



Dear Colleagues,

You've likely received a message from the Chancellor's Office or your campus about their new artificial intelligence (A.I.) initiatives. This announcement proclaims significant investments in the use and expansion of A.I. technology on campus and in our classrooms. While we recognize there are multiple perspectives on the use of A.I, we have significant concern about faculty jobs, academic freedom, intellectual property, and surveillance. Any integration and use of A.I. in the classroom must be led by faculty, not by administrators and tech companies. Faculty should have the power to decide how and whether to use these tools and should not be subject to repercussions for using A.I. in responsible ways, nor for refusing to use it.

We also know the many issues with A.I. beyond the impact on our work. There is the profound [environmental toll](#) of A.I., from [significant electricity use](#) to [increasing water consumption to cool servers](#). Amazon workers have complained that [A.I. bots fired them without human interaction](#). Surveillance apps track how [often workers leave their desks](#). A.I. tools for resume screenings have been notorious for [discriminating against people](#) based on race and gender. A.I. models have repeatedly been used to [create racist imagery](#), [perpetuate racial discrimination in policing](#), and the [A.I models themselves are](#) engaging in racist behavior. [Companies are also stealing people's original work](#). Their art, literature, essays, music, data, etc., are being used to train A.I. to reproduce and replace it. It is being used to [replace mental health counselors](#). The list goes on.

Management decision making is directly responsible for cuts, loss of work, and layoffs. At the same time, they continue to invest university resources to launch initiatives with little to no input from faculty, students, and staff.

We will keep you informed as we demand to meet with CSU management to discuss how this new initiative impacts faculty work. Faculty intellectual property is protected by our contract. This includes any and all work produced as we perform our duties, from video recordings and tutorials to lecture notes, from research and creative activities to syllabi, from classroom assignments to athletic regimens. Unless faculty sign a separate agreement detailing how management can use faculty IP, neither the CSU nor third parties have a right to the work we create.

Make sure to [sign up for Headlines](#) to stay up to date on CFA news. If you are not a CFA member, [we encourage you to join](#). We can only maintain a quality higher education by working together.

In solidarity,
CFA Officers

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