



GLENDALE COMMUNITY COLLEGE

A MARICOPA COMMUNITY COLLEGE

Administration Team Meeting Notes

September 27, 2023

2:30-3:30 pm

A-123/Google Meet

Team

Attendees: Tiffany Hernandez, Al Gonzales, Augustine Erpelding, Bobbi Johnstone, Genesis Toole, June Fessenden, Kimberly Golis, Monica Castaneda, Patti Curtis, Susan Campbell, Kerry Mitchell, Lorelei Konopka, Carly Zufelt, Doug Deiss, Michelle Alcantar, John Heckenlaible, Susan Bedker

Agenda

1. President's Announcement & Updates - Tiffany Hernandez
2. Meeting Logistics - All
3. HR Process - Auggi Erpelding
4. DEI Task Force Presentation - Alexander Patrick
5. Glendale Chamber Education and Workforce - Lore Konopka
6. Other

Discussion Notes

1. President's Announcement & Updates - Tiffany Hernandez

- Icebreaker - "Share something that will make people go hmm..."
- CLT Sunsetting - Welcomed feedback received for the fully vetted transition.
- 4DX - Be prepared to report the progress of your 4DX teams in the next meeting.
 - Agreed to use the same WIGs but move X and Y values due to complicated data and timing. Will send an email to the college about next steps.
- [Cybersecurity Conference](#)
 - Attended a cybersecurity conference with Rachel Hall, where we learned about an opportunity for growth for our college. Of the more than a million cybersecurity-related jobs in the country, 700,000 are vacant, and there are 17,000 vacancies in Maricopa.
 - We should keep this in mind for next year's plan on training students and the workforce for Cyber jobs. Federal funding and partnerships are available for training. Deans hope it could lead to an increase in Cyber faculty.
- Basic Needs Support
 - Attended a presentation that made us reflect on the realities and challenges our students face to thrive in the classroom (housing, food, childcare, transportation, mental health wellness, etc.).
 - Data shows over half of students have housing insecurity, among other needs. We'll share data from the Maricopa dashboard and the Glendale report in Campus Conversations.
 - One of the speakers is a GCC student. Let's invite her to the town hall to give a testimony and see if a GCC faculty in her Business and Fitness Wellness classes can attend with her.
 - Dean Genesis cited several students experiencing being unhoused this semester. The GCC pantry and other [Basic Needs](#) services have served hundreds of students experiencing food insecurity. Their task force is identifying the next steps- one of which is visiting the advocacy center in Texas.
 - A film on housing insecurity, "Rent Too High," will be shown on 10/12/23, 6 pm at MU-151.
 - The United Way fundraising campaign will launch in October. The committee members are Michelle Alcantar, Anjelica Giardino, Izelle Silva, Marlene Greeley, and Christina Ojeda. Reach out to Michelle if you'd like to join the committee.

- **DEI Messaging**
 - Based on recent concerns with event promotion at MCCCCD colleges, please be mindful with messaging; we cannot exclude people from events regardless of political or other affiliations.
 - Consider highlighting inclusion and belonging instead of equity and diversity as descriptors in our equity work. ASU uses “inclusive excellence.”

2. Meeting Logistics - All

- **Name Change** - So far, the suggested acronyms for our meetings are ATM (current name) and ACT (Administration Collaboration Team). Keep suggestions coming in through the next two weeks as we determine the best one for our team.
- **Meeting notes & location** - Nanette will be taking notes on behalf of Esme, as she’s on intermittent leave. Discussed the possibility of changing location to the Student Union if meeting size surpasses A-123 capacity.
- **DEI** - Dr. Patrick’s DEI update will be on the agenda once a month, and his presentation will be allotted 20-30 minutes.
- **CLT Update** - As agreed, the frequency for submitting department updates will be once a month. Marketing will create a distinct placement, with accordion links of information available to share with the college.

3. HR Process - Auggi Erpelding

- We’ll continue using the CLT form and follow the same approval process until we’ve completed the new form and new processes, including the rubric.
- A subcommittee will be formed to look into the suggestion of creating a position pool to ease the time-consuming selection process of filling in the same position for different departments. She will lead the subcommittee and seek other members interested in working on a proposal to put forward to the Shared Governance Council.

4. DEI Task force Presentation - Alexander Patrick

- Reminder to take the climate survey
- Presented the finalized MCCCCD Hiring Recommendations. Among the recommendations are: beefing up the hiring guide, updating interview bank questions, appropriate phrasing of DEI-related questions in relation to the job, and making the 2nd interview more transparent by having additional people present and documenting the interview.
- Find details of the [MCCCCD Hiring Recommendations](#) and [DEI Agenda & Notes](#)

- Next step: The District will share this information with college leadership. Reach out if you need his help discussing with your departments. He's willing to go to Chair meetings.
- Comments: There's an academic freedom committee at the District with a mechanism to see if something falls under the definition of academic freedom. What is practiced here at GCC uses a broad approach vs. what is actually cited. We adhere to academic freedom as stated in the RFA. There's a distinction between academic freedom and free speech.

5. Glendale Chamber Education and Workforce - Lore Konopka

- Lore represented GCC as a guest panelist on the Higher Education panel.
- Important work is being done, but educators must coordinate their efforts through partnerships/collaboration to achieve set goals.
- We're inviting the community to help us understand workforce needs based on their businesses. Open conversations highlighted the importance of creating opportunities for internships, providing social-emotional support, peer mentoring & community connections to help resolve feelings of isolation brought on by the post-covid experiences of students.
- Dr. Tiffany added that she will connect with West Valley superintendents in October to create metrics and see how we can help each other achieve our goals.
- In addition, Lore gave an update on the proposals the Shared Governance Council received.

6. Other - All

- Free Speech Area - Monica Castaneda & John Heckenlaible
 - Pro Life's installations of graphic images will be back on Nov 27. Marketing's social media will go quiet during the event.

Next Meeting

Meetings are held weekly on Wednesdays at 2-4 pm