



CHAPARRAL

By and for the Employees of Glendale College - Primary Funding by the Glendale College Guild AFT 2276

What's going on with PQE and the Upcoming Board Election

by Ramona Barrio-Sotillo,
Guild Public Information
Officer

The Professors for Quality Education (PQE) had a busy fall semester. We completed our interviews of Board candidates, had a forum of the candidates for the campus community and made our

recommendations to the general Guild membership. At the December membership meeting, the PQE committee recommended the endorsement of the following three candidates: Anita Quinonez Gabrielian, Dr. Armine Hacopian and Ann Ransford. The general Guild membership voted to support the recommendation of the committee.

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Baaaa! GCC lawnmower goats working away behind the Aviation/Art building.



Photographed by Scott Ziegler, DSPS

Gabbing and Grousing with Gordy

by Gordon Alexandre, Guild President

The Sky Is Falling, Or Is It!!



Everyone knows the state is facing perilous economic times. No one needs to remind us of this. As of the writing of this commentary, California is facing a \$42 billion budget shortfall over the next 18 months. We have all heard the talk about furloughs, layoffs, and the issuing of IOUs. The governor has even said that California is facing

"financial Armageddon." You can't pick up the newspaper or listen to the news without realizing that we are in serious trouble. But we should not overreact or act hastily. We still don't have a state budget, nor do we know what its potential financial impact will be on community colleges, in general, or Glendale Community College, in particular. We, therefore, should not agree to any cuts in anticipation of a bad budget, and if cuts become necessary, they must be negotiated with appropriate trigger language and timelines for pay back. No matter what we do, I am dedicated to preserving the following:

- no layoffs of full-time employees;
- avoid as many class cuts as possible;
- maintain base salaries;

- no out-of-pocket employee contribution toward health premiums;
- no increases in co-pays, deductibles, or prescription drugs.

There is no reason to believe that the budget will be so bad that we will have to fight to preserve the items just mentioned. In fact, there is some reason for optimism. In every iteration in the state budget coming from Sacramento, community colleges have been treated better than K-12, the CSUs, and the UCs. I think there are a number of reasons for this, not the least of which is the growing recognition by the governor and even some "moderate" Republicans that the community colleges are a vital

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Chaparral

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announcements you wish printed or any questions, contact Mona Field at x5473 or e-mail mfield.

The *Chaparral* Editorial Board is composed of volunteers and is open to any college staff members. The current board includes Mona Field (editor-in-chief), Susan Cisco (managing editor), Patricia Chamroonrat (production manager), Andra Verstraete and Phillip Kazanjian. Columnists are Guild President Gordon Alexandre (Gabbing and Grousing with Gordy), Academic Senate President John Queen (Speaking of the Senate), CSEA President Saodat Aziskhanova (CSEA Connection), Classified Council President Henan Joof (Classified Council Corner), Guild 2nd Vice President Phyllis Eckler (Adjunct Junction), and Alex Leon (Foundation).

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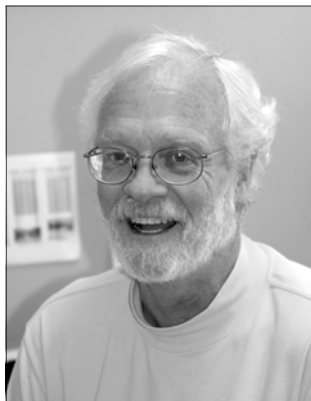
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The views expressed in the articles of the *Chaparral* are solely those of the contributing authors. They do not represent the views of Glendale College or the Guild.

Speaking of the Senate...

by John Queen, Academic Senate President

The Senate recessed from early December until late January (shortly after this column was written.) Consequently, there is not a great deal to report in terms of actions taken. Rather, I can offer a heads-up of what to expect in the spring.



Senate electorate meeting

The Senate constitution provides for at least one annual meeting of the Senate electorate, i.e., all faculty. For the last two years the topic has been the transition to the new administration. Likely topics for this spring may include the following:

- **Interpretation of technical assistance:** on January 30, representatives from the Community College League of California (an association representing community college trustees and presidents) and the Academic Senate of the California Community Colleges (aka the state Academic Senate) will be facilitating a workshop to promote effective shared governance at the college. By the spring semester we should receive a report from the two representatives. We will circulate that report for discussion and possible action.
- **Online election of at-large Senators:** the Senate will conduct its annual election of at-large Senators this year in an online format. The hope here is to be a little greener by reducing the use of paper as well as to make the act of voting more convenient. At the same time, we aim to maintain or improve upon the level of confidentiality achieved in the past.

Accreditation

The accreditation process is advancing in preparation for the Accrediting Commission for Community and Junior Colleges site visit a year

from this spring. Many of you were involved in the collection of evidence for the four accreditation standards and now, under the leadership of Roger Bowerman, the self-study report will be produced. A draft should be ready to go out to selected readers for editing. (These editing teams will be assembled during the winter.) After editing, a copy of the draft will be made available to the wider campus.

Formation of a joint task force with the Academic Senate of Los Angeles City College

As many of you know, LACC is building a satellite campus at the old VanDeKamp bakery in Atwater Village (abundantly visible from the 2 freeway.) The site will be 60,000 square feet with twenty-eight classrooms. Naturally, there is concern on the main and Garfield campuses about the potential for enrollment decline. In December, representatives from GCC, LACC, and the Los Angeles Community College district met and agreed to let the two college Senates take the lead in coming up with an instructional services agreement to coordinate offerings so as to encourage a synergistic rather than cannibalistic outcome.

Miscellaneous items likely to see Senate action

- Potential changes to the process and scheduling of **program review**
- Creation of **new governance committees** to coordinate planning and to approve new Career and Technical Education programs
- Consideration of our **graduation requirements** and their impact on student success
- Consideration of the college's **Basic Skills improvement rate** as presented in the GCC Accountability report presented to the Board of Trustees in December
- Dealing with the academic and professional consequences of the **state fiscal crisis**

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CSEA CONNECTION

by Saodat Aziskhanova, CSEA President


CSEA Update

Winter session is almost over, and we didn't have to worry about student enrollment, which was up by about 16%. The state budget is a worry for everyone; hopefully, the federal economic stimulus package will come along and save us.



I am pleased to announce that CSEA worked with PQE closely this time. We did interviews of the candidates together, and endorsed the same candidates for the Board of Trustees. At our January 21 meeting, CSEA membership endorsed incumbents Dr. Armine Hacopian and Anita Quinonez Gabrielian, who have proven

their support of classified employees over the years. The third candidate CSEA endorsed is Ann Ransford, who retired from her position as Director of Communications, Marketing and Foundation at the college two years ago and is now running for the Board of Trustees. CSEA is looking forward to working with the endorsed candidates toward a successful election. Classified employees understand the importance of the upcoming April election and will support the endorsed candidates.

Classified employees are also actively involved in the accreditation process, with all subcommittees having at least two classified employees as members. Some governance committees still need more classified representatives, and we are working on this task. If you are interested in serving on a governance committee, contact Maria Shufeldt, CSEA 2nd Vice President, at shufeldt@glendale.edu. 


In Unity,
Saodat Aziskhanova

Visit us on the web!
www.glendale.edu/csea

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PQE

On January 22, 2009, the Los Angeles County Board of Labor Federation, a body

representing all unions in Los Angeles County, voted to endorse the three candidates recommended by the Glendale College Guild. With

these recommendations, the PQE will meet once more to decide the level of support we will be providing the candidates. Stay tuned. 

ADJUNCT JUNCTION

by Phyllis Eckler, 2nd Vice President, GCC Guild



Why are so few adjuncts on the rehire list?

In the fall of 2003, the new rehire rights contract change went into effect, and along with it a new evaluation process developed to assess, reward or improve part-time faculty teaching, professional growth and community/student involvement. The benefits of rehire rights are two-fold: firstly, part-timers on the rehire rights list are guaranteed one class per semester before others who are not on the rehire list, and secondly, an adjunct faculty member on the rehire list who is denied a class for a semester because of low enrollment or “bumping” by a full-timer must be hired back the next semester by the district before other part-time teachers (who are not on the list) or new hires are given a course.

A part-timer must receive an “exceeds professional standards” on his/her evaluation to qualify for the rehire list. A part-timer who taught for the district prior to fall 2003 and

who receives this designation on a single evaluation will be immediately eligible for placement on the rehire list. Part-time faculty who began teaching in fall 2003 must wait seven semesters and obtain an “exceeds professional standards” on two evaluations within that timeframe to be placed on the rehire list. To understand how an adjunct faculty evaluation works and how to prepare for it, please see my Adjunct Junction column from the November 2008 issue of the *Chaparral*, which can be found at: http://www.glendale.edu/chaparral/nov08/adjunct_junction.htm

Where’s the current list?

An updated list of those eligible for rehire rights is supposed to be produced at the beginning of every fall semester by the Human Resources office, but due to staff changes

and retirements, the list lapsed for several semesters. This past fall, the Guild received what Human Resources considered to be an updated list culled from information provided by division chairs. Unfortunately there were several errors, and the Guild is working on correcting them. If you would like to check to see if you are on the rehire rights list, you may contact Val Dantzler in HR to inquire about your own status. Even if you have received past copies of your evaluations that showed you had received two “exceeds professional standards,” you may want to check the current list to make sure that you are on it.

Unfortunately, rehire rights in its present form in the Glendale Community College district has not achieved what most part-time faculty were seeking—a secure, long-term employment commitment from the district for most

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I am dedicated to preserving the following:

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component of the state's economic recovery. They seem to recognize more and more that when it comes to educating non-English speakers and providing training for 21st century jobs, no one does it better and cheaper than the community colleges. In addition, I think this growing awareness has a lot to do with the education and political pressure brought to bear on our elected officials as a result of last year's "failed" Proposition 92 campaign. By talking up the importance of community colleges and the need to fund them adequately, we impacted this year's budget discussion and may well have saved the community colleges from the kind of cuts from which we could never fully recover.

Though we don't know for sure and things are always subject to change, it looks as though mid-year cuts to the community colleges could well be limited to the elimination of the 0.68% COLA, about \$39.8 million, and a deferral of some funds from Jan./Feb. to July. The same would hold true for the 2009-2010 budget. The 2009-2010 budget would also include 3% funded growth and "significant categorical

flexibility," which would allow districts to transfer **any** categorical allocations received to their general fund.

If this is indeed what happens, more or less, GCC will survive just fine. GCC's share of the elimination of COLA would be about \$1.2 million, and there is plenty of existing money to cover that. Between the property tax backfill, savings from the Retirement Incentive, savings from the health insurance premiums coming in at less than budgeted, saving from the insurance brokers lowering their commission, this year's growth dollars, money borrowed from the PDC, and additional revenues from knocking the reserve down from 6.5% to the targeted 5%, the district has well over \$2 million this year. And remember, this is not a complete list. The real difficulty may well be next year, but anticipating next year's shortfall now and making cuts based on that would be a foolish endeavor, since nobody knows. We don't even have a budget for this year and it's already February!!

My point is this. We know we are facing difficult and uncertain times. The state is growing, and

has always grown, too fast for revenues to keep up. A structural problem exists as a result. A 2/3 vote to pass a budget makes the state almost ungovernable. We have faced major challenges like these in the past, from the Gold Rush to the Great Depression to the Stagflation of the 1970s and have survived and flourished. We should not succumb to the hyperbole and rhetoric that says the sky is falling, and if we don't do something drastic we're all going to fall into the ocean. We will do what's necessary when the time comes, we always have, but for now let's not overreact and let's not call the challenges we face a "crisis," for if we do, the solutions to our problems will end up being far worse than the problems themselves. 📖

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ADJUNCT JUNCTION

veteran teachers. Over the last eight years, large percentages of eligible adjunct faculty did not receive the coveted “exceeds professional standards” required on evaluations. In the Language Arts and Biology divisions, only 8-10% of those eligible received rehire rights. In the Math division the percentages are better at around 25%. The English division and the Visual & Performing Arts division have made a concerted effort to reward their adjuncts with the

rehire rights that long-term faculty deserve. Both these divisions have more than 60% of their part-time faculty on the rehire rights list. However, overall, only 33% of adjunct faculty are on the rehire rights list.

If a division has low numbers of part-time faculty on the rehire rights list with little or no turnover in teaching staff, then that division is doing a poor job of mentoring or searching for faculty who “exceed professional standards.” If this designation is supposed to be

similar to a full-time faculty member’s tenure status, then the job of hiring, mentoring and retaining part-time faculty who teach at the standard of full-time faculty is being sorely neglected. But if you ask division chairs how they would rate their part-time teaching staff, most of them are not looking for new adjuncts because in fact the adjuncts they have do an equivalent or excellent job. So the question remains: Why are so few adjunct faculty on the rehire rights list? 📖

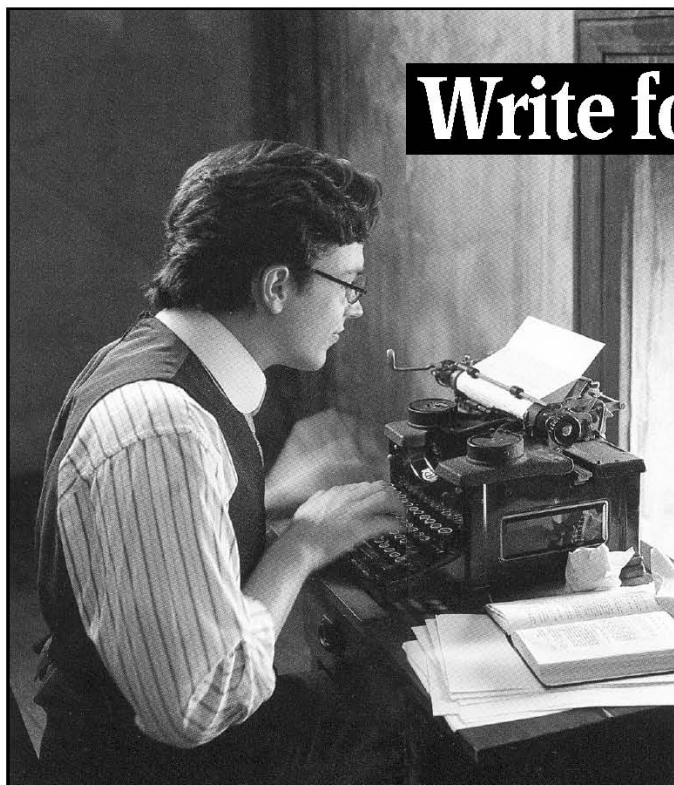
(Continued from page 3)
Speaking of the Senate...

The Senate Executive will also be busy making appointments to governance committees to **fill the many vacancies created by retirements** last semester. Many of these retirees were among the most active faculty on campus and

will be sorely missed. Accordingly, we will need faculty to step forward to assure the vitality of our shared governance system.

Finally, remember that the Senate ordinarily meets the first and third Thursdays of the month at Los Robles 105 from 1:15-3 p.m.

Our meeting dates in the spring are: March 5 and 19; April 2, and May 7 and 21. The Senate website is: <http://www.glendale.edu/senate/> And the Senate telephone extension is 5394. 📖



Write for the Chaparral!

Do you have ideas for stories? What campus issues would you like to read about in the *Chaparral*?

Write an article on a topic of interest to the college community. Faculty flex credit and classified professional growth units are available for published articles.

To launch your *Chaparral* career, contact the editor, Mona Field, at x5473 or e-mail mfield@glendale.edu

M I L E S T O N E S

Mona Field's daughter, Tania Verafield, co-starred in a short film titled "Short Term 12" that won the Best Short Film award at this year's Sundance Film Festival. Over 5,000 short films are submitted to Sundance, of which only 96 were selected to be shown at the festival.

Alan Frazier, Associate Professor of Aviation and Administration of Justice, reports that his daughter, 1LT Erin Frazier, USAF is deployed to Sather AFB, Baghdad, Iraq in support of U.S. efforts to maintain peace in Iraq. Erin is a 2006 graduate of the U.S. Air Force Academy.

Italian teacher **Flavio Frontini** led an excursion for 40 students to the Getty Research Institute to view a special exhibit of over 20 rare items

covering 500 years of Italian history, including a first edition copy of a sixteenth century cookbook, a first written example of a sport game—soccer, photos of Italy in the 1850s, and a diary of the great Italian architect Renzo Piano. The items came alive during the librarian's explanations of their historical and artistic background. Mr. Frontini hopes to repeat this tour whenever possible.

Many of us remember **Anne Marie Novinger**, for whom the Health Center is named. Anne Marie was the Director of the GCC Health Center for almost 30 years, retiring in 1995. In an article entitled "Dynamic Novinger duo named Citizen of Year," the Tehachapi Chamber of Commerce and the *Tehachapi News* announced

that George Novinger and Anne Marie Kurtz Novinger share the Tehachapi 2009 Citizen of the Year award. Congratulations to Anne Marie and George!

Hasmik Sarkissian's daughter, Aniee Sarkissian, will receive her M.S. degree in biochemistry and molecular biology from the University of California, Riverside, in March. She completed her undergraduate studies at UC Irvine, earning a B.S. in biochemistry and a B.A. in languages. Congratulations to Aniee! 📖

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