

Public Comments to Academic Senate by Ximena Da Silva Tavares – 11/30/22

In trying to argue for keeping 10+1 matters within faculty purview I have been accused and targeted with attacks to my professional reputation, to the point where I fear for my job and my ability to provide for my 3 young children. At the October 11 EODAC meeting, I made statements that were misinterpreted. I had the floor when I was interrupted and not allowed to continue nor clarify. Anyone who spoke about how offended they were was given the floor, while anyone who tried to rectify the misinterpretation was shut down.

Any attempt I have made from that point on to clarify what I was trying to say has been ignored. The EODAC Faculty Co-Chair has proceeded to make very clear she believes there is an injured party and guilty party here with absolutely no doubt as to which is which. This is not what strong leadership and conflict resolution look like, instead, this is what emboldening one side while cowing the other into submission looks like. In my opinion this is unbecoming conduct of anyone in a leadership role who is supposed to deescalate and resolve conflict, not escalate it.

In addition, she submitted a written report to this body stating that “The HR investigations concerning the EODAC meeting have concluded...”. Consider that, as of that date (11/16/22), neither myself nor 6 other faculty members in that room had been called in for meetings. I have since been told by Administration that the process was not an investigation, but an inquiry into the 10/11 meeting requested by the BoT and that it has neither been concluded nor had admin notified the EODAC Faculty Co-Chair of such events. Therefore, I request that the Academic Senate asks for a factually accurate EODAC report from the Faculty Co-Chair including any unofficial recordings of the meeting.

There is a conflict in the EODAC charge that urgently needs to be addressed. I have been told by administration that EODAC is an administrative committee and therefore does not operate under the Academic Senate and that it has the power to independently make decisions and advise the College President directly. Yet the committee debates 10+1 matters which are primarily the purview of faculty. With EODAC’s push for shared governance membership, this removes faculty’s purview in those matters since they would automatically constitute only a minority of the membership. This is the kind of problem that ASCCC has warned local senates about, and it should not be ignored. We need to separate 10+1 matters from others matters that rightfully belong to shared governance.

We need to listen to each other better instead of jumping to conclusions and letting the accusations and op-eds fly. As exemplified by the EODAC incident, the current campus climate exhibits hostility and intolerance of other points of view. I have never felt oppressed for being a Latina immigrant, I have only felt oppressed when I dared to question certain things. We need free and open debate of ideas so we can maintain diversity of thought because, without it, education becomes indoctrination. We need to keep 10+1 matters within faculty purview so we can maintain standards in education and our degrees can maintain their value. Tolerance and grace are the answer, not censorship and character assassinations.

Please feel free to ask me any questions you have. Thank you.