

**Summer 2020 Professional Development and Training for California State University  
Dominguez Hills Faculty Unit Employees as a result of COVID-19**

**Memorandum of Understanding**

The California State University, Dominguez Hills (CSUDH) and the California Faculty Association enter into this Memorandum of Understanding (MOU). As a result of COVID-19, instruction at CSUDH for Fall 2020 will be primarily virtual. In recognition of the need for CSUDH to provide additional professional development and training for Faculty Unit Employees during Summer 2020 to help them prepare their courses for virtual instruction during Fall 2020, CSUDH agrees to provide compensation in the form of a one-time stipend for Faculty who participate in designated online/hybrid instruction professional development activities and apply principles learned in such activities to their Fall 2020 courses. Participation in CSUDH summer professional activities is optional.

All faculty are able to participate in summer professional development activities. However, only those who are employed by the University or eligible to be employed by the University and submit/complete required deliverables will receive the stipend. Completion/deliverables will be decided by the activity facilitators/sponsors and may vary. While there is no limit on the number of professional development activities a faculty member may participate in, faculty may only be compensated for a maximum stipend of **\$1500** for all stipend-related activities.

The Summer 2020 Professional Development for Online Teaching and Learning Stipend formula is as follows:

**\$1500 maximum stipend compensation per faculty member;**

**FDC one-week bootcamps = \$750 each with a \$1500 max if two or more are taken**

**FDC two-week bootcamp = \$1500 (already completed)**

**Various 1-3 hour workshops run by the Undergraduate Studies in late June/July: \$50/hr**

**College-based Summer FLCs: \$1000 for summer work**

**Academic Technology's Self-Paced course: \$250**

**CSU Quality Assurance/QM/QLT Introduction to Teaching Online course: \$1500**

Participation will be verified by activity sponsor, in cooperation with activity facilitators and faculty.

Payment of these stipends does not constitute additional employment nor grant additional entitlement. Stipends are taxable income, subject to other payroll deductions, and will be paid within 30 days after completion and/or deliverables have been verified and processed by a designated CSUDH office. This is subject to campus payroll processing procedures.

Stipends are not pensionable, and therefore not subject to CalPERS retirement holdings. CalPERS annuitants, including those participating in the Faculty Early Retirement Program, who are rehired by the CSU are eligible for stipends only if participation does not cause the faculty member to violate CalPERS rules or regulations, and/or any applicable law.

Participation in a professional development/training program will not have any impact on employee evaluations or range elevation, nor will participation or non-participation be used in any personal actions.

Employee participation or non-participation in this professional development/training shall not be used in determining course assignments and shall not impact an employee's eligibility for an appointment.

Furthermore, such participation shall not be used during the careful consideration process unless faculty members specifically include it in their list of qualifications.

Any such professional development/training program shall not be considered extraordinary support or constitute work for hire. Intellectual Property Rights shall be controlled by Article 39 in the CBA.

This agreement shall not be applicable beyond the Summer 2020 term. Stipends will also apply for faculty completion of Academic Technology's Self-Paced course and the CSU Quality Assurance/QM/QLT Introduction to Teaching Online course that was initiated in spring semester following the shift to alternative/virtual instruction in March and completed in Spring or Summer 2020.


For California State University, Dominguez Hills:

  
Cheryl Kobs  
AVP for Faculty Affairs  
and Development

6/26/2020

Date

For the California Faculty Association:

  
Jackie Teepen, Staff Representative  
California Faculty Association

6/25/2020