



# CAL STATE LA

CALIFORNIA STATE UNIVERSITY, LOS ANGELES

## MEMO

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**Date:** May 1, 2025

**To:** Andre Avramchuk, Chair  
Academic Senate

**From:** Lettycia Terrones, Chair  
Faculty Policy Committee

**Copies:** T. Bettcher, E. Heise, J. Dennis, R. Roquemore, V. Dom

**Subject:** Proposed Policy Modification for Chapter VI (Personnel & Professional Policies) of the Faculty Handbook: Academic Freedom, Professional Ethics, and Faculty Rights

On October 22, 2025, Academic Senate approved the proposed policy modification to the Faculty Rights: Faculty Handbook, Chapter VI submitted by FPC ([ASM 24-6.3](#)).

On February 13, 2025, President Eanes returned unsigned the proposed policy modification with the rationale that “The updates to the Faculty Rights Policy include topics that are covered by other employment laws and policies” ([ASM24-12- 1.1.3](#)). FPC requested further clarification, upon which President Eanes provided the Executive Committee the following response:

"Most of the additions to this policy are US Constitutional Rights, including the First Amendment, parts of the CSU/CFA Collective Bargaining Agreement, parts of the CSU constitution, and parts of other policies in the Faculty Handbook. The opening lines (4-11) mention this overtly. The remaining are threaded throughout the document.

The practice is that we do not include materials in the Faculty Handbook that are already in other governing documents."

In response to President Eanes’s concerns, FPC revised the originally proposed policy on Faculty Rights throughout Spring 2025, to remove redundancy within the policy and between policies in the Faculty Handbook. FPC also removed reference to other governing documents except to those that were found to be critical, including reference to the US Constitution and the CSU/ CFA Collective Bargaining Agreement where appropriate.

FPC consolidated the Principles of Academic Freedom policy language into the Faculty Rights policy to consolidate, and thus make stronger, the assertion about faculty rights to full academic freedom in research, publication of research, and faculty rights to academic freedom in teaching, including discussion of controversial issues and the right to challenge ideas. In lieu of the merger of the Academic Freedom policy with the Faculty Rights policy, FPC proposes the deletion of

the current Principles of Academic Freedom policy. FPC maintains that Faculty Rights and the Principles of Academic Freedom policies should be easily accessible in the Faculty Handbook so that Cal State LA faculty can easily understand their rights and the process by which others (students, fellow faculty, administrators, and outside parties) can oppose or critique their teaching, discussions in the classroom, and scholarship.

The remaining modifications to the Faculty Rights policy address work environment a professional development, shared governance, due process, and grievance.

The following points summarize the proposed changes to the policy:

Lines 1: Notes the title changes to Faculty Rights, Academic Freedom, and Professional Ethics

Line 19: Notes the consolidation of Faculty Rights and Academic Freedom.

Lines 22-27: New language is added to define the faculty and Faculty Rights, including Academic Freedom, as conforming to the CSU/ CFA Collective Bargaining Agreement and the Constitution of the Faculty of California State University Los Angeles.

Lines 37-62 New language is added to define what constitutes Academic Freedom, including language consolidated from the Principles of Academic Freedom, and contextualizes Academic Freedom within Faculty Rights.

Lines 64-80 New language is added to delineate faculty rights and academic freedom in the context of teaching, including determining relevant and appropriate content, materials, and activities in teaching and mentoring.

Lines 82-124 New language is added to delineate Faculty Rights addressing work environment a professional development, shared governance, due process, and grievance.

Line 144: Editorial change of “FACULTY” instead of “Professors”

1 **FACULTY RIGHTS, Academic Freedom, AND Professional Ethics, and Faculty Rights**

2 **Principles of Academic Freedom**

3 (Senate: 1/19/67; President: 1/31/67, 2/6/67)

- 4 1. Faculty members are entitled to freedom of discussion in the classroom and on the
- 5 campus. It is here assumed that discussion in the classroom is relevant to the
- 6 subject matter taught, although no formula predetermining relevance either can or
- 7 should be imposed.
- 8 2. Faculty members are entitled to full freedom in research and in the publication of
- 9 the results, subject to the requirement of adequate performance of duties.
- 10 3. College or university faculty members are citizens and members of learned
- 11 professions. When speaking or writing as citizens, they are free from institutional
- 12 censorship or discipline. At the same time, they will recognize their
- 13 responsibilities as members of learned professions.

14 The limitation of these statements to issues particularly affecting faculty members, in keeping

15 with the scope of this Handbook, does not imply that issues of academic freedom affecting

16 student members of the university community may not properly be brought before the

17 Committee on Academic Freedom and Professional Ethics when such questions have not been

18 resolved by the university administration.

19 **Faculty Rights AND ACADEMIC FREEDOM**

20 (Senate: 1/19/67; 10/16/84, 2/21/89; President: 12/6/67; 2/21/84, 8/31/89; Editorial Amendment:

21 9/00, 8/01)

22 TENURE TRACK, TENURED, AND OTHER FACULTY WHO ARE NOT TENURED OR IN

23 TENURE-TRACK POSITIONS, INCLUDING COACHES, COUNSELORS, AND

24 LIBRARIANS. The enumeration of the following rights CONFORM TO THE COLLECTIVE

25 BARGAINING AGREEMENT BETWEEN THE CSU AND THE CALIFORNIA FACULTY

26 ASSOCIATION AND THE CONSITITUTION OF THE FACULTY OF CALIFORNIA STATE

27 UNIVERSITY LOS ANGELES. THEIR enumeration HERE does not preclude the existence of

28 other rights not specified here.

- 29 1. The faculty member has the right to be fully informed at the time of appointment, and at
- 30 reasonable intervals thereafter, of the terms and conditions of employment, including the
- 31 opportunities for advancement, tenure, and promotion; the opportunities and terms
- 32 governing sabbatical and other leaves of absence; and terms and conditions of retirement;
- 33 the grounds for dismissal; and all related rights of, and lawful restrictions on, the faculty.
- 34
- 35 2. The faculty member may choose HAS THE RIGHT to affiliate with any social, political,
- 36 or religious groups which that faculty member in good faith believes to be consistent with
- 37 the principles of American government. FACULTY’S EXERCISE OF FREEDOM OF
- 38 ASSOCIATION, ASSEMBLY, AND EXPRESSION AS GUARANTEED BY THE
- 39 UNITED STATES CONSTITUTION, INCLUDING PARTICIPATION IN ACTIVITIES,

40 DOES NOT CONSTITUTE A VIOLATION OF DUTIES TO THE UNIVERSITY, TO  
41 THEIR PROFESSION, OR TO STUDENTS. FACULTY MEMBERS ARE PRIVATE  
42 INDIVIDUALS AND MEMBERS OF LEARNED PROFESSIONS. WHEN SPEAKING  
43 OR WRITING AS PRIVATE INDIVIDUALS, THEY ARE FREE FROM  
44 INSTITUTIONAL CENSORSHIP OR DISCIPLINE. AT THE SAME TIME, THEY  
45 WILL RECOGNIZE THEIR RESPONSIBILITIES AS MEMBERS OF LEARNED  
46 PROFESSIONS AND WILL AIM TO BE ACCURATE, RESPECT THE OPINIONS OF  
47 OTHERS, AND INDICATE THAT THEY ARE NOT SPEAKING FOR THE  
48 INSTITUTION WHEN SPEAKING OR WRITING AS PRIVATE INDIVIDUALS.  
49

- 50 3. THE FACULTY MEMBER HAS THE RIGHT TO ACADEMIC FREEDOM TO  
51 DEVELOP CURRICULA, TEACH, INVESTIGATE AND RESEARCH, DISCUSS,  
52 PUBLISH, AND ENGAGE IN PUBLIC DISCOURSE ABOUT ALL MATTERS THEY  
53 ARE KNOWLEDGEABLE ABOUT, INCLUDING RACE, ETHNICITY, GENDER,  
54 GENDER IDENTITY, SEXUAL/AFFECTIONAL ORIENTATION, CLASS,  
55 DISABILITY, AND ANY OTHER CATEGORY OF MARGINALIZATION USING  
56 ANY THEORIES DEEMED APPROPRIATE IN LINE WITH THE UNIVERSITY-  
57 WIDE GUIDING PRINCIPLES OF EQUITY, DIVERSITY, INCLUSION, AND  
58 BELONGING AT CAL STATE LA WITHOUT INTERFERENCE FROM  
59 ADMINISTRATORS, BOARDS OF TRUSTEES, POLITICAL FIGURES, DONORS,  
60 OR OTHER ENTITIES. FACULTY HAVE THE RIGHT IN THE DISCHARGE OF  
61 THEIR DUTIES TO EXPRESS IDEAS AND CHALLENGE OTHER IDEAS  
62 WITHOUT FEAR OF RETRIBUTION.
- 63 4. In the classroom, the faculty member has the right and often the obligation to present  
64 controversial issues that are relevant to that faculty member's teaching. FACULTY  
65 MEMBERS HAVE PRIMACY IN DETERMINING WHAT IS TAUGHT IN THE  
66 CLASSROOM, INCLUDING CURRICULUM, SUBJECT MATTER CONTENT, AND  
67 METHODS OF INSTRUCTION. ALTHOUGH FACULTY ARE REQUIRED TO  
68 FOLLOW APPROVED CURRICULAR GUIDELINES, FACULTY HAVE THE RIGHT  
69 TO ACADEMIC FREEDOM IN THE CLASSROOM AND OTHER SETTINGS AND  
70 DECIDE HOW TO APPROACH A SUBJECT AND HOW BEST TO EXAMINE,  
71 EXPLORE AND PRESENT MATERIAL, INCLUDING CONTROVERSIAL ISSUES.  
72 INSTRUCTION MAY OCCUR IN AN ATMOSPHERE OF CONTROVERSY SO  
73 LONG AS WHAT IS TAUGHT REMAINS, IN A BROAD SENSE, EDUCATIONALLY  
74 RELEVANT. AS DISCIPLINARY EXPERTS WHO MAINTAIN CURRENCY IN  
75 THEIR FIELD, FACULTY HAVE THE RIGHT TO DETERMINE RELEVANT AND  
76 APPROPRIATE CONTENT, MATERIALS, AND ACTIVITIES IN TEACHING AND  
77 MENTORING. THESE MAY INCLUDE, BUT ARE NOT LIMITED TO, THE  
78 DISSEMINATION OF RESULTS OF FACULTY SCHOLARSHIP; SELECTION OF  
79 GUEST SPEAKERS; AND THE DISCUSSION OF PERSONAL EXPERIENCES AND  
80 CURRENT EVENTS.
- 81  
82 5. IN LINE WITH THE UNIVERSITY MISSION, FACULTY MEMBERS HAVE A  
83 RIGHT TO A WORK ENVIRONMENT ADEQUATELY EQUIPPED FOR COURSE  
84 DELIVERY AND ADDITIONAL INSTRUCTIONAL, SCHOLARLY, AND SERVICE  
85 ACTIVITIES.

- 86  
87 6. FACULTY MEMBERS HAVE A RIGHT TO A HEALTHY AND SAFE WORK  
88 ENVIRONMENT. THIS INCLUDES AN ACADEMIC, INSTITUTIONAL, AND  
89 PHYSICAL ENVIRONMENT FREE FROM VIOLENCE, DISRUPTION, HEALTH  
90 HAZARDS, AND ENVIRONMENTAL RISKS.  
91  
92 7. FACULTY HAVE A RIGHT TO UNIVERSITY SUPPORT AND OPPORTUNITIES  
93 FOR PROFESSIONAL DEVELOPMENT AS TEACHERS AND SCHOLARS.  
94  
95 8. It is a faculty right and RESPONSIBILITY obligation to participate in SHARED  
96 ACADEMIC faculty government GOVERNANCE. FACULTY MEMBERS SHALL BE  
97 ELECTED TO SHARED GOVERNANCE ROLES, EXCEPT WHERE FACULTY  
98 APPOINTMENTS ARE OTHERWISE DETERMINED OR REQUIRED BY  
99 DEPARTMENT/DIVISION/SCHOOL AND COLLEGE POLICIES, THE FACULTY  
100 HANDBOOK, THE COLLECTIVE BARGAINING AGREEMENT, AND/OR STATE  
101 OR FEDERAL GUIDELINES. The faculty cannot surrender this right by appointing or  
102 electing faculty members to committees by virtue of their administrative position, or by  
103 constituting committees with the dual role of establishing policy and also administering  
104 policy. Faculty committees in each department/division/school shall have the  
105 responsibility for policy recommendation and shall report directly to the College Dean.  
106  
107 9. FACULTY MEMBERS HAVE A RIGHT TO DUE PROCESS REGARDING  
108 MATERIALS PLACED IN THEIR PAF. FACULTY HAVE THE RIGHT TO PLACE  
109 MATERIALS IN THEIR PAF, INCLUDING REBUTTALS TO ANY MATERIALS  
110 PLACED IN THEIR FILES. If any material other than that submitted by the faculty  
111 member is SUBMITTED to be placed in a faculty member's permanent file, that  
112 individual FACULTY MEMBER HAS THE RIGHT TO BE NOTIFIED ABOUT THE  
113 ITEM AND shall be provided with a copy of such material 5 WORKING DAYS prior to  
114 the placement and thereupon shall have the right to provide a written response which will  
115 be included in the file. Anonymous accusations shall be summarily dismissed (and  
116 destroyed, if a document) and shall not be used in any proceedings.  
117  
118 10. FACULTY MEMBERS HAVE A RIGHT TO BE NOTIFIED IF THEY ARE THE  
119 SUBJECT OF A COMPLAINT OR BEING INVESTIGATED FORMALLY OR  
120 INFORMALLY BY ANY OFFICE ON CAMPUS OR WITHIN THE CSU SYSTEM  
121 WITHIN 3 WORKING DAYS.  
122  
123 11. FACULTY MEMBERS HAVE THE RIGHT TO UTILIZE APPLICABLE  
124 GRIEVANCE PROCEDURES WITHOUT RETALIATION.

125 **Related Procedures**

126 A faculty\* member who finds that a question relating to academic freedom or professional ethics  
127 cannot be resolved at the department/division/school or college level may:

- 128 1. Submit the question in writing to the Chair of the Committee on Academic Freedom and  
129 Professional Ethics through the Administrative Assistant to the Academic Senate (see the  
130 charge to the Committee on Academic Freedom and Professional Ethics, Chapter II); or  
131 2. File a request for review with the President.

132  
133 \*See [Section 1 of Article III of the Constitution of the Faculty](#), Appendix C. For the purpose of  
134 seeking the services of the Committee on Academic Freedom and Professional Ethics, "faculty"  
135 as defined in the Constitution is expanded to include visiting professors and those holding part-  
136 time assignments. This position is consistent with that taken by the AAUP. "Both the protection  
137 of academic freedom and the requirement of academic responsibility apply not only to the full-  
138 time probationary as well as to the tenured teacher, but also to all others, such as part time and  
139 teaching assistants, who exercise teaching responsibilities." (**AAUP Policy Documents and**  
140 **Reports**, 1973 edition, page 4)

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#### 142 **Statement on Professional Ethics\***

143 (Senate: 1/12/88; President: 7/25/88)

- 144 1. FACULTY Professors, guided by a deep conviction of the worth and dignity of  
145 the advancement of knowledge, recognize the special responsibilities placed upon  
146 them. Their primary responsibility to their subject is to seek and to state the truth  
147 as they see it. To this end, professors devote their energies to developing and  
148 improving their scholarly competence. They accept the obligation to exercise  
149 critical self-discipline and judgment in using, extending, and transmitting  
150 knowledge. They practice intellectual honesty. Although professors may follow  
151 subsidiary interests, these interests must never seriously hamper or compromise  
152 freedom of inquiry.
- 153 2. As teachers, professors encourage the free pursuit of learning in students. They  
154 hold before them the best scholarly and ethical standards of their disciplines.  
155 Professors demonstrate respect for students as individuals and adhere to their  
156 proper roles as intellectual guides and counselors. Professors make every  
157 reasonable effort to foster honest academic conduct and to assure that their  
158 evaluations of students reflect each student's true merit. They respect the  
159 confidential nature of the relationship between professor and student. They avoid  
160 any exploitation, harassment, or discriminatory treatment of students. They  
161 acknowledge significant academic or scholarly assistance from them. They  
162 protect their academic freedom.
- 163 3. As colleagues, professors have obligations that derive from common membership  
164 in the community of scholars. Professors do not discriminate against or harass  
165 colleagues. They respect and defend the free inquiry of associates. In the  
166 exchange of criticism and ideas, they show due respect for the opinions of others.  
167 Professors acknowledge academic debt and strive to be objective in their

168 professional judgment of colleagues. Professors accept their share of faculty  
169 responsibilities for the governance of their institution.  
170 4. As members of an academic institution, professors seek above all to be effective  
171 teachers and scholars. Although professors observe the stated regulations of the  
172 institution, provided the regulations do not contravene academic freedom, they  
173 maintain their right to criticize and seek revision. Professors give due regard to  
174 their paramount responsibilities within their institution in determining the amount  
175 and character of work done outside it. When considering the interruption or  
176 termination of their service professors recognize the effect of their decision upon  
177 the program of the institution and give due notice of their intentions.  
178 5. As members of their communities, professors have the rights and obligations of  
179 other citizens. Professors measure the urgency of these obligations in the light of  
180 their responsibilities to their subjects, to their students, to their profession, and to  
181 their institution. When they speak or act as private persons, they avoid creating  
182 the impression of speaking or acting for their college or university. As citizens  
183 engaged in a profession that depends upon freedom for its health and integrity,  
184 professors have a particular obligation to promote conditions of free inquiry and  
185 to further public understanding of academic freedom.

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\*Statement adopted by the 73rd Annual Meeting of A.A.U.P. reprinted from Academe,  
188 July/August 1987, p. 49.

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