DRAFT for discussion and revisions. Send to the execs and see what shakes out.

Whereas: complex operational systems rely on consistent human performance, and

Whereas: a stable crew is important for leadership and the collaboration between all of the system components, and

Whereas: collaboration requires a common vocabulary based on organizational culture, and

Whereas: staffing inconsistencies identify hidden problems in complex systems,

Whereas: it is the role of all scientific exploration to solve small problems before they enlarge,

Therefore, the Crafton Hills College academic senate recommends that the board begin a detailed exploration of the erosion in a consistent and stable workforce within the San Bernardino Community College District.

Hope this at least gets us started.

jim