Glendale Community College: Faculty Senate Meeting
12.5.24- 2:30pm
[Zoom Meeting Link](#)
[Meeting Agreements](#)

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

Absent: Nina Garguilo; Jill Ocano

I. Open Comment Period (up to 15 min)
   A. None
II. Guests
   A. Completion Discrepancy Report (Sharenda Roam- 10 min)
      1. [Discrepancy Report (Link updated)](#)
      2. [Maricopa Trends Dashboard](#)
      3. Research tool shared by VPAA with Philosophy and Religious studies during their department meeting
      4. Shared statistics reflecting that our students are transferring in low numbers, which indicates a "failing" for us
      5. We aren't looking at the right data parameters. We need to reimagine what constitutes success. Outdated data doesn't reflect students not seeking to complete a degree, transfer pathway, or certificate program with us.
         a) The data for students who don't fit the current metrics shows our students transfer in successful rates, just not within 4 consecutive years.
      6. Concerned that this faulty data has influenced our course offerings and residential faculty roles.
      7. Draft of RFA includes reduction in protections for residential faculty in regards to dismissal and tenure.
      8. Senate question-

a) Is there a committee established to address this? Or is this a request asking us to take this on?

    (1) Response- This is a request for assistance and the Senate SHOULD explore this ASAP.

9. Senate Question-

a) How is transfer data recorded?

    (1) Response- It is reliant on the transfer institution. There's a 12-18 month lag.

        (a) Still not final data; further delay in waiting for the remainder of institutions to report only gains a few institutions of accuracy.

    (2) The numbers we take right now aren't accurate because some institutions haven't reported it to the nationwide clearinghouse tracking the data.

10. Senate commentary-

a) Students attend GCC for many reasons. We need to establish their intent, and judge success on whether or not they completed their intent.

    (1) Intent matters. We don't have a process to document early on and track intent. Program completion is just one sliver of defining success.

b) Current success definition is program completion or transfer.

c) We can't use transfer as a metric as the data is flawed.

d) From chat: We need to have a further look-back at 6 (and maybe even 8?) years to add these transfers and certificate degree completions to the "success" column. We also need to find a way (if possible) to remove folks with KNOWN intent NOT to complete a certificate, degree or transfer. A good way to maybe track this would be folks who do NOT sign up for financial aid (which requires they intend to "finish").

III.   Call to Order- 2:46pm

    A. Approval of the Agenda (2 min)

1. Motion to approve from Senator McKennon; Second by Senator Gregg; none opposed; no abstentions; all in favor. Motion passed.

II. Reports
   A. President (Sokol - 5 min)- Report linked here
      1. Commencement set.
      2. Faculty Association Members- check your membership! There's been errors with automatic payment and memberships have been canceled without notification.
   B. Secretary (Smith - 2 min)
      1. No report.
   C. Treasurer (Jones - 2 min)
      1. No report.
   D. College Faculty Staffing Advisory Committee (CFSAC) (Sokol/Remy/Kurtz/McKennon/Nielsen)
      1. No report.
   E. College Plan Task Force (CPTF) (Sokol/ Jones/ Patrick-Rolando/ Fried/ Garguilo- 2 min)
      1. The committee will meet in the spring to make adjustments to align with RFA.
   F. Committee on Professional Rights and Responsibilities (PRRC) (Gergus/ Ocano/ Hulihan/ Smith/ Schwendiman/ Polansky- 2 min)
      1. The committee has received a complaint and will begin meeting Friday, 12/6. Updates will be provided as permitted.
   G. Technology Advisory Committee (TAC) (Rivas- 5 min)
      1. New District IOC onboarded.
      2. Multiple logins still unresolved.
      3. Survey coming to each department to provide feedback on TAC and new software request process.
      4. A small committee to address student needs and requests is being created.
         a) Plan to utilize resources and develop a plan to best assess and meet student needs.

   b) We've never surveyed the students the way we do faculty, so we're hoping to design and implement one.

  5. Reminder- new Strategic Plan includes outcome to develop technology plan for campus.

H. Senate Governance and Operations Committee (2 min)

  1. No committee.

I. Shared Governance Council (Sokol/Kadel - 2 min)

  1. Building Institutional Capacity Proposal

    a) Proposal to reorganize reporting structure and admin positions at North.

    b) Feedback solicited from faculty and staff (admin had already collected theirs). It was positive, but SGC realized it was inaccurate.

    c) Determined that feedback wasn't solicited specifically from the groups most impacted.

    d) Directly impacted groups were then invited to SGC to discuss and specific feedback from targeted groups collected- each are scheduled to have 30 minute meetings for Friday, 12/6.

    e) Three targeted groups-

      (1) GCC North Employees

      (2) Workforce Development

      (3) Institution Effectiveness

J. Compliance Committee (Worthy - 2 min)

  1. HLC visit but no official report.

K. FEC / Councilors at Large (Kurtz / Rivas / Gregg/ Sokol - 15 min)

  1. Green Sheet reminder- send through personal email to karinatinsley2@gmail.com.

  2. CAC gave a tentative "thumbs up " to a step for next year.

  3. RFACT

    a) Town Hall Slides

    b) November 21, 2024 Town Hall Recording (Passcode: jZfbvkP6)

    c) November 22, 2024 Town Hall Recording (Passcode: HeXQbhE2)

d) [11/27/2024 Redlined Draft 2025–26 Residential Faculty Agreement (RFA)](#)

e) [Feedback Form](#) DUE BY TUESDAY 12.10.24

f) PLEASE REVIEW AND PROVIDE FEEDBACK! Especially in regards to the larger changes such as In Residence and the 60/40 ratio.

    (1) Feedback requested from ALL faculty.

    (2) Won't change GCC's lines.

        (a) GCC currently has 270 lines, but 250 are full. New formula keeps us in line with these numbers. New formula isn't funding related- no cutting our funding.

    (3) Library and Counseling are now calculated by different formulas.

g) Senate commentary-

    (1) Concerns over "enforcement" of the in residence requirements - who is going to monitor this; how will it be monitored; seems impractical; etc.

    (2) If we do this, what kind of guidance do we give the Chairs for how to have those conversations and process through with residential faculty?

    (3) Consider how the monitoring and enforcement of any of these would take place. Keep that in mind as you review the options.

    (4) There is a difference between professional ethics and contractual obligations.

        (a) Contract as a legal document should not attempt to wrap up those professional ethics.

        (b) What is a minimum expectation for contractual obligations?

III. BIO BREAK (5 min)

IV. Old Business

    A. None.

V.   New Business

    A.   Senate Priorities Survey - Next Steps (McKennon - 15 min)

        1.   [Senate Priorities Survey Responses](#)

        2.   Question- based on feedback from the survey, what should we bring forth.?

        3.   Motion from Senator McKennon via the chat-

            a)   *Subgroup be formed to explore the scope and process associated with advancing the priority **associated with addressing student barriers** with the goal of returning to the Senate next meeting with an action plan.*

            b)   Second by Senator Kurtz.

        4.   Senate discussion-

            a)   What are we considering barriers?

                (1)   It will be the job of the subgroup to assess and explore the scope. That group is charged with figuring out what the barriers are, and the Senate would then determine how to fix them.

            b)   We need to figure out why students decide not to return.

                (1)   Unless we ask and capture the information, we're just going to keep guessing.

        5.   Senator McKennon motions to amend the motion-

            a)   *Motion to create a subgroup to explore the scope and process associated with advancing the priority **associated with addressing student barriers** with the goal of returning to the Senate next meeting with an action plan; timeline to be determined.*"

            b)   Second by Senator Kurtz.

            c)   None opposed; no abstentions; all in favor. Motion passed.

        6.   Call to vote on amended motion.

            a)   None opposed; no abstentions; all in favor. Motion passed.

VI.   Information / Discussion

a. Senate's Priorities (Sokol- 30 min)
    i. [Link to Priorities Subcommittee Rosters](#)
    ii. Academic Affairs Reorganization- Committee Membership
        1. Limited to 4 Senators.
        2. Only one representative per department across the board.
        3. Should Senator Fried be the tie breaking 9th vote?
            a. General approval for this in principle; he represents both groups.
            b. Comment- if we're deadlocked, we should be VERY reluctant to just go with a tie breaker. We'd need to discuss it more.
            c. Goal of this committee is to come up with recommendations to be discussed and voted on by the Chairs and Senators as a whole.
        4. Good cooperation between the two groups in the meeting to discuss the creation of this committee and addressing the topic.
        5. The Senate presented six volunteers to the Chairs to compare with their volunteers and seat the committee in alignment with the representation parameters.
    iii. Subcommittee to work on travel process
    iv. Subcommittee to work on club/committee service
    v. Subcommittee to work on any other priorities identified
    vi. Request for Senators to serve one one of the four Priorities Subcommittees
    vii. [24-25 Senate Priorities Subcommittee Assignments](#)

b. Zone communication ideas (Sokol- 10 min)
    i. We should be communicating with our zones regularly.
    ii. Brainstorming outreach strategies-
        1. General update via email.
        2. Volunteer to attend department meetings if your zone is not your department.
        3. Sharing out the minutes with your zone and highlighting points of interest.

    4. Remind our zones that the agenda comes out as a draft the week prior to the meeting and is updated up until the day before the meeting.

    5. Ensure we're linking presentations and reports whenever possible.

    6. Note that the Senate used to receive a regular report from the Chairs, but unclear when that stopped.

      a. General consensus that we would like to bring this back.

VII. Update to the Spring meeting schedule

  A. The January 23, 2025 meeting will now be held virtually; the last meeting of the year on April 24, 2025 will be held in person on the Main Campus in SU104 ABC.

VIII. Adjournment- 4:03PM