



CAL STATE LA

CALIFORNIA STATE UNIVERSITY, LOS ANGELES

MEMO

Date: November 10, 2025

To: Jessica DeShazo, Chair
Academic Senate

From: Lettycia Terrones, Chair
Faculty Policy Committee

Copies: E. Porter, E. Heise, M. Hisagi, R. Roquemoire, V. Dom

Subject: Proposed Policy Modification for Chapter VI (Personnel & Professional Policies) of the Faculty Handbook: FPC 25-1: *Definition of "Faculty"*

Faculty Policy Committee (FPC) considered the *Definition of "Faculty"* (contained in Chapter VI, Section A: Philosophical Precepts of the Faculty Handbook) policy for most of fall 2025, with the primary modification goal of updating the policy to align with University Policy, the Constitution of the Faculty as outlined in Appendix C of the Faculty Handbook which describes the composition of the faculty of Cal State LA, and the Collective Bargaining Agreement (CBA) between the California Faculty Association and the Board of Trustees of the CSU, with attention to Article 2.13 and Appendix A, Unit 3 Faculty Classifications.

In consultation with the Office of the Academic Senate, FPC confirmed the obsolescence of Executive Order 301, referenced in the existing Definition of Faculty policy established in 1976. Thus, FPC deleted this reference.

Additions to the policy focused on defining faculty as any Unit 3 employee whose primary task relates to students' academic objectives and performance that is intended to enhance the students' subject-matter knowledge and skills. Additions further attended to enumerating all Cal State LA faculty across Unit 3 faculty position classifications as outlined in Appendix A of the CBA.

FPC deliberated on the policy over many meetings and unanimously approved the modification on November 3, 2025.

The following points summarize the proposed changes to the policy:

Line 5-13: New language is added to align with University Policy, the Faculty Handbook and the CBA definitions of the faculty composition. New language added to emphasize the Unit 3 employee standing of faculty, and note their primary task as related to students' academic

objectives and performance that is intended to enhance the students' subject-matter knowledge and skills.

Line 16-32: New language is added to enumerate faculty positions held at Cal State LA, updated to include: Instructional Faculty (tenure-line and non-tenure line); Librarians; Councilors; Coaches; and, Other Instructional Faculty.

Line 34-36: New language is added to note the Voting Rights of Faculty policy in the Faculty Handbook which governs faculty voting.

Line 38-40: New language is added to note the role of the Executive Committee of the Academic Senate as the primary determiner of faculty eligibility in faculty governance.

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1 DEFINITION OF "FACULTY"

2 (Senate: 5/19/76; President: 5/28/76)

3 In reference to the definition of the term "academic administrative" and to Executive Order 301,
4 "Grievance Procedures for Academic Personnel," the following persons are included in the
5 definition of the term "faculty" and are eligible to serve in faculty governance: IN
6 ACCORDANCE WITH UNIVERSITY POLICY, THE CONSTITUTION OF THE FACULTY,
7 AND THE COLLECTIVE BARGAINING AGREEMENT, THE TERM FACULTY REFERS
8 TO ANY UNIT 03 EMPLOYEE OF THE UNIVERSITY WHOSE PRIMARY TASK
9 DIRECTLY RELATES TO A STUDENT'S ACADEMIC OBJECTIVES AND PERFORMANCE
10 THAT IS INTENDED TO ENHANCE THE STUDENT'S SUBJECT-MATTER KNOWLEDGE
11 AND SKILLS. SUCH FACULTY MAY BE EMPLOYED ON A PART-TIME, FULL-TIME,
12 PROBATIONARY, TENURED, TEMPORARY, OR PERMANENT BASIS. THE
13 FOLLOWING POSITIONS ARE INCLUDED IN THIS DEFINITION OF FACULTY:
14

15 Probationary and tenured faculty

16 A. INSTRUCTIONAL FACULTY: TENURE-LINE (ASSISTANT PROFESSOR, ASSOCIATE
17 PROFESSOR, PROFESSOR)
18

19 B. INSTRUCTIONAL FACULTY: NON-TENURE-LINE (LECTURER A-D)
20

21 ▪ Assistant Librarians and above

22 C. LIBRARIANS (SENIOR ASSISTANT LIBRARIAN, ASSOCIATE LIBRARIAN,
23 LIBRARIAN)

24 ▪ Persons in academic administrative positions

25 ▪ Counselors, SAO III and above

26 D. COUNSELORS (STUDENT SERVICES PROFESSIONAL ACADEMIC-RELATED I – III)
27

28 ▪ Full-time Coaches

29 E. COACHES (COACHING ASSISTANT, COACHING SPECIALIST, COACH, HEAD
30 COACH)
31

32 F. OTHER INSTRUCTIONAL FACULTY (VISITING FACULTY)
33

34 Persons in the categories listed above are eligible to vote in university-wide elections. THE
35 VOTING RIGHTS OF FACULTY ARE DESCRIBED IN ARTICLE VI, SECTION C, OF THE
36 FACULTY HANDBOOK.
37

38 THE EXECUTIVE COMMITTEE OF THE ACADEMIC SENATE SHALL MAKE The final
39 determination of FACULTY ELIGIBILITY TO SERVE IN POSITIONS OF FACULTY
40 GOVERNANCE.
41 the eligibility of the various positions falling into the categories specified above shall be the
42 responsibility of the Executive Committee of the Academic Senate.

