



ACADEMIC SENATE MINUTES

Tuesday, November 26, 2024
 1:00 p.m. – 3:00 p.m.
MEETING LOCATION: LRC 250 COMMUNITY ROOM

Guests may attend on Zoom: <https://ccd-edu.zoom.us/j/82961502402> Meeting ID: 829 6150 2402
 Meeting documents are also available in the [AS SharePoint](#) (CCCD login required)

Mission: The Golden West College Academic Senate’s mission is to serve its faculty, promote the best interests of higher education, and to represent the faculty in campus, district, and state-level senate charges by carrying out the primary functions as delineated in the CA Code of Regulations, Title 5, section 53200, which includes both academic and professional matters, and consulting collegially with the local campus and district governing boards. For additional information on the Academic Senate and its mission, please visit the [Academic Senate for California Community Colleges](#).

Vision: The GWC Academic Senate represents all faculty in the shared governance process. We are deeply committed to creating an inclusive and welcoming environment for faculty to express their diverse viewpoints and concerns while maintaining focus on curricular and professional activities. Our campus culture serves to express the collective sum of the individual differences, life experiences, knowledge, innovation, self-expression, and talent that our faculty invest in their work. The GWC Academic Senate will continue to focus on promoting excellence, access, opportunity, and inclusion on our campus and in our programs.

Please note: All GWC Academic Senate meetings are subject to audio and/or video recording at the discretion of the Academic Senate for purposes of maintaining a record of the proceedings. Agendas and minutes will be archived online through the [Academic Senate’s SharePoint](#). (Employee log-in may be required to access links).

ACADEMIC SENATE ROLL CALL	
Bold = Executive Board ■ Strikethrough = absent ■ <i>Italics</i> = Zoom ■ Zoom guest = not counted towards quorum	
Jennifer Bailly, CCI Chair	Mike McCarthy - Criminal Justice
Amanda Best - Arts	Nikki Nguyen – Classified Senate (<i>non-voting</i>)
Pete Bouzar - Vice President; Mathematics & Engineering	Phuong Nguyen – Nursing/Health Professions
Dawn Brooks - Performing Arts	Teresa Nguyen – ELL & ESL
Annamaria Crescimanno - Biological Sciences	Joel Powell - Social Sciences
Laura Duvall - Psychology	Tiffany Ruggeri (Comm Studies) - Part-time Faculty At-large
Matthew Flesher - Kinesiology, Health Ed, Athletics	Samantha Sarmiento – ASGWC (non-voting)
Sara Ghadami – Computer Science	Matthew Shimazu - Physical Sciences
Kate Green - IPD Chair	Justin Smith – Vice President; History & Education
Damien Jordan – President; Counseling & EOPS	Julie Terrazas – Library
John Kasabian - Auto Tech, Digital Arts, Drafting	Tammie Tran - World Languages & Sign Language
Heather Kelley - Communication Studies	Aleksandra Uchlik - Business, Account, Marketing, Management
Theresa Lavarini - English	VACANT - Cosmetology
Noah Levin – Liberal Arts & Culture	VACANT – Distance Education Coordinator

I. PRELIMINARY MATTERS

- A. Call to order – AS President Damien Jordan
 President Jordan called the meeting to order at 1:05 p.m.
- B. Welcome Guests
 - 1. Jennifer Kalfsbeek-Goetz, Vice President of Instruction (1:10 p.m.)
- C. Approval of the Agenda and Minutes
 - 1. Agenda – November 26, 2024. President Jordan requested to amend the agenda to include a discussion on the concerns shared by Senators regarding the Faculty Prioritization Rankings regarding Item V-A. **MOTION** by Senator Best to approve the agenda as amended. Seconded by VP Bouzar. Hearing no objections, the motion passed.

- 2. Minutes – October 22 and November 12, 2024 (Will be distributed on 11/25/2024). **MOTION** by Senator Lavarini to approve the minutes as presented. Seconded by VP Bouzar. Hearing no objections, the motion passed.
- D. Announcements, Congratulations, and Appreciation
 - 1. Reminder – AS Special Meeting on Tuesday, December 3, 2024
 - 2. Senator Best invited attendance of the Holiday Art Sale on December 3 and 4 in the Art Gallery.
- E. Opportunity for Public Comment (*3 minutes per speaker*) - *Members of the public have the opportunity to address the Academic Senate on any item that has been described in this notice, before or during consideration of the item. We ask that you keep your comments to three minutes. Thank you.*

Regarding the Faculty Prioritization Rankings, Dean Brooks explained the reasons for the 2023-24 one-year temporary faculty hiring in Auto Technology and Cosmetology and affirmed the need for these programs to remain on the Mid-Cycle rankings.

II. CONSENT AGENDA

MOTION by VP Bouzar to approve the consent agenda. Seconded by Senator Crescimanno. Hearing no objections, the consent agenda was approved.

- A. Appointment of the following faculty members to 2023-25 Program Review Fall 2024 Mid-Cycle Faculty Requests Search Committees. **Approval is contingent upon the college president's final hiring decision.*

	FACULTY	DISCIPLINE	COMMITTEE
1	Theresa Lavarini	English	*English Search Committee – Faculty Hiring
2	Ayesha Zia		
3	Brian Thill		
4	Jessical Patapoff (Alternate)		
5	Alana Krause	Library	*Library Search Committee – Faculty Hiring
6	Gonzalo Garcia		
7	Julie Terrazas		
8	Cathy Le (Alternate)		
9	Berlynn Ching	Nursing	*Nursing Search Committee – Faculty Hiring
10	Barbara Miyadi		
11	Natalie Dalton		
12	Jon Holland	Cosmetology	*Cosmetology Search Committee – Faculty Hiring
13	Tasha Chambliss		
14	Evangelina Rosales		

III. NOMINATIONS & ELECTIONS

Full and Part-Time Faculty members are encouraged to nominate themselves.

Visit the [Academic Senate's Faculty Service Opportunities webpage](#) to view committee openings, review committee description, meeting information, and to submit your nomination. (PATHWAY: GWC Homepage > Quick Links > Academic Senate > Committees – Vacancies & Nominations)

- A. Call for current Fall 2024 vacancies. Committee representatives - vacancies are open until filled. Nominations received the Fridays prior to the Senate meetings will be included on the agenda. Click the link above to access the nomination forms.
- Academic Senate
 - Cosmetology | 2023-26
 - Senator designee to DCC Technology Subcommittee | 1st & 3rd Fridays: 9am - 10:30pm via Zoom
 - Council for Curriculum & Instruction (CCI)
 - Art | 2024-26
 - Distance Education Advisory Committee (DEAC)
 - Distance Education and Peer Online Course Review Coordinator | Spring 2025
 - Criminal Justice | 2024-27
 - ELL & ESL | 2024-27
 - Institute for Professional Development (IPD)
 - Auto Automotive Technology, Digital Arts, Drafting | 2024-27
 - Computer Science | 2023-26
 - Cosmetology | 2022-25
 - Criminal Justice | 2022-25
 - ELL & ESL | 2023-2026
 - Kinesiology, Health, PE, Athletics | 2023-26
 - Library | 2024-27
 - College Technology Committee
 - DEAC rep | 2023-25
 - ZTC/OER Coordinator | Spring 2025

IV. GUEST REPORTS & UPDATES *(max 5-10 minutes per item; 10-15 minutes total)*

- A. ASGWC Report – Samantha Sarmiento, ASGWC Vice President of Student Advocacy
Ms. Sarmiento reported on behalf of the ASGWC subcommittees: Finance Commission: The VP of Financial Affairs created a task force for the Coastline Collaboration Event. The date has been confirmed for April 15th, 2025. The task force has been discussing the budget and plan for food, student-led market, activities, and live entertainment.; Student Advocacy Committee: Town Hall is has confirmed for March 11th, 2025, from 11:10 am to 12:35 pm in Forum II. There will be two classes in attendance thanks to professors Powell and Calcanas; The committee has been working on promoting the SSCCC Legislation Priorities through the ASGWC Newsletter, Spring Success Bags, and more; The committee attended the Advocacy Academy in Sacramento from the 22nd-24th.
- B. [PVR Recommendations for 2024-25](#) - Jennifer Kalfsbeek-Goetz, Vice President of Instruction (1:10 p.m.)
VPI Kalfsbeek-Goetz reported on the recommendations for Program Vitality Review. (Refer to the linked memo for details).
- Dance
 - Global Studies
- She stated that PVR is an opportunity to infuse positive things into these programs to help them thrive and to help them figure out how they can thrive. Senator Lavarini voiced concerns on behalf of the union and recommended improving communication with the program faculty throughout the PVR process. VPI Kalfsbeek-Goetz recommended creating best practices to improve the process.
1. Call for AS appointees – non-discipline reps – Damien Jordan, AS President
President Jordan announced that the Academic Senate will be placing a call seeking faculty from non-related disciplines to serve on the PVR Committees.

V. UNFINISHED DISCUSSION & ACTION ITEMS *(max 5-10 minutes per item; 10-15 minutes total)*

- A. [2023-25 Program Review Faculty Prioritization Mid-Cycle Incorporated Rankings](#) – Damien Jordan, AS President
President Jordan presented the Mid-Cycle Incorporated Rankings and informed having received much feedback following the distribution of the rankings. The Senators' discussion included whether to address

ranking by points or average; the Fall 2023 one-year temporary hired positions and whether they should be returned to the master list; the need to clarify the multiple Nursing Faculty Requests and whether the department wished to keep all the positions or remove any; and how to handle disciplines with accreditation or licensing requirements.

Highlights on the discussion of the Auto Technology and Cosmetology one-year temporary faculty contracts:

- VPI Kalfsbeek-Goetz stated that per Title 5, the contract for the same employee cannot be renewed. If the one-year temporary faculty member is subsequently hired in the full-time tenure-track position in the preceding year, District will count the year of employment as a temporary employee as one year of the tenure-track period. The faculty member would begin in their second year of tenure-track.
- President Randall apologized for any confusion regarding the Auto and Cosmetology one-year temporary positions. She clarified that she had recommended Auto last year as a full-time tenure track permanent hiring, but that had been rejected at Cabinet and it was primarily due to the criteria not having been made clear to one of the other colleges. Following her observation that other campuses were approved for several one-year contracts, she inquired on a one-year contract for Auto which was ultimately approved, but with the assumption that Auto would return to the master list this year when the criteria had been clarified. In Fall 2023, Cosmetology had submitted a Faculty Request and due to the unexpected retirement of a full-time faculty member, the decision was made in spring to approve a one-year temporary contract to replace that position. This year, per Dean Brooks, Cosmetology is requesting to return that position to the master list along with their Fall 2024 request for a total of two Cosmetology positions on the list due to the program's growth.

MOTION by Senator Duvall to return Auto Technology and Cosmetology with their original ranks to the master list. Seconded by Senator Flesher. A discussion ensued:

President Jordan inquired whether a revised ranking should be presented at the following meeting to include the Auto Technology and Cosmetology positions, and any revisions needed on the multiple Nursing positions.

Senator Duvall endorsed Senator Kasabian's recommendation to conduct rankings every year. Program needs and circumstances change, therefore the scores of the original list would be inaccurate to this year's needs. She noted that the scores she assigned to those positions last year, would not be the same scores she would issue this year. VP Bouzar agreed to the recommendation to rank every year, but did not support the motion to return Auto Tech and Cosmetology to the master list. He noted that the college president has the purview over faculty hiring. Senator Lavarini disagreed noting it is strongly recommended that the college support the AS Faculty Rankings, with the understanding that accreditation or licensing factors may prioritize certain departments. Senator Levin noted that when a department submits a Faculty Request, they are seeking a full-time position, not a temporary position, therefore those positions should remain on the master list. He affirmed the need to reassess the Faculty Prioritization process.

President Jordan informed that the AS plans to reconvene the Program Review Assessment Work Group which will be led by VP Bouzar in the spring. Senators were encouraged to join and contribute to establishing best practices and guidelines for the PR process, PVR, and Faculty Prioritization. Senators suggested clarification on failed searches and a suggestion to add additional check boxes on the Mid-Cycle Faculty Request form for the department to clarify whether the mid-cycle position was in addition to their original request or an additional position due to extenuating circumstances. A Senator recommended offering a PR Faculty Requests workshop for the departments. Senators Best, Kasabian, and Crescimanno will be added to the PR Assessment Work Group membership.

Following the discussion, Senator Duvall clarified her original motion that returning Auto Technology and Cosmetology was not meant to be cherry-picking, but rather as a policy change to affirm that Faculty Prioritization is to request full-time positions and positions should not get dropped if they were provided

with a temporary one-year contract. Seconded by Senator Best. The votes were counted as (21) Yes: Bailly, Best, Brooks, Crescimanno, Duvall, Flesher, Green, Jordan, Kasabian, Kelley, Lavarini, Levin, McCarthy, P. Nguyen, T. Nguyen, Powell, Ruggeri, Shimazu, Smith, Tran, and Uchlik. (0) No; (1) Abstention: Bouzar. The motion passed.

The Senators agreed to reincorporate Auto Technology and Cosmetology. Senator P. Nguyen was asked to submit to the EBoard the Nursing's decision regarding their positions. President Jordan thanked the Senators for the collegial discussion and their thorough feedback. A revised final ranking will be presented for a vote at the December 3rd special meeting.

VI. NEW DISCUSSION & ACTION ITEMS *(max 5-10 minutes per item; 10-15 minutes total)*

- A. Role of AS in addressing systemic inequity and institutional barriers as it pertains to academic and professional matters - Acknowledgement * Accountability * Action
- B. Other Agenda Requests

VII. REPORTS & UPDATES *(max 3 minutes per report; total time 15 minutes (@ 2:45 pm)*

Electronic copies of written reports are due to the Senate Office by Thursday at 5:00 pm the week preceding the meeting for which the report is attached to the agenda.

- A. AS President's Report – Damien Jordan
 - President Jordan informed that he and Senator Crescimanno attended the OCC AS meeting today and reported that the GWC resolution on lab lecture parity was endorsed by OCC and CCC Academic Senates. The union was notified.
- B. AS Vice Presidents' Reports – Pete Bouzar and Justin Smith (no report)
 - VP Bouzar reported on the DCC BP/AP Subcommittee meeting regarding District policy AB 7120A Recruitment and Selection for Executive Management Employees. The responsibilities of the Chancellor include “supporting the pursuit of diversity throughout the entire Search and Selection processes”. VP Bouzar informed that VC Serban added to the policy that the Chancellor has purview or the authority to appoint three additional faculty members to the search committee if he determined that it was not diverse enough. This was objected to by all three AS representatives, but supported by the rest of the subcommittee. A first reading by the BOT was not supported and the policy was returned to the subcommittee to either remove that statement or have a consultative discussion on determining the best way to meet the diversity of the search committee. He stated that if that statement were to be removed, the Chancellor had requested that the BOT provide him with guidance on meeting the diversity requirement.
 - Senator Levin added that the Chancellor had clarified that if three additional members were to be added to the search committee, that it would be done in consultation with the constituencies, but that this language was not included on the policy. Senators requested clarification on what criteria is used to determine a diversified hiring search committee. The DCC BP/AP Subcommittee will continue their discussion in spring.
- C. Council for Curriculum & Instruction (CCI) – Jennifer Bailly, Chair

Chair Bailly reported that more than 200 courses were reviewed this semester which is more than is done in a whole year. She expressed appreciation to everyone across the campus for getting the work done.

 - All courses in phase 1 of common course numbering are completed.
 - Cal-GETC is completed (AB 928)
 - Next week is the final CCI fall meeting.
 - At ASCCC Fall Plenary it was reported that CCN phase 2 (the next 20 course templates) will be released in February or March.
 - CCI had to consent the CCN course numbers and titles only in order to make the BOT deadline.
- D. Institute for Professional Development (IPD) – Kate Green, Chair

Chair Green reported the deadline to submit CARs and other applications for PD activities taking place during winter break is tomorrow at 5 pm. The deadline was shortened due to the holiday. She reported that the IPD received applications from 17 faculty members interested in promoting in academic rank.
- E. Distance Education Advisory Committee (DEAC)

- F. Union Update – Rob Schneiderman, CFE Union President, or Theresa Lavarini, GWC representative
Senator Lavarini reported on the District Evaluation Work Groups discussions on each of the categories on the evaluation form. She requested the Senator’s feedback on a statement.
- G. Special Reports (as requested by Academic Senate)

VIII. ADJOURNMENT

- A. Move to Adjourn. Thank You! – Senate President
President Jordan adjourned the meeting at 2:13 pm.

IX. INFORMATION ITEMS

- A. Senate Scholarship Fund Balance: Endowed balance: \$7,417. Recommended 2024-25 scholarship: \$350
(Contact the Foundation Office to submit donations)
- B. Senate Sympathy and Salutations Fund – *(Senators may contact the Foundation Office to submit donations)*
- C. 10+1 Senate Purview
 - 1. Curriculum including establishing prerequisites and placing courses within disciplines *(rely primarily)*
 - 2. Degree and certificate requirements *(rely primarily)*
 - 3. Grading policies *(mutually agree)*
 - 4. Educational program development *(rely primarily)*
 - 5. Standards or policies regarding student preparation and success *(rely primarily)*
 - 6. District and college governance structures, as related to faculty roles *(mutually agree)*
 - 7. Faculty roles and involvement in accreditation processes, including self-study and annual reports *(rely primarily)*
 - 8. Policies for faculty professional development activities *(rely primarily)*
 - 9. Processes for program review *(rely primarily)*
 - 10. Processes for institutional planning and budget development *(mutually agree)*
 - Other academic and professional matters as mutually agreed upon between the governing board and the academic senate *(mutually agree)*