GLENDALE COMMUNITY COLLEGE
A MARICOPA COMMUNITY COLLEGE

Faculty Senate
Agenda & Minutes
10.22.26
2:30pm
Approved virtually 10/29/26 at 12:00pm
Meeting Agreements

ATTENDANCE							
☑	Karina Sokol, President	☑	Nick Baker, Senator	☑	Aaron Fried, Senator	☑	Nina Gargulio, Senator
☑	Stacy Colaiacovo, Senator	☑	Christine Jones, Senator	☑	Steve Kadel, Senator	☑	Ed McKennon, Senator
☐ ☑	Aubrei Smith, Senator/FEC	☑	Doug Nottingham, Senator	☑	Jillane Ocano, Senator	☑	Alexander Patrick- Rolando, Senator
☑	Lisa Worthy, Senator/FEC	☐	Doug Deiss, FEC	☑	Tim Frank, Senator	☑	William Beverly, Senator
☐		☐		☐		☐	

AGENDA TOPICS	
Topic	**Discussion**
Topic: Open Comment Period **Time:** 15 min	Paul Romo, Counseling Faculty, was unable to attend to share his comments and requested they be presented in his stead. The documents linked below are his thoughts and the ensuing commentary regarding increasing retiree appreciation and support. Retiree Support Email Thread 10-26-26.pdf • This is tied to the Sense of the Senate regarding retiree library privileges. • Support for increased outreach and communication. • Suggestion to use retirees as mentors for incoming faculty, possibly through PAR. • Math is restarting their annual in-house annual retiree celebration, which was put on hold during COVID. They plan to include the last five years of retirees missed since then.
Topic: Guests **Time:** 0 min	• None

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Topic: Call to Order & Approval of Agenda **Time:** 2 min	• Meeting called to order at 2:40pm. • Motion to approve the agenda from Senator Kadel; Second from Senator Gargulio. ○ Motion passes; all in favor, no abstentions.

Topic: Officer Reports
Time: 10 min
	• President: FSP Report 10.22.26
	  ○ FEC leadership will be here Thursday, October 29th from 2:45-4:15 in LS-106 for open office hours; Senators, please encourage zones to attend.
	  ○ President Hernandez has drop-in/ open office hours available. Please see the attached email from Oct 15th for details.
	  ○ Department Charters were due Oct 15th; President Sokol and Secretary Smith will review them for RFA compliance and reach out to individual chairs with any questions or concerns. Compliant charters will be uploaded to the GCC Faculty Senate webpage.
	  ■ RE: New departments under Academic Reorg: new charters will be due in April for review and will take effect August 2027..
	  ○ The next Faculty Senate meeting will be Nov. 19th. There will be no December meeting due to Winter Break.
	• Secretary: No report
	• Treasurer: No report

Topic: Committee Reports
Time: 60 min
	• College Faculty Staffing Advisory Committee (**CFSAC**) (Sokol/Ocano/Baker/Deiss)- 5 min
	  ◦ Recommendations were shared with administration and decisions will be communicated by Oct. 30th.
	  ◦ Small group will work on revising our quantitative model over the Spring (Karina Sokol, Nathan Kurtz, Natalie Dominguez, Mike Walker)
	  ▪ Will gather feedback and input from chairs.
	• College Plan Task Force (**CPTF**) (Sokol/Patrick-Rolando/Smith/Colaiacovo)- 0 min- No report
	• Technology Advisory Committee (**TAC**) (Nottingham)- 5 min- No report
	• Senate Governance and Operations Committee (McKennon/Kadel/Frank/Jones)- 5 min- No report
	• Shared Governance Council (Sokol/Fried)- No Report
	• Compliance Committee (Worthy)- 5 min
	  ◦ Please reference the 10/22 tab for the most up to date and detailed information: ICs will be working to review the courses not offered; ICs have the option to archive courses and nothing will be deleted automatically.
	• Faculty Chair Report- October 2026 (Fried)- 10 min
	  ◦ Grievance form change- revising language for clarity and RFA compliance.
	  ◦ Scheduling note; 62% of students on course sequences often can't take the required courses each semester due to scheduling conflicts; working to adopt a standardized grid of start times. Looking to start Fall 2027.
	  ▪ Question-Has anyone looked at one day a week on Friday schedules?
	  • Some faculty and individual departments note success with this format.
	• FEC / Councilors at Large (Sokol/Smith/Deiss/Worthy)- 10 min
	  ◦ The Chancellor visited and heard campus concerns regarding benefits/ insurance. He expressed that this was a top priority of his, and he brings experience navigating similar issues in previous roles.
	  ◦ Compensation study being put forward.
	• Commencement Committee (Garguilo)- 5 min- No report
	• Integrated Resource Planning Committee (**IRPC)** (Sokol)- 5 min
	  ◦ Subcommittees reviewing each IRPC request.
	  ◦ A small group is working to overhaul IRPC as a committee (Jake Ormond, Sasha Radisich, Kim Golis, Karina Sokol, Monica Angelucci)- proposed restructure will go through SGC.
	  ▪ Faculty currently have a very minimal voice in this and it's not RFA compliant.
	  ▪ Some requests are continuous requests, not one time expense; need to evaluate the difference between budget adjustment and one time.
	  ▪ A rainy day fund for maintenance to replace larger materials and for emergencies should be budgeted in.
	• Academic Reorganization Implementation Committee (Patrick- Rolando)- 10 min
	  ◦ Open communication and collaboration emphasized; Change Liaisons assigned by FOI alignment to work with the newly created departments.

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	■ These individuals are not meant to make decisions but to be a support for the new departments and facilitate communication with the Implementation Committee. By November 3rd the implementation document will be updated and everything will be updated on the ARC website.
Topic: Senate Priority Subcommittee Reports **Time:** 0 min	• None
Topic: Old Business **Time:** 0 min	• None
Topic: New Business **Time:** 0 min	• None

Topic: Information/ Discussion
Time: 30 min
	• RFA and FEC President Elect voting (All)- 15 min
	  ◦ Bylaws will need to be updated
	  ◦ According to FEC Bylaws: Article VI, Section B (page 21 - 22)
	  ▪ Each college will determine for itself how its voting members will represent the interests of their constituent faculty. To ensure consistency and transparency, the particular college's approach shall be documented in the college's Faculty Senate Constitution or Bylaws. This documentation must be in place by the last day of accountability, 2027.
	  • FEC Bylaws
	  ◦ Zone feedback
	  ▪ Support for FEC representatives to vote their conscience; they may have information the general faculty/senate does not and are in the best place to make informed decisions.
	  ▪ Support for proportional vote.
	  ▪ Minimal support for the representatives to vote as a single unit.
	  ▪ Provide an opportunity for the GCC Faculty at Large to cast a vote for or against ratification and bind the FEC representatives to the results by requiring them to cast GCC votes in proportion to the college ratification vote. It promotes direct faculty representation and accountability, but we want to make sure all voices in our department are heard.
	  • Dissent- it's inappropriate to force representatives to put their names publicly to a vote they don't agree with. If done this way it should be an institutional vote.
	  ▪ FEC reps are elected because the faculty trust them to make decisions.
	  ◦ Emphasis on the importance of FEC reps gathering as much feedback as possible; suggestions for multiple modalities. Support for both listening sessions/office hours, and a broader survey to all GCC faculty for feedback.
	  ◦ The Senate Governance and Operations is charged with drafting language for a Bylaws amendment. This will be shared a week in advance of the November meeting for review and commentary.
	  ▪ Language should stress that FEC representatives will vote their own conscience but will seek faculty input in multiple formal and informal modalities such as an all faculty survey, open office hours or listening sessions, etc.
	  ▪ Necessity of faculty involvement, voice, participation.
	• Administrative Structure at GCC Update (Kadel)- 5 min
	  ◦ GCC Admin_FTFac_Headcount_by_year.png
	  ◦ GCC_EMCC_Admin_FTFac_Headcount_by_year.png
	  ▪ Updated faculty vs student headcount numbers now included
	  ▪ Question- Are OYOs in these numbers?
	  • Response- No, they aren't represented in the list, but OYOs are classified as residential faculty.
	  • Context behind these numbers is needed- OYOs, hiring difficulties and vacancies, etc.

        - President Sokol will request OYO faculty data.
    - Question: What is the goal for all of this? Is this informational? To condense the number of administrators? Is this something GCC should be taking on?
        - Hoping to start a conversation about curbing administrative reorganization/optimization. hiring at the District.
    - Administrator to chair workload distribution needs to be considered in order to prevent chairs from taking on administrator responsibilities without compensation.
    - We could look at reorganizing where our administrators are- do we have people underutilized and can we move an existing administrator to those places? More in line with the purpose of the overall Academic Reorg.
- GCC All-employee picnic (Kadel)- 5 min
    - After multiple years leading this event (including pre-Covid), Senator Kadel is stepping down as coordinator of the picnic and requesting someone take over.
    - If any faculty member is interested in taking this over, please contact Senator Kadel.
- Sense of Senates (Jan 2026) Update (McKennon)- 5 min
    - Two Senses of the Senate dealing with retiree concerns- emeritus library access and payout for sick leave has not increased. Requesting update of current status from FEC. If they're not being advanced, requesting a written justification for why not.
        - Concern that there hasn't been a consultation with us as the requesting body.
        - Request that faculty bring it up when FEC leadership is on campus next week to gauge interest.
    - Locally we can support retiree engagement (see related information in the 'Open Comments' section above.
    - **Amended to include relevant information received at the 10/27/26 Faculty Executive Council Meeting:
        - Concerning the Sense of the Senate: Sick Time Payout for Retirees
            - District HR looked into practices at similar institutions and found that, while some institutions pay a percentage, some don't pay out any days at all, and no comparable institution pays out fully. It was taken to the Compensation Advisory Committee and they declined to pursue it due to lack of funds; any funding for this payout would need to be taken from other benefits areas.
        - Concerning the Sense of the Senate: Emeritus Library Privileges
            - HR is looking seriously at emeritus faculty library access and discussing options with District Legal and IT. No other details available at this time.
- FA membership (Sokol)- 10 min
    - Check-in with Senators regarding Zone outreach.
    - President Sokol reached out to all expiring/non-autorenew members up through November
    - Feedback
        - Faculty express not seeing the purpose or value in being a member. Several do not feel adequately represented by FEC and the FA.

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	● Some faculty feel pressured to sign up due to the emphasis on GCC voice in FEC and benefit to the campus as opposed to the benefit to individual faculty. ■ Faculty need the FA to advocate more loudly for steps and COLA. They don't feel heard and represented. ● Important to note that this is RFACT related, not FEC/FA specific. ■ FA representation gives us a louder voice at District and with the Governing Board. The strength of FEC increases with the strength of the FA. ■ Concerns over fiscal management of the organization. ● Dues have increased and some faculty feel the return on investment hasn't. ● Counterpoint- our dues are lower than many other similar organizations.
Topic: Adjournment **Time:** 2 min	Meeting adjourned at 5:01

ON THE RADAR FOR FUTURE DISCUSSION
Amendment to Bylaws RE: FEC elections/RFA ratification

MEETING DATES
8.27.26, 9.24.26, 10.22.26. 11.19.26, 1.28.27, 2.25.27, 3.25.27, 4.22.27