



ACADEMIC SENATE MINUTES

Special Meeting
Tuesday, March 21, 2023

Criminal Justice MPR 100 or a Hyflex option is available on Zoom using the following link:

<https://cccd-edu.zoom.us/j/88070229392> ■ Meeting ID: 880 7022 9392

Meeting documents are also available in the [AS SharePoint](#) (Employee log-in required)

[Meeting recording](#) ■ [Transcript](#) ■ [Chat](#)

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)	
Amanda Best - Arts	John Kasabian - Auto Tech, Digital Arts, Drafting
Pete Bouzar - Mathematics & Engineering	Heather Kelley - Vice President; Communication Studies
Margot Bowlby - Social Sciences	Gary Kirby - CCI Co-Chair
Jodie Butler - DEAC Coordinator (non-voting)	Theresa Lavarini - English
Annamaria Crescimanno - Biological Sciences	Noah Levin – Vice President; Liberal Arts & Culture
Natalie Dalton – Nursing/Health Professions	Feresa Nguyen – Noncredit & ESL
Laura Duvall - Psychology	Victor Quiros - Criminal Justice
Matthew Flesher - Kinesiology, Health Ed, Athletics	Martie Ramm Engle - Performing Arts
Sara Ghadami – Business, Accounting, Computer Science, Management, Marketing	Matthew Shimazu - Physical Sciences
Kate Green - IPD Chair	Julie Terrazas - Library
Jon Holland - Cosmetology	Tammie Tran - World Languages & Sign Language
Damien Jordan – President; Counseling & EOPS	Criss Vo - Part-time Faculty At-large
Monica Jovanovich - CCI Co-Chair	Vacant - ASGWC (non-voting)
	[Patty Fonseca -Administrative Assistant/Recorder]

I. PRELIMINARY MATTERS

- A. Call to order – AS President Damien Jordan
President Jordan called the meeting to order at 1:00 p.m.
- B. Welcome Guests
In-person guests: Jennifer Bailly, Economics; Erin Craig, Mathematics; Mike Golden, Facilities Management; Rick Hicks, Dean of Math and Sciences, Kinesiology and Athletics; Jill Kiefer, Classified Senate President; Carla Martinez, Dean of Students & Library; Kay Nguyen, Dean of Arts & Letters; Lorraine Prinsky, Board of Trustee; Mike Russell, Auto Tech; Shawn Taylor, Mathematics.

A notice on attendance: while the Zoom participant count fluctuated during the meeting, at one point it was noted that there were 203 participants present.

- C. Approval of the Agenda – March 21, 2023. **MOTION by Senator Lavarini to approve the agenda as presented.** Seconded by Senator Flesher. Hearing no objections, the agenda was approved.
- D. Statement by the Academic Senate President
 President Jordan expressed appreciation to the Academic Senators considering the circumstances resulting from the campus security events of the past two weeks. He affirmed understanding the pressure that they were under, and it is something he does not take lightly. Conversations had taken place over the previous years about a vote of no confidence in President McGrath. After reviewing the all the evidence, President Jordan stated he moved forward last week to have this discussion because he determined it was the right thing to do. He stated that it has been uncomfortable, but he is grateful for all the support on holding the discussion. He states this is not just his decision but is the responsibility of the Academic Senate.

He opened the floor for business.

President Jordan reviewed the AS Bylaws regarding voting on resolutions stating that most resolutions require two readings prior to a vote. He noted the intention was to hold a procedural vote during this meeting to waive the second reading which requires approval by $\frac{3}{4}$ of the Senate members. If the waiver is approved by the $\frac{3}{4}$ of Senate members present, the Academic Senate may take formal action on the resolution during this meeting.

President Jordan indicated a motion will be made, but first opened the floor for Public Comments.

- 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.*

Highlights (refer to the meeting [transcript](#) for the full Public Comment):

DR. EDUARDO JESUS ARISMENDI-PARDI – Former Academic Senate President OCC

Dr. Arismendi-Pardi stated he was attending in solidarity to support the GWC Academic Senate and congratulated Senate members on their courage. He urged for a vote in support of the resolution for the vote of no confidence.

ERIN CRAIG – Associate Professor of Mathematics

Dr. Craig reported on how President McGrath violated shared governance particularly related to equity funds in the RFP process in 2020. After multiple years of confusing processes, inequitable ratings, this was the year she reported that GWC created a clear plan with concrete steps for all stakeholders to follow for equity funds allocation that would be equitable for the first time. The process was communicated to President McGrath multiple times in writing, in committee meetings, and through multiple conversations. It was a formal process that the Technical Review Group (TRG) collaboratively created together which included the TRG rating the projects and the RCC reviewing the TRG ratings and make recommendations to Planning and Budget. Then Planning and Budget reviews those recommendations and submitting the final recommendations to the college president. Dr. Craig provided details on President McGrath's violation of the RFP process.

YVONNE PORTILLO – Counseling

Yvonne reported on item four of the Resolution regarding President McGrath's violations in process of scheduling Fall 2022. Counselors and Library faculty expected to return to campus 100% versus Instruction at 50%. Counseling Dean was not allowed to approve remotes schedules as developed by Counseling faculty based on student need (70%, 50%, 30%). President McGrath did not solicit the department's plan for serving students. She stated that this was the first time in the twenty years that she has been employed at GWC that a

college president inserted themselves into department scheduling that has always been conducted with the Department Chairs, the faculty body, and the Dean. The matter was ultimately resolved between District HR and CFE. She acknowledged this as yet another example of leadership and not resolving until issues escalated to the Union, the Academic Senate, District, and other faculty groups to force decisions that align to the faculty contract and to meet student needs. She stated the Counseling division and Librarians support the Resolution for the vote of no confidence.

JILL KEIFER, Classified Senate President (read a [statement](#) on behalf of Jodie Ellis, Financial Aid Assistant)

VICTOR QUIROS, Academic Senator – Criminal Justice

Senator Quiros informed that he has had the opportunity to acquire various perspectives during the course of his twenty years of employment and the various roles such as CCI Chair, Academic Senator, and a member of many hiring committees. He shared that during his time as 100% release time, he was a primary author of the Mid-term Accreditation report. He worked with instructional, administrative services, and student services and reported directly to the President's Office but worked primarily with the Vice President for accreditation purposes. He stated that what has never been seen before is the negativity of the current campus climate. In his legal profession, he agreed with AS President Jordan's statement that the vote of no confidence was being presented due to the preponderance of the evidence. He affirmed that the conduct of the college president was actually causing harm to a number of people.

MIKE GOLDEN, Construction Facilities Management

Requested clarification whether the motion to waive the second reading had taken place. President Jordan informed it had not.

ANDREA GARCIA– Manager, Financial Aid, Scholarships, and Homeless Liaison

Andrea affirmed the need to resolve the longstanding security issues in Financial Aid stating that it is one of the most harassed departments on campus. She informed that since COVID, the Financial Aid department has dealt with eight student incidents and addressed the lack of support from the college to address their needs. She stated the Financial Aid department had requested panic buttons and despite confirming their own funding, the panic buttons were denied. Andrea disagreed with statements accusing Vice President of Student Services Claudia Lee of not keeping them safe. She affirmed VP Lee is 100% supportive of the Financial Aid department stating she continuously checks in on the staff and advocates for safety protocols.

SHAWN TAYLOR – Assistant Professor of Mathematics

Born and raised in Huntington Beach, Shawn described his deep love for GWC and shared his experience as a student and eventually achieving his goal to teach at the campus. He acknowledged having been rattled by the gaslighting at the Campus Safety Town Hall and stated that many have expressed their support in the vote of no confidence and thanked the Academic Senate for moving it forward. Shawn expressed his appreciation to his colleagues and that he looks forward to forty more years at the great institution that is GWC. He stated that it is heartbreaking that President McGrath and his "goons" have eroded away the heritage, the collective spirit, and history of GWC but that today that changes.

BRADLEY COOTS – GWC student

Bradley shared he has attended GWC for the past two years and indicated that his heart has not stopped pumping since becoming aware of the recent campus incidents and that it has been the only thing on his mind. He stated to be baffled that this is going on in a government-owned community college. He affirmed that it is

one of the scariest thoughts that those in charge knew that a safety plan was not in place, knew that something could have happened, and continued to neglect the situation. As a student, he affirmed that he could not agree more with the statements that have been shared today.

VU NGUYEN, Instructional Associate, Counseling

Vu suggested providing better training to Public Safety officers including de-escalation and improve response times. Jaguar Lai should not have been able to interact with Financial Aid personnel first before making his way upstairs to the Counseling department on March 6. That should never have happened. Vu described his fear of Jaguar Lai and how he had thought he was well prepared with a plan in case Jaguar returned to campus, but that on the day, Vu stated to have gone numb and paralyzed due to feeling unsafe. He addressed that there are a lot of changes to be made and if that requires evaluating the leadership and public safety, then he demanded no more plans – just get it done by any means necessary for the safety and sanity of the campus.

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

A. [Resolution for a Vote of No Confidence for President Tim McGrath](#) – Damien Jordan, AS President

President Jordan expressed sincere appreciation to everyone that was willing to make a public comment. He noted everyone is a responsible member of the campus community and the Academic Senate is listening and taking it seriously. He agreed that all are in agreement of what is expected from the leadership, and he believes they heard everyone loud and clear. It is anticipated that after spring break, the campus would receive clearer direction and have protocols in place. President Jordan expressed he is aware of his responsibilities to the faculty body and referred classified staff to contact their Classified Senate and noted that managers also have a voice. Everyone has an opportunity to have their voice heard. What happens to one of us on one corner of the campus, happens to all of us. We need to align as a united campus and have integrity in our institution.

MOTION by President Jordan to hold a procedural vote to waive the second reading of the Resolution for a Vote of No Confidence in President Tim McGrath and take formal action on the major motion during this special meeting of the Academic Senate. Following the vote, a review of the amendments to the Resolution would take place. **Seconded by Senator Flesher.** Per the Bylaws, the motion may not be debated. The votes were counted as (21) Yes: Best, Bouzar, Bowlby, Crescimanno, Dalton, Duvall, Flesher, Green, Holland, Jordan, Kasabian, Kelley, Kirby, Lavarini, Levin, Quiros, Ramm Engle, Shimazu, Terrazas, Tran (absentee vote), Vo. (0) No. The motion passed having met the $\frac{3}{4}$ required approval votes.

MOTION by President Jordan to submit an amended Resolution for consideration. The original Resolution was distributed in accordance with the Brown Act, however, President Jordan indicated having spoken to several Senators over the weekend and the Resolution was amended to substantiate administrative procedures and policies and to provide more clarity. Seconded by Senator Bouzar. Hearing no objections, the motion passed.

President Jordan presented the amended Resolution. A discussion ensued regarding the second resolve related to the Behavioral Assessment Team.

- VP Levin noted the AS may choose to strike the last resolve and decide to pursue future resolutions if needed.
- Senator Bouzar stated he is not against striking the last resolve, however, requested a reexamination of facts, on how BAT operates, the role of the Title IX Coordinator in the recent safety incidents and to determine whether she was directed to stay quiet. Senator Bouzar asserted that the Title IX Coordinator works for the campus and clarified she does not report to the college president. He stated that clarification is needed on the role of BAT and to determine whether a separate safety committee needs to be formed.

- President Jordan agreed to Senator Bouzar’s reasonable request and acknowledged a discussion on the matter following spring break. For the purpose of today, the focus would be on President McGrath.
- Senator Lavarini reported on the English department’s reluctance to include the Vice President of Administrative Services on the Resolution as they did not wish to take the focus off the main concerns of the Resolution. She supported an examination of VP Houlihan and the Senate’s recommendation for a separate resolution if needed. Senator Lavarini noted concerns with the lack of diversity and why there were no experts regarding the legality to fully disseminate information on the legal rights of the faculty and staff affected by the safety incidents.
- President Jordan asserted his support on the work of BAT but clarified that a full examination of what lead to this moment when communication was clearly broken. Regarding VP Houlihan, he reports hearing about the chronic systemic failures of that office and that future conversation are needed, but would not take place today since the Senate would be striking the last resolve.
- Senator Ramm Engle, faculty liaison on BAT, informed there are restrictions with Title IX and recommended contacting Dr. Carla Martinez, Title IX Coordinator for further clarification. She indicated that BAT provides intervention for student success and recommendation of resources. She alluded that the frustration may be with the safety aspect and clarified that involves a separate committee.

Hearing no further comments, President Jordan made a **MOTION to approve the Resolution on the Vote of No Confidence in President Tim McGrath as amended**. Seconded by Senator Bouzar. Hearing no objections, the votes were counted as (19) Yes: Best, Bouzar, Bowlby, Crescimanno, Dalton, Duvall, Green, Holland, Jordan, Kasabian, Kelley, Kirby, Lavarini, Levin, Quiros, Shimazu, Terrazas, Tran (absentee vote), and Vo. (1) No: Ramm Engle. Stated she surveyed her academic area and voted based on the written instruction from a majority of full-time faculty members in her constituency. (1) Abstain: Flesher. The motion passed.

President Jordan expressed his appreciation to the Senate members and to those that were not in favor by representing the vote on behalf of their constituencies. The Resolution will be presented at the Board of Trustees meeting on April 4. He invited support and attendance of the meeting and welcomed participation in the public comments. He reiterated to classified members and management to voice their concerns to their constituencies. There are ways to make their support of the Resolution known.

III. ADJOURNMENT

Move to Adjourn. Thank You! – Senate President
 President Jordan adjourned the meeting at 2:00 p.m.

MEETING LOCATION: Criminal Justice MPR 100

Academic Senators – to ensure making quorum, the intent is to meet on campus. Contact the Senate office to report your need to join online. (In accordance with [AS Brown Act Update 2/14/2023](#))

Guests are welcomed to attend the Hybrid option on Zoom:
<https://ccd-edu.zoom.us/j/88070229392>

Meeting ID: 880 7022 9392