MSJC | Mt. San Jacinto College

Academic Senate

Subject: Culture of Trust

Recommending Body: Senate and English Chair Ryan Sullivan

Date of Adoption: October 21, 2026

Restoring Trust, Collaboration, and Respectful Treatment of Faculty

Whereas faculty voice has been repeatedly excluded from, or ignored, within the implementation of new hiring processes, the decision-making regarding final candidate selection and campus placements, and the development of job descriptions that affect faculty and/or fall under the purview of 10+1; and

Whereas faculty expertise has been minimized and shared data has been dismissed in the development of course schedules, including decisions regarding course offerings, days and times, and modalities, disregarding curriculum's placement in 10+1; and

Whereas faculty's ability to successfully implement that same curricula has been undermined by a lack of resources and transparency regarding decision-making in funding allocations; and

Whereas faculty have experienced a lack of professional respect within institutional processes and practices, including mandated 24-hour responses, timelines of administrative workloads that conflict with other faculty priorities, and procedures that affect faculty being developed without inclusive conversation, collaboration, or transparency; therefore,

Resolved that the Mt. San Jacinto College Academic Senate calls upon the institution's Executive Cabinet to follow President Dotson's commitment to build an institutional culture of trust, belonging, collaboration, accountability, and pride, which she has already modeled in her short tenure at the college through her collaborations and interactions with faculty leaders and constituencies; and

Be it further resolved that the Academic Senate calls upon the Executive Cabinet to investigate current institutional procedures and practices that fall under their respective purviews to identify where faculty voice, expertise, and professional respect have been excluded, minimized, and/or disregarded, and commit to making immediate changes that prioritize inclusion of faculty voice and respect the functions of the Academic Senate in relation to institutional processes under Title 5 (10+1 Academic and Professional Matters).

Senate Vote: __11__ Ayes ___0___ Nays ___0___Abstentions

Senate President Signature _____ Date ___10 28 2026__