




TO THE FACULTY SENATE OF SAN ANTONIO COLLEGE

We write as requested to respond the San Antonio College Faculty Senate Resolution to Censure us dated December 20, 2023. We share your objective of respectful and harmonious relations between Faculty and the Senior Executive Team.

We support academic freedom as defined in College District Policy D.3.5 based on the 1940 Statement of Principles on Academic Freedom and Tenure formulated by the Association of American Colleges and the American Association of University Professors as revised by these associations in November 1989 and January 1990.

We support the Chancellor's initiative to re-examine, and clarify if merited, policies on freedom of speech on campus. Policy F.9.1 and associated procedures ensure compliance with Texas Education Code Section 51.9315 pertaining to expression in public places and were not violated by San Antonio College administration. We may not fully agree with your characterization of certain meetings with faculty members in late October 2023 and note that administration and HR agreed that no discipline was merited. However, we apologize to you for our respective responsibilities in failing to ensure that SAC administration, including ourselves, addressed the events you describe without causing the concerns you state about issues fundamental to your role.

We are open to enhanced listening sessions. HR is arranging for expert restorative practice resources to deploy this Spring to restore trust among key administrative and faculty leaders, which we acknowledge as vital. We hope to move forward in a manner that will restore and maintain your trust.

 1/19/24

Dr. Naydeen Gonzalez-De Jesus

01/19/2024

Dr. Cassandra Rincones

01/19/2024