

**SAN JOSÉ STATE UNIVERSITY
ONE WASHINGTON SQUARE
SAN JOSÉ, CA 95192**

F81-7, Amendment A to University Policy F81-7, Appointment Procedures for Grant-Related Instructional Faculty of Exceptional Merit (GRIF)

Amends: F81-7

Legislative History:

University Policy F81-7 was presented by Senator Tidwell for the Professional Standards Committee and approved by the Academic Senate at its meeting of November 23, 1981. Amendment A to F81-7 was presented by Senator Peter for the Professional Standards Committee and approved by the Academic Senate on April 30, 2018.

**Signed and approved by
President Mary A. Papazian on
May 9, 2018.**

Resolved: That F81-7 be amended with the revisions shown, effective immediately.

Rationale: *F81-7 is our campus policy regulating the appointment of a very small number of faculty who are appointed with annual salary supplements above that of the CSU/CFA contract. There are at present only 2 such faculty at SJSU. The number of these faculty are limited to 100 system wide, and the size of their supplementary salary is currently limited to 5-35% of their normal salary. The supplements are paid by non-state dollars, including grants, gifts, or foundation resources, and are designed "to permit campuses to appoint individuals of regional and national professional stature." These have become known as Grant-Related Instructional Faculty (GRIF.)*

This program is nearly 40 years old and is currently regulated by CSU coded memorandum HR 2005-37. The coded memo requires that campuses create their own procedures for the selection of GRIF faculty, and F81-7 is our campus's document to comply with this system requirement.

Some of the parameters have changed since our campus policy was first approved in 1981, such as the change from 25% to 35% for the maximum supplementary salary. These amendments are designed to bring our policy into compliance with the current coded memo, and to make it less likely that it will need to be amended in the future as new coded memos are released. We have, for example, removed the specific reference to the

size of the award since it has changed and since the procedures should apply even if it were to change again.

In drafting these amendments, Professional Standards was loathe to become too specific about the process for appointment or renewal given that the policy concerns such a tiny number of cases. Instead, both the old and the revised policy rely upon the relevant actors to develop procedures as they go, within certain broad boundary lines. While faculty committees must be involved in approval, the policy is deliberately silent about which committees they will be—whether an existing personnel committee or a specially appointed committee. The nitty gritty details are primarily left to the Provost, as they are now.

Approved: April 16, 2018
Vote: 8-0-0
Present: Chin, He, Marachi, McKee, Peter, Donahue, Kimbarow
Absent: White, Kauppila
Financial Impact: None.
Workload Impact: None.

F81-7, Amendment A to University Policy F81-7 Appointment Procedures for Grant-Related Instructional Faculty of Exceptional Merit (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 ~~to two classes (10-month and 12-month); each provides for~~ compensation from grants, individual gifts or bequests, or foundation allocations at a ~~5-25%~~ 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) FSA 75-55 further describes these classes 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 ~~Each appointment to one or the other class 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 and within funding limits. ~~the limits of the grant support.~~
 - 1.2.2. No tenure accrual or salary rights attach to a GRIF appointment either class 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 school-policy committees, department chairs, and college school deans should be consulted, with final approval from the Provost Academic Vice President and the President.

2. Appointment Procedures.

Appointment procedures for these classes shall be developed as follows:

- 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 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 affirmative action search; nomination by grantor, university faculty, university administrators, etc.) and the final selection. ~~Whenever possible, normal university procedures for the recruitment and selection of faculty should 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 Academic Vice President and the President.~~
- 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.