



**07/AS/25/FAC**  
**Range Elevation Policy**

**Whereas:** Lecturers, and temporary librarian and counseling faculty unit employees at California State University, Stanislaus teach a large proportion of students and courses, thus having great impact on our students; and,

**Whereas:** California State University, Stanislaus embraces diversity, equity, inclusion, and social justice as vital components of educational quality, and inclusive practices should be reflected in our workforce policies for all members of the University community; and,

**Whereas:** many temporary faculty dedicate entire careers to serving students at California State University, Stanislaus, and,

**Whereas:** The Collective Bargaining Agreement between the California State University and Unit 3 employees allows management multiple mechanisms for determining pay for faculty, including classification based on degrees earned and reclassification in recognition of time and weighted teaching units served; therefore, let it be

**Resolved:** The Academic Senate of California State University, Stanislaus approve the attached policy 07/AS/25/FAC to replace 10/AS/23/FAC, establishing the provision that the Office of Faculty Affairs shall regularly evaluate eligibility of lecturers, and temporary librarian and counseling faculty unit employees for an advancement in Range in recognition of time and weighted teaching units served, as elaborated in the Collective Bargaining Agreement; and let it be further

**Resolved:** The Office of Faculty Affairs shall notify those lecturers, temporary librarians, or faculty unit employees who are eligible for Range Elevation, as well as their direct supervisors, and appropriate administrators, prior to applying the Range Elevation during the first appointment in the next academic year; and let it be further

**Resolved:** The Academic Senate of California State University, Stanislaus expresses its thanks to the Office of Faculty Affairs for their lead in simplifying the Range Elevation process; and let it be

**Resolved:** The Academic Senate of California State University, Stanislaus expresses its appreciation for the varied contributions lecturers make in their service to our students and also more broadly in our campus community, and, let it be

**Resolved:** This policy take effect immediately upon approval by the campus president.

**Rationale:** Lecturers, and temporary librarian and counseling faculty take on a high proportion of FTES workload for compensation that does not reflect their level of education and contributions to the success of the university. Our campus' stated mission and values include a commitment to lifelong learning and state that we "embrace diversity, equity,

inclusion, and social justice as vital components of educational quality.” The Collective Bargaining Agreement provides for Range Elevation based on time and weighted teaching units served. Provided that a faculty member’s mandatory Temporary Faculty Evaluation cycles have resulted in retention, a simplified process for Range Elevation is justified. This policy revision provides that following screening for eligibility, the Office of Faculty Affairs shall notify the lecturer, temporary librarian or counseling faculty member of their eligibility, along with their department chair or immediate supervisor as well as the appropriate administrators. The range elevation shall be applied automatically, effective at the beginning of the first appointment in the next academic year.

**Attached: 07/AS/25/FAC Range Elevation Policy**

**Approved by the Academic Senate on March 11, 2025**  
**Approved by President Britt Rios-Ellis on April 28, 2025**

## **07/AS/25/FAC Range Elevation Policy**

**Purpose:** The purpose of this policy is to establish a means by which lecturers may be granted range elevation consistent with the CSU-CFA Faculty Collective Bargaining Agreement (CBA) This policy replaces AA/10/AS/23/FAC Range Elevation Policy (previously 15/AS/22/FAC Range Elevation Policy and 13/AS/18/FAC-Temporary Faculty Range Elevation Policy).

**Eligibility:** Lecturers and temporary librarian and counseling faculty unit employees shall be considered eligible for range elevation according to terms of the Unit 3 Collective Bargaining Agreement and relevant Memoranda of Understanding or amendments thereto. For lecturers and temporary librarian and counseling faculty who earn a terminal degree appropriate to their teaching duties, see footnote.<sup>1</sup>

**Notification:** Annually, in the spring semester, the Office of Faculty Affairs shall notify those lecturers and temporary librarian and counseling faculty unit employees who are eligible for range elevation, based on time and weighted teaching units served. Acknowledgment by the faculty member, chair (or other immediate supervisor), and appropriate administrators will be requested.

**Effective Date:** A range elevation salary increase shall be effective at the beginning of the first appointment in the academic year following the review.

**No Impact on Temporary Status of the Appointment:** Range elevation does not imply any guarantee of future employment nor does it affect the conditional nature of the temporary appointment.

**Salary Increase:** In accordance with the Collective Bargaining Agreement, a ~~successful~~ range elevation award shall be accompanied by a salary increase of 5%, or the percentage increase necessary to reach at least the minimum of the next range, whichever is greater.

**Authority:** The President shall grant range elevation based on recommendations from the university Provost.

<sup>1</sup> If, while employed at the University, a lecturer or temporary librarian or counseling faculty member earns a terminal degree appropriate to teaching in the discipline in which they were appointed, the faculty member will inform the appropriate Dean/Director and the Office of Faculty Affairs. Upon verification of the degree completion by the Office of Faculty Affairs, the appropriate salary adjustment and appointment in the next range will be made in the first appointment in the next academic year.