

**Bakersfield College Academic Senate Resolution
in Acclaim of Professor Natalie Bursztyn
and in Condemnation of BC and KCCD Human Resources Practices**

Whereas, Natalie Bursztyn is an exemplary, tenured professor at Bakersfield College, who has served with distinction on the executive board of the Academic Senate and on numerous college-wide committees; and

Whereas, Professor Bursztyn has developed and taught new courses that consistently fill and retain students, has used innovative teaching methods to inspire critical thinking in her students, has initiated a vital, new student club on campus, and is beloved by her students; and

Whereas, Professor Bursztyn has encouraged the use of green technology on campus, has formed a community geology club, improving BC's reputation in the community, has initiated a productive relationship with the CSUB's Geology Department, has forged relationships with oil and other industries to promote the Geology Department at BC; and

Whereas, the Kern Community College District hired Professor Bursztyn, fully aware of her Canadian citizenship, and did so under a Trade/NAFTA visa; and

Whereas, the Kern Community College District failed to apply for the proper visa early in Professor Bursztyn's career, has been repeatedly slow to process her immigration paperwork, has, this year, unnecessarily delayed paying the immigration fee that, under the rules of an employer-sponsored visa, can only be paid by the district; and

Whereas, the Vice-Chancellor of Human Resources and KCCD have gravely mistreated Professor Bursztyn, blatantly disregarding her professionalism, her commitment to BC, her meritorious evaluations, and her long list of accomplishments at the college; and

Whereas, Bakersfield College's President has provided no apparent leadership to support Professor Bursztyn's right to remain legally employed at BC; and

Whereas, the KCCD Chancellor, having learned of Professor Bursztyn's predicament, has provided no apparent leadership to resolve the failure of the KCCD Human Resource's Department to file the appropriate paperwork in a timely manner to maintain Professor Bursztyn's legal employment status; and

Whereas, the Bakersfield College Academic Senate is charged with maintaining the high quality of instruction at the college and the potential loss of an instructor of Bursztyn's high caliber would have a direct and serious negative impact on the quality of that instruction;

Now, therefore, be it resolved that the Bakersfield College Academic Senate offers its highest acclaim, without reservation, of Professor Bursztyn for her exemplary service and dedication to Bakersfield College; and

Be it further resolved that the Bakersfield College Academic Senate condemns the failure of the BC President, the KCCD Vice-Chancellor of Human Resources, and the KCCD Chancellor for their collective inaction in bringing resolution to this simple and foreseeable administrative task.