

GSI See General Salary Increase

GARNISHMENTS See Wage Assignments

GENERAL CATALOG The *General Catalog* for the campus contains course and program descriptions as well as information on graduation requirements, general education, departments, a list of faculty, administrators, and emeriti, etc. Each full-time faculty member receives a complimentary copy of the catalog. It is recommended that faculty members retain their catalogs permanently for future reference.

Reference: [General Catalog](http://www-catalog.admin.csufresno.edu/current/)
<http://www-catalog.admin.csufresno.edu/current/>

GENERAL COUNSEL The California State University maintains the Office of General Counsel in the Chancellor's Office to represent the campuses of the CSU in matters of litigation. Only those individuals specifically authorized by the President may contact this office directly. Individuals who wish to contact General Counsel for any purpose should request the information through authorized campus personnel. For faculty, that individual is the Associate Vice President for Academic Personnel (8-3027).

Reference: [CSU Office of General Counsel](http://www.calstate.edu/GC/)
<http://www.calstate.edu/GC/>

GENERAL EDUCATION Developed by both faculty and students, the university's General Education Program is an introduction to the breadth and depth of the dynamics of human experience. It provides students with a foundation in the liberal arts and sciences and prepares them for specialized study in a particular discipline or program.

The overall objective of General Education is to create a context wherein basic skills are developed and strengthened, scholarship and disciplined thinking emerge, awareness and reflection occur, and ultimately - the integration of knowledge begins.

In the 1999-2000 academic year, the university introduced a major revision of the General Education program that the faculty believes is improved in content and which facilitates transfer to the university. All students enrolling in the university as first-time freshmen beginning fall 1999 and after, and all transfer students entering fall 1999 or after who elect to adopt the 1999-2000 catalog will be required to complete this new General Education Program.

The General Education Program is an integrated curriculum of courses organized into four groups:

FOUNDATION, the basic foundation of one's university education, consists of courses in fundamental skills and knowledge.

BREADTH exposes students to a variety of disciplines within a structured framework that develops knowledge in four basic areas of human endeavor.

INTEGRATION ties together the Program by providing an integrative experience at the upper-division level in three of the four areas of breadth.

MULTICULTURAL/INTERNATIONAL completes the General Education Program with an upper-division experience as preparation for an international, multicultural world.

The General Education Program requires students to complete a minimum of 51 semester units. All requirements must be met with courses of at least three semester units. The requirements include: four courses in *FOUNDATION*, nine courses in *BREADTH*, and four upper-division courses - three *INTEGRATION* courses and one *MULTICULTURAL/INTERNATIONAL* course. These four upper-division courses should be taken no sooner than the term in which 60 units of college coursework are completed. A minimum of 9 units of course work for General Education must be taken in residence at California State University, Fresno.

Because the goal of General Education is to provide a solid foundation with a broad scope and the goal of the major is to provide depth in a specific discipline or program, the following stipulations apply:

The *FOUNDATION* courses must be completed with a grade of C or better to satisfy the General Education requirement.

A maximum of two General Education courses from one department or program may be applied to satisfy *BREADTH*, *INTEGRATION*, and *MULTICULTURAL/INTERNATIONAL* requirements. (However, a department or program may prohibit any General Education course from simultaneously satisfying its own departmental or programmatic requirements.) *INTEGRATION* and *MULTICULTURAL/INTERNATIONAL* courses used to satisfy this requirement must be taken outside the department of the student's major.

The university's General Education Program requires that almost all courses in the program have substantial writing assignments.

All *Foundation* courses except those in Quantitative Methods (B4) and all *Breadth* courses will require writing assignments totaling at least 2000 words.

All upper-division courses (IB, IC, ID, and M/I) will require writing assignments totaling at least 4000 words.

For complete details, please consult the *General Catalog*.

GENERAL EDUCATION, A-E FORMAT While the revised General Education Program is presented here in terms of *FOUNDATION*, *BREADTH*, *INTEGRATION*, and *MULTICULTURAL/INTERNATIONAL*, it relates simply to the A-E format widely used throughout the state as indicated by the course prefixes in the table:

While the revised General Education Program is presented here in terms of *FOUNDATION*, *BREADTH*, *INTEGRATION*, and *MULTICULTURAL/INTERNATIONAL*, it relates simply to the A-E format widely used throughout the state as indicated by the course prefixes in the table above.

G.E. requirement: 51 semester units minimum to include 12 upper-division semester units.

Area A

(9 semester units minimum. One course is required in each subarea.)

- A1 Oral Communication
- A2 Written Communication
- A3 Critical Thinking

Area B

(12 semester units minimum including 3 units upper division. One course is required in each subarea.)

- B1 Physical Science
- B2 Life Science
- B4 Quantitative Reasoning
- IB Upper-Division G.E. Integration, Area B

Area C

(12 semester units minimum including 3 units upper division. Select one course from C1, C2, and IC plus one additional course from either C1 or C2.)

- C1 Arts
- C2 Humanities
- IC Upper-Division G.E. Integration, Area C

Area D

(15 semester units minimum including 6 units upper division. One course is required in each subarea.)

- D1 American History
- D2 American Government
- D3 Social Science
- ID Upper-Division G.E. Integration, Area D
- MI Upper-Division G.E. Multicultural/International

Area E

(3 semester units minimum.)

- E1 Lifelong Understanding and Self-Development

Reference: [General Catalog](http://www-catalog.admin.csufresno.edu/current/)
<http://www-catalog.admin.csufresno.edu/current/>

GENERAL EDUCATION COMMITTEE (8-2743) The General Education Committee is a standing committee of the Academic Senate. The Committee (a) evaluates and approves courses for inclusion in the General Education Program; (b) coordinates a regularly scheduled review of General Education courses to ensure compliance with General Education policies and guidelines; (c) implements General Education policy and guidelines as adopted by the University; (d) submits, on a yearly basis, a report on the status and functioning of the General Education Program as a whole to the Executive Committee of the Academic Senate; and (e) develops recommendations for changes in General Education Policy.

The committee is comprised of ten faculty members elected from each of the colleges/schools, two students, the Provost or designee, and a non-voting representative appointed by the Vice President for Student Affairs.

The committee normally meets on Fridays at noon in UC 203.

For complete details about the work of the committee and for appeals from negative recommendations of the committee, please consult the Bylaws of the Academic Senate.

Reference: [Bylaws of the Academic Senate
http://www.csufresno.edu/aps/apm/129.pdf](http://www.csufresno.edu/aps/apm/129.pdf)

[Graduate Committee
http://www.csufresno.edu/senate/committees/graduate_committee&subcommittee.html](http://www.csufresno.edu/senate/committees/graduate_committee&subcommittee.html)

GENERAL EDUCATION COURSES, WRITING IN The General Education Program requires that almost all courses in the program have substantial writing assignments. All *Foundation* courses except those in Quantitative Methods (B4) and all *Breadth* courses will require writing assignments totaling at least 2000 words. All upper-division courses (IB, IC, ID, and M/I) will require writing assignments totaling at least 4000 words.

GENERAL CATALOG Each year, all full-time faculty members are provided a copy of the General Catalog. Faculty members are encouraged to retain prior copies of the catalog for future reference. The Evaluations Office has a complete set of university catalogs back to 1911.

Reference: [General Catalog
http://www-catalog.admin.csufresno.edu/current/](http://www-catalog.admin.csufresno.edu/current/)

GENERAL SALARY INCREASE (GSI) A general salary increase is an increase applicable across-the-board to all faculty unit employees. These increases are subject to bargaining.

Reference: [CBA Article 31 Salary
http://www.calstate.edu/LaborRel/Contracts_HTML/CFA_CONTRACT/article31.shtml](http://www.calstate.edu/LaborRel/Contracts_HTML/CFA_CONTRACT/article31.shtml)

GIFTS TO THE UNIVERSITY Prior approval is required from the college/school dean before gifts may be solicited from outside sources. Additionally, there are state mandated requirements for the acceptance and acknowledgement of gifts. For complete information please consult the campus Policy on Gifts to the University in the APM and/or call the Office of the Vice President for Advancement (8-6050).

Reference: [Policy on Gifts to the University – General Guidelines – Solicitations,
Acceptance, and Acknowledgement of Gifts \(APM\)
http://www.csufresno.edu/aps/apm/611.pdf](http://www.csufresno.edu/aps/apm/611.pdf)

GOVERNANCE See Section II of the Introduction to this handbook.

GOVERNMENT CODE The *Government Code* is the compilation of legislative enactments referring to matters relating to the conduct of state business, the administration of state agencies, and employees of the State of California or its independent institutions. It is part of the larger statutory codes of the State of California. A copy can be found in the Reference Department of the Madden Library.

Reference: [Government Code
http://www.leginfo.ca.gov/calaw.html](http://www.leginfo.ca.gov/calaw.html)

GRADE APPEALS Students are responsible for maintaining standards of academic performance established by their professors and for conducting themselves in accordance with established procedure and generally accepted standards of social behavior. When grade disputes cannot be settled informally, students have a right to file a grade appeal with the Student Academic Petitions Committee to determine if the assignment of a grade was unfair, prejudiced, or capricious. This proceeding allows an impartial panel to protect the due process rights of both the student and the instructor.

Faculty members are expected to cooperate fully with the grade appeal process. Instructors who can provide the committee with a detailed syllabus, instructions, sample work from the student, and can demonstrate consistent grading patterns through the grade book and other evidence will normally be sustained.

References: [CSU Executive Order 792
http://www.calstate.edu/eo/EO-792.pdf](http://www.calstate.edu/eo/EO-792.pdf)

[Reviewing and Appealing Assigned Grade \(APM\)
http://www.csufresno.edu/aps/apm/242a.pdf](http://www.csufresno.edu/aps/apm/242a.pdf)

[Policy and Procedures for Student Academic Petitions Committee \(APM\)
http://www.csufresno.edu/aps/apm/243.pdf](http://www.csufresno.edu/aps/apm/243.pdf)

[Guidelines and Policies for Graduate and Postbaccalaureate Student
Petitions/Appeals \(APM\)
http://www.csufresno.edu/aps/apm/247.pdf](http://www.csufresno.edu/aps/apm/247.pdf)

[Graduate Student Petitions Committee Policy and Procedures \(APM\)
http://www.csufresno.edu/aps/apm/248.pdf](http://www.csufresno.edu/aps/apm/248.pdf)

GRADE BOOKS Each instructor is expected to maintain a grade book or equivalent of the various scores and marks as well as notes that may have been used to arrive at a final evaluation. This record must be retained for at least five years. These materials are confidential.

University policies require that an instructor on leave or separating from the university file any grade book(s) with the department chair. At this point, a grade book may become an official university record. Nevertheless, it is not subject to student review since it could not be inspected without violating the privacy rights of other students. Students are entitled to receive information concerning how their own grades were determined without actual access to the physical record.

GRADE CORRECTION OR CHANGE The request for a correction or change in a final grade is made by the instructor on a Grade Correction Request Form filed with the Student Academic Petitions Committee. Forms are available in the departmental office or the Office of Advising Services.

If the instructor made an error in the computation or recording of the grade, certification of the correct grade is required. The proper grade is entered on the student's transcript with the notation, "Grade Correction --- Recording Error".

A grade change for reasons other than clerical error requires a statement of reasons from the instructor, and committee action is based upon the merits of the request. If the committee approves, the new grade is entered on the transcript with the notation, "Grade Change by Petition".

GRADE POINT AVERAGE (GPA) The grade point average is a measure of academic scholarship and performance that is computed by dividing units registered into grade points earned. Three separate GPAs are computed:

- * Cumulative GPA for all baccalaureate or postbaccalaureate units by degree objective.
- * Cumulative GPA for total California State University, Fresno units.
- * GPA for that semester only.

A minimum of a C average (2.0 GPA) for units in the major, all California State University, Fresno units, and total units is required for a baccalaureate degree. Master's degree students have a higher minimum GPA requirement.

GRADE PROTEST A faculty member's right and responsibility to evaluate their student's academic performance is one of the most strongly held values in the university. In evaluating students, faculty members enjoy much latitude and freedom in grading styles and procedures. The university, however, expects that such evaluation will be made fairly and equitably, without prejudice or capriciousness.

Students are responsible for maintaining standards of academic performance established by their professors and for conducting themselves in accordance with established procedure and generally accepted standards of social behavior. Students have the right to an orderly procedure to appeal grades, which they perceive to be unfair, prejudiced, or capricious academic evaluations. Three basic principles govern the assertion of this right:

- (1) The instructor has the responsibility and authority to make the final judgment relative to a student's academic evaluation
- (2) Students have a right to review a specific course evaluation by the instructor and/or the appropriate university official(s)
- (3) Redress shall be limited to the harmful effects of an inappropriate academic evaluation.

Student grade protests are often upsetting to faculty members. However, faculty members who have comprehensive course syllabi including well-articulated and consistently applied grading policies are frequently sustained. Faculty members are encouraged to keep detailed grading records, copies of syllabi, exams, and quizzes, and other available information documenting the basis for the assigned grade.

References: [Policy on Course Syllabus and Grading \(APM\)](#)

<http://www.csufresno.edu/aps/apm/241.pdf>

Policy and Procedures on Assignment of Grades (APM)
<http://www.csufresno.edu/aps/apm/242a.pdf>

Reviewing and Appealing Assigned Grade (APM)
<http://www.csufresno.edu/aps/apm/242b.pdf>

Policy and Procedures for Student Academic Petitions Committee (APM)
<http://www.csufresno.edu/aps/apm/243.pdf>

Guidelines and Policies for Graduate and Postbaccalaureate Student
Petitions/Appeals (APM)
<http://www.csufresno.edu/aps/apm/247.pdf>

Graduate Student Petitions Committee Policy and Procedures (APM)
<http://www.csufresno.edu/aps/apm/248.pdf>

GRADE REPORTING UNDER EXTRAORDINARY CIRCUMSTANCES The department chair will assign grades under this policy only if (1) the instructor is unable to do so because of death, incapacitating illness, refusal or some other extraordinarily unusual circumstance; or (2) the instructor assigned an unwarranted grade while in an impaired physical and/or emotional state. Procedure: The department chair will instruct the Director of Admissions/Records/Evaluations to record the grade(s) after having consulted with at least two faculty members in the discipline, the dean and the Provost and Vice President for Academic Affairs.

GRADE REPORTS The only official record of grades is the grade roster submitted to the Record's Office at the end of each semester. Since this document lists all students enrolled in the course and the grades that they have received, it is not subject to review by any student.

GRADE SUBSTITUTION BY REPETITION OF COURSES An undergraduate student may repeat an undergraduate course at California State University, Fresno. If the original grade was D, F, U, or I, and the subsequent grade is the same or higher, the student may request that the new grade be substituted for the original grade. If that substitution is requested and made, only the substituted grade will be used in determining the student's grade point average. If the student fails to request the substitution, both grades will be used in computing the student's grade point average. Grade substitution can be made only once for each course. If the original grade was C, CR, or better, the course cannot be repeated for grade substitution.

A course in which a grade of NC was earned may be repeated but since the NC grade does not affect the grade point average, no substitution is necessary.

To substitute a grade by repetition at California State University, Fresno, the student must file a Grade Substitution Petition form with the Admissions/Records Office Service Windows, Joyal Administration Building, by the last day of the semester/term during which the course is being repeated. Requests submitted after this date will be assessed a late fee.

A course attempted at another institution may be repeated by enrolling in a regular California State University, Fresno course determined by the Evaluations Office to be equivalent. A course for which grade substitution has been granted at another institution may not be repeated for

grade substitution at California State University, Fresno. **In addition, a course taken at California State University, Fresno may not be repeated for grade substitution at another institution.**

Postbaccalaureate students pursuing (1) a second baccalaureate degree, (2) a second undergraduate major, (3) a teaching credential, or (4) no specific objective, are also free to repeat a course and request grade substitution on the same basis as undergraduates provided the original course was completed when the student had postbaccalaureate standing.

Postbaccalaureate students pursuing a doctoral or master's degree may, with approval of an adviser, repeat a course for academic credit, regardless of what grade was originally earned in the course. However, the student is not eligible to petition for grade substitution. All course work taken, beginning with the first term of the student's doctoral or master's degree program is used in determining the student's grade point average and graduation eligibility.

GRADES Each instructor has the authority to assign grades based on personal styles and preferences provided that the grading methodology is made known to the students in the course syllabus, that grading standards are consistently applied without prejudice or capriciousness, and that the final grade can be readily documented through a record of achievement for each student.

Once the semester or course is concluded, students may not be assigned additional work or be allowed to revise previous assignments in order to improve a final grade.

GRADES, INCOMPLETE See Incomplete Grades

GRADES, POSTING OF The posting of grades for student review at the end of the semester is a decision that is left to the discretion of each instructor. However, grades are never to be posted with (1) the names of students, or (2) using complete Social Security numbers in alphabetical order or (3) any other form of identification which would easily identify a student. Such an action could violate a student's right to privacy. If partial student identification numbers are used, it is recommended that the list be in numerical, rather than alphabetical order.

GRADING Students are expected to complete all requirements for a class by the end of the semester unless an incomplete is permitted by the instructor in accordance with university policy. Students shall not be assigned additional work or be allowed to revise previous assignments in order to improve a final grade.

GRADING DATA AND PRACTICES Each semester the university provides department chairs with data on grading for the university, the schools, the departments, and their respective faculty members. Faculty members are provided with grade distributions (within categories of courses) for the department. Grading data for individual faculty members is confidential and may not be distributed. The chair will discuss grading practices that appear to be inappropriate with the faculty member concerned.

GRADING PROCEDURE Course grades are assigned by the instructor of record who complete the final grade roster in the manner prescribed. The instructor must personally turn in the grades at the time and place designated. [Exception: To submit a final grade for Thesis 299 or Project 298, or to report the completion of the comprehensive examination for the master's degree, complete a "Clearance for the Master's Degree" form and return it to the Division of Graduate Studies. The Division of Graduate Studies will notify the Office of Admissions/Records/Evaluations of the grade reported.]

GRADING SYMBOLS AND GRADE POINTS

A - *Excellent*. Performance of the student has demonstrated the highest level of competence, showing sustained superiority in meeting all stated course objectives and responsibilities and exhibiting a very high degree of intellectual initiative. (4 grade points per unit.)

B - *Very Good*. Performance of the student has demonstrated a high level of competence, showing sustained superiority in meeting all stated course objectives and responsibilities and exhibiting a high degree of intellectual initiative. (3 grade points per unit.)

C - *Satisfactory* Performance of the student has demonstrated a satisfactory level of competence, showing an adequate level of understanding of course objectives, responsibilities, and comprehension of course intent (2 grade points per unit).

D – *Unsatisfactory* Performance of the student has been unsatisfactory, showing inadequacy in meeting basic course objectives, responsibilities, and comprehension of course content. (1 grade point per unit.)

F - *Failure* Fails to meet course objectives. Work at this level does not meet requirements for credit toward a degree. (0 grade points per unit.)

U - *Failure Unauthorized Withdrawal* The symbol U indicates that an enrolled student did not complete course requirements and did not properly withdraw from the course. It is assigned when, in the opinion of the instructor, completed assignments or course activities, or both were insufficient to make normal evaluation of academic performance possible. (0 grade points per unit.) **As the result of federal "return of Title IV funds," faculty are requested that when a grade of "U" is assigned that the last date of known attendance or submitted assignment (whichever is later) must be noted. Faculty members are requested to retain all records related to the affected student.**

CR - *Credit for units allowed*, work of A, B, or C quality in undergraduate courses and A or B quality in 200-level courses. (0 grade points per unit; units allowed for the degree.)

NC - *No credit* for units registered for, work of D or F quality in undergraduate courses and C, D, or F quality in 200-level courses. Replaces I grade in courses where CR/NC grading is used if required work is not completed within required time. (0 grade points per unit; no units allowed.)

W - *Withdrawal* after the fourth week of instruction. (Not used in grade point calculation.) **As the result of federal "return of Title IV funds," faculty are requested that when a grade of "W" is assigned that the last date of known attendance or submitted assignment (whichever is later) must be noted.** While faculty do not assign W grades, students who withdraw after census date are assigned a "W" grade by the registrar and those students and students assigned a "U" grade that the last date of known attendance or submitted assignments

are required. **Faculty members are requested to retain all records related to the affected student.**

I - *Incomplete* Semester requirements at least two-thirds complete with work of passing grade. (Not used in grade point calculation.)

RD – *Report Delayed* Grade must be cleared before a degree is awarded. (Not used in grade point calculation.)

SP - *Satisfactory Progress* Continuing work in progress. (No units allowed and not included in grade point calculation until grade is assigned.)

AU - *Audit Grade* indicates student's status as auditor and does not earn degree credit.

Reference: [CSU Executive Order 792](http://www.calstate.edu/eo/EO-792.pdf)
<http://www.calstate.edu/eo/EO-792.pdf>

GRADUATE ASSISTANTS Graduate Assistants are graduate students who are matriculating in a program of graduate study who may be appointed as a university employee to provide the student with an apprenticeship experience and with financial support for graduate education. Graduate Assistants are not members of Unit 3 (Faculty).

Graduate Assistants may only be appointed in the disciplines in which they are matriculating. Graduate Assistants may only be appointed to perform specified duties. Graduate assistants are not appointed to provide instruction.

Reference: [Policy on Graduate Assistants \(APM\)](http://www.csufresno.edu/aps/apm/312.pdf)
<http://www.csufresno.edu/aps/apm/312.pdf>

GRADUATE COMMITTEE The Graduate Committee is a standing committee of the Academic Senate. The committee makes recommendations to the Academic Senate on matters relating to graduate education curriculum, planning and research including but not limited to post-baccalaureate course offerings, degree programs, extension, admission and matriculation requirements, assistantships, fellowships, graduate student awards, grading, library services, and other matters related to post-baccalaureate and graduate instructional development and delivery. The Graduate Committee is also the consultative body to the Dean of the Division of Graduate Studies.

The committee members are elected from the faculty. There are eight faculty representatives elected by the faculty with no more than one member from any college/school. The faculty representatives must be involved in graduate education. The Dean of the Division of Graduate Studies is an ex-officio member.

The committee meets regularly on Tuesday afternoons from 2 p.m. to 4 p.m. in UC 203.

Reference: [Bylaws of the Academic Senate \(APM\)](http://www.csufresno.edu/aps/apm/129.pdf)
<http://www.csufresno.edu/aps/apm/129.pdf>

[Graduate Committee](http://www.csufresno.edu/senate/committees/graduate_committee&subcommittee.html)
http://www.csufresno.edu/senate/committees/graduate_committee&subcommittee.html

GRADUATE FACULTY Graduate faculty members comprise the consultative body in graduate studies in the Division of Graduate Studies and are those faculty members in academic departments who conduct graduate courses or otherwise participate in the advanced degree work of the university. Graduate faculty members are nominated by the academic departments each year using criteria established by the Division of Graduate Studies.

References: [Policy on Graduate Faculty Groups for Master's Degree Programs](http://www.csufresno.edu/aps/apm/226.pdf)
<http://www.csufresno.edu/aps/apm/226.pdf>

[Policy on Graduate Faculty Groups for Doctoral Degree Programs](http://www.csufresno.edu/aps/apm/227.pdf)
<http://www.csufresno.edu/aps/apm/227.pdf>

GRADUATE STUDIES, DIVISION OF The Division of Graduate Studies includes all departments and academic units within the university that offer graduate courses and programs leading to advanced degrees. The chief administrative officer of the Division of Graduate Studies is the Graduate Dean, who has general responsibility for the development, planning, assessment, improvement, and administration of postbaccalaureate and graduate programs offered by the university. The Division administers all graduate student record functions, including admissions, student academic progress, and evaluations; develops opportunities for providing student fellowships, scholarships, and assistantships; and provides support for research and professional scholarship activities for faculty and graduate students.

Graduate instruction began in 1949 in the fields of Education and English. The Graduate Office was established in 1959 with the appointment of Dr. Phyllis Watts as Dean of Graduate Studies. By that year, the university had increased its graduate offerings to twenty different degree programs. The first Hooding Ceremony took place in Spring 1965. During the 1990-91 academic year, the university was authorized to award the Ed.D. with the University of California.

The Deans of Graduate Studies have been as follows:

1959 - 1974	Phyllis Watts
1974 - 1976	Robert Shacklett
1976 -	Vivian Vidoli

Reference: [Division of Graduate Studies](http://www.csufresno.edu/gradstudies/)
<http://www.csufresno.edu/gradstudies/>

GRANTS AND CONTRACTS Grant and Contract activity includes research, public service, and educationally related project proposals and awards, whether solicited or unsolicited, which are either submitted to or received from federal, state, municipal, or county agencies; public or private corporations; and private foundations or individuals. When such proposals or awards provide for direct funding, use of university facilities, or endorsement of the university, formal authorization is required. Faculty members are encouraged to make contact with the Grants and Research Office early in the proposal development to facilitate necessary authorization requirements.

Reference: [Policy on the Administration of Grant and Contract Activity \(APM\)](http://www.csufresno.edu/aps/apm/501.pdf)
<http://www.csufresno.edu/aps/apm/501.pdf>

[Policy on Use of Recovered Indirect Costs \(APM\)](http://www.csufresno.edu/aps/apm/503.pdf)
<http://www.csufresno.edu/aps/apm/503.pdf>

GRANTS AND RESEARCH OFFICE (8 - 0840) The University Grants and Research Office is designed to help faculty and staff apply for and secure external funds in support of their creative ideas and professional interests. The office serves as both a resource for information and technical assistance and as a vehicle to assist in obtaining the necessary reviews and approvals before the proposal can be forwarded to the funding agency.

Reference: [University Grants and Research Office](http://www.csufresno.edu/grants/default.html)
<http://www.csufresno.edu/grants/default.html>

GRIEVANCE The grievance process is a formalized means of conflict resolution provided for in the Collective Bargaining Agreement. A grievance is an allegation that the terms of the Collective Bargaining Agreement have been violated, misapplied, or misinterpreted by the President or administrative officers including department chairs acting in his/her name. Technically, all grievances are filed against the President.

A grievance can only be filed if the following conditions are fulfilled: (1) the individual filing the grievance is the aggrieved party; (2) the individual is prepared to demonstrate that material harm was done, and (3) the grievance is filed within the timelines specified by the CBA.

There are two types of grievances. A Faculty Status Grievance is filed for a dispute regarding (1) the denial of reappointment or tenure for a probationary faculty member or (2) a denial of promotion. All other grievances are referred to as a Contract Grievance.

Each type of grievance has its own timelines and procedures that are specified in Article 10 of the Collective Bargaining Agreement. Therefore, a potential grievant should contact a representative of the local chapter of the California Faculty Association for advice and possible representation. Faculty members are encouraged to seek informal resolution prior to filing a grievance.

A faculty member has a right to file a grievance if he/she feels that their rights have been violated. There shall be no retaliation against an individual for filing a grievance.

GROSSE INDUSTRIAL ARTS BUILDING One of the first buildings constructed on the current campus, the Marion A. Grosse Industrial Arts Building was completed in November 1954. Located at the corner of Barstow and Campus Avenues, the building received a major expansion in 1974.

Marion Grosse was the first chair of the university's Department of Industrial Technology and Chair of the Division of Applied Arts from 1956 until 1962. Under his direction, a credential program and a strong graduate curriculum was established for the industrial technology program. The building was named for him in 1970.

GUEST SPEAKERS See Speakers on Campus