

OUT OF STATE EMPLOYMENT POLICY

Policy Statement

Effective January 1, 2022 the California State University (CSU) system issued a policy prohibiting the hiring of employees to perform CSU-related work outside of California (policy ID 10899725).

As a closely related entity, San Diego State University Research Foundation (SDSURF) follows this policy that exceptions to the prohibition should be allowed in very limited circumstances and only when Research Foundation is conducting business, including research activities, in a region outside of California. A remote working arrangement outside of California, in and of itself, does not constitute a purpose for conducting business outside of the state.

Policy

Out-of-state employment creates various legal and tax liabilities that the Research Foundation must seriously consider when extending employment to individuals residing outside the state. Employees are taxed in the State they live and work in and may not be eligible for the same benefits that California employees are eligible for. Furthermore, part of the mission of the CSU and its related entities is to prepare educated, responsible individuals to contribute to California's schools, economy, culture, and future. Therefore, SDSURF will generally not hire employees outside the state of California unless there is a clear and compelling business purpose. Only very limited exceptions to the out-of-state employment prohibition will be considered or approved.

Any request for an exception must be submitted in writing and detail the business need for hiring an individual located out of state. Written justification for an exception to this policy must be reviewed by the CEO or CFO of the SDSU Research Foundation. CEO or CFO approval is required for an exception to this policy and may only be granted after consultation with the Chief Human Resources Officer.