

Academic Senate •1000 E. Victoria • Carson, CA 90747 • WH-A420 • (310) 243-3312

**Academic Senate Resolution**

**EXEC 16-06**

**Recommendation to amend PM 78-15 *Selection and Review of Chairpersons for Departments and Programs Which Constitute Primary Teaching Service Areas***

**M/S/P 03/16/16**

**Be it Resolved**: that the ASCSUDH recommend that PM 78-15 be amended to read: “In the department chair nomination process, departments will allow all full-time and part-time faculty to vote on an equal basis.”

**Resolved:** that copies of this resolution be sent to department chairs, deans, program coordinators all faculty, including lecturers and the local chapter of the California Faculty Association.

**Rationale:**

This resolution responds to concerns regarding the participation of temporary faculty in the department chair nomination process. According to the current Collective Bargaining Agreement between the California Faculty Association (CFA) and the California State University (CSU), articles 2. 13e and 2. 13h define faculty to include temporary faculty. Article 2.12 defines a Department as "the faculty u nit employees within an academic department or other equivalent administrative unit.", and article 20.30 states that "Department chairs shall normally be ...recommended by the department for the assignment." (see htt[p://www.calfac.org/reso](http://www.calfac.org/reso)urce/colective- bargaining-agreement-contract-201 2-2014-0)

A grievance fi led by lecturers regarding this issue at CSU Fresno was adjudicated in their favor, clarifying that the CBA includes temporary faculty in the process of determining a department chair. In the grievance, CSU Fresno referred to a recent department compromise, basing a lecturer vote (or percentage thereof) on their time base. Further support for temporary or contingent faculty inclusion in department governance comes from the CSU Academic Senate and the report The Inclusion in Governance of Faculty Members Holding Contingent Appointments and its Recommendations which were adopted as policy by the American Association of University Professors in 2012.