

Minutes were adopted by the GCC Faculty Senate on October 31st, 2024 at 12:00pm per Senate Operating Rule 1, "Electronic Approval of Meeting Minutes."

Glendale Community College: Faculty Senate Meeting

10.24.24- 2:30pm

[Zoom Meeting Link](#)

[Meeting Agreements](#)

Present: Karina Sokol; Aubrei Smith; Erik Gergus; Aaron Fried; Nina Garguilo; Christine Jones; Nathan Kurtz; Ed McKennon; Chris Nielson; Jill Ocano; Alexander Patrick-Rolando; Todd Polansky; Jena Remy; Sergio Rivas; Angela Schwendiman; George Gregg; Lisa Worthy

Absent: Chuck Hulihan

- I. Open Comment Period (up to 15 min)
 - A. Question- what exactly goes into open comments. What is it for?
 1. Faculty can ask or announce anything, relevant, that they think needs to get out there.
- II. Guests
 - A. GCC Employee Recognition & Awards Task Force (Kirt Shineman and George Gregg- 10 min)
 1. Who are they- a branch of ACES.
 2. Recap of the Campus Climate Survey - 5 recommendations; one of these was more recognition for all faculty.
 3. Recognition task force convened by president
 - a) Reviewed all past and current activities; where are the gaps; what is effective and not?
 4. 3 areas of focus-
 - a) Gaucho awards; run through president; gap is that they are repetitive and redundant; a few aren't clear; lacking equitability in nominations
 - (1) Can't get to that this go-around, but will - starting late spring/summer
 - b) Years of service

- (1) Only those who have worked consecutively; retirements used to be announced but fell off so retirees weren't celebrated as a group
- (2) Working with HR to alter this set up and hoping for a new version in April.
 - (a) Suggestion- maybe we do something different for retirees, separate from HR?

c) All employee picnic

- (1) Always been for everyone, not all faculty
- (2) Fell off and not sustainable
- (3) Would the Senate consider partnering with the Awards Task Force?
 - (a) If we choose to do it, we can work with them for funds.
- (4) Recap of Senate discussions so far.
- (5) Suggestion to focus on scheduling the day over the funding.
 - (a) Noted one time sources of funding we can explore through textbook companies and outside sources. Not sustainable, but an option for now.
- (6) Senate discussed February
- (7) Suggestion of closer to April around the employee recognition celebration.
- (8) Suggestion to create a committee to get this going and coordinate it
 - (a) Looking for Senate volunteers.

B. [Faculty Travel](#) (Sara Walton- 10 min)

1. Was asked to come talk to us about travel.
2. Created a travel website (linked above) to help make the travel process more user friendly and efficient.
3. Approved travel authorizations by fiscal year:
 - a) 21-22: 98
 - b) 22-23: 124
 - c) 23-24: 113

- d) 24-25: 58 (33% through fiscal year; on track for 175)
- 4. District FPG committee is all on the same page, but each fiscal department does not run the same or agree on how to interpret the regulations. Variations in college approvals are all due to the different fiscal department interpretation of the policy.
- 5. Travel authorizations are usually returned early by the FPG rep in order to avoid GCC Fiscal returning it at the end; they review for fiscal compliance.
- 6. FMS process is district wide and we can't change it. Local FPG rep working to move the process along in a timely manner.
- 7. She's hoping faculty will support/assist with communicating with fiscal and communicating across the district.
- 8. The CFO will be meeting with the district FPG committee to address these concerns; asked if we have more we'd like to add to the list.
- 9. Senator Rivas motions to extend 3 minutes; second by Senator Kurtz.
- 10. Question- is there a special place to list anomalies (such as traveling extra days)
 - a) There is a GoogleDoc on the travel website (linked above) for this.

III. Call to Order - 3:04 PM

- A. Welcome to our new FEC representative- George Gregg!
- B. Approval of the Agenda (2 min)
 - 1. Moved by Senator Kurtz; Second by Senator Worthy
 - 2. Link added to compliance report, but no substantive changes; no opposition; no abstentions.
 - 3. All approved
- C. Approval of September's Edited Minutes (Smith- 2 min)
 - 1. Senator Gergus moved to approve; Second by Senator Kurtz.
 - 2. No one opposed; no abstentions; motion passes unanimously.

II. Reports

- A. President (Sokol - 2 min)- [Report linked here](#)
 - 1. [College Curriculum Committee](#) Rep needed- 4th Wednesday of the month meeting virtually 3-4pm
 - 2. Question of what was presented to the chairs about the academic reorganization discussion?

- a) Response- Recap of the September Senate meeting and discussion of priorities voted on.
 3. Senator Kurtz moved to extend 3 minutes; Second by Senator Schwendiman.
 4. Recap of discussion with the chairs on the topic of academic reorganization.
 - a) Takeaway - Senate and Chairs need to work together if this is going to be successful.
 - b) Chairs, Senate, and Administration are discussing adopting the reorganization and forming priorities by group with the intention of meeting to discuss.
- B. Secretary (Smith - 2 min)
1. No report.
 2. Note about revised meeting minutes from September, and the process for amending the approved minutes.
 3. Note that if a Senator wishes to include their name and exact wording, they need to note it for the minutes.
- C. Treasurer (Jones - 2 min)
1. No report.
- D. College Faculty Staffing Advisory Committee (CFSAC)
(Sokol/Remy/Kurtz/McKennon/Nielsen -10 min)
1. CFSAC process complete; recommendations linked [here](#).
 2. As CFSAC worked through this process, they noted areas for improvement; will meet again in order to review and adjust the process and fine tune for next year; this will be sent to the Senate and chairs for feedback.
- E. College Plan Task Force (CPTF) (Sokol/ Jones/ Patrick-Rolando/ Fried/ Garguilo- 2 min)
1. Email with issues for CPTF to consider/address sent. Please fill out [this form](#) and encourage your zones to do the same.
 - a) Anonymous form.
 - b) Request for Senators to share with their zones.

- F. Committee on Professional Rights and Responsibilities (PRRC) (Gergus/ Ocano/ Hulihan/ Smith/ Schwendiman/ Polansky- 2 min)
 - 1. Fully constituted now; non-senators are David Bonninger and Roxanne Dewey.
 - 2. Committee Chair elected - Senator Gergus; will work with Secretary Smith to update the Senate website.
 - G. Technology Advisory Committee (TAC) (Rivas- 5 min)
 - 1. [Here is a link](#) regarding the computer refresh strategy.
 - 2. District level- waiting for the new CIO.
 - 3. New software request form being developed.
 - 4. College Plan update to include new technology priority.
 - H. Senate Governance and Operations Committee (2 min)
 - 1. Nothing.
 - I. Shared Governance Council (Sokol/Kadel - 2 min)
 - 1. Meeting tomorrow and has one new proposal to review.
 - J. [Compliance Committee \(Worthy - 2 min\)](#)
 - K. FEC / Councilors at Large (Kurtz / Rivas / Gregg/ Sokol - 10 min)
 - 1. [SOPs](#)
 - 2. [Course Fee Handbook](#)
- III. BIO BREAK (5 min)- decision to postpone until later in the meeting.
- IV. Old Business- None
- V. New Business
- A. Senate's Priorities
 - 1. Travel process (Kurtz- 10 min)
 - a) Data needed on employee/faculty experience with the travel authorization process.
 - b) Motion by Senator Kurtz (language copied directly from meeting chat)- I propose that the Senate adopt the FPG travel process as a priority for the 2024/2025 academic year. The purpose would be to identify if there are any common themes as to why faculty are not using the FPG funds and/or any issues faculty members have throughout the travel process. If we identify common themes, we

could potentially provide suggestions for improving the travel process or increasing the use of FPG funds to FEC and the FPG travel group.

(1) Second by Senator Kadel

- c) Suggestion to review roles and responsibilities of both FPG reps and Fiscal Services on our campus.
- d) Suggestion to focus on faculty traveling this year in particular.
- e) Question - are Fiscal and FPG currently working together (locally or at district)?

(1) No. Hopefully hiring the new CIO will prompt movement; suggestion to complete local survey for our FPG rep to have data to present.

- f) Discussion to hold on voting until after presentation of other priorities.
- g) Senator Kurtz motions to table vote on this motion until after the second priority discussion. Second by Senator Kurtz

2. Committee/club work review (Kurtz- 10 min)

- a) Suggestion to create a Senate subcommittee to review clubs and committee assignments to ensure equitable work loads and more information to choose our committee members.
- b) Motion from Senator Kurtz (language copied directly from the meeting chat) - I propose that the Senate adopt committee/club work as a priority for the 2024/2025 academic year. The purpose would be to collect information about each committee to help faculty determine which committee/club they would like to select, and the Faculty Senate President and appropriate Administrators more evenly distribute committee/club assignments. This may include collecting information about the purpose and role of the committees, meeting frequency, estimated expected time requirements, and any fixed meeting schedule.

(1) Second by Senator Worthy.

- c) Discussion of FYRE and PARC - are they equitable across the district; how do they fit into this priority?

- (1) Answer - not uniform; the IDP is not considered committee work, but review of IDPs is, and that is more consistent across the district.
- d) Point
 - (1) Committees that don't meet often and don't require intense outside work - these discrepancies should be addressed.
- e) Discussion - PARC is not a committee assignment; volunteers solicited; can we make it a committee since it's such a time commitment?
 - (1) No consensus.
 - (2) Point
 - (a) Clubs and organizations don't always know meeting patterns; can we say things like, "we meet twice a month and hold events"?
- f) Discussion - How will this data be used and presented to faculty?
- g) Senator Gergus moves to extend 3 minutes; Second by Senator Fried.
- h) Discussion of purpose:
 - (1) Used to provide information of meeting schedule and basic duties/responsibilities to inform faculty selection.
- i) Call to vote to adopt travel as a priority -
 - (1) Two votes no; one abstention; all others approve; motion passes.
- j) Call to vote to adopt review of committee and club work as a priority.
 - (1) Two abstentions; all others approve; motion passes
- k) Next steps- formation of a subcommittee at the next meeting.

VI. Bio Break- Meeting resumed at 4:02

VII. Information / Discussion

- a. Academic Affairs Reorganization Update- Guiding Principles/Purpose/Scope (All- 15 min)
 - i. Feedback from chairs

1. Request that there should be a senate/chair co-lead structure.
 2. Interest from chairs, but opposition as well; determination of representatives from the different departments.
- ii. Chairs in discussions similar to the Senate.
- iii. Discussion of how to improve communications regarding this topic so no one is caught unawares.
- iv. Point
 1. All groups (Senate, Chairs, and Administration) are in discussion; no decisions have been made; no subcommittee has been formed.
 2. This will need faculty and chair support to be successful.
- v. Discussed, but not mandated by Administration.
- vi. Next steps for Senate
 1. Create some guiding principles to present when meeting the other groups; create with intention of cooperation and compromise.
- vii. Question of clarification
 1. What did the Senate vote to adopt last meeting - reorganization as a whole or reorganization of those few departments who have requested it?
 - a. Answer - The Senate voted to discuss the reorganization as a whole.
 2. Recap of the two issues identified - immediate need for small reorganization, then innovative piece
 3. Discussion of amending or presenting a new proposal to adopt as a priority reorganization of academic departments by constituting a committee to explore options.
 - a. Keep separation of two ideas in mind.
- viii. Point
 1. Actually 3 ideas.
 2. Those departments requesting internal reorganization don't need Senate or college approval- just the presidents of the Senate and College.
 3. Second - reorganizing what we already have for efficiency.
 4. Third - Innovating on a larger scale.

- ix. Discussion of the message from Administration vs the one from Senate, and making sure we align everyone on the same page.
 - 1. Importance of a consistent message, purpose, and goal.
 - 2. This is not happening at present and no decisions have been made. Stakeholders are still being consulted.
- x. Senator Kadel moves to extend 5 minutes; Second by Senator Fried.
- xi. Discussion of ways to improve communications between groups, as well as faculty as a whole.
- xii. President Sokol will create and send a GoogleDoc to collect suggestions for priorities of a reorganization.
- xiii. Reiteration of need to get Administration, Senate, and Chairs all on the same page.
- xiv. Senator Smith moved to extend 5 minutes; second by Senator Fried.
- xv. Question of clarification from the chat - what are the three groups being asked to do and who will do what with what is presented?
 - 1. Answer - each group is to determine their interpretation of the scope and guiding principles.
 - 2. Subcommittee made up of all 3 groups (not yet formulated) will look through principles and decide if we need a reorganization and what that would look like.
- b. [Adjunct Faculty Participation in Faculty Senate](#) (Gergus - 10 min)
 - i. [Adjunct Faculty Involvement Notes- Erik](#)
 - ii. Discussion
 - 1. RFA governs residential faculty, but concerns of faculty senate are broader and include adjunct faculty
 - 2. Adjunct perspectives are different and valuable when the Senate is making decisions that will impact all of us.
 - iii. Discussion
 - 1. Are we allowed to attend Senate meetings, and are we able to attend the district adjunct meetings?
 - iv. Senator Kurtz moves to extend 5 minutes; Second by Senator Remy.
 - v. Point
 - 1. Bylaws state senate meetings are open to all residential faculty.
 - vi. Point

1. There are times when residential and adjunct interests don't align and we should not have a vote on one another's representative bodies.
 - a. An official member for discussions, but without voting privileges.
- vii. Point
 1. We should amend the bylaws to allow them to attend.
- viii. Senator Remy moves to extend 3 minutes: Second by Senator Garguilo.
- ix. Wrap up discussion with no consensus.
- c. Zone communication ideas (Soko I- 10 min)
 - i. Discussion of how best to report out to zones; no decisions made.
- d. Senate's Priorities (AI I- 10 min)
 - i. Issues discussed last meeting (McKennon):
 1. Point of order that this is not one of the suggestions brought forward by Senator McKennon. President Sokol brought this one forward- Organization of academic departments--With the new pay structures, there is a flat rate for every department for summer chair pay (as one example), so the ENG/RDG/ESL/ESOL/CRW/JRW department chair gets paid the same amount of hours as other departments that only offer 10-12 sections for example. It also means the department Administrative assistant gets paid the same as Administration in other departments, yet the ENG department offered 55 sections this most recent summer (as another example). This structure isn't very efficient or equitable.
 2. Senator McKennon's suggestions beyond this point.
 3. REDUCE BARRIERS in all areas of college ↔ student engagement.
 4. Ensure that ROBUST ELECTIVE OFFERINGS continue to be a significant part of the two-year college experience. Investigate the degree to which electives (and academic exploration) have diminished since the deployment of Guided Pathways; determine root causes and suggest mechanisms to diversify meaningful elective and exploratory experiences.

5. Ensure appropriate REPRESENTATION FOR DEFINED SUBGROUPS of FACULTY in SHARED GOVERNANCE, interest based negotiations, RFACT deliberations, etc.
 6. Consider the role that the college can play in raising awareness about ONLINE PRIVACY in the context of surveillance capitalism while offering accessible alternatives to some of the default applications, etc.
 7. Consider the role of a ROBUST JOURNALISM PRESENCE on campus including college news publications and an academic journalism program.
- ii. Discussion
1. Senator McKennon will create and send a survey to assess senator interest and feedback on the priorities brought forward.
 2. Discussion of prioritization and next steps for the Senate.
 - a. Pending decisions - how to evaluate and rank the priorities brought forward?
 - i. Survey for rankings as a possibility.

VIII. Adjournment- 5:02pm