



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

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, with the goal of identifying a legislative sponsor to champion a legislative remedy to HEERA.