A Resolution to Amend HEERA to define "joint-consultation and decision-making"

ENDORSED BY
Asian Pacific Islander Deci American Caucus, Black Caucus, Chicanx/Latinx Caucus
Council of Lecturers, Council of Presidents, Council for Racial and Social Justice
Disability Caucus, Native American and Indigenous Peoples Caucus
Palestine Arab Muslim Caucus, Political Action and Legislative Committee
Peace and Justice Committee, Teacher Education Caucus

APPROVED BY The 95th Assembly, October 22, 2022

WHEREAS the CSU breached its trust with the public and its employees with the events leading to
the chancellor’s resignation, revealing a culture of arrogance and entitlement among its highest
administrators,

WHEREAS tightening procedures, strengthening training, and limiting retreat rights are all good
steps toward addressing the Title IX problems,

WHEREAS fully addressing them, however, requires changing the administrative culture at their
root: piercing the bubble of arrogance that surrounds those who lack any meaningful
accountability toward their employees and subordinates; that creates a sense of entitlement among
them; and that conditions a belief that they can act with impunity,

WHEREAS HEERA’s vague and undefined requirement that administrators and faculty practice
"joint-consultation and decision-making" contributes significantly to sustaining this culture, and

WHEREAS the Discussion Piece, "Reimagining the Culture of Academic Administration," initiates a
critical conversation on how to amend HEERA so as to improve administrator accountability,

THEREFORE, be it RESOLVED, that the San Bernardino chapter of the California Faculty
Association commends and thanks statewide CFA for beginning discussions of how to
amend HEERA’s vague and undefined requirement that administrators and faculty practice "joint-
consultation and decision-making" so as to improve such accountability,

And be it also RESOLVED that the San Bernardino chapter of the California Faculty Association
commends and thanks statewide CFA for using the Discussion Piece, "Reimagining the Culture of
Academic Administration" toward this end,

And therefore, finally, be it also RESOLVED that the San Bernardino chapter of the California
Faculty Association urges such discussions to continue in both informal and formal channels,
including the CFA Statewide PAC-LEG Committee, the Statewide Academic Senate, and the
CSUSB Faculty Senate, with the goal of identifying a legislative sponsor to champion a legislative
remedy to HEERA.