

Opportunity to Address the Senate  
Bakersfield College  
20 April 2022

Esteemed Colleagues. Thank you for the opportunity to address you today about a grave concern: the administration's persisting violation of Ed Code 10+1 and related efforts to silence dissenting views.

As you know, Ed Code obligates the administration to consult the faculty regarding a range of issues such as professional development and district governance. Ed Code states that the Academic Senate is the only representative of faculty. The administration may not shop around for faculty who support their agenda and then exclude those who dissent. But that is exactly what our administration has been doing. Let me offer you several examples.

At the start of our last academic year, two dozen faculty independently asserted themselves as members of EODAC and when the Senate insisted they must follow the committee charge – which outlines membership – the committee secretly approved an unofficial charge (in Feb 2021), which declared independence from Senate and drastically transformed the committee membership. Has anyone noticed that the Senate has not approved an EODAC charge in over two years?

This year, Senate assigned new faculty to the committee where conflict erupted when the co-chairs attempted to use the unofficial charge and refused to submit a new charge to Senate. In successive meetings, newly appointed faculty were relegated to “opportunity to address the committee” to demand the chairs agendize a new charge but the co-chairs refused until just our most recent meeting.

The co-chairs also refused to agendize any other items proposed by newly assigned faculty. This included a proposal to conduct the campus-wide equity survey that Senate requested last year, a proposal to accelerate hiring processes so BC can be more competitive for applicants of color, a proposal to promote international hires, and a request to discuss the recent racial climate survey.

Duly appointed faculty have been forced to use “opportunity to address” to take up issues that the chairs refuse to agendize; the chairs have responded by cancelling meetings. Consequently, EODAC has only met four times this year.

And last week we learned that after cancelling our most recently scheduled meeting the co-chairs held a secret meeting with a few hand-selected people – some of which are not even appointed to serve on EODAC – in order to revise the committee charge – all without the knowledge of the EODAC members.

EODAC is not the only place this is happening. Our recently mandated HR diversity training was in fact a product of a district wide committee that featured multiple BC faculty who were never appointed by Senate. In fact, when I requested to know who represented me on that committee the district refused me; apparently committee membership was classified.

No matter how you feel about this or that issue, I hope we can all agree that it is unacceptable to allow the administration to convene secret meetings with secretly selected faculty to address 10+1 issues.

Thank you.

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