I’m here to talk about the EODAC charge, in particular, the committee membership proposal increasing the classified staff representation to equal the faculty representation.

First of all for the faculty representation, please make it by pathway. Personally, I support the proposal to have the number of classified staff equal the faculty number. The classified staff I’ve worked with on various committees I’ve served have all provided valuable insights and have felt free to speak their mind and they have shared their opinions. Also, the classified staff at BC have received training in critical thinking through their own college education, many of them from our faculty here at BC. If a reasoned argument can be made for a particular action, then I believe the classified staff would come to the same conclusions as any reasonable faculty member would.

The argument I’ve heard against making the classified representation equal to the faculty representation has focused on the desire to ensure faculty power to override any classified objection and the argument assumes that classified staff would be intimidated by administration to vote a certain way. That belief does strike me as a bit elitist and is not congruent with a committee that has “equal opportunity” in its name. A proposed action should be decided upon through a reasoned argument and not through numerical domination.

Furthermore, EODAC is a recommending body. It can propose policy or procedure changes as can any committee but Education Code assigns the responsibilities of minimum qualifications and equivalency processes, faculty hiring, faculty evaluation and tenure review, administrative retreat rights, and faculty service areas to the Academic Senate. For some of those areas, there is also the collective bargaining agent (the faculty union) who is involved in negotiating those things into the contract (faculty tenure, performance evaluation, and faculty service areas). [Education Code 87360 (b) says that faculty hiring criteria, policies, procedures must be developed and agreed upon by the Board and the Academic Senate.] Policies and procedures in these areas must be approved by the Academic Senate which is why there is the regular reporting out to the Academic Senate noted in the proposed charge as well as in the Senate By-Laws.

The proposed charge also has a line stating “Advisor to the College President” which might lead some to believe that EODAC will be able to sidestep Academic Senate and go straight to the President on matters that impact areas given to the Senate in Education Code and Board Policy. Based on my discussions with the previous faculty chair, I believe the Advisor to the College President line in the proposed charge comes from the dashed arrow in the Decision Making Document’s Decision Making Process graphic. That dashed arrow carries the same weight as the other dashed arrows between all of the other bubbles and the President in the graphic, including all students, employees, and community members. I recommend you either delete that line or we can add it to every single committee, task force, work group, student club, CTE advisory group, employee group, and advocacy group in the community. Hopefully, any College President would understand the precedence given the Senate by Education Code and in Board Policy, so the “Advisor to” line is an unnecessary distraction.

Finally, I recommend you add in a statement that quorum does not include vacant positions.

Once the charge is approved by the Academic Senate and College Council, the classified membership would be officially increased and not have to wait until next year.

======= Follow-up email sent October 12, 2022 @ 11:54 AM sent to all EODAC and Zav and Billie Jo and Tarina (it was a reply-all) ========

I gave my views on the classified staff representation of EODAC at the EODAC and then I had to leave before EODAC dived into going through the proposed charge, so I don’t know what was said by whom and in what order, etc. but I’d like to state again what I said at EODAC regarding classified staff representation.

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I then talked about the Senate’s purview on some academic and professional matters that might be discussed at future EODAC meetings. My intent was to allay concerns I’ve heard from faculty who are concerned about the dilution of faculty power on EODAC and to back up what I said in the previous paragraph. There are reporting mechanisms in place, so that recommendations from EODAC that would impact faculty/classified/administrative hiring and evaluation would then be reported to the respective bodies in charge of actually approving, modifying, or negating recommendations for their employee group. Faculty have two “guard rails”—the Senate and CCA. So, in addition to my strong belief that the classified staff are valuable and my long EXPERIENCE that those classified staff who have volunteered to be on committees are very knowledgeable and willing to actively participate in discussions, I think there are sufficient safeguards in place around policy/procedure creation/adoption in academic and professional matters and working conditions given to faculty by Education Code, Title 5, Board Policy, and contract.

It is from this congruent heart and head knowledge that I’ve expressed support for the proposed change to the classified staff representation on EODAC multiple times for over a year.

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Astronomy Notes website:

https://www.astronomynotes.com