

CALIFORNIA STATE POLYTECHNIC UNIVERSITY, POMONA

ACADEMIC SENATE

ELECTIONS AND PROCEDURES COMMITTEE

REPORT TO

THE ACADEMIC SENATE

EP-002-223

Academic Senate Representation for Part-Time Lecturer Faculty

Elections and Procedures Committee

Date: 02/08/2023

**Executive Committee
Received and Forwarded**

Date: 03/06/24

Academic Senate

**Date: 03/13/2024
First Reading**

BACKGROUND:

The Cal Poly Pomona Academic Senate currently does not make any provision for representation of part-time lecturer faculty. The Academic Senate considered a lecturer representation measure in 2018, and while no change to the composition of the Senate was ultimately adopted, the reasons for making such amendments have not changed and are in fact more urgent.

Lecturers make up about 2/3 of all teaching faculty by headcount at Cal Poly Pomona and the overwhelming majority of them are part time. They are crucial to the instructional operations of the University. They teach many of our high-demand lower-division courses, offer courses in their specialties, and they contribute in significant ways to our academic departments. As the number of lecturers has grown, the Academic Senate has not adapted to this changing composition of faculty. The result has been a troubling lack of voice and representation for lecturers in the Senate and campus affairs. Additionally, the demands on full-time faculty in the structure of shared governance have increased beyond capacity. According to the American Association of University Professors, curricular and other academic decisions benefit from the participation of all faculty, especially those who teach core courses.

As of 2018, 17 of the 23 California State University campuses provide at least one dedicated lecturer seat in their respective Academic Senates.

This referral seeks to amend the Academic Senate Policy 121 to provide two dedicated seats on Cal Poly Pomona's Academic Senate for lecturers to represent specific lecturer concerns across the University and to be elected by lecturers. The outcome will be the addition of two senators to the Academic Senate thus creating a body represents the breadth of faculty on our campus. Across the academic senates of the CSU, Cal Poly Pomona has not designated lecturer seats so far. Most other campuses have lecturer representation, and most of them have at least two designated seats.

RESOURCES CONSULTED:

I) Individuals

1. Dr. Jonathan Puthoff, Associate Professor, Chemical and Materials Engineering;

2. Dr. Paivi Hoikkala, Lecturer, History;
3. Dr. Nicholas Von Glahn, Professor, Psychology;
4. Dr. Nickolas Hardy, Lecturer, Kinesiology, California Faculty Association lecturer representative, CPP chapter

II) Others

1. American Association of University Professors, "The Inclusion in Governance of Faculty Members Holding Contingent Appointments: Recommendations," available at <https://www.aaup.org/inclusion-governance-faculty-members-holding-contingent-appointments-recommendations>
2. American Association of University Professors, "Report on The Inclusion in Governance of Faculty Members with Contingent Appointments" (2012), available at <https://www.aaup.org/report/inclusion-governance-faculty-members-holding-contingent-appointments>
3. California Faculty Association Lecturer Handbook, "CSU Campuses with Academic Senate seats dedicated or open to Lecturers as of Summer 2018" (p.36), available at https://www.calfac.org/wp-content/uploads/2021/09/lecturers_handbook_0719_web.pdf
4. Attachment: 2018 proposed amendments to (then) Appendix 17 - Constitution of the Academic Senate of California State Polytechnic University, Pomona
5. For data on Cal Poly Pomona lecturer faculty: Billy Gallagher, California Faculty Association staff, CPP chapter
6. Cal Poly Humboldt: https://aavp.humboldt.edu/sites/default/files/_appendix_revisedmay2020.pdf
7. CSU East Bay: https://docs.google.com/document/d/1Cj_5BO1j1U7XZUiD27mKu3lQCrETpq9rgSnjz86bDU/edit
8. CSU Channel Island: <https://senate.csuci.edu/bylaws-revised-4-25-23-final.pdf>
9. DH - <https://www.csudh.edu/academic-senate/constitution/>
10. CSU Sacramento: <https://www.csus.edu/academic-affairs/senate/c-b-sr/bylaws.pdf>
11. CSU Sonoma: <https://senate.sonoma.edu/governance/constitution>
<https://senate.sonoma.edu/governance/academic-senate-laws>

12. CSU Northridge: https://www.csun.edu/sites/default/files/Bylaws%20of%20the%20Faculty_Update_d%209.7.23.pdf
13. CSU Long Beach: <https://www.csulb.edu/academic-senate/constitution-and-bylaws>
14. CSU Maritime: <https://www.csum.edu/policies/media/faculty-senate-by-laws.pdf>
15. CSU Los Angeles: <https://www.calstatela.edu/academicsenate/handbook/appc>
16. CSU Monterey Bay: [https://csumb.edu/senate/senate-documents-/
<https://docs.google.com/document/d/15VAPwv0CxGRxc1FHG2sDKSPWPmQHAcu8LVOagJ9nqWA/edit#heading=h.nwxvg282zzbs>](https://csumb.edu/senate/senate-documents-/)
17. CSU San Luis Obispo: <https://academicsenate.calpoly.edu/constitution-and-bylaws>

DISCUSSION:

Ideally, one could have considered a lecturer seat from every college to represent the varying concerns of part-time faculty in each, but this referral asks for two as a more realistic choice. It allows for a lecturer voice to be in the room, even if one is not able to attend. Two senators can offer support for each other.

We feel strongly that the proposed two seats be designated for part-time lecturer representatives. Full-time lecturers are currently defined as a constituency of the Senate and are eligible to serve on the Senate. Furthermore, these current positions represent their college, not lecturers specifically. It is also important to note that not many lecturers have occupied that position. The part-time lecturer voice should be included in the shared governance. Additionally, serving in the Academic Senate can help with professional growth and experience.

We formed a list of 10 related questions and contacted the Academic Senate offices of all of the CSU campuses. We received responses from 14 CSU campuses (please see appendix). The questions asked were:

1. Are full-time (FT) lecturers on your campus eligible to serve on the Senate and its committees?
2. Are part-time (PT) lecturers eligible to serve on the Senate?
3. Do you have seats that are dedicated to lecturers only? If so, how many seats? and how they are distributed? (how many seats open to lecturers FT and PT)
4. Clarity on how "dedicated" seats are defined. Are these open to full-time lecturers only or both full-time and part-time lecturers?

5. What model was used for determining the no. of dedicated seats in your campus.
6. Are there defined constituencies that these dedicated seats represent or are they at large? (represent colleges or university, etc.)
7. What kind of compensation does your campus offer (e.g., WTU, stipend, etc.) if any, to lecturers (FT and PT)?
8. In the case of compensation or assigned time, is there are difference between full-time and part-time lecturers.
9. If compensation is monetary, is it a fixed stipend or variable based on base salary?
10. Source for this compensation? (also, where to find the specific compensation policy)

The Elections and Procedures Committee has consulted with the resources listed above and discussed the proposal. The consultations raised no concerns. The result of our research is tabulated along with a detailed explanation of each question in the appendix.

- A summary of the committee's findings is presented Data from fourteen (14) participating CSU campuses reveal that 13/14 campuses allow for representation of part-time faculty on the academic senate and only one campus does not.
- The majority of these 13 campuses had at least 2 dedicated seats (and up to a maximum of one seat/college) for lecturer faculty on the senate.
- Of the 13 campuses, 11 did not differentiate between full-time and part-time faculty for representation on the academic senate, and one of the campuses did not differentiate between tenure-track faculty and lecturers for academic senate positions.
- There was no unified model (or a model) on how the number of seats were decided unless there was one seat designated per college.
- Except in scenarios where there was one dedicated seat per college (representing a defined constituency), the lecturer faculty seats were at-large.
- At 6/14 campuses, lecturer faculty are compensated for their work as part of the academic senate, and the compensation ranged from 1-3 WTUs/year excluding one campus that offered \$1,000/year for professional development.
- Any compensation provided is a fixed amount and did not vary based on base salary, and it was funded by Academic Affairs (Office of the Provost).

RECOMMENDATION:

The elections and procedures committee recommend that:

1. The Academic Senate create two dedicated seats to represent the part-time lecturer faculty.
2. To incentivize part-time lecturers to run for and serve as senator, the Academic Senate office can provide those who serve as a part-time lecturer senator with a letter of recognition and acknowledgement for serving on the Senate. Such letter can be added to the lecturer's PAF (Personnel Action Files) and be used in their periodic evaluation, as well as an element in consideration for rehiring and as an important component for their application packet for tenure hires within their departments.
3. In comparison with the Tenure-line faculty receiving service credit compensation, part-time lecturers need to receive compensation for their time and service in the form of a stipend equal to 3 WTU per academic year.
4. According to this proposal, **Article III, Sections 1, 2, 3, 4, 8, 9, 11, and 14** of the Constitution should be changed as below:

SECTION 1 The Academic Senate shall consist of thirty-five (35) elected representatives from the following three categories:

- A. all tenure-track faculty (tenured and probationary appointed on an annual basis—two Academic semesters), all full-time lecturers appointed on an annual basis;
- B. all librarians and academic specialists not included in “A” above; as well as
- C. all Student Services Professionals classified as SSPIII, SSPIV, SSP AR, Counselors, and Coaches.
- D. all part-time lecturers appointed on an annual or three-year basis (“part-time faculty”) as a constituency separate from the colleges in which they hold appointments.

SECTION 2 A. Thirty-five Senators shall be elected on the basis of proportional representation established every three years within the various constituent schools and related areas, each constituency being guaranteed a minimum of one senator.

- B. Two Part-time faculty senators shall be elected by the part-time faculty constituency

SECTION 3 Each Academic school and college shall be considered a constituency. Department Chairs are enfranchised. No person shall be allowed to be a member of more than one constituency. Part-time faculty Senators represent part-time faculty across the university as a constituency.

SECTION 4 In addition to the thirty-seven regular senators, each statewide Academic senator shall be an ex-officio voting member of the Senate.

SECTION 8 The following additional electoral eligibility stipulations and procedures apply.

- A. No department in a college/school shall have more than one senator until each department within that college/school has at least one senator. During each nomination period candidates may be nominated from any department within the college/school that does not already have a senator. However, if after the close of the initial nomination period there is an insufficient number or numbers of candidates from the eligible department(s), then the seat(s) shall be declared open and candidates from any department within the college/school may be nominated.
- B. If a senator resigns from the Academic Senate before the end of their term, an election shall be conducted as in Article III, Section 8, A. The senator thus elected shall serve until the end of that term.
- C. Single-seat constituencies may only be represented by a member of that constituency.
- D. The two part-time senators shall not originate from the same college or school. The college or school of origin of a prospective senator shall be the college in which they hold a majority appointment.

SECTION 9 From among those duly elected members, as specified in Article III, Section A, B and C, of the Academic Senate, a Chair and Vice Chair shall be elected by the Senate membership.

- A. Election of the Chair and Vice Chair shall take place during the first regularly scheduled Academic Senate meeting in April.
- B. The nomination period of candidates for the offices of Chair and Vice Chair shall commence at the first regularly scheduled March meeting of the Academic Senate. Nominations, in writing, will be accepted in the Academic Senate office until 5:00 p.m. on the second Wednesday following the first regularly scheduled Academic Senate meeting in March. Nominations made after the 5:00 p.m. deadline shall not be accepted. Candidates shall provide biographical information and a statement of philosophy of shared governance for distribution. This information shall

be made available to the electorate.

- C. At the election, candidates for the offices of Chair and Vice Chair shall have the opportunity to present a short statement not to exceed three minutes.

SECTION 11 The Executive Committee of the Academic Senate shall consist of the Chair, the Vice Chair, one Senator representing each college or school, one Statewide Senator, and one Senator from other Unit 3 areas specified in Article III, Section A, B and C. The Senate may vote to include the immediate past chair as a voting member of the Executive Committee, provided that the immediate past chair is a member of the Senate. Members of the Executive Committee must be Unit 3 members and should be tenured.

- A. Election of the Executive Committee shall occur after the seating of new Academic Senators at the last regularly scheduled Academic Senate meeting of the Spring Term.
- B. The nomination of candidates for the Executive Committee shall commence at 9:00 a.m. on the day of the first regularly scheduled Academic Senate meeting in the month of April. Nominations, in writing, will be accepted in the Academic Senate Office until 12:00 p.m. on the day of the last regularly scheduled Academic Senate meeting of the Spring Term. At the last regularly scheduled Academic Senate meeting of the Spring Term, floor nominations shall be accepted, but only after the seating of new Academic Senators.
- C. At the election, candidates for the Executive Committee shall have the opportunity to present a short statement.

SECTION 14 All elected senators will serve three-year terms, one third of senators being elected annually. The number of vacancies shall be determined on the basis of proportional representation.

Therefore, The Elections and Procedures Committee recommends Academic Senate Representation of two dedicated seats for the part-time lecturer faculty to be elected for a term of three years each.

Appendix**Table Summary of Campus Responses**

CSU Campus	1	2	3	4	5	6	7	8	9	10
Humboldt	Yes	PT/FT are same	Yes, 3	Open to F/P	3 at-large lec	All at-large	1 wtu/y (.5 wtu /Sem)	No	N/A	AA
East Bay	Yes	Half time or more	Yes, 4	Open to F/P	N/A	N/A	1 wtu /yr	No	N/A	N/A
Chico	Yes	Yes	lecturer same as tenure	No dedicated	N/A	N/A	Same as TT	No	0.2 of full-time	AA
Channel Island	Yes	Yes	4 at larges, one in EC	3 dedicated	N/A	All at-large	3 wtu Or equal comp	No	3 wtu	AA
Dominguez Hills	Yes	Yes	Yes, 2 (full or part time)	Open to F/P	N/A	All at-large	\$500 /sem for PD	No	fixed	AA
Bakersfield	Yes	No	No, same as T	none	N/A	Yes	None	N/A	N/A	N/A
CP-SLO	Yes	Yes	Yes, 7 (1 part-time per college)	Yes, 7	Number of general faculty	N/A	None	N/A	N/A	N/A
Sacramento	Yes	Yes	Yes, 4	Open to F/P	Temp faculty teaching 6 or more units	All at-large	None	N/A	N/A	N/A
Northridge	Yes	One PT/FT from each college	Yes, 1 per college + lib	1 per college	N/A	1 per college	None	N/A	N/A	N/A
Sonoma	Yes	Yes – 2 seats	Yes, 2	Open to F/P	N/A	All at-large	1 wtu /yr	No	N/A	N/A
Long beach	Yes	Yes	Yes, 1 per college (F/P)	Open to F/P	1 per college	1 per college	None	N/A	N/A	N/A
Maritime	Yes	Yes	Yes, 2 at large	Open to F/P	N/A	N/A	None	N/A	N/A	N/A
Los Angeles	Yes	Yes	Yes, 1 per college	FT same as PT	1 lec. per college	1 per college	None	N/A	N/A	N/A
Monterey Bay	Yes	Yes	Yes, 2 at large	Open to F/P	N/A	N/A	None	No	fixed	AA

Detailed Summary of Campus Responses

1. Are full-time (FT) lecturers on your campus eligible to serve on the Senate and its committees?

- CPH – Yes
- EB – yes
- Chico - Yes, all lecturers are eligible to serve on Academic Senate.
- CI - Yes. Eligibility for a faculty member to serve in Senate is simply this: "with a workload of at least 6 WTUs during the semester of election and a minimum of two years of employment at CI are eligible to be elected as a Senator"
- DH - Yes, with a few exceptions.
- B – yes
- CPSLO – yes
- Sac - Yes
- CSUN - Every one of our 8 colleges + the library elect a lecturer representative to the senate according to our bylaws
- Sonoma - Senate = 2 (half-time or more) Lecturer Senators, Committees don't have Lecturer-specific seats
- LB –yes
- Maritime –yes
- LA – yes
- MB – Yes

2. Are part-time (PT) lecturers eligible to serve on the Senate?

- CPH – Part-time and Full-time are the same
- EB - members of the lecturer electorate are defined as ""those individuals who have annual appointments of halftime or more." In other words, they are entitled to at least 15 units per year
- Chico - Yes
- CI - Yes. See (1).
- DH -Yes
- B – No
- CPSLO - yes
- Sac – Yes
- CSUN - Full-Time and Part-Time Lecturers One Senator shall be elected by and from the full-time and part-time Lecturers within each of the Colleges and the Library
- Sonoma - Only half-time or more Lecturers are eligible for the 2 at large Senate seats
- LB – yes
- Maritime –yes
- LA – yes
- MB – If they are eligible for benefits:

3. Do you have seats that are dedicated to lecturers only? If so, how many seats? and how they are distributed? (how many seats open to lecturers FT and PT)

- CPH – Yes, 3
- EB - 4 seats for members of the lecturer electorate on our Academic Senate
- Chico - We do not make a distinction for lecturer vs tenure track seats.
- CI - Yes. We have four lecturer representatives to Senate. One of those also serves as a lecturer representative to our Executive Committee. Lecturer seats are At-large, and lecturers of all employment types are eligible to serve.
- DH - 2 seats are dedicated to non-tenure-track faculty (full or part time lecturers, librarians, counselors, and coaches) from different colleges
- B - No, though we have had and have lecturers represented on the Senate.
- CPSLO – 7 total - 1 part-time rep per college. We have 7 colleges on campus and each college now gets 1 part-time rep to represent the part-time faculty of that college.
- Sac – yes, 4 seats to Temp. Faculty (i.e., not probationary or tenured). For these four temporary faculty representative positions on the Senate, no distinction is made between part-time and full-time.
- CSUN - Full-Time and Part-Time Lecturers One Senator shall be elected by and from the full-time and part-time Lecturers within each of the Colleges and the Library
- Sonoma - (See above)
- LB – Each College shall be entitled to one (1) lecturer Academic Senator, with the College of Liberal Arts entitled to two (2)
- Maritime – We have 2 dedicated lecturer-at-large seats. If no lecturers run, any faculty member may run but they're expected to be the point-people for lecturers to bring issues to Senate.
- LA – YES - one seat per academic college (currently 7). Note that our lecturers in the library, coaching, and counseling are collectively considered as representing a "college" to have one Senate seat for them all. Just to clarify, we have 8 lecturer senators, 7 from the academic colleges and 1 from the library/coaches/counselors combined.
- MB – Yes there are 2 Lecturer Senator Seats.

4. Clarity on how "dedicated" seats are defined. Are these open to full-time lecturers only or both full-time and part-time lecturers?

- CPH – Open to both
- EB – both
- Chico - We do not have dedicated seats
- CI - See (3)
- DH -Both (see above)
- B – N/A
- CPSLO - For lecturers, if they're full-time, they are lumped with all full-time (tenure track and tenured) faculty and they count towards the total number of full-time faculty reps each college has.
- Sac – both
- CSUN – N/A

- Sonoma - (See above)
- LB – Both full time and part time
- Maritime – They're open to all full and part-time lecturers on a one or three-year contract not bearing an MPP (Management Personnel Plan) position on the campus.”
- LA – We don't distinguish between FT and PT lecturers for this purpose -- all active lecturers are eligible to be elected to their college's seat
- MB – Other senate seats are tied to a department or senate committee. These are in addition to those seats to make sure that we have at least 2 seats minimum filled by lecturers. Yes, PT lecturers can serve if they can vote as defined above.

5. What model was used for determining the no. of dedicated seats in your campus.

- CPH - There's 3 colleges on our campus, so Senate has 2 tenure-line delegates from each college (six in total), 3 at-large tenure-line delegate, and 3 at-large **lecturer** delegates.
- EB – N/A
- Chico - N/A
- CI - We were trying to design a representative Senate with administrative voices. We wanted to increase the representation of lecturers from our previous Senate structure. There was no model on which our structure was based.
- DH -N/A
- B – N/A
- CPSLO - GENERAL FACULTY:
 - If <30 2 senators
 - If >30 3 senators PLUS 1 for every 30 or major fraction thereof (50%+1 = 16)
 - 30 – 46 4 senators
 - 47 – 76 5 senators
 - 77 – 106 6 senators
 - 107 – 136 7 senators
 - 137 – 166 8 senators
 - 167 – 196 9 senators
 - 197 – 226 10 senators
- Sac – Temp faculty senators are elected by the temporary faculty from those temporary faculty who are teaching six or more units during the semester in which the election is conducted.
- CSUN – N/A
- Sonoma - (Unknown)
- LB – see above
- Maritime – Not sure. We looked at a bunch of different colleges in and out of the CSU and picked what we thought would work well for us.
- LA – One lecturer per academic college
- MB – It seems historical and our executive committee is going to have a town hall on this. Right now it is one senator per major or graduate degree, plus 2 dedicated lecturer reps, chairs of the standing committees, and ASEC.

6. Are there defined constituencies that these dedicated seats represent or are they at large? (represent colleges or university, etc.)

- CPH - They're all at-large.
- EB – N/A
- Chico - N/A
- CI - They are all At-Large. See (3).
- DH -At large
- B - Yes. The four schools each have two representatives elected.
- CPSLO – N/A
- Sac – N/A
- CSUN – 1 per college
- Sonoma - At Large
- LB – see above
- Maritime – University, but we're small. (We only have ~100 faculty.)
- LA – They represent lecturers in their college
- MB – N/A

7. What kind of compensation does your campus offer (e.g., WTU, stipend, etc.) if any, to lecturers (FT and PT)?

- CPH - Each one currently receives 0.5 WTU per semester (1 WTU for the year).
- EB - 1 WTU.
- Chico - That is determined by each college and not a function of Academic Senate, except when a lecturer is elected as a Senate officer. They receive the same compensation for an officer appointment as a tenure track faculty member.
- CI - Our provost has been flexible with compensation. The compensation is either in the form of WTU or remuneration (additional pay) of equal value. We are careful not to disrupt/affect lecturer entitlements. 3WTUs
- DH -Each gets \$500 in professional development money per semester (as do non-TTF who represent academic departments unless service is already stipulated in one's contract)
- B- To serve on the senate? None
- CPSLO – All full-time faculty has a service requirement built into their salary. No compensation at the moment for part time.
- Sac - Temporary faculty representatives on the Senate do not receive any compensation for serving as a senator
- CSUN - There is no compensation through assigned time nor stipend for lecturers or any other senator.
- Sonoma - Each Senate Lecturer receives 1 unit of release time per academic year.
- LB – none
- Maritime – None, unfortunately. (Senate has no budget. We don't even have secretarial support even though our bylaws say we do. :-/)
- LA – None (our faculty Constitution specifies that these roles are voluntary and not subject to any entitlement)

- MB – Some committee chairs get compensation. Others do not. It has been via WTUs. This term with the last minute shuffle I negotiated a stipend for the chair of SCCC (since I was going to serve in that role). Each WTU is not the full value as based on grant-funded release. The college gets \$2,150 per WTU. That is what I was able to negotiate for the stipend. Jill is getting 3 WTU equivalents this term to serve as Vice Chair of the Academic Senate Executive committee.

8. In the case of compensation or assigned time, is there are difference between full-time and part-time lecturers.

- CPH – No
- EB - No
- Chico - No
- CI - No
- DH -No
- B – N/A
- CPSLO – N/A
- Sac – Temporary faculty representatives on the Senate do not receive any compensation for serving as a senator."
- CSUN - None
- Sonoma - No
- LB – N/A
- Maritime – N/A
- LA – N/A
- MB – No

9. If compensation is monetary, is it a fixed stipend or variable based on base salary?

- CPH - N/A
- EB –
- Chico - All senate officers receive AWTU or AE pay at a rate of .2 of a full time appointment, expect for the senate chair, who receives more AWTU.
- CI - See 6
- DH -Fixed
- B – N/A
- CPSLO – N/A
- Sac – N/A
- Sonoma - N/A
- LB – N/A
- Maritime – N/A
- LA – N/A
- MB – Fixed

10. Source for this compensation? (also, where to find the specific compensation policy)

- CPH - The assigned time is paid from the same source as all Senate assigned time, through the Office of Academic Affairs. I don't think this is posted online anywhere.
- EB-
- Chico -The Provost pays for Senate operations.
- CI - The provost provides the compensation. This is not written into policy, though it should be.
- DH -Funds come from Academic Affairs via an endowment for professional development funds
- B – N/A
- CPSLO – N/A
- Sac – N/A
- CSUN – N/A
- Sonoma - N/A
- LB – N/A
- Maritime – N/A
- LA – N/A
- MB – This is negotiated with the Provost.

Links to a publicly available policy document containing the above information.

- CPH - I think that would be here:
https://aavp.humboldt.edu/sites/default/files/_appendix_revisedmay2020.pdf
- EB -
https://docs.google.com/document/d/1Cj_5B01j11U7XZUiD27mKu3lQCrETpq9rgSnjz86bDU/edit
- Chico -There is no policy on this. We negotiate the budget for senate each year with the provost.
- CI - <https://senate.csuci.edu/bylaws-revised-4-25-23-final.pdf>
- DH - <https://www.csudh.edu/academic-senate/constitution/>
- B -
- CPSLO- Attachments
- SAC - <https://www.csus.edu/academic-affairs/senate/c-b-sr/bylaws.pdf>
- Sonoma - <https://senate.sonoma.edu/governance/constitution>
<https://senate.sonoma.edu/governance/academic-senate-laws>
- CSUN -
https://www.csun.edu/sites/default/files/Bylaws%20of%20the%20Faculty_Updated%209.7.23.pdf
- LB – <https://www.csulb.edu/academic-senate/constitution-and-bylaws>
- Maritime – <https://www.csum.edu/policies/media/faculty-senate-by-laws.pdf>
- LA – YES -- see Appendix C Faculty Constitution Article IV, sections 2D and 3C:
<https://www.calstatela.edu/academic-senate/handbook/appc>
- MB – <https://csumb.edu/senate/senate-documents-/>
<https://docs.google.com/document/d/15VAPwv0CxGRxc1FHG2sDKSPWPmQHAcu8LVOaqJ9nqWA/edit#heading=h.nwxvg282zzbs>

