo (HR 2005-37 at the time of this policy recommendation, or its successor memo if subsequently changed) further describes these

appointments and should be referenced whenever making a GRIF appointment. The most important provisions of the coded memo include the following:

- 1.2.1. Each appointment is to be made for one academic year or 12 month period only, subject to additional appointments by the president after faculty consultation and within funding limits.
- 1.2.2. No tenure accrual or salary rights attach to a GRIF appointment separate from the tenure rights and salary normally accruing from regular full-time faculty appointment. Appointment to either class does not constitute a promotion; nor does termination of an appointment without renewal constitute a demotion.
- 1.3. Qualifications. Candidates recommended for GRIF designation should be of "regional or national professional stature" and should be of "exceptional merit." 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. Normally, department recruitment committees, college policy committees, department chairs, and college deans should be consulted, with final approval from the Provost and the President.

## 2. Appointment Procedures:

- 2.1 GRIF faculty must first be appointed using university procedures for the recruitment and selection of faculty (S15-6 at the time of this policy recommendation or its successor policy.) 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 Provost and the President.
- 2.2. Designation of a new or existing faculty position as a GRIF position shall be subject to the review of an appropriate faculty committee, with final approval from the Provost and the President.
- 2.3. Specific selection procedures. Procedures for selection of recipients of particular grants shall be developed 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. 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.

- 2.4. Renewal of a GRIF designation in subsequent years may be expedited according to procedures determined by the Provost, but shall require annual review by an appropriate faculty committee.