

Glendale Community College Faculty Senate
2008-2009
Meeting of August 28, 2008, 2:30pm, SU-104BC
Approved Minutes

(Please note: General interest issues or meeting and notifications are listed below in **bold** to allow them to be located more easily.)

I. General

A. Call to Order

1. A quorum being present, President Jim Reed called the meeting to order at 2:30 P.M. in the SU 104BC Conference Room. Senators present included Vice President Gay Garesché, Executive Councilor at Large Johnnie C. May, José A. Aguiñaga, Doug Brenner, Ruth Callahan, Susan Campbell, Phil Fernandez, Fernando Garcia, Erik Gergus, Mary Harris, Susan P. High, Elizabeth Jacobs, Steve Kadel, Connie LaBuhn, Julie B. Morrison, and Laura Schuett.

B. Introduction of Guests

1. Guests included but not limited to: James Abraham, Joseph E. Bednorz, Rod Brooker, Dan Cortney, Jim Daugherty, Manny Griego, Steve Kadel, Virginia Ludders, Alicia Ottenberg, David Rodriguez, Jeanne Saint-Amour, Kurt Shineman, Joe Springer, Lyle Walcott, John Walsh, Julie Waskow, Joy Wingersky and Student Government President Isaac Torres.

- C. The proposed meeting agenda was amended and approved. Amendment included moving two Old Business items to the top of the agenda due to their importance and relevance to the many Active Retiree guests in attendance.

II. Old Business

A. New 49% Retiree Calculation—Jim Reed, John Walsh

1. President Reed explained the process for calculating 49% pay. For the past 20 years, the calculation was based on the 195 day contract year. This year the calculation was revised by using the 170 days of accountability. This resulted in Active Retirees receiving 87% of the pay they expected.
2. Active Retiree John Walsh explained the process he went through when planning to retire, including his repeated attempts to verify the pay. In a series of memos to VPAA Abel, Walsh expressed his wish to retire, and his wish to participate in the Active Retirement program. According to Walsh's recollection, VPAA Abel said the 49% program might be reduced to 40%, and Walsh explained he needed to know the level of funding before making his retirement decision. When he was told the funding existed at the 49% level, he agreed to proceed with retirement. At the end of the spring semester and throughout the summer, Walsh repeatedly contacted GCC HR regarding his contract, but never received either the contract or any details regarding his payrate. On Thursday 8/14 he finally received his contract, with the new calculation of pay. On 8/18 Walsh met with Regis Della-Calce, who explained this decision to change the calculation was made in January 2008 because the previously-used calculation overpaid members of the Active Retiree program. Since it was the correction of an error, and there were concerns about IRS issues

3. President Reed talked to VPAA Abel and VCAA Maria Harper-Marinick, who were unaware of the change, but agreed that faculty should have been informed.
4. Heated discussion ensued, participated in by the many Active Retirees in attendance as well as by Senators. Highlights included a reminder that a basic accounting principle is “full disclosure”, concern over Della-Calce’s statement that Active Retirees have been “overpaid” for the past 20 years, and what legal and FEC resources can be brought to bear on this issue.
5. The result of the discussion was the development of a GCC Faculty Senate Resolution:

Whereas: Since the calculation for compensating the 49% program was changed and such changes were deliberately concealed since January 2008, failing to provide accurate information to facilitate sound financial planning and retirement decisions by treasured GCC faculty colleagues; and,

Whereas: Such secrecy and withholding of information is a violation of professional accounting practices (Full-Disclosure Principle) and a violation of the District Governing Board’s own *Values Statement*; and,

Whereas: This decision/action arbitrarily altered a policy and precedent of the 49% retirement program in place for the last two decades; and,

Whereas: The Glendale Community College Faculty Senate abhors such secrecy and withholding of information and the changing of a long-standing policy; the GCC Faculty Senate censures all those responsible for making this decision and votes “no confidence” in them; therefore,

Let it be resolved: That in the interest of maintaining professional and good working relationships, the GCC Faculty Senate urges that the 49% retirement program policy of the last 20 years be reinstated, and that a full accounting and disclosure of this decision and its implementation be reported to the full faculty of GCC to restore our confidence in ethical and honest decision making practices on our campus.

6. Senator Brenner moved that the Faculty Senate approve the resolution. Senator Clemens-May seconded the motion. The motion was unanimously passed.

B. Naming of Buildings—Jim Daugherty, David Rodriguez

1. David Rodriguez reported on the proposal to name a campus building after Joe Griego, due to his impact on the GCC community. The necessary documents were compiled, and showed very strong support for the proposal. GCC President Velvie Green was contacted by e-mail, and responded with the suggestion they submit the proposal directly to the Chancellor. Dr. Green explained she was chair of the committee that would review the proposal, and she would evaluate it at that point. She also mentioned that buildings are traditionally named after long-standing chancellors or presidents, or high-money donors. In the context of this discussion, President Reed informed the Senate that GCCN buildings are being named after arroyos in Arizona.

III. General (return to agenda order)

A. Treasurer's Report

1. Senator LaBuhn reported that the starting balance of \$8712.97 was reduced by \$1332.83 for the fall all-employee luncheon, with \$7380.14 remaining.

B. FEC Report—Gay Garesché, Johnnie Clemens-May

1. The FEC is proceeding with the development of a legal defense fund for faculty who are faced with legal problems related to the completion of their faculty duties.
2. **MCCCD Gifts and Gratuities Policy.** The proposed policy had its first reading at the Board meeting on 8/26. GCC Math faculty are currently reviewing the policy for the FEC to ensure that the newly proposed Board Policy aligns with the new Arizona State legislation that speaks to this issue. At issue is the policy with respect to whether unsolicited review copies of texts belong to the faculty member to whom they were sent or to the District, and how faculty can dispose of them. For more on House Bill 2230, see <http://www.azleg.gov/FormatDocument.asp?inDoc=/legtext/48leg/2r/bills/hb2230p.htm>).
3. A liability question regarding whether faculty are covered if they or a student are injured during a lab session for a club event was resolved. Insurance coverage continues if the activity occurs during normal class hours and/or is part of a formal advising situation.
4. The East Valley Tribune ran an article (<http://www.eastvalleytribune.com/story/119601>) attacking Chancellor Glasper for allowing lobbyists to become members of the ASRS.

C. Governing Board Report— Jim Reed

1. There was a first reading item recommending “that the Governing Board amend the non-discrimination policy to include the words ‘**gender identity and expression**’ as a protected group. The change should be reflected throughout all references of the MCCCD non-discrimination and EEO policy statements.” No vote was taken at the time.

D. Chair of Chairs Report— Julie Waskow (julie.waskow@gmail.com)

1. Waskow provided the Senators with a handout summarizing the Chair of Chairs report. Highlights included
2. Deb Palok and Chuck Jeffery’s campus **locking plan** recommendations. Senator Garcia questioned the recommendation that classrooms have thumb bolts so they may be locked from the inside. Waskow noted these are only preliminary recommendations.
3. **Online course issues** up for discussion: (1) fair pay standards, (2) departmental administration of online programs, and (3) use of Quality Matters (www.qualitymatters.org), a voluntary peer-review process for online courses which includes an evaluation rubric; faculty should contact Tim Sylvester, Annette Fisher, Kirt Shineman, or Julie Waskow for more information.

E. Student Interim

1. President of Student Government Isaac Torres was introduced. He reported that 3/5 student government office positions have been filled and there are 4 applicants for the remaining positions. The main goal of student government this year is increasing student voice on campus. One project will be to assess students’ knowledge of the Goal Quest program and its usefulness to them.

IV. Old Business (return to agenda order)

A. Docking of Pay— Jim Reed

1. President Reed again encouraged faculty who teach an overload to verify their paycheck is accurate after missing class due to a school-related function. VPAA Abel is against the docking of pay in these situations. The issue was tabled.

B. On-line loading—James Abraham, Steve Kadel

1. There has been no change in online loading policies, but Abraham and Senator Kadel are moving forward with the recommendations generated by the GCC Online Course Loading *ad hoc* Committee.

C. SIS—Jim Reed

1. An interface change in SIS this summer resulted in increased difficulty in the class search and registering process. The issue has been resolved.

D. FEC Representative—Jim Reed

1. Senator Kadel moved that Senator Michelle Parker be our fourth FEC Representative. The motion was seconded by Senator Fernandez. The motion passed.

V. New Business

A. Behavioral Intervention Team—Jim Reed

1. The BIT committee will include Deb Polak, Bruce Thomas, Dean Osaro Ighodaro, and two faculty members. The final makeup of the committee will be approved by the Senate.

B. Role of Chairs—Gay Garesché

1. Over the summer the Meet & Confer committee reconvened to discuss inserting the roles and responsibilities of chairs into the RFP. The Board and faculty agreed to insert the R & R of chairs into each college's College Plan (<http://www.gc.maricopa.edu/senate/collegeplan-feb2005.html>). A Senate subcommittee was formed to develop language. Committee members: Phil Fernandez, Gay Garesché and Erik Gergus.

VI. Information Items

A. Climate Survey—Susan Campbell

1. Senator Campbell strongly encouraged all board approved employees and adjunct faculty to complete the Climate Study to be distributed 9/8/08. Surveys will be sent directly back to the company that will analyze the data. The survey results will lay groundwork for the upcoming HLC visit. Senators noted that previous survey results were not used to enact change. Members of the Climate Survey committee feel this must occur with these results; however, there is no clear plan in place to do so, and the head of the committee and former director of GCC's Research Planning and Development office, Matt Ashcraft, has left GCC for MCC.

B. College/District Budget Issues—Gay Garesché

1. VP Garesché began a series of brief lessons to educate Senators on the financial workings of Maricopa. Today's lesson included:
2. Fund 1 is the main operating fund of Maricopa. Fund 2 includes self-supporting enterprises like bookstores, athletics, and Skill Centers. Fund 3 includes Financial Aid, Grants, and Proposition 301 monies. Fund 7 is the capital fund.
3. For Fiscal Year 2007-2008, the following monies were included in Fund 1

- a. \$325.8 mil from property taxes (7.7% increase over previous year)
- b. \$133.8 mil for tuition (-4.3% increase)
- c. \$59.5 mil (proposed) from the State (0% increase)
- d. \$555.3 mil total (2.7% increase).
- e. In comparison, for Fiscal Year 2000-2001, Fund 1 included \$304.1 million. VP Garesché noted that the proposed loss of roughly \$13 million from the State is a relatively small proportion of our main operating budget, and mentioned that we are receiving additional State monies through Proposition 301 into Fund 3.
- f. President Reed noted that District Office has the third largest budget, following MCC and GCC.

VII. Senate adjourned at 5:30 PM. Next meeting will be on September 25th at 2:30 PM in SU104BC.