

## Assignment of Work under Article 12.29

Assignment of work is always subject to budget and enrollment. **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 **qualified** lecturers as follows:

Beginning of the Academic Year	During the Academic Year
1. Three-year full-time appointees	1. Three-year full-time appointees
<del>2. Continuing multi-year full-time appointees</del>	<del>2. Continuing multi-year full-time appointees</del>
3. Three-year, part-time appointees; up to the time base of the entitlement	3. 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 but did not receive an appointment because of lack of available work, who were then placed on a “recall” list (see article 38.48)	4. Individuals who were eligible to be reappointed for three years but did not receive an appointment because of lack of available work, who were then placed on a “recall” list (see article 38.48)
(INTENTIONALLY BLANK)	<b>5. (NEW)</b> Continuing one-year full-time appointees (if full-time work is unavailable, appoint at available time base. Note: partial or complete reduction in time base does not require layoff per article 38.48)
<del>5. Continuing multi-year, part-time appointees (not three-year appointees) up to the time base entitlement</del>	6. Continuing <b>one-year and multi-year</b> part-time appointees (not three-year appointees) up to the time base entitlement
6. Visiting Faculty (see 12.32)	7. Visiting Faculty (see 12.32)
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, <b>in any order</b> : <ul style="list-style-type: none"> <li>a. Those with rights under article 12.3 (part-time employees with 2 semesters or 3 quarters of consecutive employment in the prior year), <b>if appointed</b> 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></li> <li>b. Full-time and part-time faculty without rights under 12.3 can be appointed to any time base or term.</li> </ul>	8. Give careful consideration to all part-time and full-time temporary faculty with <b>no</b> one-year or multi-year appointment, who were employed in the current or prior academic year. Can appoint anyone in this group, <b>in any order</b> . Full-time and part-time faculty without rights under 12.3 can be appointed to any time base or term.
8. Any remaining work is “new or additional work.” Offer the work <b>in the following order</b> : <ul style="list-style-type: none"> <li>a. Offer to 3-year, part-time appointees up to and including 1.0 time base, UNLESS based on department need, may be offered to part-time temporary faculty holding a one-year appointment up to, and including, a 1.0 time base who are objectively demonstrably better qualified as determined by Department Chair/Director</li> <li>b. Then offer work to part-time temporary faculty holding a one-year appointment up to and including a 1.0 time base</li> <li>c. Then offer work to any other qualified candidate.</li> </ul>	9. Any remaining work is “new or additional work.” Offer the work <b>in the following order</b> : <ul style="list-style-type: none"> <li>a. Offer to 3-year, part-time appointees up to and including 1.0 time base, UNLESS based on department need, may be offered to part-time temporary faculty holding a one-year appointment up to, and including, a 1.0 time base who are objectively demonstrably better qualified as determined by Department Chair/Director</li> <li>b. Then offer work to part-time temporary faculty holding a one-year appointment up to and including a 1.0 time base</li> <li>c. Then offer work to any other qualified candidate.</li> </ul>