

**MINUTES OF THE ACADEMIC SENATE**  
**Grossmont College**  
**Monday, September 21, 2015 in Griffin Gate, 11:05 – 12:15**

**Attendance:** Joan Ahrens, Ken Ard, Liz Barrow, Jeanette Calo, Patricia Cardozo, Jennifer Carmean, Brian Carter, Joel Castellaw, Zoe Close, Judd Curran, Gareth Davies-Morris, Beth Duggan, Nadra Farina-Hess, Angela Feres, Janet Gelb, Angie Gish, Sue Gonda, Oralee Holder, Tate Hurvitz, Beth Kelley, Cheryl Kerns-Campbell, Pearl Lopez, Barbara Loveless, Lisa Maloy, Scott McGann, David Milroy, Domenica Oliveri, Michele Perchez, Shirley Pereira, Terry Reilly, Gregg Robinson, John Scholte, Denise Schulmeyer, Linda Snider, Scott Therkalsen, Diana Vance, Christi Vicino, Paul Vincent, Peggy Wells, Evan Wirig, Tina Young. **Guests:** Javier Ayala, Jorge DeSaracho, Chris Hill, Lida Rafia, Katrina VanderWoude.  
**Recorder:** Tyler Dranguet.

**I. Call to Order**

- A. Approval of Agenda  
M/S/U Wirig/Pereira
  
- B. Approval of Minutes from August 13 (Joint Senate)  
M/S Wirig/Loveless                      Approved with one abstention.
  
- C. Approval of Minutes from August 31  
M/S/U Wirig/Kelley

**II. President's Report – Tate Hurvitz**

- A. Achieving the Dream  
Approximately eighty individuals from across campus attended the Achieving the Dream (ATD) kickoff event on Friday, September 18. The group spent time discussing ideas, themes, and questions surrounding the topics of achievement gaps, transition to transfer-level work, and student engagement. They were challenged by ATD coach, Byron McCleeney, to begin the conversation to “develop the [College’s] wildly important goal.” Having said this, it is important to acknowledge that going large-scale with one or two key goals does not mean losing focus of the college’s smaller ones. The goal is to find ways to thread all of these goals together to help students succeed in the best way possible. The ATD working group will meet to compile the notes from the kickoff event and will report out on trends and major themes.
  
- B. Sabbatical Leave Workshop Dates  
Three more sabbatical leave workshops will be held this month for individuals who are interested in applying for Sabbatical Leave during the 2016-2017 academic year. First time applicants must attend one of these workshops to be considered for Sabbatical Leave. For more information on the Sabbatical Leave process or this year’s workshop dates, please check the Academic Senate [website](#).
  
- C. State Chancellor’s ACCJC Report  
The State Chancellor’s report on the ACCJC was strongly critical of the agency and continues to spur the conversation about potentially finding a new accreditation agency in the future. There is a great sense of urgency and distaste in the report that demonstrates that this will be a very important issues moving into the future of accreditation. As a result, the ASCCC will have a number of discussions regarding this topic at its Fall Plenary in November. Our AS president will report back to the body on the discussions.
  
- D. Adjunct Hiring Pools  
Human Resources is eager to create a true Adjunct Hiring Pool for the District. A working group is currently forming to create a process where part-time faculty can be screened and ready to take on courses in a more timely fashion. Multiple individuals expressed concern about what the working group was actually going to address, because many department chairs have issues getting instructors through the hiring process, not

actually finding people who are qualified. Part of what the working group is looking at, however, is a way for instructors to be vetted before they go into the pool, so when an emergency hire is needed, the instructor is already in the system and ready to teach. HR is also looking at the concept of an ongoing approval process where potential instructors would recommit to being a part of the adjunct faculty pool every 1-2 years.

### III. Information Items

#### A. *L.E.A.D. Center – Lida Rafia*

There is need on campus for streamlined efforts to promote student success and help involved individuals understand who is involved with which initiatives. Students also need information about resources that are available to them and who they can see to access those resources. The proposal for a L.E.A.D. (Leadership, Equity, and Development) Center has emerged after conversations with a number of faculty leaders around campus. Currently, there is no student-centered, student-focused place on campus where students, particularly those in marginalized groups, can feel a strong sense of validation and belonging.

The L.E.A.D. Center would be led by student ambassadors. No current services would be eliminated. Instead, the Center would serve as a student lead and student centered space within which programs and services could be promoted. This would help highlight resources available to students and make them more visible to the students who are traditionally least likely to access them without such a center. The L.E.A.D. Center would provide a hub for students to receive help, referrals, information, student leadership experience, etc. The L.E.A.D. Center might also be a place where students could attend workshops hosted by faculty and staff from a number of student service and instructional areas and become more informed on how to be successful in the college environment. This would also serve to help increase student engagement with faculty and staff, helping reduce the intimidation that often prevents them from accessing needed services. The L.E.A.D. Center would also be a place where individuals could come to have safe conversations about difficult issues. As part of the proposal, a full-time Student Equity Coordinator (S-1) position has been discussed to help manage the Center. Other colleges, such as UCSD, already have centers like this in place and have seen increases in retention and student success.

Concerns were raised that proposal was presented to President's Cabinet before coming to Senate. Concerns were also raised that the L.E.A.D. Center would add an additional layer of bureaucracy to the system. Some individuals also felt frustrated because their departments were not consulted prior to the formulation of the proposal.

It is important to remember, however, that this proposal is still in the process of being formulated and is based on data and conversations with multiple individuals from around campus. The proposal is still a work in progress, and was being shared in Senate in order to foster conversation and seek input as part of the shared governance process. Individuals who would like to discuss their ideas on the L.E.A.D. Center are encouraged to contact Lida Rafia, Associate Dean of Student Success and Equity.

#### B. *Foundation Awareness Month – John Valencia*

October is Foundation Awareness Month, supporting the Foundation for Grossmont & Cuyamaca Colleges which helps provide scholarships and programming to students in the GCCCD community throughout the year. As a part of the 2<sup>nd</sup> Annual Fall Summit for the East County Education Alliance, the Foundation will be announcing its new scholarship which will extend free college tuition to students who successfully meet criteria in the Grossmont Union high school district and then come to Grossmont or Cuyamaca Colleges after graduation. This requires funding, however, and many external sponsors are eager to know about the levels of "in house" giving before they decide whether to provide support to the Foundation.. As a result, the Foundation is looking to generate \$125,000 per year over the next four years from internal donations. Then, the East County Education Alliance and the Foundation are looking to extend the employee giving campaign to the high school level, so that employees at East County high schools can contribute to the cause, as well. These funds will help capture some of the 40% of high school graduates who do not attend college after graduating, increasing attendance and retention at both Grossmont and Cuyamaca Colleges. Contributions to the Foundation can be made through Foundation's website or through automatic deductions on an employee's monthly paycheck. For more information, please contact John Valencia or visit <http://foundation.gccd.edu>.

C. Transition of Tyler Dranquet

Tyler will be transferring to Admissions & Records beginning Monday, September 28. As a part of her transition, she will continue to take minutes for Academic Senate meetings through the end of October. The process to find a replacement Administrative Assistance is already underway.

Meeting adjourned at 12:15pm.

**Upcoming Events:**

**Next Meeting:** September 21, 2015 in Griffin Gate from 11:00-12:15pm.