Employment Under a Contract or Grant

7.1 Policy

All appointments to positions funded under contracts or grants are contingent upon receipt of contract or grant funding specifically for that purpose. All such appointments terminate upon completion of the term of the contract or grant under which the appointment was made, or upon early termination of the contract or grant by the University or the funding party, or upon exhaustion of the available funding for the position provided for under that contract or grant, whichever occurs first.

7.1.1 Tenured faculty members and non-tenured faculty who have not been provided notice under Section III, Chapter 4.4, revert to the previous faculty position held before appointment to a contract or grant-funded position upon termination of funding for the grant or contract or exhaustion of funding designated for the position.

7.1.2 Non-faculty employees, including classified personnel specifically hired under a contract or grant, do not revert to any previously held or replacement employment position at the University except by prior written notice by the University and subject to the availability of regular state funding for the previous or replacement position.

7.1.2.1 All appointments under a contract or grant shall be based on individual faculty and staff Institutional Base Salary (IBS), and shall be expressed in percent level of effort (not hours) for faculty and staff.

7.1.2.2 For graduate level students, appointments under a contract or grant shall be based on college level established graduate level IBS rates, on an annual (12 months) base, expressed in a percent level of effort (i.e. 50%), are subject to the terms and conditions of the grant or contract and availability of funds. As established in section 7.1.2 above, these appointments do not revert to any previously held or replacement employment position at the University upon termination of funding for the grant or contract or exhaustion of funding designated for the position.

7.1.2.3 Undergraduate students appointed under a contract or grant in a research capacity shall be appointed based on college level established undergraduate level IBS rates, on an annual (12 months) base, expressed in a percent level of effort (i.e. 50%), are
subject to the terms and conditions of the grant or contract and availability of funds. As established in section 7.1.2 above, these appointments do not revert to any previously held or replacement employment position at the University upon termination of funding for the grant or contract or exhaustion of funding designated for the position.

7.1.2.4 All other undergraduate students appointed under a contract or grant shall be appointed based hourly rates in accordance with salary pay ranges for non-grant funded undergraduate student positions, they shall be on an hourly base, must be certified and submitted for payroll via approved time card, are subject to the terms and conditions of the grant or contract, and based on availability of funds. As established in section 7.1.2 above, these appointments do not revert to any previously held or replacement employment position at the University upon termination of funding for the grant or contract or exhaustion of funding designated for the position.

7.2 Other applicable policies.

7.2.1 All other University policies of this Handbook regarding University employment are applicable under this Section, including yet not limited to those established in Section V, especially:

a. Employment of Non-Citizens at Chapter 3.2
b. Security Sensitive Positions at Chapter 3.3
a. Criminal Background Checks at Chapter 12
b. Outside and Dual Employment at Chapter 4