**RESOLUTION TO RECOGNIZE LECTURERS AS FACULTY**

**WHEREAS** this resolution is offered in the spirit of the Resolution to Abolish the Two-Tier Faculty Labor System: Tenure for All which was approved by the 99th Assembly of the California Faculty Association reiterating the relevant points contained therein; and

**WHEREAS** lecturers make up the majority of the California State University (CSU) faculty workforce, with recent analysis revealing that close to 60 percent of the nearly 27,800 CSU faculty hold temporary appointments; and

**WHEREAS** CFA's commitment to anti-racist social justice compels us to oppose structural inequities and economic exploitation, and to advance a culture of inclusion and respect for the BIPOC, working-class, and women educators who populate non-tenure-track ranks; and

**WHEREAS** non-tenure-track educators are indispensable to the core academic mission of the university, yet terminology such as "contingent" or "lecturer" is often used to marginalize their vital, integrated contributions as educators, scholars, and mentors by conceptually separating them from the broader "faculty" body; and

**WHEREAS** the collective will and power of the CFA to dismantle the two-tier faculty labor system piece-by-piece requires that our own governing documents linguistically affirm the equal professional standing of all Unit 3 members as faculty; and

**WHEREAS** it is a recognized fact of labor history that tiered employment and disparate terminology create division among workers that weakens collective power; and

**WHEREAS** the current language in the Collective Bargaining Agreement (CBA) designates lecturer faculty members as "temporary" or "contingent," terminology that conceptually marginalizes their roles and fails to reflect their sustained, integrated contributions as educators, scholars, and mentors: and

**WHEREAS** aligning CBA terminology and contractual classifications with the actual, indispensable nature of this workforce is necessary to foster inclusion, equity, and shared governance within the broader faculty body; and

**THEREFORE, BE IT RESOLVED** that the California Faculty Association affirms that all Unit 3 members, regardless of status or time base, are fundamentally and unequivocally faculty and

**FURTHER, BE IT RESOLVED** that the 103th Assembly of the CFA calls to initiate a change to language contained in the By-Laws of the California Faculty Association by substituting all references to the word "lecturer(s)", with the term "lecturer faculty", and that the 103th Assembly directs the By-laws Committee, and all other appropriate committees of CFA, to

format this change, including titles of the Council of Lecturers and their respective AVPs, for approval by the Board of Directors following formal adoption by the Assembly.

**FINALLY, BE IT RESOLVED** that upon adoption of the language changes to the CFA ByLaws, CFA shall recognize and utilize the term “lecturer faculty” in all bargaining and representational activities and shall pursue its incorporation into future Collective Bargaining Agreements with the CSU.