



CALIFORNIA STATE UNIVERSITY, LONG BEACH

OFFICE OF FACULTY AFFAIRS

Guidelines for Grant-Related/Specifically-Funded Instructional Faculty Appointment

Purpose

Grant-Related/Specially-Funded Instructional Faculty (GRIF) appointments allow California State University, Long Beach (CSULB) to recognize outstanding exceptional professional merit in scholarship and teaching, as evidenced by regional and national professional stature in their discipline, through a temporary enhanced salary from non-state resources. These guidelines outline the criteria and processes by which instructional faculty engaged in substantial externally funded activity may be granted a GRIF classification. Eligible candidates must possess the education and experience appropriate to their academic rank and demonstrate exceptional merit through sustained regional or national recognition, an outstanding record of securing external funding through grants or other fundraising, and significant research, scholarly, or publishing accomplishments, as determined by the President or designee following appropriate consultation.

Definition

The Grant-Related/Specially-Funded Instructional Faculty (GRIF) member serves as a CSULB instructional faculty member designated by the classification code 2387 or 2388. Only an individual who holds a full-time, permanent faculty appointment may be appointed to classification code 2387 or 2388. GRIF members will be appointed to a nonpermanent academic year or a 12-month GRIF classification. The classification can be used for grant-funded faculty assignments as well as faculty assignments funded by gifts and bequests or by Foundation allocations. The GRIF classification provides for an accompanying base salary increase of 5%-35% above the corresponding salary of the instructional faculty classification.

General Information

- Employment in classification code 2387 or 2388 may only occur with the approval of the President or designee. New or continuing appointment to a GRIF classification is always at the discretion and pleasure of the President and/or designee after appropriate consultation and within the funding limits.
- Each appointment is to be made for one academic year or 12-month period and expires at the end of the academic year or 12-month appointment. Having a GRIF award does not establish a right to a subsequent or future GRIF appointment. There is **no automatic renewal** of a GRIF appointment.
- The CSU and the California Faculty Association (CFA) agreed that the CSU will not employ systemwide more than one hundred (100) faculty in these classifications at any one point in time. Systemwide Human Resources continues to monitor this limit. Prior to the implementation of any appointment into this classification, Faculty Affairs must confirm the systemwide total with Academic Personnel in Systemwide Human Resources.

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- Faculty members with GRIF appointments **shall not be eligible for any additional employment**, or overload, through the CSU or its auxiliaries.
- CalPERS regulations limit the amount of annual base salary that can be used in calculating retirement benefits. That limit is the maximum salary rate for the range published on the salary schedule.
- Faculty members are **not** eligible for GRIF appointments while on sabbatical, difference- in-pay leave, or other paid leave described in Article 23 in the CSU-CFA Collective Bargaining Agreement for the duration of that paid leave.
- GRIF faculty shall have all the privileges and employment benefits accruing to their regular faculty appointment.
- GRIF appointments are contingent on the availability of adequate funding from grants, individual gifts and bequests, or by foundation allocation. Therefore, should the funding cease to be available, the GRIF appointment will terminate.
- Appointees to these classifications shall receive compensation comprising the base salary of their normal faculty appointment plus the recommended base increases (from 5% to 35%).
- When the GRIF appointment concludes, the faculty member's appointment shall revert to the salary classification of the prior faculty position with any intervening salary adjustments.
- The portion of the appointment that is not designated as GRIF shall be assigned to normal teaching and departmental, college, and university service responsibilities expected of all other faculty in their regular appointments. This portion is not eligible for external funding reimbursement.
- Appointment to either GRIF classification does not constitute a promotion nor does termination of a GRIF appointment without renewal constitute a demotion. No tenure or salary rights attach to either classification separate from the tenure rights and salary normally accruing from regular full-time faculty appointment.
- Faculty seeking to renew an existing or request an additional GRIF appointment must re-apply through the same process as first-time applicants.

Criteria

Specific criteria used for the award evaluation and that shall be addressed in the faculty application letter are:

- The faculty member's grant, contract, or specialized service center activity, including volume of annual expenditures, and the demonstrable ways in which such activities contribute to the mission of the University.
- The applicant must demonstrate sustained and exceptional levels of funding in the two academic years preceding the GRIF application. While lower levels of funding may be considered, especially in cases of multiple awards with the full campus IDC rate, the minimum expectation is that total annual awards per year will be able to support the salary augmentation, including both direct and indirect funds.
- The faculty member's external funding activity must be clearly related to the faculty member's University responsibilities and must contribute to the University's instructional program, including classroom/laboratory teaching and/or mentoring of students in training, research, or clinical activities.
- The faculty member must have publications in top-ranked research journals, and/or exhibitions in nationally renowned galleries, and/or authorship of highly respected scholarly books.

Application Instructions

- Eligible faculty member submits a letter of application to the Department Chair (copied to the Dean) requesting a GRIF appointment. The letter includes the rationale for the request and confirmation of identified funding sources. Applications are due no later than **April 15**.
- The Department Chair reviews the application and submits a written recommendation for approval or denial to the Dean.
- The Dean reviews the faculty application and Department Chair’s recommendation and confirms that adequate funding is available for both the base salary and salary differential through the Office of Research and Economic Development and/or the Foundation Office.
- The Dean submits a letter of recommendation for approval or denial to the Provost and the Associate Vice President for Faculty Affairs no later than **May 1**.
- The Dean and Provost evaluate the recommended GRIF salary differential (5–35%) based on performance levels: Excellent (5–15%), Exceptional (16–25%), or Outstanding (26–35%) (See section below).
- The Provost reviews the application and Dean’s recommendation and forwards a final recommendation to the President, unless final decision authority has been delegated to the Provost.
- The President or designee reviews the application and all recommendations and approves or denies the GRIF appointment. If approved, the letter specifies the final GRIF salary differential (5–35%). The decision is final.
- The President or designee communicates the decision to the applicant by letter, with copies to the Department Chair, Dean, Associate Vice President for Faculty Affairs, and Provost.
- If approved, the Dean ensures the GRIF base salary increase is applied at the start of the following academic year (for academic year or 12-month appointments).

Guidance for Salary Differential

5-15%	Excellent	A faculty member demonstrates strong external funding performance that meets or slightly exceeds the annual expectations, with activities clearly aligned with University responsibilities and contributing to the instructional mission. The faculty member effectively integrates funded work into teaching or mentoring and maintains a consistent record of high-quality scholarly/creative output in reputable journals, exhibitions, or scholarly publications.
16-25%	Exceptional	A faculty member demonstrates sustained external funding at levels of significance above minimum expectations, resulting in substantial contributions to the University’s research and instructional mission. Funded activities are deeply integrated into teaching and mentoring responsibilities with demonstrated positive impact on students, and the faculty member produces notable scholarly/creative work recognized within the field through top-ranked publications, national exhibitions, or influential scholarly books.
26-35%	Outstanding	A faculty member secures exceptionally high levels of competitive external funding that significantly elevate the University’s research capacity and visibility. Their funded activities yield transformative contributions to mission-related areas such as research infrastructure, interdisciplinary initiatives, or student training pipelines. The faculty member exemplifies exemplary integration of funded work into teaching and mentoring and achieves national or international recognition through leading scholarly/creative publications, major exhibitions, or field-defining scholarly books.