



**GLENDALE
COMMUNITY COLLEGE**

A MARICOPA COMMUNITY COLLEGE

Faculty Senate

Agenda & Minutes

9.24.26

2:30pm

Approved virtually 10/1/26 at 4:00pm

[Meeting Agreements](#)

ATTENDANCE

☒	Karina Sokol, President	☐	Nick Baker, Senator	☒	Aaron Fried, Senator	☒	Nina Gargulio, Senator
☒	Stacy Colaiaacovo, 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
☐	Guests: VPAS Augustine Erpelding Sgt. David Chambers Marcus Reed	☐		☐		☐	

AGENDA TOPICS

Topic	Discussion
Topic: Open Comment Period Time: 15 min	

Topic: Guests

Time: 30 min

- VPAS Augustine Erpelding
- Campus Police Sergeant David Chambers
 - Communications
 - Current concerns due to restructuring that local College Police communications do not tie into those at the District Office. The extra steps could cost valuable time/resources.
 - Response- Currently the radios used by local college safety aids connect to our campus officers. who are connected to the District.
 - Coming soon- push to talk phones to replace traditional radios.
 - The goal is to limit conflicting radio traffic as all campuses share the same channels.
 - There are 4 colleges changing to a full-service model where local college safety aides report directly to the District: PCC, MCC, GWCC, and PVCC. The pilot programs will report next year.
 - **For Emergencies: 480-784-0911**
 - This call will go to dispatch at the District Office to be referred out to College Police and Glendale PD liaisons when necessary.
 - For Non-Emergencies: 623-845-3535
 - This is the local GCC non-Emergency line; use this for things like locking/unlocking rooms, parking issues, and general information. They will refer out to College Police and the District Office when necessary.
 - If Nobody Answers, call the District College Police Non-Emergency Number at: 480-784-0900
 - [Who Do I Call?.pdf](#) (Provides examples of what does and does not constitute an emergency, and general contact information and instructions.
 - Request for signs to be posted clearly and prominently in all classrooms.
 - Books with emergency information and phone numbers are coming for each classroom.
 - Question- we used to have one armed officer on campus all the time, do we still?
 - Response from Sergeant Chambers- Yes, our officers are all sworn police officers. There are rovers from Glendale PD that will touch base on weekends and overnights. If something happens overnight, the Glendale PD will be called, but campus officers are on call to come in due to campus familiarity. Lieutenants are also on call.
- Facilities Director Marcus Reed
 - [GCC Facilities Page](#)
 - 623-845-3030
 - Temperature Information
 - Down 3 HVAC technicians and working to fill those spots.
 - Hoping to address the very old systems on campus with deferred maintenance this year. Ideally, several buildings will be getting HVAC makeovers. The department is working with a contractor and using vacancy salary to cover repairs on campus currently. Focusing on the most repetitive issues and work orders.
 - Question- How are tickets being managed? Follow-up is inconsistent; how do we know our ticket issue has been addressed?
 - Answer- Call the front desk and/or email facilities to ask for a status update.
 - Priority systems, like temperature adjustments, should be responded to within 24-48 hours.

AGENDA TOPICS

Topic	Discussion
	■ Acknowledged inconsistency in follow-up with the original requestor. The response team should be filling out the notes section of the work order so the front desk can provide updates upon request. Noted a renewed focus on this and asks that we work through the system while they work to fix the inconsistencies. ○ Budget considerations are a part of the ranking process for work orders.
Topic: Call to Order & Approval of Agenda Time: 2 min	● Called to order at 2:59 p.m. ● Motion to approve the agenda from Senator Gargulio; Second from Senator Fried. Motion approved unanimously.
Topic: Officer Reports Time: 10 min	● President:  FSP Report 9.24.26 ○ PARC is in need of representatives from the following areas. Please contact Krysten Pampel if interested. ■ 3 Academic Faculty ■ 1 CTE Faculty ■ 3 Service Faculty ○ Matt Jolly (President) and Pam Duty (President-Elect) will be on campus on Thursday, October 29 at 2:45 p.m. in LS-106. This is a visiting office hour to meet and discuss any questions or concerns faculty have. A calendar invite is forthcoming, and Senators are asked to share the information with their zones. ○ FPG Representatives ■ It's time to appoint an Advancement and Sabbaticals representative. President Sokol will send an all-call for interested faculty. ○ The Committee for Academic Freedom will be doing a presentation at 1:00 p.m. on October 8th. ■ The Senate determined a Hybrid modality is best for the campus, and Senator attendance in-person is preferred. ■ Location TBD and a calendar invitation will be sent when confirmed. Senators are asked to share the information with their zones. ○ Dean Susan Campbell is retiring; her position is posted and will close on October 19th. ● Secretary: No report. ● Treasurer: No report.

Topic: Committee Reports

Time: 55 min

- College Faculty Staffing Advisory Committee (**CFSAC**) (Sokol/Ocano/Baker/Deiss)- 5 min
 - Sent out CFSAC data, and the chairs are working on requests to submit to CFSAC, due September 30th. We're in-line with the College Plan timeline.
- College Plan Task Force (**CPTF**) (Sokol/Patrick-Rolando/Smith/Colaiacovo)- 5 min
 - Collected feedback and will work on adjustments to the College Plan for the next few months.
- Technology Advisory Committee (**TAC**) (Nottingham)- No report (Discussion item)
- Senate Governance and Operations Committee (McKennon/Kadel/Frank/Jones)- 5 min
 - We need to determine how our FEC representatives will vote in regards to RFA ratification and FEC president elections. Reminder to senators to reach out to our zones and get feedback.
 - Request to add this as a discussion item at the next Senate meeting and potentially a decision. The committee will begin drafting language after a decision has been made.
- Shared Governance Council (Sokol/Fried)- 10 min
 - Statement from the Council:
 - SGC endorses the Academic Affairs Reorganization proposal and strongly recommends that the following interests are met during the implementation:
 - Inclusive and equitable stakeholder involvement in the decision-making process.
 - Maintain compliance.
 - Uphold safety standards.
 - Establish inclusive, periodic, iterative reviews to assess progress and incorporate ongoing recommendations.
 - President Hernandez accepted the proposal
 - A new SGC proposal will be reviewed September 25th, focusing on restructuring assessment leadership, and a weekly checklist is in use to support Discipline Assessment Coordinators.
 - [GCC Assessment Shared Governance Proposal | 2026](#)
- [Compliance Committee](#) (Worthy)- 5 min
 - Please read the 9/24/2026 tab for the latest compliance report information.
 - As a District, there are roughly 2200 courses on the books that appear unoffered, and we're out of federal compliance. A District workgroup has been established to determine a plan of action to bring us back into compliance.
 - Not as simple as those not offered for "x" number of years. Nuanced based on things like program structure, age of program, revision timeline, etc.
 - Spreadsheets being built for each program that will list all of the flagged courses. ICs will use these and the guidelines from the workgroup to determine which ones should be made "inactive".
-  Faculty Chair Report- September 2026 (Fried)- 10 min
- FEC / Councilors at Large (Sokol/Smith/Deiss/Worthy)- 15 min
 - Occupational Faculty Compensation Presentation

- Presentation requesting a compensation study/revision for occupational faculty based on misalignment with industry standards outside of education. FEC was very opposed to the idea of splitting and ranking faculty groups. The idea that we would advocate for one group over another in this space seemed problematic and fractious. FEC did not approve the request.
- FEP Guidelines work
 - Revision on the table for the FEP process. There is a workgroup tackling the guidelines for the new FEP. Doesn't impact this academic year but will go into place next year.
- RFACT has a call out for a new member.
- Prop 308 - fed gov lawsuit against AZ for providing in-state tuition to undocumented immigrants
 - [AG Kris Mayes response](#)
- Reinforcing the process for democratic discourse and faculty engagement
 - 1) Engagement with Senate
 - If faculty have concerns, they work with their senate. The Senate determines if it's local or district wide. If determined it is District wide, it would go to FEC for further action.
 - 2) Senate support for FEC discussion
 - Items brought to FEC should have the support of their local Senates.
 - 3) FEC engagement and decisions
- Building sale- \$716,302.49 net with a plan of investing the money as an endowment for the Faculty Association
- FA membership census date
 - Currently, we have 78 renewals for 2026 with another 51 due to expire sometime this year; 114 GCC residential faculty are not FA members.
 - The FA Membership Coordinator requested moving the census date to February or March, but was unable to attend the meeting. Her presentation has been tabled until the next meeting.
 - Senators are asked to reach out to their zones and push to renew and/or join.
 - Campus breakdown:

● CG	160	88	55.0%
● EM	113	64	56.6%
● GC	244	130	53.3%
● GW	103	52	50.5%
● MC	261	135	51.7%
● PC	152	91	59.9%
● PV	113	62	54.9%
● RS	25	21	84.0%
● SC	120	81	67.5%
● SM	63	27	42.9%
- Commencement Committee (Garguilo)- 10 min
 - Quad chairs are revising the delegation of duties to spread the workload and add checks and assistance.

AGENDA TOPICS

Topic	Discussion
	○ There will be an all-call for faculty name readers coming. ○ It will be the same timeline and location as last year. ● Integrated Resource Planning Committee (IRPC) (Sokol)- No Report
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: 70 min

- [Chair election MOU](#) (Sokol)- 15 minutes
 - Department elections are supposed to happen this October, but this is out of alignment with the reorganization timeline. The MOU is a temporary change to an official document- the College Plan in this case. This is a temporary alteration to push the dates out and allocate additional temporary reassign time for chairs incoming chairs to smoothly transition, especially first-time chairs.
 - General Comments and Discussion-
 - This is a very brief turnaround to train new chairs in new FSA areas.
 - Reassign Time
 - Re-elected chairs will get 1 hour
 - New chairs will receive 3 hours.
 - Re-elected chairs in new FSA areas will get an additional 1 hour.
 - Concerns of qualifications between new chairs and old chairs vs department size; some of these new groups will have an enormous learning curve and will need either more reassign time or more calendar time. There will be additional duties.
 - Normally onboarding is full 16 weeks; now down to 12 weeks; pay is still the same.
 - There needs to be flexibility to possibly add an additional credit to summer pay (currently set at 60 hours).
 - Currently, chairs can ask the Dean to complete any work over their 60 hours. Goes to the VPAA if there's no dean.
 - President Sokol will request VPAA Konopka work with the Chairs on this, as it is outside of the Senate's purview.
 - With the above bullet points taken into account the Senate recommends approving the MOU.
- FEC Articles 21/22 MOU (Sokol)- 20 min
 -  For Socialization "Clean" Article 21.1, 21.3, 21. 5, 21.5.3, and 22 MOU
 -  For Socialization - Redlined Article 21.1, 21.3, 21. 5, 21.5.3, and 22 MOU
 -  Socialization Slide Deck, RFA Articles 21.5.3 and 22
 - Report from Sasha Radisich
 - The MOU drafted does not come from RFACT.
 - The Office of General Counsel pushed the issue forward at the request of the GB.
 - Requesting clarity on vague language and processes.
 - Originally requested only for Article 22, the scope widened as connected policies and language were discovered.
 - Article 21
 - The biggest changes clarified timelines and reinforces that faculty remain employees throughout the termination process and all appeals.

- CHRO is no longer the final say for faculty termination; the Chief Academic Officer for the District is the Provost, so the Provost makes that decision. The final step is GB approval to terminate.
 - Termination is at the very end of a lengthy due process.
- Probationary Faculty and Appointive Faculty with egregious circumstances are paid through Provost's Notice of Intent to Terminate; Appointive Faculty without egregious circumstances are paid through the GB's decision to terminate.
- Faculty hearing committee being replaced as faculty were being asked to make legal recommendations outside the scope of their expertise. Replaced by an independent review officer from outside MCCCCD.
- Article 22
 - Charges can be routed through a Peer Review Investigation, Workplace Conduct Investigation, or an investigator with specialized authority (e.g., for faculty who commit a crime). Multiple investigations can occur concurrently.
 - Comment- this makes it better for faculty serving on the PRIT; makes clear their scope and role; provides protections for both sides of the committee.
- Question- In regards to "egregious" in Article 21- are we cleaning up language or is this new language?
 - New language based on current District regulations and definitions.
 - "Committing acts of intimidation, harassment or violence, including (but not limited to) oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm."
 - 21.5.3.1.2 makes it clear that "egregious circumstances" are determined by the Chancellor "after consultation with the FEC President."
 - Clarification- accusations don't cause automatic investigations or consequences.
 - Faculty leadership will be consulted regarding whether or not the action is egregious.
 - Faculty do not have a veto power here; the decision is made "after consultation with the FEC President." Consultation is definitionally non-binding.
- Senator Patrick-Rolando motions to extend 5 minutes; Second from Senator Worthy.
 - Question- How much input will faculty have on this? Is it a done deal? Why now, and why with such expediency? We have a very robust process for changing the RFA, why aren't we just channeling it through that process?
 - Answer- MOUs are part of the process. They're outlined in the RFA for when we need to move quickly. There were some investigations that were hamstrung by ambiguous and ineffective policy, and we are being called to address the policy insufficiencies.

- This is a temporary suspension and modification of these areas in the RFA. RFACT does not consider this the final version. This is signed by Matt Jolly and the Chancellor and suspends the rules until RFACT does its normal process. The concerns and questions brought up here will need to be incorporated into that policy discussion for RFACT.
- Time with President Hernandez (Sokol)- 5 min
 - There have been requests for more face-to-face time with the president. Suggestions:
 - Attend at the start of Senate meetings for updates and questions.
 - Designated office hour where she's available for in-person and online chats.
 - Make her calendar accessible.
 - Support for a designated office hour.
 - Visibility is different from accessibility; would some interests be met by her walking around campus and popping into offices and classrooms?
 - Support for this suggestion.
- Concerns with College Leadership (Kadel)- 10 min
 - [GCC Fac Admin Relations \[Copy\].pdf](#)
 - Concerns that the Senate and Chairs are at odds, and the Chairs are at odds with one another.
 - Catalyzed by the academic reorganization.
 - Unintended creation of lack of collegiality and inter-department support/cooperation.
 - Concern that this weakens the faculty voice and role in campus decision-making.
 - Asks that the faculty community practice professionalism and promote a more unified front. Faculty and administrative priorities may not always align, and faculty are encouraged not to promote policies considered to be to our detriment.
 - Concerns academic administration is stepping beyond their scope and disregarding input from constituency groups.
 - Academic Reorganization used as an example. Pitted departments against one another, and the poor communication contributed to a climate of rumor spreading and misinformation.
 - Concerned with speed of decisions and action Fall 2026.
 - It was noted that division within the faculty body limited a more unified response, inadvertently permitting the late-stage passage of inflexible, unpopular initiatives without further consultation.
 - Concerned members of our academic leadership may not be acting in good faith.
 - Historical context of past leadership conflicts highlighted.
- Current state of AI at GCC (Nottingham/ R. Esler)- 10 min
 - Gaith Salman from computer science was chosen to chair the GCC AI committee.

- The group determined the best course of action would be to come up with an ethical framework for how we see AI on our campus. We would create an ethical review board to support the guidelines. Presented to the Administration Collaboration Team and proposed an AI innovation center. President Hernandez approved the proposal to create a plan for a campus-wide workshop to create these ethical guides and framework.
 - Charged with creating a scope and charter for how this group would function. Hoping to present it to SGC in April for approval by the end of the semester.
 - Suggestion to loop in CAF to avoid academic freedom violations.
 - The focus is more on ethical uses of, not scoped to academic misconduct violations.
- Google Meet concerns (Kadel)- 5 min
 - Issue with not being able to record in Google Meet. This makes it a struggle to verify continuous attendance, which is needed for both class purposes and Senate votes. Google Meet has that option, but we don't have access to it. Why?
 - Answer- It is not part of our contract. WebEx is the preferred platform if you need to record.
 - Comment- Students don't use WebEx and are more comfortable with GoogleMeet. The option would help with accessibility.
 - Asking Faculty leadership to engage with how to improve this for the future. Possibly consider it in the next round of contract discussions for District platform choice.
- Administrative Structure at GCC (Kadel)- 5 min
 - [Administrative Reorganization \[Copy\].pdf](#)- Presentation
 - Discussion of data scope.
 - Question- EMCC is used for comparison; wouldn't Mesa be more comparable?
 - Answer- they were combined as one college until their separation in 1997-1998.
 - The post-split combined headcount included in the slides is to demonstrate the similarity between current and pre-split numbers; our administration numbers are higher while our headcount remains similar.
 - Discussion of shared burden.
 - With budgetary concerns used as part of the decision-making process in this last round, salary lines across multiple employee groups should be considered.
 - Senator Patrick-Rolando motions to extend 5 minutes; Second from Senator McKennon.
 - General Discussion
 - Question- Has the size of the employee body (faculty and staff) increased commensurately?
 - Answer- No official data analyzed, and searches would need to parse adjuncts from faculty.
 - Stressed point to look at the entirety of employee groups.

AGENDA TOPICS

Topic	Discussion
	■ Reiteration concerns that some members of our academic leadership may not be acting in good faith. ○ Request to continue the discussion at the next senate meeting to allow time to review ■ Full time faculty numbers will be determined and added to the graph/slide deck ahead of the next meeting for discussion. Please watch for further communication of updates.
Topic: Adjournment Time: 2 min	Meeting adjourned at 5 p.m.

ON THE RADAR FOR FUTURE DISCUSSION

Administrative Reorganization

FEC Representative Voting Structure

MEETING DATES

8.27.26, 9.24.26, 10.22.26, 11.19.26 OR 12.3.26, 1.28.27, 2.25.27, 3.25.27, 4.22.27