



## Faculty are Humans- *Handbook Change*

RES 242523

FAC, AS&SS

**RESOLVED:** The following changes be made to the University Handbook (additions in **bold underline**, deletions in ~~striketrough~~).

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### 108 Faculty

Consistent with the Collective Bargaining Agreement (2.13), the term "faculty member," as used in this handbook, refers to a bargaining unit member who is a full-time faculty unit employee, part-time faculty unit employee, probationary faculty unit employee, tenured faculty unit employee, temporary faculty unit employee, coaching faculty unit employee, counselor faculty unit employee, faculty employee, or library faculty unit employee. The term "faculty" includes all of those individuals who are faculty members. **All faculty members and instructors of record must be qualified humans with appropriate credentials, expertise, and/or experience in their respective fields. Automated systems, artificial intelligence, or non-human entities shall not serve as replacements for human faculty, shall not serve as instructors of record, and shall not hold faculty positions. This policy ensures the integrity of instruction and the maintenance of academic standards.** This definition of faculty does not take precedence over specific handbook or departmental requirements for addressing personnel matters, curricular matters, or committee assignments. Nothing in these policies shall limit the right of participants in the Faculty Early Retirement Program to serve on committees.

#### 303.1.1 Teaching Assigned Courses

Faculty shall teach their assigned courses in accord with the officially approved course descriptions provided in the current university catalog. ~~Unless~~ **Unless** authorized by the

department or program to teach a course in an online or hybrid format, faculty shall teach in a face-to-face format. ~~All faculty teaching online or hybrid courses must be certified to teach online or hybrid instruction following the procedures established by the Distributed Learning Committee (refer to Section 203.12).~~

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**Rationale:**

1. This resolution ensures that faculty are qualified human individuals, and not replaced by Artificial Intelligence.
2. This is intended to ensure that the instruction and educational quality at California State University, Bakersfield, is first-class.
3. The Distributed Learning Committee does not currently have a formal certification process for faculty teaching in online or hybrid formats.

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Approved by the Academic Senate: March 27, 2025  
Sent to the President:  
President Approved: