

Employee Questions/Comments
2458-Professional Development

Questions/Comments #1	
Questions/Comments	<p>The final paragraph is fully acceptable when considering the required trainings that have historically been presented at Barton. However, the world is changing and I am less comfortable with the employee discipline statement in paragraph 5.</p> <p>NOT at Barton, but at other schools, I understand that declaring that “I am a racist” or requiring a loyalty oath related to a “diversity statement” are beginning to be required. Termination or punishment for “failure to affirm” a statement that the employee disagrees with should not be a policy of Barton Community College.</p> <p>I recommend the following <i>addition</i> to the fifth paragraph:</p> <p>It is the supervisor’s responsibility to ensure his or her employees participate in mandatory training. Employees who fail to participate in any mandatory training sessions by the required deadline, shall be subject to employee discipline, up to and including termination, as set forth in College procedures. <i>This statement is limited to participation in the training. Failure to attend punishments, as outlined above, cannot be extended to outcomes, oaths, statements or opinions of the employee related to the training.</i></p> <p>Some articles referencing these issues are: https://www.jamesgmartin.center/2017/03/loyalty-oaths-return-faculty-diversity-statements/ https://bariweiss.substack.com/p/i-refuse-to-stand-by-while-my-students https://www.theatlantic.com/ideas/archive/2020/08/what-princeton-professors-really-think-about-defining-racism/614911/ https://scholarship.law.duke.edu/cgi/viewcontent.cgi?article=2965&context=lcp https://www.thecollegefix.com/privileged-people-include-christians-men-whites-iowa-state-university-training-document/?fr=operanews https://www.thecollegefix.com/harvard-scholar-called-transphobic-stands-strong-refuses-to-cave-on-biological-reality/</p> <p>Respectfully submitted,</p> <p>Peter Solie, Chair</p>
Response(s)	<p>Thanks for your comments, Peter. Certainly something to be considered and discussed at the President’s Staff meeting.</p> <p>Julie Knoblich</p>