



ACADEMIC SENATE MINUTES

Tuesday, March 14, 2023
1:00PM – 3:00PM

MEETING LOCATION: LRC 250 COMMUNITY ROOM

Guests may attend on Zoom: <https://cccd-edu.zoom.us/j/97505060146>
Meeting ID: 975 0506 0146 ■ Refer to the last page for further details.
Meeting documents are also available in the [AS SharePoint](#) (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)	
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	Teresa 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
	Julie Terrazas - Library
Kate Green - IPD Chair	Tammie Tran - World Languages & Sign Language
Jon Holland - Cosmetology	Criss Vo - Part-time Faculty At-large
Damien Jordan – President; Counseling & EOPS	Vacant - ASGWC (non-voting)
Monica Jovanovich - CCI Co-Chair	[Patty Fonseca -Administrative Assistant/Recorder]

I. PRELIMINARY MATTERS

- A. Call to order – AS President Damien Jordan
President Jordan called the meeting to order at 1:03 p.m.
- B. Welcome Guests
In-person guests: Janet Houlihan, Vice President of Administrative Services; Robert Toyer, new Director of Public Safety; Dorsie Brooks, Interim Dean of CTE; Jill Kiefer, Classified Senate President; Paul Wisner, Director of Fiscal Services; Jennifer Bailly, Economics; and Tim Vu, Dean of the Criminal Justice Training Center.

A notice on attendance: while the Zoom participant count fluctuated during the meeting, at one point it was noted that there were 29 participants present.

- C. Approval of the Agenda and Minutes
1. Agenda – March 14, 2023. President Jordan requested to amend the agenda by breaking it up into two sections. First would consist of regular AS business. The second would consist of the student incidents including taking public comments. Hearing no objections, the agenda was approved as amended.
 2. [Minutes](#) – February 28, 2023 (Not discussed. Will be included in the April 11 meeting agenda)
- D. Announcements, Congratulations, and Appreciation
1. President Jordan announced the need for scholarship readers. Contact Adrienne Burton if interested.
 2. President Jordan informed on the passing of former Director of Enrollment Services Shirley Donnelly.
 3. Congratulations to our GWC Faculty!
 - a. Award of Tenure:
 - Kristin Barone, Kinesiology & Head Women’s Soccer Coach
 - Dawn Brooks, Music
 - Annette Park, Mathematics
 - Jason Sheley, Philosophy
 - Justin Smith, History
 - Shawn Taylor, Mathematics
 - b. Tenure-Track Advancement to Second-Year:
 - Jeanette Adame, History
 - Ruth Calcanas, Sociology
 - Matthew Carlson, Chemistry
 - Doreen Fioretto, Education
 - Shatarupa Ray, Biological Sciences
 - Herman Singh, Economics
 - Kyle Smith, Psychology
 - Michael Tran, Counseling
 - Aleksandra Uchlik, Accounting
 - Rachel Zacharia, Business
 - c. Tenure-Track Advancement to Fourth-Year:
 - Teresa Nguyen, ELL
 - Joel Powell, Political Science
- E. Opportunity for Public Comment (*Revised to two 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 two minutes. Thank you.*

ERIN CRAIG – Associate Professor of Mathematics

“As many of us, I have growing concerns. This is about the safety topic, but unfortunately, I can't stay. I have growing concerns of in the coming in the past weeks, and I felt like it's important to be here, because I truly believe that the admin response for these situations have been dealt with sort of in an unserious way until we've made them serious. And, full disclosure, I was not on the hunt to get to the place I am right now. I just asked a few questions over the last few days and I feel like I need to share this information with Senate.

So, the first student incident that took place on February 24. I mean when things like this happen, we need a plan, clear timing, and prompt communication. When lude and threatening messages take place across campus for 20+ people, and that occurs on the 25th but we don't find out until nine days later. If that's the best that we can do that's not okay with me. If the student would have come back and hurt someone during those nine days, the campus would have had major lawsuits for their lack of plan, lack of implementation, and timely communication. When that happened our President and our Vice President should have brought us together, acknowledged that there was not an updated safety plan, and said, we are going to create it together. But a nonchalant afterthought email is not enough.

The second incident that happened on Thursday, March 9 at 4:15 p.m. on our campus. Someone brandished a handgun that should have immediately triggered an incident commander and a crisis team response protocol right then. It did not. There was no lockdown. There was no immediate communication of the threat, no phone calls, no text, not to employees, not to students, and keep in mind we all get texts when the power goes on on campus. This is lackadaisical and outright dangerous. On Friday, when I received the email around noon, I asked an hour later to confirm that this had been sent to students, and it had not at that time. It was sent after my inquiry. Another example of reactionary behavior related to our student safety. Later that day I went to pick up my child at the preschool, which is on site that has an entering and exit from the Gothard side and the on-site staff, including that office manager, had not received direct information in real time about either of these incidents, and stated I was the first one to tell them.

On Monday I contacted our leadership team, expressing my serious concerns for everything I just mentioned. Although I did not get a response on why there was no lockdown, why there was no crisis response; they did say that they emailed the school's director, the preschool that I mentioned that potentially might not be on sites, and they would work with them to improve their protocols. As of this morning, the onsite preschool staff did not have a walkie-talkie or a direct line of communication. What if we have another incident today? This is dangerous. This is unacceptable.

This morning I got a safety plan from Tim that I requested yesterday, and it was dated 2019. Has not been updated since but it had old maps, old personnel, but it did have a crisis response plan that was not followed. If the student was on campus later and used it, we all know the consequences, and the suggestion of using a buddy system was not sufficient for us and our students. We should, I mean, the solution should have been a plan and implemented. This is terrifying. Bottom line, the email from Tim last night was a reaction. A reaction. The fact that we are updating the plan now after I asked for is a reaction. He even sent me working documents this morning that they're creating on the fly. This is dangerous. We cannot have reactions like this when it comes to our lives. And if we look at the big picture we've seen stumbles and missteps from our President over the years. But this is not a misstep.

This is grossly unprofessional. This is grossly dangerous and irresponsible, and I truly look forward to seeing all of you at the safety meeting on Friday. Thank you."

SUNSHINE MCCLAIN – Professor of History

"What I said in chat. Erin and I had this conversation along with several other people around four years ago, and we were having the identical problems. A student did not bring a gun on campus, but he did threaten to shoot several professors and that was very terrifying. And we didn't know when he was gonna be back on campus. We had no feedback. There were issues with other women on campus who are being stalked by people, and they found out that we're back on campus because they saw them on campus glaring them down, and that's not the way to kind of find out.

And so, when we were asked like, what do you need to feel safe? We said you know you don't have to give us all the details. Just let us know it's safe to come back on campus or let us know, like don't, you know you need to lock down or stay in your room, or just don't come on campus. You don't have to give us like the blow by low details, but just at least some feedback because right now we don't have that, and it's very unsettling to get these emails and not know if these students are gonna come hunting us down on campus. I still get these emails all the time, and I just delete them, because in the past, when I would complain about it. Nothing really happened.

So I feel like we're at this point, and we're very desperate, because we've already have this conversation, and we pled for better transparency and better communication, and we haven't gotten that yet. So that was just my comment".

PETE BOUZAR, Academic Senator – Mathematics & Engineering

“I’ve been asked about this and what’s the protocol? Honestly, I didn’t know we had one. I can’t find it anywhere. I thought it might be part of the BP/APs but then that’s also hard to find it. Which BP/AP do we look at to see where the protocol is at? I know that each college’s Campus Security Office sends in reports to the Board on the annual statistics and all, but I can’t even find that. I don’t know where to find these things. Do we have a website? We have a repository where you can find these sorts of protocols? And if we don’t have one, maybe that’s something to think about”.

JENNIFER BAILLY, Professor of Economics

“So, I am one of the people that received an email from the student/former student. I have to say that I have concerns on two fronts. One is that IT deleted that email from my account so I no longer have documentation of the Title IX violation that occurred against me; and, secondly, is all I received after request to file a BAT report was the message then that this person was not allowed on campus. There was no follow up or anything, and having received an email and then [?] that student is not permitted on campus. That’s a tad bit terrifying, not being notified ahead of time or why. And when I texted [?] that evening, he said, oh, well, it’s stalking. That is unsettling until I found out several days later that more than 20 people got the email from this person. So that’s all I have to say.”

MATTHEW FLESHER, Academic Senator – Kinesiology, Health, Athletics

“I’m assuming we’re going to get into this but is it confidential with what these emails said? [Jennifer confirmed that the was sexually explicit]. I really feel that information should have been disseminated when somebody like that puts something in writing, you know. Say you don’t come back to campus. There was no scope of like how many people actually received this or anything. I had no idea faculty members are involved. I’m sorry to all faculty members and students that received anything that resembles what you’re received”

LAURA DUVALL, Academic Senator – Psychology

“Anyone that has ever been threatened by a student should be immediately supported; students have rights, but this is a working condition. All employees should be immediately supported when they receive a threat of any kind of violence, it’s unacceptable”.

MARGOT BOWLBY, Academic Senator – Social Sciences

“What was the follow up when the when the report was made?”

JENNIFER BAILLY, Professor of Economics

“None, really, thank you for filing the report. I did hear back from Minnie [Higgins-BAT] and thanked her for letting me know. At first I thought the message was someone’s email account being spammed. I will say I was not threatened with assault or murder, but it was a sexually aggressive behavior. So I seriously thought it was a hacked email account. I didn’t know what to do with the message. I went back to it later that day, because I couldn’t figure out phishing, but never would occurred to me to file a BAT. Minnie reached to me asking me to a file a BAT report, because I’ve been identified as someone who may have received this message. I did so, and when I went back to try to find the email because I had deleted at that point. But it would have been in my deleted messages to upload his documentation. I found it was gone. I put that comment in my BAT report, and also mentioned it to Minnie, and she said that it may have removed that. So I don’t believe I’m the only one that had the message removed. So I don’t have documentation of that anymore. I would like that documentation back. And so then the only other thing I received after that was the email that this person was no longer permitted to be on canvas with their photograph”.

The following statements were submitted to the Academic Senate and approved by the sender to include in the record of public comments:

TOAI NGUYEN, Public Safety Officer (Classified Staff). March 18, 2023

“Dear Academic Senate:

I will never support a Vote of No Confidence for President Tim McGrath as long as one of the reasons has to do with returning to work onsite. I believe everyone should come back to work 100%. If you were working 5 days a week on campus before Covid-19, you should come back to work 5 days a week **on campus** now. Stop using Covid-19 or any other reason as an excuse for working from home. The students need you on campus for educational instruction and guidance. Anything less than face-to-face interaction is insufficient. If you are afraid to interact with students or people, you should consider looking for another line of work where you don't have to interact with people. Students look up to educators, so please act like you deserve it.

During the Special Campus Safety Townhall Meeting, I heard the words “I am afraid to come to work” a lot. All it was is a pretext for going back to working from home again. Some had claimed to be terrified when they saw Huntington Beach Police conducting a traffic stop in our parking lot. Oh, please! Can we all just focus on coming to work and earn an honest living again? If anyone needs to stay home, they can always take vacation time or even sick time if necessary.

The bottom line is that if you are going to get a Vote of No Confidence for President Tim McGrath, you will need to find convincing reasons to get the votes needed to do so. Your reasons are not very convincing to me”.

JODIE ELLIS, Financial Aid Assistant (Classified Staff). March 21,2023

“Good morning,

If we are doing this for the president then what about the people whom have done nothing to help with our security the last 20 years. Maybe we could do the same with Claudia and Janet Houlihan. Can we pull the salaries that all of the department heads we have had in security that have never scheduled any active shooter drill.

I will be honest with you I have no confidence in any of them. I have worked at GWC for over 20 years. I worked in cosmetology for years and they ended up hiring a dean for that department that assumed she could come in and fire all of the classified and bring in her team. Once she was hired she found out she could not do that so she decided she would harass us till we quit. I cannot tell you how many times I went to Omid Pourzenjani and cried in his office begging for help and nothing. We went to Janet and told her and nothing was done. I was determined to not let her get to me and it was not until one of us almost had a stroke because her blood pressure was so high and another employee ended up with bells palsy do to stress but the thing that topped it all off was one of us that was on disability ended up having a heart attack and passed away and I had to give her eulogy and this same dean whom was not invited showed up to her celebration of life just to prove a point that she could do whatever she wanted that all of us hired an attorney and finally they started an investigation on her and realized she was the problem. I then transferred to Financial Aid and I have been in this department since 2010. In the time I have been there we have had student yell in our face, Kick the glass doors, Break doors do to them slamming them. We have no locks or keypads to get in our department even though we have asked and willing to pay for them so students just walk back to our desks when they want. We once had an angry student walk in and sit on a desk staring at our counselor . We again had to call security to have her removed. I personally was threatened by a student(in our new office we are in now) that he was going to shoot me in front of a line of students and we called security which took 10 minutes for them to get to our office and we did a bat report and they told him he could only do online classes. We then had our manager assigned as the homeless liaison and I was her back up so when she was out I was to take over her

role. I had no idea this meant I would be dealing with adults with mental disabilities which I am not trained to deal with them.

Working in our building we have seen students come in and disrupt the day by yelling, screaming and refusing to leave. It was so bad that my kids bought me mase and made me promise I would carry it with me while at work. This has been going on long before Tim came in the picture and the people in charge did nothing. In my opinion is the way it works at this campus is as follows: students come first then faculty and staff and then classified. I know had jaguar done this to just classified nothing would have been done but because it was sent to faculty and staff it was taken seriously and now they are doing all the things we have been begging to be done for years. I would have loved to go the town hall to speak on my feelings however I have been out for almost 3 weeks on vacation and then I ended up finally getting covid and literally was in bed for 5 days straight so I have been completely out of the loop on what was going on at the campus. When I was informed on everything I was surprised because when jaguar attended the college he would come and talk to garland moore and I all the time and never once was he disrespectful or rude. He has asked to be my friend on fb many times but I do not accept students request ever so I am not sure what happened to him in the years since he attended gwc.

This same student who showed the gun on campus has harassed 3 of our employees on the way to the parking lot a few weeks ago and they did a bat report and told Claudia and again nothing was done. This is why I have no confidence in any of the management at this college because it has been going on for years and years”.

ANONYMOUS – March 20, 2023

“To: Academic Senate

Concern: Public Safety Dispatch position is opening as (2) 19-hour positions. I feel that is a safety issue. Dispatch who takes all emergency calls and officer radio codes needs to be full time. SAFTEY ISSUE!!! Janet’s office oversees this.

Thanks,

Concerned GWC Staff”

II. CONSENT AGENDA

President Jordan presented the consent agenda. Hearing no objections, the consent items were approved.

- A. **Jax Pham** (English-PT) to represent English/ESL/ELL on the DEIA Committee for a term of Spring 2023 through Spring 2024.
- B. **Diep Pham** (Nursing) to replace Anh Nguyen (Nursing) and represent the area “one faculty member from either Art, Athletics, CTE, Criminal Justice or Nursing” on the Enrollment Management Committee for the remaining term of Spring 2023.
- C. **Criss Vo** (English-PT) to serve as the out-of-discipline faculty at-large (4th faculty rep) on the Fall 2023 Nursing Faculty Hiring Committee. (Discipline-faculty previously consented: Amy Thach, Diep Pham, & Ju-An Broyles)

INFORMATION ITEMS:

- Noah Levin to serve as the OER Co-Coordinator for Spring 2023.
- Berlynn Ching (Nursing) to serve on the OER work group.

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. Committee membership – [Faculty terms expiring Spring 2023](#)
- Nominations opening soon for terms effective Fall 2023. If you are unable to renew your term, we welcome you to encourage a colleague to submit their nomination.

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

A. CPL Update – Damien Jordan, AS President

President Jordan reminded that a CPL Request Form was approved last semester, but no further action had been taken since then. Heather Antunez, Financial Aid and Veteran’s Counselor who serves on the CPL work group has been performing the evaluations of the JST’s due to her interaction with veterans rather than distributing them at this time to the discipline faculty.

- The job descriptions in the JSTs have connected activities to civilian workflows, but President Jordan stated Counseling found that that the military articulation platform included links that are broken. He reported there is a lot of time and energy spent on identifying the issues with the platform before Counseling can even make an evaluation to send to faculty.
- The issues have been reported to President McGrath and VPI Randall and they were informed that due to the amount of work involved in the evaluations, there is a need for somebody in that position more than a regular coordinator LHE allotment.
- There are articulation issues with CPL. CPL is only accepted at CSU campuses.
- President Jordan noted a need to evaluate the scope of the work that the college would be willing to commit to and then figure out the dollar amount that may or may not be acceptable to the college in terms of where it is budgetarily.
- Dean Brooks, a member of the CPL work group, added there are subject matter experts identified as the same as generally for substitutions. When the college is at a point where they will be asking faculty to approve credit, it will be going to the subject matter experts. She informed that she and VPI Randall are looking at ways to apply for grant funding to support CPL.

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

A. [AAC - AP 7120C Faculty Hiring Task Force update](#) – Noah Levin, AS VP

VP Levin reported on the task force review of AP 7120C Faculty Hiring and informed the current policy is being revised and may take a few months. It was noted that due to lack of knowledge, the policy was not implemented as it should have been by the administration and the faculty.

Task force update:

- “The Search Committee (the "first round" group) may request one additional committee member and this request is made to the Academic Senate (the new member can be from any constituency, and if it's faculty, it would increase the faculty members from 3 to 4)
- Diversity and equity issues fall under the college president or HR's purview (this will be changed to include the Academic Senate President as well and we plan on working with our DEIA committee to draft a set of guidelines to ensure proper diversity)
- The Selection Committee (the "final round" interview group) is to develop the interview questions together (this is NOT solely the job of the administration or president, but the whole committee)
- The Selection Committee ought to use the same criteria as the job advertisement and Search committee in assessing faculty (this isn't explicit, but it is the intent of the whole process)
- Any recommended changes by people other than those on the committees are to be discussed with the committee, not dictated
- Any College Vice Presidents are allowed to be on the Selection Committee, and this will not change but there is the general understanding they should only be on it if it is relevant to the position as advertised
- Any discipline faculty on the Search Committee should also be on the Selection Committee in addition to the Search committee chair (and the other faculty on the Search Committee can be invited as well)

- If the Search Committee ranked candidates, the Selection Committee members will then be informed of the Search Committee’s ranking of the finalists. If the Search Committee’s first choice is not selected for the position, and the Search Committee Chair objects to the College President’s choice, the College President will meet with the Search Committee to discuss the rationale prior to the position being offered to the candidate.

If anyone is on a hiring committee and they don't believe the processes are being followed, the Academic Senate President should be your first contact point. The language is also being expanded to allow for more people to count as "discipline faculty" so that our policy makes more sense when it comes to getting people on hiring committees.”

VI. NEW DISCUSSION & ACTION ITEMS (*max 15-20 minutes per item*)

- A. Role of AS in addressing systemic inequity and institutional barriers as it pertains to academic and professional matters - Acknowledgement * Accountability * Action
1. [AB 1173 \(Ta\) Community College and Career Fairs Legislation](#) – Damien Jordan, AS President
President Jordan informed on a resolution that had also been presented last year to the Academic Senate in support of community colleges participating in college fairs that occur on high school campuses. President Jordan presented an updated College and Career bill made a **motion to support the legislation**. Hearing no objections, the motion passed and the letter of support will be forwarded to District to submit to the state.
 2. Academic Senate and Standing Committee representation – Damien Jordan, AS President
President Jordan reported the AS Eboard reviewed the data received by ORPIE and determined that based on Spring 2022 and Fall 2022 full-time faculty and FTES and the AS Bylaws, Computer Science and History are eligible for their own membership on the Academic Senate and its standing committees.
 - The exceptions to the rule are Library, Counseling, Cosmetology, and Criminal Justice because of their distinct representations and their programs.
 - The Senate office will place calls for nominations for vacancies for terms effective Fall 2023 to include History and Computer Science on the AS and its standing committees.
- B. Other Agenda Requests
1. Student Incident – Damien Jordan, AS President.
Campus notifications: [Jaguar Lai, March 6, 2023](#) and [Gun on campus, March 10, 2023](#)

President Jordan shared a timeline of the student incidents. VP Houlihan and Robert Toyer, Director of Public Safety were present to answer questions from the Senators.
 - The weekend of February 25 – former student assistant of the Counseling office, Jaguar Lai, sent sexually explicit and threatening emails to 20+ employees.
 - Tuesday, February 28 – employees who were identified as having been potentially contacted by that individual were asked complete a BAT report.
 - The weekend prior to Monday, March 6 – there had been an unsuccessful attempt to serve Jaguar Lai a cease-and-desist letter to his home.
 - Monday, March 6 – Jaguar Lai came to campus and went to the Counseling department.
 - President Jordan informed he was present when Jaguar was in the Counseling office but did not make contact with him.
 - Jaguar was witnessed asking the front desk employee “where is everyone” and proceeded to ask the new Dean of Counseling on a date subsequently becoming irate when he was turned down.
 - Public Safety and HBPD provided support during the March 6 visit and served him the cease-and-desist letter. Jaguar was instructed that he was not allowed on campus.
 - Thursday, March 9 at 4:15 p.m.– a male on a bicycle was on campus and confronted two students outside the Auto Tech Building and brandished a gun from his backpack.
 - Senator Terrazas shared that a classified staff member witnessed this person the same day acting suspiciously and without purpose on the third floor of the library looking out

to the Native Garden. This was reported to Public Safety. (The exact time of this incident was unknown at the time of the Senate meeting).

- A Senator inquired whether a clearer picture of the suspect was available via the library cameras. VP Houlihan stated this was the first time she was hearing about the library incident and indicated she would follow up.
- During a meeting with 20+ employee recipients of the emails and those who had direct contact with Jaguar Lai, and also during a President’s Cabinet meeting, AS President Jordan reported that President McGrath’s response was “that the problem with these emails was that nothing really happened.”
 - It was affirmed by several Senators that the threat and trauma occurred at the onset of receiving threatening emails.
 - Senators disagreed with President McGrath’s response. As the college president, it was stated that it was President McGrath’s responsibility to have implemented protocols and communicated in a timely manner.

Questions and discussion:

- Inquiry on the liability of the college or who on campus would be liable if the incident/s would have escalated. It was noted that the campus was fortunate that nothing further occurred and that the majority of employees that received the emails did not come in contact with Jaguar during the March 6 visit to the campus. However, what if he had a weapon or had bad intentions combined with the fact that a few days later, a person did come on campus with a weapon.
- If supposedly nothing really happened, then why were the emails deleted from the employees’ accounts?
- VP Houlihan affirmed that she was listening to the concerns of the faculty and was taking copious notes. She informed that the incidents occurred during her leave and that Robert Toyer, the Director of Public Safety, was only a few days into his new role. She addressed the deleted emails by stating that an employee that received an email notified IT and that IT took it upon themselves to delete the emails thinking they were doing the best thing on behalf of the employees so they would no longer be exposed to the contents of the emails. She confirmed that IT does not completely delete nor block emails. Emails are diverted in an effort to continue monitoring the threat.
- A Senator shared their personal experience with receiving a threatening email from a faculty member that received a Needs Improvement evaluation. She addressed the emotional trauma and fears experienced during that time and the lack of support and protection by the college. She affirmed that trauma began at the onset of receiving the threats and disagreed with President McGrath’s assessment of the recent email incident that “nothing happened.” Does physical violence need to occur?
- That’s the question...what is the threshold? Had the photo description of Jaguar Lai been released sooner, it may have contributed to other employees identifying him and contributed with timely communication to Public Safety for the apprehension of the suspect.
- Faculty became emotional as they shared concerns at the lack of communication with the Boys and Girls Club (some had children under their care), and the lack of protection of the children and staff, and other community partnerships on the campus.
- A Senator stated that the librarians do not feel safe and shared the history of repeated communications to VP Houlihan and former Director of Public Safety John Arnold to improve safety measures in the library (hours modified due to feeling unsafe, locks on the third floor, improved key card system, increase lighting, improved internal and external cameras, requesting a safe room in the library, and Stryker chair training).
- Addressed the shortage of public safety officers and considering increased public safety issues on school campuses, inquired if the college has outgrown its current public safety and now requires campus police. Why isn’t the campus partnering with the college’s policy academy?

VP Houlihan informed that John Arnold had created a proposal for campus police which at the time was not supported by the campus but states she can bring it back again.

- The vague campus notifications caused confusion and did not effectively communicate the incidents. Many believed the person with the gun was also Jaguar Lai.
- Suggestion that the Safety, Sustainability, and Facilities Committee (SSFC) look into improving the quality of the cameras and assess the need for improved coverage. What has the SSFC been doing since safety is their charge? VP Houlihan informed on the current security camera project and Wi-fi project that will install additional coverage throughout the campus. She suggested pulling the safety aspect out of the SSFC and creating a separate safety committee where these matters could be addressed.
- Concern with the handling of the incident involving the student that brandished a gun to two Auto Tech students and stated the Auto Tech department was not notified until the next day when the campus received the notification. He shared his perspective that the gun on campus incident is a greater safety issue compared to the Jaguar Lai email incident. It also revealed a need for student training on how to contact Public Safety to report safety incidents. Why did the campus not immediately notify Auto Tech faculty when the gun incident occurred outside their building? It was reported that the students ran to the Public Safety office but left for home after the building was confirmed to be closed. Signage of the emergency phone in front of the Public Safety building needs improvement as well as notification on the location of blue emergency phones and how to use them.
- Faculty were encouraged to recommend that students save the Public Safety number to their phones.
- Cited the reactionary level of leadership and the mishandling of safety issues on campus, on behalf of the English department, a resolution for a vote of no confidence on President McGrath was recommended. President Jordan acknowledged that a great number of employees in the Counseling department do not feel safe nor protected on campus.
- It was stated that as Senators, they have a responsibility to act in the best interest of the campus and to determine if the campus is moving in the right direction under the current leadership.
- Request for an investigation of all the Executive Administration.
- Disclosed an incident involving a female full-time faculty member who was threatened and utilized a public safety escort was subsequently mocked by President McGrath for doing so. Alleged President McGrath has a misogynistic attitude. Emphasized the long-standing history of unresolved campus safety concerns by the administration. Stated that the issues are not new but just coming to a head now.
- Shared a personal experience from 2019 with a student code of conduct violation involving a student with mental illness. Even with 20-pages of documentation, it was stated that VP Houlihan's response was that there was no violation of the student of conduct. The College Disciplinary Officer informed the faculty member that they had no prior knowledge of the incidents nor had BAT been made aware. The matter was eventually resolved with the involvement of HR and the union. Stated there is an unacceptable level of leadership on campus safety issues and that it was completely unacceptable that no immediate next-day action/notification took place against the student that sent sexually explicit emails and that it took a week for the college to respond.
- A faculty member who teaches in the evenings stated he and his students do not feel safe. He routinely escorts students to their cars due to their safety concerns but stated that it should not be the responsibility of the faculty. He reported personally knowing Jaguar Lai from high school and reports not being surprised by Jaguar's actions.
- It was noted that this AS meeting was the first time many faculty had heard details about the recent incidents. There was plenty of time for the college to have effectively communicated to the campus on the level of the threats and provided an action plan. He reminded of the long-standing unresolved issues concerning the former pits near Forum 1.

- What is the leadership doing now? Where are the protocols? VP Houlihan confirmed there is an incident command structure and that she has had several conversations with Jim Rudy, the new Chief of Police for the district. A Crisis Response Team met yesterday and would continue to meet weekly to develop a crisis response plan. She reported having contacted NABITA, the National Association for Behavioral Intervention and Threat Assessment to request best practices on communications for the campus. A consultant was recently board approved that will identify the criteria for timely notifications. She reaffirmed the need for a full constituency-based safety committee for full disclosure on the entire process. She confirmed that there are needed improvements and will be working with Robert Toyer to perform a full campus building by building assessment, panic buttons, an external Wi-Fi project and camera improvement project were already in process.
- Concerns with the current type of new building structures such as Math Science where the entire building remains unlocked into the late evening. It is common to see students hanging out in the lobby at that hour. How is Public Safety securing these buildings?
- Robert Toyer, Director of Public Safety stated that he is listening to the concerns and welcomed the faculty to contact him directly or in groups to share their concerns.
- President Jordan acknowledged that as the Academic Senate President he is hearing faculty's concerns that the problems are systemic and that there is a culture of fear and not feeling safe on campus. The question comes down to whether there is confidence in the leadership to adequately address the concerns of the faculty. He noted that it appears the campus is at a breaking point and the decision is not an easy one. One can find excuses for the HEDS survey results, the culture of managers not feeling safe with their administration, the results of the leadership survey, but as a Counselor he stated he can give a lot of latitude when it comes to leadership style, but there are expectations when it comes to leadership.
- **MOTION by President Jordan to hold a special meeting of the Academic Senate to present a resolution and discuss whether or not to vote in that meeting on a vote of no confidence in President McGrath.** Seconded by Senator Lavarini. A vote of no confidence is presented in the form of a resolution that would be tied to the 10+1. If approved, the resolution would be submitted to the BOT and the Chancellor to review and decide whether to take action.
- Based on his personal experience as a former AS President having worked directly with President McGrath, Senator Bouzar stated that he would like to have meetings with President McGrath to discuss the concerns and issues that the college has been facing. However, based on his experience, he expressed not having the confidence in the college president and does not see him as someone who is a visionary, who is in the front and knows about things that are going on. The college moves on because the campus is good at what they do, but President McGrath is not perceived to be a barrier but also not a contributor to the vision and leadership of the college.
- There is a lot of time spent on developing good programs and services and at times in spite of the leadership and the campus deserves better. It was stated that the Senators need to stand tall, have some pride and show some integrity in their decisions.
- Jill Kiefer, Classified Senate President inquired on how the voice of the classified staff can be represented. President Jordan indicated the AS can only speak to faculty concerns but offered to meet with the constituency group to provide guidance.
- President McGrath – provided an update on the student incidents.
 - One of his first meetings when he started at GWC was with HBPD and has participated in several training seminars.
 - He informed that his second meeting was with the Boys and Girls Club to confirm how they wished to be notified in the event of a campus incident. Following the recent student incident, President McGrath stated to have notified the director in adherence to their agreed upon communication protocols.
 - He stated the incident involving Jaguar Lai was unusual because he was a former student and also a former employee. The district and campus policies were followed in

dealing with that type of situation. He stated to have first been made aware of the incident on Monday, February 27 and spoke to VP Lee, HR, and BAT in reaching out to the affected employees to ensure they knew that they were supported and that safety measures would be enforced. He stated the college had never sent out a campus notification in the past regarding that type of event; whether right or wrong, that was a procedural policy.

- President McGrath stated that on March 6 he was at the district office when he was notified that Jaguar Lai had returned to campus. He immediately returned to campus and met with the affected employees where he admitted to saying, and again reiterated this during the AS meeting, that the campus was lucky that nothing happened. He called for two meetings to meet with the employees to hear their concerns and the next meeting would be taking place on Friday to discuss solutions.
- He stated the campus previously hid behind policy, but in this case, he enforced the golden rule of treating people the way he wished to be treated and that afternoon an email notification regarding Jaguar Lai was sent to the campus. He shared that HBPD had attempted to serve Jaguar unsuccessfully at his home but that he had not been on campus in anyone's knowledge in a long time so the perception was that he would eventually be found and get served. He was served on March 6 when he came to campus. President McGrath stated this illustrated the holes in the policies. He stated to have told the affected employees that he would not hide behind committees or task forces but would provide immediate action which consisted of the email notification as a first step.
- With regards to the incident with the person with a gun, in hindsight President McGrath stated he would have sent a notification that same night and stated he takes full ownership of the consequences of that decision.
- He stated that campus safety keeps him up at night and reported being on school campuses that experienced shootings, and issues involving natural disasters and with students, and the campuses make the best decisions based on the circumstances and available resources.
- He expressed that he felt that the Senators deserved to know what had occurred behind the scenes and the rationale regarding the email notifications and the steps he will take moving forward by meeting with the affected employees and the campus taking recommendations or solutions.
- President Jordan acknowledged the motion on the floor to hold a special meeting on March 21 to discuss the recommendations of the AS for a resolution for a vote of no confidence in President McGrath. The vote was counted as (19) Ayes, (1) No, and (1) Abstain. The motion passed. The special meeting of the Academic Senate will take place on March 21.

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

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. AS President's Report – Damien Jordan

- Thanked the Senators for their feedback on the survey for the ASCCC site visit on May 9. Guided Pathways and Shared Governance were the top two topics. The AS Eboard will schedule a pre-meeting with ASCCC.

B. AS Vice Presidents' Reports – Heather Kelley and Noah Levin

- VP Kelley acknowledged comments in the chat and thanked faculty for sharing their feedback.
- VP Levin reported on the DCC - enrollment has increased 8% districtwide compared to last year; salaries have also increased; there is a \$5M budget shortfall in the district that was just discovered. Additional updates are forthcoming.
- VP Levin informed a communication regarding OER will be sent to faculty and asked them to review the summer schedule for OER accuracy.

- C. Council for Curriculum & Instruction (CCI) – Monica Jovanovich and Gary Kirby, Chairs (no report)
- D. Institute for Professional Development (IPD) – Kate Green, Chair
 - Encouraged faculty to apply for Alternative Methods/Overload funding.
 - The IPD provides up to \$3,000 annually for attendance of general education/teaching conferences.
 - The Faculty Excellence Award prize patrol will be presenting the March Innovation award tomorrow.
- E. Distance Education Advisory Committee (DEAC) – Jodie Butler, DE Coordinator. No report per Senator Duvall.
- F. Union Update – Rob Schneiderman, CFE Union President or Theresa Lavarini, GWC representative
 - There is an internal audit due to the issues with payroll.
 - There will be scholarship opportunities in April for students of CFE members.
 - CFE is currently accepting volunteers from members in good standing to serve as site reps.
 - The next negotiation meeting will be the first Friday in April. The last meeting was disappointing. It appears that District is stalling, and the parties are experiencing issues with establishing the ground rules.
 - President Jordan requested guidance for department chairs on DEIA regarding faculty evaluations.
- G. Special Reports – as requested by Academic Senate (No reports)

VIII. ADJOURNMENT

- A. Move to Adjourn. Thank You! – Senate President
President Jordan adjourned the meeting at 2:53 p.m.

IX. INFORMATION ITEMS

- A. Senate Scholarship Fund Balance: \$___ (*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*)
 11. Other academic and professional matters as mutually agreed upon between the governing board and the academic senate (*mutually agree*)

MEETING LOCATION: LRC 250 Community Room (effective March 2023)

Guests are welcomed to attend via Zoom (with Meeting Owl)

Academic Senators – to ensure making quorum, the intent is to meet in LRC 250. Contact the Senate office to report your need to join online. (In accordance with [AS Brown Act Update 2/14/2023](#))

Join Zoom Meeting (Owl meeting camera will be utilized)

<https://cccd-edu.zoom.us/j/97505060146>

Meeting ID: 975 0506 0146