



Strengthening Local Collegial Consultation Spring 2020 – February 29, 2020

Contact: Robert L Stewart Jr, Academic Senate President – Los Angeles Southwest College

Whereas, collegial consultation between the Faculty at Los Angeles Southwest College and the college Administration has increasingly been diminished and ignored around issues such as the Hiring of Faculty (FT and PT) to positions of leadership; Canceling of classes; Reassignment of faculty (we are not referring to the right of assignment); Scheduling of facilities rentals that conflict with scheduled class time; Changing of qualifications for the hiring of faculty ISAs without consultation; Selection of dual enrollment classes and assignment of faculty without consultation with department chairs; and Potential cybersecurity and safety issues around the use of personal images on the campus website and campus identification cards;

Whereas, the Academic Senate and Faculty Union (AFT 1521) at Los Angeles Southwest College are increasingly being marginalized and dismissed.

Whereas, because of the lack of collegial consultation, there has been ongoing scheduling conflicts between important college events and important faculty meetings and events, created by the college Administration that effectively prevent faculty from participating. This continues to occur even after the issue has been brought to the Administration's attention over and over again.

Whereas, faculty have rights and responsibilities to collegial consultation and to make recommendations on all Academic and Professional matters, provided by Title 5, Article 2, 53200.

Whereas, adequate consultation and better yet, a "culture of consultation" provides transparency and trust between the Faculty, Campus and the Administration.

Whereas, Los Angeles Southwest College spent \$1000 in a fee payment to the Academic Senate for California Community Colleges and The Community College League of California in order to provide "Collegiality in Action" professional development to the entire college.

Resolved, that the Administration at Los Angeles Southwest College increase collegial consultation around issues that affect faculty, the campus, and our student's success.

Resolved, that the Administration at Los Angeles Southwest College consult with the local Academic Senate and Faculty Union on ALL matters that lie within their purview, not just matters the Administration feels it needs to bring before faculty.

Resolved, that the Administration at Los Angeles Southwest College respect and embrace the Academic Senate's purview to make recommendations on all Academic and Professional matters as provided in Title 5, Article 2, 53200 (The 10+1).

Resolved that the Administration at Los Angeles Southwest College use the knowledge gained in the "Collegiality in Action" session to understand the importance of bringing the faculty voice into the decision-making process in all Academic and Professional matters.

Resolved, that rather than trying to figure out what requires input from the faculty and what doesn't, the Administration at Los Angeles Southwest College errors on the side of transparency and trust building, to avoid the many infractions against consultation that have occurred consistently.

Resolved, that the Los Angeles Southwest College Academic Senate and AFT Faculty Union will express loss of confidence in the consultative process and thus in the Administration at Los Angeles Southwest College, if clear and rapid measures are not taken to create a "culture of consultation" in good faith, rather than trying to find opportunities to side-step consultation on matters thought by the Administration to be outside of the purview of faculty recommendation.

Signed and Dated by:

Robert L Stewart Jr.
Academic Senate President
Los Angeles Southwest College

Signature: _____ Date: _____

Dr. Sandra Lee
AFT 1521 Local Chapter President
Los Angeles Southwest College

Signature: _____ Date: _____

Dr. Seher Awan
College President
Los Angeles Southwest College

Signature:  _____ Date: 5/13/20