



CHAPARRAL

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

Welcoming Dr. Levy



On Thursday, May 11, Ann Ransford, Wendy Grove and Alex Leon had the privilege of interviewing Dr. Audre Levy on the phone for this campus publication and others on the eve of her announcement as the new superintendent/president at Glendale College. They all left the interview smiling, with a better understanding of Dr. Levy as a person and how she views the college.

Displaying the same confidence and enthusiasm on the phone that she showed at the presidential candidate forum April 12, Dr. Levy said she was thrilled to be chosen as the next superintendent/president of Glendale College. "It was an honor to be part of the process, starting with the interviews with the search committee and the forum on campus," Dr. Levy said. "I consider Glendale College a shining star among community colleges."

Dr. Levy was introduced to the campus and community May 15 at the Board of Trustees meeting. She comes to Glendale with 25 years experience as an educator

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John, we're so glad we know ye



Dr. John Davitt is an administrator who has continually displayed integrity, principle, compassion, and strength in his leadership, and has significantly contributed to his colleagues, his profession, his college, and his community. As such, I can think of no other administrator in the California community college system more dedicated to his faculty and staff, to his students, and to his community.

In my 36 years of teaching, I have never worked with an administrator who had more integrity than Dr. John Davitt. He lives by a consistent set of moral standards that guide his

everyday personal and professional actions. These standards include honesty, deep personal and professional respect for every individual in our campus community, and the ability to make informed decisions that are ultimately the **best** for our entire campus. His integrity is manifest through his unwavering support for shared governance on our

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ROOTS OF UNITY

by Mike Allen, Guild President

GOOD REASONS AND BAD EXCUSES

Some of you know that I have training in philosophy as well as mathematics, and perhaps won't be surprised that I've spent a lot of time thinking about the difference between acceptable reasons for actions versus attempted excuses for those actions that just don't wash. In philosophy this comes up at the point of convergence between the two main approaches in Western ethics, namely utilitarianism and Kantianism.

To oversimplify, the utilitarian approach for determining acceptable behavior is to examine expected consequences for all, whereas Kant's approach is to ask whether it would be rational to wish that such behavior become universal. However to ask Kant's question is to think about consequences of adopting the principles of the behavior as a rule, and there



is likewise a rule-oriented version of utilitarianism that focuses on the expected consequences of the rule followed in the behavior, rather than on the expected consequences of the act considered in isolation.

Now Kant has often been criticized for being too rigid, for example in defending the principle that one should never ever lie. However, many have adopted Kant's approach, without his insensitivity to situations. One may, for example, defend "no one should ever lie, except in circumstances X, Y, and Z" as a rationally universalizable principle. Sensitive Kantianism of this sort is very similar to rule utilitarianism in terms of approach, the main difference at this point being their philosophical grounding. Both basically ask the question "what principles of

behavior, if followed by all persons situated so that the principles apply to them, lead to the best consequences?"

OK, so where the hell am I going with all this? Well, I think that the difference between good reasons and bad excuses is simply how "sensitive" we allow ourselves to be in describing the situations in which the rules should apply to us. Define those situations too narrowly and you can let yourself off the hook in a way that others may have a hard time buying.

For example, these thoughts have come up recently with regards to a very lnnnnnggggg discussion we have had in certain corners of this campus about our budget development process. Decisions about drafting our college's budget every year are primarily made at a meeting in June still called the budget "retreat" even though we haven't had this

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Chaparral

Printed 3 or 4 times per semester, the *Chaparral* is published by and for the entire staff of GCC. Primary funding is by the Glendale College Guild, AFT 2276. The newsletter is dedicated to providing timely information on the campus community about any issues that affect our college, higher education, and/or professional lives. Prose, poetry, art work and opinion as well as expository reporting are welcome. The pages of *Chaparral* are open to all faculty, staff, students and administrators. Submissions for publication should be word processed in IBM-compatible Word Perfect, MS Word or ASCII file format. No anonymous submissions will be published. Please e-mail articles to Mona Field (mfield). The deadline

for submissions is the first working day of each month September through May (except December and January). If you have 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), Mike Allen, Andra Verstraete and Michael Moreau. Columnists are Guild President Mike Allen (Roots of Unity), Academic Senate President Sid Kolpas (Speaking of the Senate), CSEA President Nidal Kobaiissi (CSEA Connection), Classified Council President Kit Crawford (Classified

Council Corner), Guild 2nd Vice President Phyllis Eckler (Adjunct Junction), and Alex Leon (Communications, Marketing, and Foundation).

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Helping Each Other: GCC's Catastrophic Illness Program

by Dr. Mary Mirch, Associate Dean of Health Services

Everyone is talking about changes that will be occurring in the upcoming year, bringing both anticipation and anxiety. While there will definitely be some things that will change, the essence and spirit of Glendale Community College will not. The generosity and caring demonstrated by classified staff, faculty and administrators are hallmarks of Glendale Community College. The Catastrophic Illness leave policy is an example of this generosity.

According to both the Guild and CSEA contract, the Catastrophic Illness leave permits employees with a catastrophic illness or injury to have sick leave donated to them by fellow employees. A catastrophic illness is defined as one that is expected to incapacitate an employee for an extended period of time and during which the employee has used all of his/her paid leaves of absence. A catastrophic illness or injury can decimate a family emotionally and financially. As a result of donations to the Catastrophic Illness sick time pool, the ill employee and his/her family have time to adapt to the new demands and make decisions that will impact the future and their lives. Keep in mind that if someone runs out of sick pay, she or he would not only be unemployed, but also lose health benefits. Catastrophic Illness hours ensure that a seriously ill employee continues to receive medical benefits as well as income during treatment.

In some of the most difficult

situations, a colleague's illness is terminal, and the Catastrophic Illness program enables the individual to remain insured and paid until death. There is no way to save a life, but we as a college community have helped our colleagues and their families through tragic times with at least the dignity of having health care and enough income to manage.

At different times, college employees have been asked to contribute sick time to the Catastrophic Illness Pool. The response has been extremely generous; in fact, the District has only had to ask for donated sick time a few times in the past 10 years. In order to respect the confidentiality of those requesting Catastrophic Illness time, donations of sick time are made to the pool and not to an individual. If you wish to contribute some of your sick pay hours to the Catastrophic Illness Pool, you must maintain at least 70% of your

Catastrophic Illness hours ensure that a seriously ill employee continues to receive medical benefits as well as income during treatment.

accrued sick time and complete the paperwork in Payroll. If you are retiring or leaving the district, there is no limit on the amount of sick time you may donate. Once donated, sick time is lost to the donor permanently, so be mindful of your own health and circumstances before you donate hours (Note that STRS and PERS members can use accumulated sick pay towards retirement service credit; this factor should be evaluated when considering donating time to the pool).

The Catastrophic Illness committee is responsible for maintaining confidentiality of those employees requesting time, monitoring the pool, and granting the use of sick time to those eligible employees who request catastrophic illness time. The committee membership consists of a representative from the District, the Guild and CSEA. Eligibility criteria for

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ADJUNCT JUNCTION

by Phyllis Eckler, 2nd Vice President, GCC Guild

Sorting out Parity

If you have ever looked at the adjunct salary schedules at the end of our contract agreement you will notice that Appendix B-1 has a "parity allocation." Many newer part-time faculty may not know what this additional percentage (around 10% of the base hourly rate found in Appendix B-2) represents. In 2000 the state legislature added three line items to the California



community college budget; the office hour line item, the medical benefits line item and the parity pay line item. Each of these line items in the budget were set as fixed

amounts and were meant to provide some relief to part-timers who were not getting paid salary or benefits equivalent to what full-time faculty were receiving. Specifically the parity line item

was meant to compensate adjunct faculty for the preparation, grading and assessment work that they were doing outside of their paid teaching hours. Full-time faculty have a required "load" which designates the number of in-class teaching hours that they must provide per week. Additionally they are also paid for the extra time that they must spend preparing class lectures, grading papers or grading assignments. A faculty member's "load," or in-class teaching hours, is determined by how much of this out-of-class preparation and assessment work is required in that particular discipline. In most credit subjects where full-time faculty are required to teach 15 hours, they are paid for one hour of preparation and grading for each hour taught. This is the crux of the pay inequity that part-time faculty suffer. While we are paid for our in-class teaching time, at what some would consider a reasonable rate, when one factors in all the hours spent on preparation and grading the overall compensation is poor. For those in subject areas where there is even more assessment and grading necessary, such as English composition, full-time faculty are paid for more hours of grading and are therefore required to do fewer in-class teaching hours. Unfortunately the adjuncts in those areas are not compensated at all for the time spent grading papers, and because of the "60% Law" (see last month's *Chaparral* article) cannot even teach as many in-class hours as part-time faculty in other disciplines. On the other hand, full-time faculty in other

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UNEMPLOYMENT BENEFITS

If you will not be working (or working at a much reduced level) during the summer intersession you have a right to apply for unemployment insurance benefits. There are some important things to keep in mind when applying for unemployment. First, call EDD directly rather than using their website (800-300-5616). As easy as their website is to use, the website is not set up to accommodate the unique nuances that affect adjuncts. For example, their website will not give us the opportunity to cite the Cervisi case. The 1989 Cervisi v. California Unemployment Insurance Appeals Board states that adjunct faculty are eligible for benefits because we are on short-term contracts that do **not** provide "reasonable assurance"

of employment. Adjunct assignments are contingent upon funding and enrollment. A request from your division chair for your availability is not assurance of actual employment. Remember you have no guarantee of a contract for the next semester even if your name is in the schedule of classes. Lastly, it does **not** matter if an adjunct is being paid during winter or summer for work previously completed (once you turn in grades, your work IS completed!). These facts of the Cervisi case will be helpful to you when you call to file for benefits.

When should you file? You should file for unemployment on the last day of the semester, which is June 14. Yes, you may have a paycheck coming

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LOOSE LIPS SINK SHIPS

by Andra Verstraete, EEO Committee

Did you know

that there are currently thirty-four open positions, both academic and classified, to be filled this spring? In addition to those, three more positions are slotted to be filled next fiscal year and there are two more still pending (and this does not include the recent list of 40 or so retirements!). This means that many of you may be called upon to serve on, or are currently serving on, one or more hiring committees. I am a member of the EEO (Equal Employment Opportunity) committee and currently I am the EEO representative on three hiring committees. I have also served on hiring committees not as the EEO Rep, but as a voting member representing management. The purpose of this article is to remind everybody of the importance of maintaining both professionalism and confidentiality before, during and after the hiring process.

If you have ever been part of a hiring committee, then you know that you are required to sign a confidentiality statement. However, the culture here at GCC is that of "one big family," with the usual gossip grapevine of an extended family. This tends to interfere with our legal responsibilities when serving on a hiring committee. It is both a duty and a

privilege to work for a system that mandates shared governance for all full-time academic hires. Although individual applicants (both internal and external) may share their hopes for career moves with anyone they please, the actual screening and interviewing process is kept confidential. Maintaining this confidentiality is especially difficult when people ask colleagues for letters of reference, thus increasing the number of people who may know who is applying for what position (especially internal candidates).

Both state and federal laws require confidential hiring procedures; we put ourselves and the college at risk of lawsuits when we violate this mandate.

If you are asked to serve on a hiring committee, please take the commitment seriously. Just as if you were serving on a jury, remember you are not allowed to speak to anybody who is not on the committee about the applicants, nor are you permitted to talk about the interview process, or how applicants were ranked, or questions that were asked. It is unfortunate that in many cases an internal candidate finds out he or she is a finalist before our human resources department has a chance to notify through the proper channels. When others who may not have been selected for a final

interview hear this information through the grapevine, feelings are hurt; a more serious consequence is that failing to maintain confidentiality could lead to expensive legal action against the district. Although many of us have a long history here at GCC and have made lasting friendships, we need to resist the temptation to blend our friendships with our professional obligations. If you suspect that you will have a conflict of interest, or you just can't keep your mouth shut, then you should remove yourself early on from the committee.

In some cases, a hiring committee is formed with not only representatives from the various constituency groups on campus, but also may include community members or professional experts. These folks are also required to sign confidentiality agreements, but obviously we cannot control and monitor what they discuss outside of our institution.

Despite all the laws and rules, sharing our stories about sitting on hiring committees and the dynamic that occurs between individuals is common. This is a hard habit to break. In light of the fact that there will be many more positions to be filled both by internal and external candidates, we must all think about the repercussions of leaking confidential information and the reputation of our institution. At the May 2, faculty meeting, Dr. Davitt announced that approximately 50 people along with himself are retiring and that there will be many new faces at GCC. We need to preserve the history of this college even as we

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If you are asked to serve on a hiring committee, please take the commitment seriously.

Classified Council Corner

by Kit Crawford, Classified Council President



The classified spring BBQ honoring Dr. John Davitt and our scholarship winners was a great success.

CSEA and the Classified Council combined forces to organize this event, and it was certainly one to remember. Not only was the food exceptionally good, but so was the company and camaraderie. We were very privileged to have Dr. and Mrs. Davitt attend as our guests of honor.

Grateful thanks must go to the Classified Retirement Committee, Margaret Nadir (chair), Merrilee Ahaus, Saodat Aziskhanova, Abe Barakat, Heather Glenn, Faye Henson, Nidal Kobiassi, Alex Leon, Fran Pehar, and Nance Spray, for all the work and planning that they did.

Special appreciation must also go to Larry Serot, Steve White and Hoover Zariani for their generous financial support and to Fran Pehar from the Gar-

field campus for donating all the wonderful flowers that graced every table. I would also like to thank Stephany Snyder and Anjali Stanislaus of the GCC bookstore.

This year, Classified Council gave three scholarships totaling \$1,100. Wendy Grove and her scholarship committee had a very difficult task selecting the winners from the talented and deserving pool of applicants. The scholarship recipients were Armine Melkomian from Financial Aid, Elsa Urquilla from the Study Abroad office, and Rubina Haira-



2006 Student Workers Scholarship recipients

petian from ITS.

I would like to draw everyone's attention to the on-campus

event honoring Dr. Davitt on Thursday, May 25, 2006, from 11:45 a.m. to 1:30 p.m. in the Verdugo Gym. There is no cost to attend this event, and I would love to see a huge classified turnout. Special permission has been given for most offices to be closed during this time. Please visit <http://www.glendale.edu/davitt/> to register electronically.

Classified retirees are warmly invited to attend an all-campus party to honor them on Friday, June 2, 2006. If you are retiring soon, don't forget to fill in the information form online, so that you too will be included in all the festivities. Please visit <http://www.glendale.edu/retirementevents/form/> to complete the form.

Classified Employees week starts on May 22. As usual we will be holding events on campus to celebrate this special week. Watch the bulletin board in the mailroom for details. 📖

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ADJUNCT JUNCTION

departments such as Physical Education or non-credit ESL are deemed by the district to be relatively free from grading written work, so they are expected to put in more in-class teaching time. These full-timers are somewhat compensated for preparation but not for grading. The light grading load of part-timers in those divisions, in effect, makes their overall teaching pay higher.

Under the law that provided for this parity line item in the state budget, there was also a requirement that districts come to a definition of the duties and hours that an adjunct must provide to the college in order to get paid comparably to their full-time colleagues. We at Glendale College are now ready to tackle this task. While the in-class teaching hours are evident, we must come to a clear understanding of how much outside work is required in each discipline

so that we can remunerate those adjuncts who are providing more of the uncompensated hours of grading. This would in turn give us a clearer picture of how much more or less each adjunct was receiving than a full-time counterpart. As we do this assessment, a clear percentage should emerge of how far part-timers are from their full-time colleagues in terms of pay, and we can hopefully all work to right these inequities. 📖

CSEA CONNECTION

by Abe Barakat, CSEA Treasurer



IN THE MIDST OF CHANGE!

I want to thank all of those individuals on the

BBQ/appreciation for Dr. Davitt committee for a job well done. I did, however, speak to an individual or two who told me of their unfortunate experiences when they came toward the end of the afternoon, and I must really apologize to them. But, all in all it was a splendiferous happening and I think we all can be proud of our honoring Dr. D.

So, where are we?

This question must be on the minds of most of the classified staff here at GCC. CHANGE-- what a word! It brings to mind confusion, bewilderment, challenge, and the constant question of how will all of these new changes affect me and my job? I don't know about you, but I can feel the unease in the atmosphere around campus. Just the other day, someone came up to me and said, "I feel that they are trying to force me out" (meaning that they are trying to force me to retire). This is not the case, and I think,

especially when so many long-time classified staff are leaving, those who are staying will hold even more importance than before.

I think we must look at our own individual areas and see how the changes will affect us. As I pondered my area I didn't see much change, at least not for now and the next couple of years. But, unless I made a concerted effort to think about just the effect on me, the overall emotion was kind of like panic--oh my gosh, all hell is going to break loose and I may be lost in the shuffle.

"Change"— this word, all by itself, without attaching any emotions to it, is at times difficult to swallow. But we are these days in constant change, and this will continue as technology becomes more and more a part of our lives.

Labor is under attack in America and CSEA, being part of the AFL/CIO, is a member of the labor movement in the defense of our jobs, our way of life, the educating of our children, our health and overall well-being. It is up to us to stand up and NOT allow the changes to overtake us. We here at GCC have an opportunity to assist in the changes to come. We

have to be pro-active and positive in our approach. This effort must be as a whole unit. You cannot depend on any single individual to protect your rights and to maintain the overall standard which we have come to expect. Your association (union) is very important and your involvement is critical if we are to influence the decisions that affect our jobs. Now is the time for YOU to be involved, volunteer to be on a governance committee, come to CSEA meetings, ask questions, vote, discuss, be something as simple as a person in your department or area who can answer questions, bring issues to a meeting or talk to a member of the executive board about them. We are in a state of flux. WE have to move with the times and we have to take charge of the process of change, or we will be swept up in it as if in a whirlpool. 📖

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CATASTROPHIC ILLNESS*

those individuals requesting catastrophic illness time are listed in the Guild and CSEA contracts. Over the years, 26 employees and

their families have received the benefit of 7333.75 hours donated to them from the Catastrophic Illness sick time pool, which has served equal numbers of classified and certificated employees. I can't

think of a better example of the generous spirit of the employees of Glendale Community College.

If you have questions about the Catastrophic Illness Policy, please contact me. 📖

meeting off campus for years. Participation had been ended for everyone except high-level administrators, but agitation a few years ago got the invite list expanded back to include members of the Budget committee and Campus Executive committee.

A task force was formed in 2001 to revise the process that leads up to this retreat, and produced recommendations after two years of work. Another year of floating trial balloons from the recommendations, as well as inconclusive debate in the Academic Senate, was followed by a year of inactivity on them. Finally, Larry Serot jumped into the void this year with a proposed revision of the process which follows some of the recommendations, but contains some major divergences as well. The Senate is now on board with his plan, and it should be coming to Campus Executive committee in June.

The main point of contention is whether some requests for increased funding should be sent directly to this retreat or whether, as is normal, they should go through a process of winnowing by one or more governance committees first. From more

universal to more sensitive, one can imagine a hierarchy of stances various groups could take on this, such as:

1. All requests for increased funding should be considered by the governance process before going to the budget retreat.
2. If a request comes from any group with characteristics X, Y, and Z, it can skip this and go directly to the budget retreat.
3. If it comes from a list of preferred groups, it can go directly to the budget retreat.
4. If it comes from my group, it can go directly to the budget retreat.
5. If it comes from my group, it must be funded whether or not it is considered at the budget retreat.

Although I prefer principle #1, I believe a principle like #2 could conceivably work if the characteristics were such that they constituted good reason for allowing

such groups to bypass the process. However, many participants in budget discussions appear to have adopted principles like #3, 4, or 5. That is to say, they have only bad excuses for why they should be given preferential treatment, rather than good reasons.

Now understand, the Guild and CSEA unions don't submit their requests for increased money to the budget retreat, but rather at the negotiating table. Thus, we haven't needed to decide whether or not we should pursue preferential status in the budget development process. However, we are active participants in the process, as we certainly don't want to see money go to dubious requests and then not be available for negotiations.

My fear is that the more groups given preferential access to the budget retreat, the less scrutiny proposals will receive by knowledgeable members of the campus, and thus the more money that will be spent on good-sounding but fairly useless projects. I think we should end the practice of preferential access to the budget retreat starting next year (it's too late for this year), and have everyone's proposals examined carefully. Who's with me? 📖

from Glendale College afterwards (see above paragraph), but when you turn grades in, you are unemployed! In the past we have suggested using your last final exam day but this is no longer safe. Human Resources, which reports your last work date, cannot know every part-timer's last final exam date, so your last work day is always reported as the last day of the semester. You, therefore, must also use that date.

You also need to keep in mind that there is a week layover in receiving that unemployment check. When you call, have ready your social security number, and the name, address, and phone number of the college. Be aware that some of the questions that are asked are meant to trick you into saying that you will be back again teaching in the fall, or they will ask if this is a break period. You have to let the EDD know that you have been laid off because your contract ended and just keep

repeating, "I have no reasonable assurance of work with this employer in the future."

Something else to keep in mind: some EDD personnel may not be familiar with the Cervisi case and may deny your claim to benefits. If that happens, appeal immediately and be prepared to cite the Cervisi case again. Our Guild office will be available to help with the appeal, which is not difficult to win. 📖

iStudents

by Mike Dulay, Social Sciences Division

Communication is the transmission of information. Since the advent of written language, communication has evolved in its speed and nature. The speed of communication has always been defined by the technology used to create the message. We went from stone tablets & chisels to papyrus & brush to paper & printing press. Each shift in technology allowed information to be spread at faster rates, which often led to social change. In most cases, the spread of ideas led to a more general diffusion of knowledge and a more educated populace, who often challenged the status quo as a means of fueling human progress. Examples abound, but consider what would have happened to the ideas of Galilei, Luther, or Paine if the printing press had not been developed.

The nature of communication is of equal importance, yet it is rarely discussed. Analog communication, where signals (messages) are transmitted via a single varying wave frequency, provided the foundation for telephone, radio, and television. The nature of communication limited its speed. Said simply, messages were emitted from a single source, and they had to be decoded in the order sent. This nature of communication is fast becoming useless because much of the world is going digital.

Digital communication is based on the encoding and decoding of information. This may be most transparent during a typical email session. A person types an email message that is encoded into bits of "0"s and "1"s; these bits are then sent across a network and decoded via the appropriate programs so that its recipient

can read the message. Since the encoding and decoding processes are fundamentally mathematical, the nature of this communication is clearly driven by developments in processing power and programming language. Processors are now small and powerful enough that a student can carry libraries of "books" on a key chain.

In fact, one look at digital book websites such as <http://books.google.com/> have prompted many to question the entire notion of a book.

More importantly, the nature of this communication allows people to transform messages into varying forms of media. At a whim, a person could read, hear, or see someone recite the Constitution; and they could manipulate and share the newfound media with relative ease. It is a digital age, and most of our students are native "speakers" of digital communication, and we are not. To borrow Mark Prensky's (2001) metaphor, we are "digital immigrants."

I was thrilled when I was asked to write an article on iPods, because doing so would allow me to address the potential communication breakdown between digital natives and immigrants. This is essential to understand because social norms (i.e., "manners") are often dependent on the nature of communication. Digital tools imposed on digital immigrants force them to reconcile old manners with new technology, and this can be seen in a person's struggle over the right way to answer a new, digital telephone (with caller ID). Should you greet a caller by name before you are offered a salutation?

This is far more challenging when digital natives and immigrants interact


in person. During a conversation, should someone remove his or her phone headset or ear buds? In classes, is an open laptop and lack of eye contact a sign of disrespect? These are essential questions to consider because there are many, many other communication breakdowns that we've yet to discover. Last month, iPods made for one such dilemma at GCC. In an effort to help a friend, one student recorded a class lecture on her iPod. (That's right, tapes are so... "pre-neomillennial.") The student then took this digital recording of the lecture and "podcast" it for her friend. (Podcasting is basically personal broadcasting to anyone with a digital playback tool, such as an iPod or iTunes) The lecture was, in effect, streamed online for the world to hear. That's right—the whole world.

As a digital immigrant, I constantly monitor my reactions to news such as this, and I find myself grappling with the questions that all immigrants do:

How do I communicate with those who are native, and therefore more familiar with the nature of communication?

Should they be allowed to share my ideas so easily?

How can the natives and I grow together as the future catches us?

Developing a college-wide policy regarding iPods in class is entirely the wrong approach. Not only would that be a threat to academic freedom, it would also be completely ignorant of the digital divide in our classrooms and of the rapidly changing world for which we prepare our students. Look beyond the iPod in your class—it is one of many digital tools used by today's iStudent. 

**Chaparral welcomes responses to articles that appear in the newsletter.
Send your articles or letters to the editor to Mona Field at mfield@glendale.edu**

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LEVY

and 10 as an administrator, the last five as president at Los Angeles Southwest College. She is energetic, hands-on and determined to experience the same issues that students face on a daily basis, starting with finding a parking space.

She calls herself a career student, as her bachelor's degree, four master's degrees and a doctorate would demonstrate, and as she said at the presidential forum, "I want to experience what everybody does on campus, from the students to staff and faculty. I want to stand in lines with students and engage people in conversations everywhere I go. I liken myself to a relay race runner, in that the baton has been passed to me. And I will take that baton and run as far and as fast as I can at this institution."

The nation-wide candidate search to hire a new superintendent/president started last year; the pool was narrowed down to four individuals for the April 12 candidates forum by the 21-member search committee, headed by Dr. Vicki Nicholson and including faculty, staff and students. "The Board of Trustees is grateful for the dedication and professionalism of the community members, staff members, and the students throughout the selection process," said Kathleen Burke-Kelly, President of the Board of Trustees. "The broad constituencies representing every facet of college life assisted in making this a smooth, thorough, and thoughtful search process, which led to the selection of Dr. Levy.

"Dr. Levy is an excellent choice for Glendale College because of her broad experience in the field of education and her ability to work collaboratively with people. All of the board members are looking forward to the future under Dr. Levy's leadership."

Alternating from being playful and serious on the phone, Dr. Levy addressed several topics, from confusion about where people can and can't park on campus to the possible perception that she will come in and make immediate changes. "I'm not coming in with a cookie cutter or a magic wand," she said. "Anyone taking on a job at this level has to get to know the institution first. At the college I'm at, I didn't do much the first year."


To bolster the idea that she won't be making wholesale changes, Dr. Levy recited a quote from one of her favorite books, *The 7 Habits of Highly Effective People* by Dr. Stephen Covey: "Seek first to understand and then to be understood."

Asked how she likes to spend her free time, she said with a laugh that free time is something she has "very little of." Told that Glendale will host L.A. Southwest in a home football game on Saturday, September 23, Dr. Levy said she is very supportive of

activities and athletics on campus. "But I might have to excuse myself during games if the score gets close, because I just can't bear to watch."

Asked for her first impressions of Glendale College, Dr. Levy was very complimentary about how beautiful and ideally located it is, and how well built, "with just a few bungalows, not like all the ones we have in Los Angeles," she said. "The L.A. Southwest campus was more like a piece of coal when I got there, and we have worked hard to shine it up quite a bit. Glendale is more like a twinkling star."

Dr. Levy's willingness to be the driving force behind project development at her Los Angeles campus was demonstrated when she operated a backhoe/loader in 2003 at Southwest, according to a 2003 campus press release, to officially launch a multi-million-dollar campus transformation program. Trustees and college officials then donned hard hats and wielded golden shovels for media photo opportunities, but the sight of the college president operating heavy machinery stole the show.

As the interview was concluding, Dr. Levy took the opportunity to address again the perception that she might intend to make immediate changes on campus. "Everyone can relax in thinking I'm going to come in and make changes," she said. "It should be looked at as an exciting time rather than one of uncertainty." 

Article by Alex Leon, Office of Communications, Marketing and Foundation

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DAVITT

campus; more often than not, he makes decisions only after all campus constituencies have had their input. His support for shared governance goes so far as to contribute funds to support the Academic Senate with a full-time administrative assistant, to pay for Senate travel to leadership conferences and plenary sessions, and to help support the *Chaparral*, our governance newsletter.

Not only is Dr. Davitt a man of deep integrity, but he is also a man of deep principle. He relies on the perfect blend of moral and professional principle to guide his everyday judgment. His decisions, while primarily based on governance input, professional standards, and state education code, nonetheless always consider moral and personal consequences. That is, he is a man of courage—a man with the conviction to “follow his heart” when a decision based on the former criteria does not “feel right.”

John Davitt’s huge heart makes him by far the most compassionate administrator I have ever met. His door is always open to faculty and staff to discuss personal as well as professional matters. He seems to know everyone on campus, and genuinely cares about each one of us. We can always drop in to discuss pedagogy, politics, and personal issues. He listens intently, and always offers sound advice.

Because of his adherence to professional standards and his compassion, Dr. Davitt has created a learning environment for students that includes the hiring of a first-rate faculty, development of the largest student support program in the state, and the securing of over \$200 million (including a \$98 million local bond) for renovation and construction. No campus has faced greater challenges than we have; we are landlocked

on a 59-acre hillside. Through Dr. Davitt’s leadership and charisma, more than ten new buildings have been constructed or remodeled during his tenure, with new buildings in the planning or beginning stages. During his stay at Glendale College, more than 300,000 students have passed through our institution. These students represent every ethnic group, ages from 15 to 95, with many different educational goals. They also represent international students from more than 50 countries. As with faculty and staff, John’s door has always been open to students to discuss personal and academic issues. He has helped students find resources to continue their education, and has mentored both underachieving and outstanding students. GCC graduate Arthur Khachatourian says, “Dr. Davitt has been a lifelong, fatherly mentor and a key factor in my academic and professional achievements. He’s the best.” According to former Glendale mayor Frank Quintero, “John Davitt is a dedicated educator and administrator, and the city of Glendale is proud to have GCC within its boundaries. Under John’s direction the college has grown to meet the diverse and ever-changing needs of this community. He has kept higher education and career education at a high level.”

There is no greater evidence of Dr. John Davitt’s dedication to promoting community well being than his 22-year presidency of Glendale Community College. Currently he is the longest-seated community college president in the state, and possibly even the nation; while the typical college president’s term is relatively brief, our campus and civic community have always rejoiced that John Davitt is our president. Our campus serves a diverse population of over 25,000. During John’s leadership the community

of Glendale and the college have experienced one of the most significant population shifts in the nation—and John has led us to adjust to that shift. Also, John Davitt has served on almost every board in the greater community, including Rotary, Chamber, Guidance Clinic, Developmental Council, Child Care Council, Intergovernmental Relations Committee, Glendale Partners, Glendale Symphony, Crestview Preparatory School, Archdiocese of Los Angeles School Board, Holy Family Girls High School, St. Bede’s Pastoral Council, and Flintridge Sacred Heart Academy. In addition, John delivers food every week and volunteers at the Good Shepherd Center for Abused Families.

John Davitt is a one-of-a-kind superintendent/president who will be deeply missed when he retires this June. The Academic Senate of Glendale College thanks him for his dedicated years of collegial service. John, we’re so glad we know ye. We certainly will never forget you; your legacy lives on at GCC. 📖

*Article by Sid Kolpas,
Academic Senate President*

(Continued from page 5)
LOOSE LIPS SINK SHIPS

experience great change. Let us embrace this change and be proud of who we are and our accomplishments. Let us feel good about the professionalism with which we approach the hiring process. With the potential of a large pool of applicants possibly coming from other educational institutions, the message should be clear that the hiring process at Glendale Community College is professional, confidential and fair. 📖

MILESTONES

Kristin Bruno's son, Carl Barnes, was advanced to candidacy for the doctorate in philosophy at UC Santa Barbara in February 2006. He was also selected for the Graduate Student Teaching Award for his work as a teaching assistant for the past two years. He is the instructor of record in a Critical Thinking class this quarter and will teach his first upper division class in summer school.

Susan Cisco's son, Michael, will deliver a paper at a conference at Oxford University in July. The subject of the conference is "Transatlanticism in American Literature: Emerson, Hawthorne, and Poe."

Kathy Holland, adjunct professor of political science, attended the Oxford Roundtable Conference at Oxford University in March. The topic of the week-long conference was women's rights. While staying at Trinity College, Kathy and her fellow (mostly female) participants discussed the role of women in literature, religion, polygamy, politics, sexuality and education. Pub-crawling and local tours of the city of Oxford and the Cotswolds balanced out the week.

Chloe Anabella Jazán, daughter of Spanish profesora **Stacy Jazán** and her husband, Jorge Jazán, was born on April 21. She weighed 6 lbs. 9 oz. And was 19.25 inches long. Mami and baby Chloe are at home and doing fine.

Sam Joseph, adjunct professor of English, got great reviews for his play, *Window of Opportunity*, which was produced by former Doors musician John Densmore and played at the MET Theatre in Hollywood for a month's run.

Margaret Nadir's son, Garen Nadir, is graduating this year from GCC and has been accepted at UCLA, where he plans to major in Business Economics. At GCC, he is currently president of the College Scholars and works in the Financial Aid Office. And this year, he also earned his Eagle Scout badge.

The **Nursing Program** has exciting news: The Board of Registered Nursing in Sacramento has informed Associate Dean Cynthia Dorroh that GCC's December nursing graduates had a 100% first-time pass rate on the board's exam.

Vera Paragouteva's daughter, Dany, has earned a BFA in Illustration, with

Distinction, from Art Center College of Design. While at GCC, Dany received the 2002 best achievement award for a student graduating after more than four semesters.

Ann Ransford's son, Kyle, and his wife Melanie are the parents of Austin Derrek Ransford, born on his grandfather's birthday, May 18. Austin weighed in at 8 lbs. 1 oz. and was 20 inches long. He is named for his uncle, Derrek Ransford, who reports it is the best honor he has ever received.

Jan Swinton's daughter, Stephanie, received an M.A. in Visual Culture with a Concentration in Costume Studies from New York University in May. The program was offered in conjunction with the Metropolitan Museum Costume Collection. Stephanie is currently working at the Asia Society Museum in New York.

Karen Wharton reports that the "Classified Tree," which she donated in 2002, has finally been installed in the planter at the base of the library ramp to the bookstore. It can be identified by an accompanying plaque.



Des Kilkeary, *Chaparral's* intrepid editor from fall 2001 until spring 2006, was actually the person who started the newsletter back in 1986. Jean Lecuyer felt that the campus needed a newsletter and asked Des to participate. He also recruited Jeb Brighthouse, and the two went to work.

Intrepid Editor Starts New Adventure...

According to Des, the early issues were "pretty crude—we'd just cut and paste, and send the master out to be printed. Actually, it was mostly for content. It didn't have much in the way of looks. And it had a bland title—"The Faculty Newsletter."

The articles weren't bland, though. "One of our better early stories was quite controversial," said Des. "It was about building projects on campus. We called it 'Edifice Rex'—a title suggested by a colleague, and we weren't above using it. It brought us to the attention of the administration—we were on the map!"

The Faculty Newsletter ran for about seven years. "We spruced it up—got an Apple—moved from cut and paste to a primitive computer. Then Steve White came on board with his technological skills. He had new software on Windows, and we started to look more

sophisticated."

The newsletter wasn't published at all for a brief period after Jeb Brighthouse retired, but then Steve White brought it back, with a contest to find a new name. The winning entry, *Chaparral*, was supplied by former managing editor Jonnie Weaver.

Des recalls that "there were a number of *Chaparral* editors, I'm not sure how many. Then, somehow, they resurrected me." Since leaving his post as editor, Des has spent his spare time trying to retire, which hasn't been as easy as he'd hoped. He's made more than one trip to the Social Security office, and says there are other agencies he'll have to visit as well. "I'll be going to federal buildings for some time to come. We'll see where that adventure takes me."