CAL STATE LA
CALIFORNIA STATE UNIVERSITY, LOS ANGELES

DATE: June 5, 2025

FROM: Lettycia Terrones, Chair, Faculty Policy Committee

TO: Andre Avramchuck, Academic Senate Chair

CC: R. Roquemore, Jessica Dennis, Elizabeth Heise, Visal Dom

SUBJECT: Annual Senate Committee Report, **Faculty Policy Committee**

Policies/Items completed during 2024-2025

1) FPC modified the policy on *Faculty Rights,* updating the policy, particularly in terms of concerns about faculty academic freedom, the right to safe work environments, and other current faculty concerns. Modifications focused on academic freedom in teaching, mentoring, and scholarship; faculty rights to a safe, adequately equipped work environment; faculty rights to serve in shared governance roles; rights to due process when materials are placed in the Personnel Action File (PAF); and other rights. The Senate approved FPC's memo on October 22, 2025; President Eanes, however, did not support the policy and returned it unsigned on February 13, 2025, noting, "The updates to the Faculty Rights Policy include topics that are covered by other employment laws and policies" (ASM24-12- 1.1.3). 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 references to other governing documents except those found to be critical, including references to the US Constitution and the CSU/ CFA Collective Bargaining Agreement, where appropriate. FPC further 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 proposed the deletion of the current *Principles of Academic* Freedom policy. Both policy modifications will be first-reading items on the floor of the Academic Senate in Fall 2025.
2) FPC modified the policy on *Electronic Mail Privacy,* with the primary modification goal of updating the policy to better protect faculty privacy. Additions to the policy focused on including new legislation affecting electronic mail (henceforth *email*) privacy, emphasizing the importance of fair due process and notifications to faculty, limiting the scope of email searches in terms of email content and people with access to such searches, and emphasizing faculty representation and other rights during email searches. The modification was passed by the Senate on March 25, 2025.
3) FPC modified the policy on *Retention of Faculty Author Rights to Deposit and Disseminate Scholarly Articles: Open Access Policy* (henceforth *OA Policy*). A previous draft of the proposed policy was discussed on the Senate Floor on March 25th and returned to the FPC for further revision. FPC, in consultation with the Open Access Task Force, revised the policy to address the questions and concerns raised by the Senate. The policy is based on opt-in and encourages faculty to voluntarily deposit their scholarly articles in a university repository, so no embargo or waiver is necessary for faculty who choose not to do so. The modification was passed by the Senate on May 6, 2025.
4) FPC wrote a resolution encouraging Cal State LA Academic Senate adoption that ensures faculty input on budgetary decisions and program suspensions. The *Resolution about Ensuring Faculty Input on Budgetary Decisions and Program Suspensions* expressed deep concerns about the impact Cal State LA budget

decisions will have on faculty positions, program suspensions, and departments and colleges. The resolution was approved by the Senate on March 11, 202.

5) FPC reviewed and approved ARPT policy modifications for the following colleges: Honors College, University Library, College of Natural and Social Sciences, and the College of Ethnic Studies. FPC invited faculty representatives from the respective colleges as part of the policy review process.
6) FPC reviewed but did not approve ARPT policy modifications for the College of Business and Economics. FPC sent a memo to Dean Tye Jackson on April 9, 2025, noting FPC's conclusion that the scoring system proposed in the ARTP modification was not aligned with the University policy which promotes a holistic review.
7) FPC reviewed and provided feedback on the *Interim Systemwide Time, Place, and Manner (TPM) Policy* per the request of the Academic Senate Executive Committee. After considerate deliberation FPC voted to reject the TPM policy in its current form. FPC's memo to the Academic Senate Executive Committee, sent on November 13, 2024, outlines examples of how the TPM policy curbs speech and expression, undermining academic freedom. FPC cited the *Academic Freedom* policy that emphasizes faculty rights to teach controversial subjects: "faculty have the right to academic freedom in the classroom and other settings, which affords them wide latitude to decide how to approach a subject and how best to present and explore material, including the right to examine and present controversial issues." FPC found the TPM Policy threatens free speech, peaceful protest, professional activities, and the very concept of academic freedom.

<u>*Ongoing Policies/Items*</u>

1) A modification of the policy on *Academic Freedom, Professional Ethics, and Faculty Rights* will be a first-reading item on the floor of the Academic Senate in Fall 2025. The modification addresses concerns about faculty academic freedom, the right to safe work environments, and other current faculty concerns. FPC consolidated the *Principles of Academic Freedom* policy language into the *Faculty Rights* policy to strengthen 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.
2) A proposed policy deletion of the *Principles of Academic Freedom* policy will be a first-reading item on the floor of the Academic Senate in Fall 2025. In lieu of the merger of the *Academic Freedom* policy with the *Faculty Rights* policy, FPC proposed the deletion of the current *Principles of Academic Freedom* policy.
3) FPC is working on modification of the policy on the *Evaluation of Permanent Instructional Faculty*, with attention to the inclusion of language and examples that promote diversity, equity, and inclusion. Additionally, the modification will consider the current Evaluative Standards used to determine educational performance, professional achievement, and contributions to the University.
4) FPC is working on a modification of the policy on *Intellectual Property Rights*, with anticipated discussion to begin Fall 2025.