

*Proposal for Pilot Consultation Process between the
Academic Senate & All Faculty Association // 29 April 2026*

Purpose

This proposal establishes a structured, collaborative consultation process between the Academic Senate and the All Faculty Association (AFA) to address issues requiring mutual input and coordination. The process is intended to be used on an as-needed basis and does not constitute standing or regular business.

Initiation of Consultation

The AFA will notify the Academic Senate when an issue arises that requires consultation. Meetings will be convened as necessary to address specific matters. A minimum of two meetings will be held on any given issue.

Composition of the Consultation Group

Each body will designate four representatives to participate in the consultation process:

- **AFA Representatives:**
 - AFA President
 - AFA Chief Negotiator
 - Two at-large members selected by the AFA Cabinet based on relevant expertise and availability
- **Academic Senate Representatives:**
 - Academic Senate President
 - One member of the Academic Senate Executive Committee (ASEC)
 - Two Senators selected by the Senate President in consultation with ASEC, who will, when possible, solicit faculty with demonstrated experience with the topic(s).
 - The Academic Senate selection process will follow, when possible, the [Practices and Guidelines for Forming Academic Senate Work Groups](#).
 - Senators chosen will be expected to represent the needs and views of the Senate body [as specific to not only our 10+1 charge](#) but also related Title V matters (see also end of document):
 - **Education Code: § 87610.1(a)** Tenure Evaluation Procedures Requires that collective bargaining agents, or faculty collective bargaining units, consult with the academic senate prior to negotiating tenure evaluation procedures.
 - **Education Code: § 87663 (f)** Evaluation Procedures Requires that collective bargaining agents, or faculty collective bargaining units, consult with the academic senate prior to negotiating faculty evaluation procedures.
 - **Education Code: § 87743.2** Faculty Service Areas Requires that collective bargaining agents, or faculty collective bargaining units, consult with the academic senate prior to negotiating Faculty Service Areas (FSA).

Communication of Direction

At the conclusion of the consultation process, the AFA members will communicate to the Academic Senate members.

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Confidentiality

Participants are expected to maintain confidentiality across all related conversations in support of negotiation related needs and in support of effective collaboration.

Conclusion

This framework is proposed to not only create an ongoing, long term approach to “consultation before negotiation” between the Academic Senate and the All Faculty Association, but also to promote collaboration and flexibility while addressing issue(s) as they arise through an informed decision-making process.

Related Materials

(one) [The Senate and Union Relationship: Understanding Their Roles and Working Together](#). October 2016. ASCCC.

(two) [Education Code: § 87610.1\(a\) Tenure Evaluation Procedures](#) Requires that collective bargaining agents, or faculty collective bargaining units, consult with the academic senate prior to negotiating tenure evaluation procedures.

- **See also AFA [Article 30: Tenure Review](#)** *The District and AFA have an interest in a fair and effective tenure review process, making changes that would improve the clarity or process.*

(three) [Education Code: § 87663 \(f\) Evaluation Procedures](#) Requires that collective bargaining agents, or faculty collective bargaining units, consult with the academic senate prior to negotiating faculty evaluation procedures.

- **See also AFA [Article 14A Regular Faculty Evaluations](#) and [Article 14B Associate Faculty Evaluations](#)** *The District and AFA have an interest in a fair and effective evaluation process, making changes that would improve the clarity or process.*

(four) [Education Code: § 87743.2 Faculty Service Areas](#) Requires that collective bargaining agents, or faculty collective bargaining units, consult with the academic senate prior to negotiating Faculty Service Areas (FSA).

- **See also [AFA Article 15: Faculty Service Areas](#)**