

Academic Senate

Supplemental Minutes 3.7.23

Full statement shared by Janet Williams during agenda item III. Announcements and Public Comments.

Public comments presented at the March 7, 2023, North Orange Continuing Education Academic Senate meeting by Professor Janet M. Williams, M.Ed., M.S.

I am reading this statement in its entirety into the minutes.

Several years ago, this body was unified as we requested support from the NOCE President to end behaviors such as bullying, silencing, and undermining. Unfortunately, the situation has further deteriorated. Our institution is now even more divided, with colleagues engaging in behavior that is damaging to the institution, individual employees, and by extension, students.

For example, over the last few months, my credentials were publicly questioned. I have been the subject of unfounded accusations and a de facto investigation conducted by fellow faculty members in violation of my right to due process as outlined in Article 3.6 of our collective bargaining agreement.

These actions jeopardize my ability to effectively advocate for NOCE students and adult noncredit education on state, national, and international levels as a professional and could potentially impact my livelihood. As an individual, these actions cause hurt, frustration, and anger. After consulting with a legal expert, it appears that Section VIII of our proposed bylaws will codify this negative behavior.

The proposed limits on adjunct service in Article V, Section 3 of the draft constitution widens the gap between full-time and part-time, even though most of the instructors directly engaging with our students are not permanent, tenured faculty members.

As humans, it is extremely easy to rally around a common enemy; however, the existing factions do not serve the stated mission, vision, or values of NOCE. Divisiveness does not serve our students or community, which funds this institution. Whether intentional or not, the impact is the same. The proposed revisions to the NOCE Academic Senate Constitution and Bylaws do not promote diversity, equity, or inclusion.

As we begin reviewing these documents, rather than adopting punitive measures and barriers to service that inhibit our ability to achieve our collective goals, I challenge this body, including myself, to instead unify around the common goal of service to our students. Let's begin every suggestion, every conversation, and even debates with "This is good for students because....".

Thank you for your time.