



ACADEMIC SENATE MINUTES

Tuesday, October 27, 2020

1:00PM – 3:00PM

www.goldenwestcollege.edu/senate/

THIS MEETING WILL BE HELD ELECTRONICALLY VIA ZOOM BY GOING TO THIS WEB ADDRESS

<https://cccconfer.zoom.us/j/97499349954>

Meeting ID: 974 9934 9954 ■ Refer to the last page for further details

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](#).

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, minutes, and meeting documents will be archived online through the [Academic Senate Committee page](#) on the [GWC Portal](#).

ACADEMIC SENATE ROLL CALL (Bold=Executive Board) (*Italics* = absent)

Jennifer Bailly - CCI Chair; Economics	Mylee Madrazo - ASGWC (<i>non-voting</i>)
Amanda Best - IPD Chair; Arts	Eva Marinotti - Nursing/Health Professions
Pete Bouzar - President; Math	Kat Olvey - Part-time Faculty At-large
Margot Bowlby - Social Sciences	Martie Ramm Engle - Performing Arts
Laura Duvall - Vice President; Psychology	Alice Rivera - Business, CBA, Computer Science
Matthew Flesher - Vice President; Kinesiology, Health Ed, Athletics	Julie Terrazas - Library
Jon Holland - Cosmetology	Tammie Tran - World Languages & Sign Language
Damien Jordan - Counseling & EOPS	Nam Vu - Biological Sciences
John Kasabian - Auto Tech, Digital Arts, Drafting	Jennifer Wilcox - Physical Sciences
Heather Kelley - Communication Studies	VACANT - Criminal Justice
Theresa Lavarini - English	
Noah Levin - Liberal Arts & Culture	

I. PRELIMINARY MATTERS

A. Call to order – AS President Bouzar

President Bouzar called the meeting to order at 1:01 p.m.

- He expressed concern and well wishes for employees that were required to evacuate due to the local fires.
- Senators were reminded of zoom protocols.

B. Welcome Guests

1. Christina Oja, Academic Success Center Manager (1:10 p.m.)
2. Executive Team (College President and Vice Presidents) (1:45 p.m.)

C. Approval of the Agenda and Minutes

1. **Agenda – October 27, 2020** – President Bouzar requested to move Item VI. B-1 presentation following Item III Nominations and Elections. **MOTION** by Senator Holland to approve the agenda as amended. Seconded by Senator Kasabian. Hearing no objections, the agenda was approved.
2. **Minutes – October 13, 2020** – **MOTION** by VP Duvall to approve the minutes. Seconded by Senator Holland. Hearing no objections, the agenda was approved. Report revisions to the Senate office.

D. Announcements, Congratulations, and Appreciation

1. **Shout out to all the Classified Staff**

President Bouzar paid special recognition to the classified staff for all their support and contributions to the campus while working remotely and while possibly enduring unexpected equipment and technology issues.

2. **Back to campus conversations** – The district has created a form for employees to add their thoughts and concerns. This form will be reviewed by the District Consultation Council [[LINK](#)]

3. **IPD funds to be reduced by 80% for 2021-2022 but funds remain for current year – Amanda Best, IPD Chair**

IPD Chair Best informed on district's continued travel restrictions and emphasized the IPD provides funds for virtual conferences and webinars. She encouraged attendance of state Senate sponsored events. Those interested may click the link provided below and contact the IPD office for assistance.

4. **Special P&B Budget presentation – October 28, 2020 at 2:00 p.m. (ZOOM)**

President Bouzar invited attendance of a special P&B budget presentation by Dr. Dunn.

5. **ASCCC Announcements**

President Bouzar encouraged attendance of the Fall Plenary and welcomed submission of nominations for the two awards.

- a. Fall Plenary, November 5th – 7th [[LINK](#)]
- b. 2021 Exemplary Program Award – Application Deadline November 9, 2020 [[LINK](#)]
- c. 2021 Hayward Award – Application Deadline December 11, 2020 [[LINK](#)]
- d. **Online Class Cameras-on requirement – CCC Legal opinion 2020-2021 (e-attachment)**

President Bouzar informed that it is a CCC legal opinion in reference to classroom cameras-on requirement, but that district may develop a policy and vet it through the Academic Senate for a mutually agreeable requirement.

- 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.*

- President Bouzar announced the Suggestion/Comments box launched last Thursday on the Academic Senate website which resulted in several lengthy anonymous submissions in reference to the GWC magazine. Time constraints do not allow for reading during today's meeting, however, these submissions will be included in the meeting minutes as an addendum.
- A senator referenced a recent email requesting faculty to complete a form for technology or classroom items and inquired on the funding source of said items. President Bouzar replied he is unsure if there are reserved funds or CARES Act funds, but noted the form was a way to ascertain the technological needs of the faculty.

II. CONSENT AGENDA

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

- A. **Kari Duffield**, Art (Part-time Faculty At-large) to serve on the Distance Education Advisory Committee (DEAC) for a two-year term from Fall 2020 through Spring 2022. [10/13/20 Election results]
- B. **Teresa Nguyen** (Noncredit & ESL) to serve on the Academic Senate for a three-year term from Fall 2020 through Spring 2023.
- C. **Teresa Nguyen** (ELL) resigned as Noncredit Faculty Liaison.
- D. **Nina Chapman** (Social Sciences) to serve on the Institute for Professional Development (IPD) for a three-year term from Fall 2020 through Spring 2023.

III. NOMINATIONS & ELECTIONS

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

A list of faculty membership on campus committees and current vacancies is available on the [Academic Senate SharePoint site](#). Contact the Academic Senate office at GWCAcademicSenate@gwc.cccd.edu to submit a nomination if you are interested in the following recent calls or any other vacancies.

A. 1st Call

B. 2nd Call

1. **One (1) full-time faculty member to serve as the GWC Faculty Flex Coordinator for a term of Spring 2021, Fall 2021, Spring 2022.** [[Application form](#)]
 - President Bouzar informed that a Faculty Flex Coordinator is needed to begin planning for the spring flex day event and noted the position includes a stipend and will be supported by a flex day committee. Anyone interested in serving as the Flex Coordinator may use the link to apply.
 - Senator Ramm Engle spoke on behalf of her experience as a former Faculty Flex Coordinator. She explained the coordinator will be collaborating with a flex committee and offered the support of the former Flex Coordinators.
2. Two (2) full or part-time faculty members needed (one from Communication Studies & World Languages and one from Biological & Physical Sciences) to serve on the Distance Education Advisory Committee for a two-year term of Fall 2020 through Spring 2022. [[Nomination form](#)]

C. 3rd Call

IV. GUEST REPORTS & UPDATES *(max 5 minutes per item; total time 15-20 minutes)*

President Bouzar explained that although there is not a clear process on the formation of a new campus committee, the college president cannot create a standing committee without the Academic Senate's involvement.

- He informed that the college president may create task force or ad-hoc committees without the Senate's approval.
- Committees such as the Equity Committee and Academic Support Advisory Committee will require senator/faculty representation and thus require action on their proposals.
- The process will consist of the proposal for the formation of the committee to be presented to various constituency groups under Planning and Budget and the Academic Senate. They may also present to RCC and CCD for additional feedback. They will be scheduled for a second reading to the Academic Senate.
- A decision can be made to either approve or disagree to the proposal or recommend continued discussion.
- He informed that further discussion would take place today regarding the proposal for an Equity Committee and Susie will return for a second reading at a later time.

1. **Academic Support Advisory Committee Proposal – Christina Oja, Academic Support Manager (e-attachment) (1:10 p.m.)**

Christina addressed that in order to continue to collaborate with faculty across campus to create resources and interventions that are most needed by students, she is proposing to create an Academic Support Advisory Committee:

- She presented the committee's mission, charge and membership. In response to an inquiry regarding funding, Christina informed funding is pending the college update with regards to the budget.
- She reviewed current and future Academic Support services, tutoring services, workshops, and reviewed their tutoring data. Christina is working with faculty to create directed learning activities planned for the spring semester.
- Launch, a revised bridge program previously known as JumpStart, is planned for the winter-intercession and will include a college success element. Faculty interested in arranging an embedded tutor or SIA for the winter intercession and spring semesters can contact Christina for further information.
- Senators provided positive feedback regarding the NetTutor services and embedded tutors. Additional feedback or questions regarding the committee proposal may be directed to the Senate office or to Christina. President Bouzar informed the senators will have another opportunity to discuss the proposal at the next Senate meeting.

V. UNFINISHED DISCUSSION & ACTION ITEMS *(max 15-20 minutes per item)*

A. Role of senators & faculty in regard to 10+1 and campus shared governance (e-attachment)

- President Bouzar encouraged senator's active participation in senate meetings, reviewed the Simplified Robert Rules of Order in reference to the 10+1, and reinforced the power of the faculty who serve on committees. Whereas in the past it may have felt like the Academic Senate was used to rubber stamp items, he reminded that senators may choose to object to an item, table it, or request continued discussion.
- Senator Bowlby affirmed the importance of the senators familiarization with [BP 7837 Faculty/Academic Senate Role in Governance](#). Likewise, Senator Lavarini also acknowledged that in reference to the 10+1 it is the senator's legal duty to contribute and be co-creators on the campus. She stated that "the beating heart of the campus is the relationship between the faculty and their students" and stressed the importance of creating that learning environment.
- Senator Bowlby shared that the Academic Senate By-laws Task Force is working with President Bouzar and Senator Ramm Engle to develop an introductory Academic Senate Canvas course to better assist senators as they move forward through the semester.

B. Equity Committee Proposal (e-attachments: Proposal and Student and Faculty Demographics)

President Bouzar prefaced the discussion of the Equity Committee proposal by first introducing the spreadsheet compiled by the Senate office of campus committees and faculty membership. He applauded the work of all the faculty engaged in participatory governance. The spreadsheet is available on the [Senate SharePoint](#). He encouraged department chairs use this list to demonstrate to their colleagues or at CCD all the ways in which faculty in their areas are providing substantive and meaningful work.

Discussion/concerns to the Equity Committee proposal:

- A senator questioned whether the mission and goals of the original committee to close the equity gap were met and requested the need for assessment prior to the development of a new committee.
- In light of the state of the budget, concern was shared regarding associated expenses and whether administration is making wise budgetary decisions or is emotionally reacting to the trending topic.
- Objection to the proposal was expressed citing faculty is stretched too thin as demonstrated by the committee spreadsheet, and whether the need for this committee long term will be necessary.
- In accordance with the faculty/Academic Senate's role with the 10+1, concern was shared that collaboration with the Academic Senate needs to happen at the forefront in the development of campus objectives versus the historical process of seeking Senate approval on the back end.
- A senator indicated she will provide more details during the next discussion, but questioned whether the formation of a committee is needed or whether this, as a 10+1 item, can fall under the purview of the Academic Senate.
- President Bouzar shared the Student and Faculty Demographic attachment as it relates to the proposal. Further discussion will take place at a future Senate meeting.

1. District Equity Task Force (refer to discussion in Item VI, B-1)

VI. NEW DISCUSSION & ACTION ITEMS

A. Role of AS in addressing systemic inequity and institutional barriers as it pertains to academic and professional matters - Acknowledgement → Accountability → Action

1. ACADEMIC SENATE – Pete Bouzar, AS President
2. CCI/SLOs – Jennifer Bailly, CCI Chair
3. DEAC – Laura Duvall, DE Coordinator, AS Vice President
4. Program Review Committee (PRC) – Matt Flesher, AS Vice President
5. IPD – Amanda Best, IPD Chair

B. Other Agenda Requests

1. **Q&A – Executive Team (College President and Vice Presidents) (1:45 p.m.)**

- a. Campus budget and enrollment projections and return to campus plans (FTES, LHE, FON, 50% Law, CARES Act \$)
- b. Diversity, Equity, Inclusion initiatives (at district and campus sites)
- c. Vision 2030 and facilities development (+ technology needs assessment)
- d. GWC joining the CVC consortium and faculty involvement (pros/cons)

President Bouzar welcomed college President Tim McGrath, Vice Presidents Meridith Randall, Janet Houlihan, and Claudia Lee to the Academic Senate for a Q&A Session to provide senators and faculty with an opportunity to discuss various issues related to the campus. He shared the guidelines for a collegial and respectful open discussion.

Discussion/concerns: A senator initiated the discussion citing the perception that many administrative decisions were being made without shared governance and recommended that the administration work in partnership with the Academic Senate in adherence to the 10+1 in a manner that is most productive for the students. A senator requested to hear the administrators' perception of the role of the Academic Senate.

- President McGrath replied it is a partnership where he seeks guidance and opinions from faculty leadership on the work of the college and believes it is an integral part of the fabric of the campus.
- Vice President Lee agreed with President McGrath and acknowledged that the faculty are the lifelong members of the institution who have direct contact with the students. She acknowledged the Academic Senate's input is critical to her role with student services and reported that moving forward there will be more integration and connections to collaborate and value each other's roles in serving the students.
- Vice President Randall reported on her collaboration with CCI with respect to the Academic Senate and agrees that certain matters should originate from the Senate. She hopes to continue working with the Senate on future items such as evaluating program review.

The senator acknowledged the administrators' responses but subsequently affirmed that inclusive and transparent dialogue is currently lacking.

GWC Magazine – a lengthy discussion ensued with several senators and faculty expressing their disapproval of the magazine. Highlights included:

- President McGrath informed that the development of the magazine occurred three years prior. The campus was faced with challenges including decreasing FTES (dropped from 10,000 FTES to below 8,000 FTES), and the former VPI recommended that the college focus marketing to the local community.
- The use of a magazine was questioned and if students are the intended audience, they asked why the funding was not invested towards digital marketing tools that appeal to a younger demographic. President McGrath noted having received positive feedback from HBUSD administrators stating that it exposed the college to the groups who are making the decisions (i.e. the parents). He welcomed submission of new ideas to help target the local high schools. A senator who lives in the area and receives promotional items from three local feeder high schools informed that she has not received the GWC magazine and requested that President McGrath provide the list of targeted zip codes.
- President McGrath acknowledged that in addition to the recommendation of his longtime friend as the magazine publisher, he also brought in Eva Conrad to lead the work of the college strategic master plan, Pam Deegan to assist with enrollment management, Brian Ellison to assist with noncredit, and Pam Walker who is the Vice Chancellor of the state office to help him determine where the college fits regionally. He indicated referrals were made,

however, affirmed that district was solely involved in the bidding/contract procurement process.

- Senators questioned how it was possible for all his friends to have won the bid and asserted the need to evaluate the district's policy and procedures with regards to the procurement of professional services.
- Several senators stated they were not in favor of endorsing the five-year \$375,000 publishing contract and in light of the present fiscal crisis, questioned the expenditures.
 - Citing board policy, a senator requested to know why the magazine was not produced in-house. President McGrath reported the former GWC PIO at the time indicated limited staffing as the reason the Promotions department was not able to take charge of the magazine. The college hired an outside writer to produce the stories and the publisher would be responsible for going into the community to sell advertisement to ensure that they could cover as much of the costs.
 - President McGrath informed the publisher sells advertisements to off-set the costs giving him control to half of the magazine. GWC Marketing funds pays 40¢ per magazine which covers the cost of postage. He noted the goal is that enough advertisement revenue is earned in the next 1 – 1.5 years allowing the college to discontinue the use of advertisements. He confirmed that the college has not made any profits.
- Overall dissatisfaction was expressed with the poor quality of the magazine and referenced the high quality of OCC's magazine as an example of what was expected.
- Questioned the lack of oversight and editorial control involving advertisements, advertorials, and equitable prioritization of GWC articles.
 - A primary point of contention involved the advertorials in the latest issue. Senators affirmed the content of the magazine must align with the mission, values, and goals of the college and as a nonprofit 501, ensure that the college is apolitical.
 - President McGrath stated he could not have predicted the social issues we are faced with today and in hindsight, would have included stricter editorial control. He stated he would have a conversation with the publisher to further define restricted content.
 - President McGrath informed that together with President Bouzar, they are working to reconvene a marketing committee that he hopes will assist in vetting future magazine publications.
 - Astounded by the lack of oversight for half of the magazine content, it was strongly recommended that the college look into revising the contract.
- In response to an inquiry as to who is responsible for signing off per page as referenced in the contract, President McGrath noted the GWC PIO reviews the GWC articles and that he and the Executive Administrative Assistant sign off on the GWC content only. It was recommended that the college abide by the contract language which states the college is responsible to initial every page.
- A senator disagreed with issuing GWC business cards and a GWC email address to a contracted vendor and permitting the use of said email address to solicit advertisement which gives false pretenses that it is a GWC job. They noted no employee may use a district issued email address to solicit for a private endeavor.
- Several senators expressed their personal sentiments concerning the advertorial and when asked in terms of leadership and overall responsibility of the magazine, how he planned to address people's feelings on the campus who were already feeling partially marginalized and potentially not welcomed when the campus does so much work espousing inclusion and equity, President McGrath acknowledged that he hopes today's meeting and continued discussions will begin a healing process. He acknowledged the need to rely on the Senate and Senate leadership to assist him in navigating the next steps needed to heal and welcomed meeting with individuals or groups who would like to share further insight and ideas.

- In closing, President McGrath agreed to have a conversation with the publisher to share the concerns. He will provide a list of zip codes and welcomed meeting with President Bouzar and others to further discuss the outcomes of that conversation and go forward in a way that builds on the positive aspects rather than impacts the image of the campus in a negative way. President Bouzar agreed that further conversations can take place at AIC.

CARES Act – A senator inquired on the status of the CARES Act monetary relief funding intended to assist faculty with upgrades to instructional and technological materials required to provide the best remote learning experience for their students.

- President McGrath informed that it was negotiated with CFE that a stipend funded by the CARES Act is planned for full-time faculty in November. Negotiations are taking place regarding the part-time faculty with a stipend intended for December. He acknowledged that it was unknown when negotiations would conclude citing the district is also in negotiations with the classified union.
- Bob Fey reported the CFE agreed to a \$300 stipend for full-time faculty and \$200 for part-time faculty. These stipends were negotiated for eligible faculty represented by the CFE (teaching 7.5+ LHE). The status of CoastCCA negotiations is unknown.

Equity – A senator reported her department shared concerns with the increased ideas associated with equity, questioned the formation of and the limited faculty involvement on the district task force, and inquired on the district's and campus oversight with coordination of new equity-related ideas. She asserted the need for review of the original Equity Committee and accountability of previous equity initiatives.

- President McGrath reported the district climate survey task force completed their first responsibility of selecting the PACE survey which will be distributed to the campuses this semester. Their second responsibility was their approval of a HEDS diversity and equity survey will be distributed to students in spring. Since the task force needed additional campus involvement to review potential questions for the HEDS survey, they requested additional meetings. President Bouzar reported the GWC faculty representative's schedule did not permit attendance of these meetings.
- President McGrath reported the college is initiating the process to implement an Umoja program.
- He reported the district task force made the recommendation to create a new equity committee made up of the entire constituency groups of the campus to perform the work that the task force felt was important to continue.
- In response to the lack of communication regarding the termination of the original equity committee, a senator recommended the development of a process for dismantling of committees.
- Senator Olvey reported on her work on the district task force with selecting the survey. She affirmed that the charge of curating survey questions should be the task of the campus and district equity experts/researchers and noted that people currently serving on the task force do not have the expertise in research to know how to design questions to reach as many people as possible.
 - In addition to the importance of being fiscally responsible, a senator stated the need to utilize campus and district personnel that are experts in the field of equity rather than hiring outside. With that said, the sentiments of several faculty citing betrayal and distrust in the administration were shared and explained that there can be no healing without change.
 - President McGrath acknowledged that in collaboration with the Academic Senate Executive Board and Planning and Budget, the college will be evaluating how to reduce the number of committees.

- A senator reminded that the perception with the lack of shared governance and transparency has existed over the past few years and possibly exacerbated by the COVID working conditions. The senator reiterated a previous statement that the faculty voice is needed at the beginning of the process.
- President Bouzar asserted the Senate Executive Board is working towards ensuring the committee structures are more inclusive and transparent which includes posting of meeting materials on the committee SharePoint sites. In addition, he explained that the role of the faculty on said committees is to represent their departments by active engagement on the committees as well as disseminating that information back to their colleagues.
- President Bouzar reassured that the faculty will work towards addressing the necessary changes needed on campus, but to be mindful that there are students struggling in this remote learning environment and dealing with the current social issues. He affirmed the need for collaboration to ensure that the college moves forward towards positive change.
- A faculty member spoke on behalf of her personal experience with the original Equity Committee, the shared perception from other members that the recommendations of the committee were not relevant to the decisions made by the college president, and the lack of communication with the termination of the committee. They expressed an understanding of why there is increased confusion centered around the formation of the new equity committee. They expressed a feeling of disconnect and failed line of communication on behalf of the college president and encouraged increasing his engagement with the campus community.
 - President McGrath informed the committee was a direct recommendation from the Town Halls which was interpreted to complement the work of the former committee while creating a new forum for campus involvement.
 - He noted the trust and value of the work that the campus is doing is very important to him. He expressed concern with the faculty's perception with the lack of transparency and reaffirmed that faculty may contact him directly to discuss and work through the issues.

Land development – a senator requested the status of proposed land development projects at GWC.

- President McGrath reported that there are currently no land development projects.
- He shared examples of areas in need of funding such as a lack of an honors program, the need for a STEM center director, funding for theater arts, replacement needs of science equipment, lack of a refresh program for faculty and classified staff, and the need for M&O equipment.
- He cited the CVS and the Boys and Girls Club as historical examples of long-term revenue projects which contributed to his idea to create additional revenue for the college.
- An idea to have a building built to DSA standards that could be used to create jobs for students was presented to the Facilities Committee and other constituency groups and later presented to the board. He reported that there are currently no commitments but on the table is an idea for a warehouse that would add to the college CTE program and employ approximately 400 students. Other ideas include improvements to the athletics fields.
- He reported that his role is to bring ideas to the campus especially in light of the given financial issues and look for ways to support the campus long term.

President Bouzar announced the meeting time had concluded. The senators and executive team agreed to extend the meeting for continued discussion.

Climate Survey – In light of the current and possible long-term working conditions and given the current financial issues, a senator questioned the timing and whether the expenditures associated with the climate survey were justified given those circumstances. They added the potential for inaccurate collection of data given that employees and students are not presently on campus and cannot speak to the campus climate. It was suggested to postpone the survey until we return to campus.

- President McGrath acknowledged the PACE survey has been done in the past and was due this year and will be administered every three years. VP Randall informed the PACE survey is not required for accreditation standards; however, it does assist with answering some of the standards.
- President McGrath acknowledged he will raise the concerns at the Chancellor’s cabinet meeting.

In closing, President Bouzar thanked the Executive Team for their participation in today’s meeting and welcomed continued engagement with the Academic Senate. He looks forward to working with the administration in developing improved processes and their understanding of the role of the Academic Senate and partnership with the AS Executive Board. The Executive Team thanked the senators and confirmed continued attendance of future Academic Senate meetings.

VII. REPORTS & UPDATES *(max 5 minutes per report; total time 15-20 minutes (@ 2:40pm))*

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

- A. ASGWC Report – Mylee Madrazo
- B. President’s Report – Pete Bouzar, Senate President
 - 1. **ASCCC Area D Meeting – October 17, 2020**
 - a. **Resolutions for Fall Plenary** [\[LINK\]](#)
President Bouzar encouraged senators to review the resolutions and may send him feedback which will assist him in voting appropriately.
 - b. ASCCC President Update Report September 2020 [\[LINK\]](#)
 - c. Faculty Empowerment and Leadership Academy – FELA [\[LINK\]](#)
- C. Academic Senate Vice President Reports – Laura Duvall, Matthew Flesher
- D. Union Update – Rob Schneiderman, CFE Union President or Theresa Lavarini, GWC representative
- E. Special Reports (as requested by Academic Senate)
 - 1. Faculty Liaisons (Guided Pathways-Dual Enrollment; SLO; OER; CTE; Noncredit)
 - 2. Faculty Coordinators (DE; DE Training; Transfer Center)
 - 3. Ad-hoc Committees (AB705 Task Force; T5-STEM Grant; Technology Comm.; Bylaws Task Force)
 - 4. Faculty Sabbaticals & Special Projects

VIII. ADJOURNMENT

Hearing no objections, President Bouzar adjourned the meeting at 3:30 p.m.

IX. INFORMATION ITEMS

- A. Senate Scholarship Fund Balance: \$305.43 *(Contact the Foundation Office to submit donations)*
- B. Senate Sympathy and Salutations Fund Balance: \$82.00
- 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)*
 - 11. Other academic and professional matters as mutually agreed upon between the governing board and the academic senate *(mutually agree)*

ZOOM MEETING – Hosted by Pete Bouzar, AS President

The format of this meeting is due to the State Public Health Emergency Declaration regarding COVID-19

Time: Oct 27, 2020 1:00 PM Pacific Time (US and Canada)

Join from PC, Mac, Linux, iOS or Android: <https://cccconfer.zoom.us/j/97499349954>

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Or Skype for Business (Lync):

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ADDENDUM

GWC Academic Senate Suggestions/Comments Inbox PUBLIC COMMENTS

1. This is in reference to the GWC Magazine and the profile of the Epoch Times. When I read this, I honestly felt sick to my stomach that our campus was providing a highlight of this newspaper and by default, appearing to endorse this organization. The alignment of this “newspaper” with Falun Gong, which on the surface appears to be a spiritual practice that involves meditation and movement is highly concerning when you start to dig deeper and find what their true motives are really about. I read the NBC news article when it was first released, and initially thought their beliefs were unworthy of attention. When reading about a group that touts the ‘wickedness of homosexuality, feminism, popular music’ one would tend to roll their eyes as and shrug it off. Then you realize the reach and power they have to influence individual’s thoughts, and the dangers can no longer be ignored.

The Epoch Times has been spreading misinformation by delivering their newspaper to individual homes across the country. Sold as a “free introductory copy” the real goal is to spread its message, and subscribers who will continue to read their publication and spread these messages to others. Just like the delivery of the GWC magazine in Huntington Beach, the Epoch Times was sent to homes across the country (and the globe) without the consent of the recipient (<https://progressive.org/dispatches/rightwing-newspaper-sway-wisconsin-makowski-200829/> and <https://www.cbc.ca/news/canada/epoch-times-coronavirus-bioweapon-1.5548217> and various other local newspaper reports).

Sure, you can throw it away, this is not their only source of distributing false information. The Epoch Times is also tied to the “Beauty of Life” or BL networks that coordinate inauthentic behavior on social media creating fake online personas, creating social discord and spreading untruths. In 2019, several hundred individual accounts, groups and pages were removed from Facebook for “coordinated inauthentic behavior, spam, and misrepresentation” that originated from the BL network, that was used as a front for the Epoch Times (<https://about.fb.com/news/2019/12/removing-coordinated-inauthentic-behavior-from-georgia-vietnam-and-the-us/> and <https://www.nytimes.com/2019/08/23/technology/facebook-ads-epoch-times.html> and <https://www.businessinsider.com/facebook-says-pro-trump-media-outlet-used-fake-profiles-2019-12>). The Epoch Times is now advertising on YouTube, selling themselves as “real news with conservative values” however, continually calling COVID-19 the “CPP Virus (Communist China Party Virus), pushing conspiracy theories such as “Spygate” and alignment with Anti-Vaccination groups by publishing news articles that support the rights of those to not vaccinate themselves or their children, causing a public health hazard to all. Most recently, the promotion of Alt-Right conspiracy theories spread by Q-Anon and COVID-19 information campaigns further creates discord in a society that should be focused on collective improvement, but instead creates a xenophobic perspective of “us versus them” with everyone who has opposing views as “them” and “those” that should be silenced, viewed as less than human, and unworthy.

While I respect differing political and social opinions, I don’t expect that a public academic institution align itself with one particular group or other. The anti-communist, pro-Trump messaging is sent not only in this paper, but also spread via the theater via Shen Yun performances. Being pro-Trump and anti-communist in itself is fine if those are the beliefs of an individual but should not be promoted by educational institutions. Higher education institutions should at their core develop the curiosity, inquiry, creativity, and production of knowledge of students, and promote moral thinking, feelings, and action. With respect to politics, it should provide political awareness, and encourage rational and critical thinking about social and political issues. Highlighting a magazine that aligns itself with only one political view, engages in the spread of misinformation and conspiracy theories undermines our entire mission and devalues the integrity of the institution, and the people within it.

Golden West College is no stranger to xenophobic rhetoric, and it was just two years ago that the campus had a public image of being racist and unwelcoming. The creation of the “You Are Welcome Here” campaign was in response to this public relations nightmare caused by comments from a white faculty member. Just when I thought we were past this, and the campus appeared to shed its image of being racists and exclusionary, we’ve thrown ourselves right back into it with the promotion of this newspaper. The message appears clear. By highlighting this newspaper, the campus is aligning itself with this conservative, pro-Trump publication and send a message – not only to our students, in particular our international students, and students of color, but to non-white faculty who have been victims of both outward racists comments and subtle microaggressions. We are not welcome here.

2. I would like to express my concern regarding the publication of the GWC Magazine. If a magazine is to be published that represents the college as a whole, I believe that the faculty, staff, administration, and students should be the predominant generator of the content. Further, the content should always be a-political in nature, unless it is objective reporting on political issues. An article featuring the Epoch Times is inappropriate.
3. In regards to the publication of the GWC magazine's content, it needs to represent our campus's core values. The magazine should absolutely have local oversight as it represents our community.
4. I received a detailed email from a faculty member about the GWC magazine, and I 100% share all of these serious concerns.

If the Senate meeting on Tuesday is going to focus entirely on Tim and the MANY extremely inappropriate things related to his pet project GWC Magazine that is appropriate, as everything about this situation is unethical and damaging to the college.

HOWEVER, I think it is extremely important for faculty to not lose sight of the fact that this is just one (very egregious) case, in a LONG string of cases, where Tim has failed to respect faculty and the campus community. It is very important that this not be JUST about the GWC Magazine, as Tim has shown repeated failure to respect the REQUIRED shared governance of this college with faculty, and the other stakeholders.

Just a few of the authoritarian moves that Tim has made, in only 2.5 years here at GWC:

- Attempting to completely cancel the entire Peace Studies program, which is not his right to do
- Suddenly closing the entire Assessment Center, without attempting to understand the many services it provided, or even announcing the fact that it had been closed
- Announcing that ELL is our target recruitment population, and dedicating considerable marketing materials, as well as extensive time and energy of all managers, to his ‘operation girl scout cookies’ outreach
- Inviting a private organization to bring groups of homeless individuals to our campus to use our facilities, without any discussion about the implications of this with anyone else at GWC
- Funneling a contract to his friend Eva Conrad, to lead our Vision 2030 project
- Starting up a Dual Enrollment Program at GWC, with extensive outreach to the high schools, without any meaningful discussion, planning, or coordination with faculty regarding this major endeavor
- Inviting the Huntington Beach Police to take over the former Student Services building, without discussing or consulting faculty or campus stakeholders, only announcing that it was happening
- Taking bids on sell off the GWC campus to the highest private commercial bidder (a 100 year lease is essentially "selling")
- Going so far as to make a deal to sell a large piece of our campus to Amazon, and to create a proposal/contract that was scheduled to go to the BOT for approval, without ever taking these plans to a single committee on campus

- Funneling a \$375,000 contract to his childhood friend, without even involving our own marketing/promotions staff in deciding if this is the best way to be spending this outrageous amount of money
- Creating the "GWC Magazine" with inappropriate ads and articles, which is a public embarrassment to this institution

Again, the GWC Magazine is egregious, and I know some faculty think this alone is so offensive and inappropriate that it deserves for a call of No Confidence in Tim.

However, it is also important for faculty to know that there is a long and disturbing pattern of Tim not caring about shared governance, not caring about faculty, not seeking guidance or input on major decisions, not caring about other stakeholders in this campus community, and acting unilaterally as if he alone holds all the knowledge, and he alone is running this campus.

I believe faculty should be made explicitly aware of ALL these violations of shared governance - as most faculty are not in the loop, and may only know about one or two, and therefore have no idea how severe this situation really is.

We have an authoritarian president at our college. Tim clearly believes he has the right to do whatever he wants.

This magazine scandal will surely get Tim to be contrite, and to temporarily act as if he cares about shared governance, but it will not last. In his heart he obviously believes he owns this college, and while he will apologize and try to smooth things over for a while, his core belief that he alone is the King Of GWC will not change.

More communication needs to go out to all faculty, so that everyone is aware of the severity of the situation that we are facing.

Thank you Academic Senate, for your serious time and attention, to these very serious matters.

5. Please ask Tim this question at the Senate meeting on Tuesday: I have heard that you brokered a deal to lease off a large section of our campus to Amazon, and it had gone so far as to be put on the Board of Trustees agenda for approval, which is when nearly everyone else at GWC first learned about your plans and actions. Do you honestly believe that you have the right to give away our campus single handedly, without presenting or vetting these plans to the faculty or other stakeholders at the college? And do you plan to continue looking for ways to sell or lease our campus land without involving any major groups in the decision making process?
6. As a faculty member at GWC, I find it incredibly disheartening that our school's name is affiliated with a publication that promotes a known, extreme, right-wing news outlet like The Epoch Times. Our college and district has been working for years towards becoming a beacon of inclusion for our students and staff of color, those that identify as LGBTQ, undocumented, and all marginalized groups, so to see this type of publication being praised, or at the very least even discussed in the "GWC" Magazine seems counterproductive to say the absolute least. How can we promote "Black Lives Matter" on our school's homepage, host trainings to create inclusive practices for faculty, staff and students, and send \$100,000's on being equitable, while simultaneously giving a platform to an organization who has supported Trump, QAnon, and foreign interference in US democracy?
7. I'm not surprised anymore with what Tim does on behalf of GWC. He does what he wants and there's no discussion with the faculty or staff when it comes to campus decisions. He is saying so much with his actions, his words don't mean much anymore to me. I have witnessed nepotism by contracting with former colleagues and now a friend for our publication. For being in a recession, \$375,000.00 for a publishing contract is ridiculous, and

insulting to me as a faculty member especially being told to hold on for the worse year ever. And now being told the worse year will happen in 2021-2022. Most importantly, to allow articles by controversial publications that goes against GWC mission, vision and values statement is disheartening and hypocritical. Is he telling us who he is threw his actions? My job as a faculty member is to make all my students feel welcome regardless of race, ethnicity, sexual orientation, religious beliefs, political affiliation, economic status, etc., I expect the same from our president and our college publications. Lastly, as a woman of color, I have not felt connected to this campus in recent years, but even more so now. Imagine how our students will feel. Don't blame or push us if enrollment suffers from this. The president's decision and actions are to blame here. Remember, there may have been good reason the Academic Senate from his last college confirmed a vote of no confidence when Tim was V.P of Instruction at Mesa College. He doesn't communicate well with faculty and he does what he wants. Two bad qualities in a president and does not serve GWC well.