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CALIFORNIA STATE UNIVERSITY, LOS ANGELES

MEMO

Date: February 3, 2019

To: Veena Prabhu
Chair, Academic Senate

From: Sharon H. Ulanoff, Chair
Faculty Policy Committee

Copies: M. Caldwell, J. Lazo-Uy, R. Roquemore, V. Salcido, H. Riggio

Subject: **Proposed Policy Modification for Chapter VI of the *Faculty Handbook*
FPC 18-3.8: Voting Rights of Faculty**

Faculty Policy Committee discussed FPC 18-3: Voting Rights for Faculty at its meetings on October 25, 22, 29 and November 5, 2019 in order to align those policies with the faculty handbook, specifically with the policy on Department/Division Chairs and School Directors and the Constitution of the Faculty California State University, Los Angeles. During those meetings we also reviewed voting rights policies from other CSU campuses. On November 5, 2019, FPC voted to approve policy modification FPC 18-3.8: Voting Rights of Faculty. The following points describe the modifications made to the policy.

- Line 43: This change is editorial.
- Line 44: This language is deleted because it is addressed in a separate section on lines 62-63.
- Lines 45-47: This language is deleted because it is in direct conflict with the policy on Department/Division Chairs and School Directors and the Constitution of the Faculty California State University, Los Angeles.
- Lines 47-48: This language is deleted here but is addressed in subsequent language.
- Lines 49-52: This language aligns with the policy on Department/Division Chairs and School Directors and the Constitution of the Faculty California State University, Los Angeles. The policy on Department/Division Chairs and School Directors states: “The advisory committee will solicit recommendations of the permanent and temporary faculty members of the department in the form of secret preferential ballot. The ballots shall include the names of all tenured members of the department and also provide an opportunity for the faculty to express a

preference to search outside the department or University. Each permanent or temporary faculty member of the department will be given the opportunity to rank all names on this ballot that are acceptable as department chair. Faculty with less than a 0.5 time base shall receive 0.5 votes. Faculty with a time base of 0.5 or above shall receive one vote.”

The Constitution of the Faculty California State University, Los Angeles states “Lecturer faculty representatives, one per academic college, shall serve as voting members of the Senate. For the purpose of serving on the Senate, coaches, counselors, and librarians holding lecturer rank shall be considered a college.

The Constitution of the Faculty California State University, Los Angeles further states “Lecturer faculty members, one per academic college, shall be elected to the Academic Senate by the lecturer faculty within their college. In addition, one additional lecturer senator shall be elected by those lecturer coach, counselor, and librarian faculty who are not housed within any particular academic college.

Lines 53-58: This language restates and clarifies deleted lines 47-48, which only specifies that department/divisions/schools may give additional voting rights to full time lecturers. It further clarifies deleted language from line 46.

Lines 59-61: This language was deleted because it is not necessary since retired faculty with temporary appointments are considered lecturers.

Lines 62- 63: This language restates and clarifies language deleted from lines 45-46.

1 **Voting Rights of Faculty**

2 (Executive Committee: 5/2/79; Senate: 6/19/79, 10/17/89, 5/11/93, 4/5/11; President:
3 11/10/89, 6/21/93, 6/23/11; Editorial Amendment: 9/00, 8/01)

4 Governing documents: The Collective Bargaining Agreement between the California State
5 University and the California Faculty Association (Articles 29 and 30 as pertain to retired faculty)
6 and The Constitution of the Faculty, **Faculty Handbook**, Appendix B).

7 Unless otherwise mandated by the California State University System (CSU) or the Collective
8 Bargaining Agreement between the California Faculty Association (CFA) and the CSU (hereafter
9 the Agreement), only those permanent (Unit 3) faculty members in the following categories
10 shall be permitted to vote in all-University elections:

- 11 probationary or tenured faculty
- 12 librarians
- 13 counselors
- 14 full-time coaches
- 15 faculty who are in the Preretirement Reduction in Time Base Program
- 16 faculty who are in the Faculty Early Retirement Program while on duty

17 **1. Probationary and Tenured Faculty Voting**

18 All faculty have full voting rights in the department/division/school and college in which they
19 hold appointments and shall be eligible to vote in elections for committees in that
20 department/division/school and college. Faculty with joint appointments shall be considered
21 full-time faculty members in both departments/divisions/schools in which they hold
22 appointments and will be eligible to vote in elections for, and serve on, committees in both
23 departments/division/schools. If those departments/divisions/schools are in two different
24 colleges then the faculty member shall be eligible to vote in both colleges. However, the
25 faculty member shall vote only once in a university election.

26 **2. Faculty Serving in Academic Administrative Positions**

27 Faculty serving in academic administrative positions with retreat rights may vote in University,
28 college and department/division/school elections, except for the election of personnel
29 committees. Faculty serving in academic administrative positions may not, in any case, vote on
30 personnel matters.

31 **3. Faculty Participating in the Preretirement Reduction in Time Base Program and the Faculty**
32 **Early Retirement Program**

33 Faculty members participating in the Preretirement Reduction in Time Base Program retain
34 their voting rights throughout the duration of their participation in the program.

35 A faculty member participating in the Faculty Early Retirement Program retains the right to vote

36 while on active duty but is not eligible to vote when not on duty.

37 **4. Faculty on Leave**

38 Faculty members on leave are permitted to vote in department/division/school, college, and
39 university-wide elections, unless otherwise prohibited by the Agreement. Those faculty
40 members wishing to vote during their absence must make appropriate arrangements to access
41 and submit a ballot. Only ballots received by the time the polls are closed ELECTION DEADLINE
42 will be counted in the election.

43 **5. Temporary Faculty LECTURERS, Retired Faculty with Temporary Appointments and**
44 **Volunteer Faculty**

45 Part-time temporary faculty and volunteer faculty are not eligible to vote in faculty meetings,
46 faculty elections, or in any personnel or governance matters put before the faculty at any
47 level. For department/division/school and college elections, voting rights for temporary full-
48 time faculty shall be subject to department/division/school and college regulations.

49 5.1. ALL LECTURERS MAY VOTE WHEN 1) VOTING FOR RECOMMENDATIONS FOR THE
50 APPOINTMENT OF DEPARTMENT/DIVISION CHAIRS AND SCHOOL DIRECTORS; 2)
51 VOTING FOR LECTURERS TO SERVE ON THE ACADEMIC SENATE; AND 3) VOTING
52 WHILE SERVING AS AN ACADEMIC SENATOR.

53 5.2. IN ADDITION TO THE VOTING RIGHTS STATED IN 5.1,
54 DEPARTMENT/DIVISIONS/SCHOOLS AND COLLEGES MAY ALLOW FULL-TIME
55 LECTURERS TO VOTE IN THEIR ELECTIONS. FULL-TIME LECTURERS MAY NOT VOTE
56 ON PERSONNEL MATTERS.

57 5.3 PART-TIME LECTURERS HAVE NO ADDITIONAL VOTING RIGHTS BEYOND WHAT IS
58 STATED IN 5.1.

59 Retired faculty with temporary appointments, other than those associated with the Faculty
60 Early Retirement Program, are granted the same voting rights as other temporary faculty, as
61 specified above.

62 **6. VOLUNTEER FACULTY**

63 VOLUNTEER FACULTY HAVE NO VOTING RIGHTS.

64 **6.7. Proxy Voting**

65 Voting by proxy (one person casting a vote for or on behalf of another) is prohibited in all cases.