



# CHAPARRAL

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

## The Decline of Community

by Jean Lecuyer, Physical Science Division

*How often do you have lunch with a faculty member from another division, or even from your own division? How many people do you know personally outside your division? How involved are you in campus organizations?*



If your answers are "rarely," "very few" and "not that much," you may be missing a lot. But you may also be rather typical of your faculty colleagues.

The college has not always been like this. Twenty-six years ago when I started working here, the faculty dining room was a very vibrant place. Every day at noon one could find three or four tables of faculty members having lunch there. The discussions were lively and interesting, and

for a young teacher like me these lunches were precious: they put me in contact with a wide variety of colleagues from almost every discipline. Six years later, when I became president of the Academic Senate, I knew personally almost every faculty member on campus. How many of you, faculty readers, can claim the same thing nowadays?

Granted, we have increased in numbers in the past twenty years, but not that much. We are still fewer than

three hundred full-timers. What is happening, I believe, is that we are losing our sense of community. We are becoming more individualistic, more anonymous, more fragmented, and that is not good for the college, or ultimately for us either.

You might object that I make too much out of the demise of the faculty dining room, that the new dining facilities are not all that inviting, that people just prefer eating in

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# ROOTS OF UNITY

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## Youth and Experience

by Mike Allen, Guild President



**Many** have heard the adage "age and guile will beat youth and talent every time" during their lives. Depending on how old you are when you come across this claim, it may lift or crush your spirit. But of course, there are many reasons not to put too much stock in this old chestnut. It is certainly not true that the wiles of the experienced always outweigh the fresh perspective and energy of initiates, and the adage doesn't say that the aged are universally untalented nor that the

young are universally naive. Instead, it focuses on the situation when the two types are indeed squaring off in some sort of contest. But what if

we can avoid such a contest? What if guile and talent, young and old, team up and decide to work together?

In recent years, some members of our union have felt that the aged and guileful have led us to focus inordinately on the "longevity" portion (beyond step 13) of our salary schedules. In the last few years, we have in fact added longevity steps to some of the columns of our full-time faculty salary schedule, increased the percentage "bump" these steps provide, and have negotiated to add a new highest step to both the full and part-time schedules starting next year (barring some catastrophe in funding

**"Age and guile will beat youth and talent every time"**

from Sacramento). This has allowed our members on the high end of the schedule to remain competitive with similar faculty in the area, but what we pay those on the low end has drifted well below median. At some points on the low end, we are now 12th out of the 13 local districts, besting only Compton (a district in receivership).

Now some would argue that if we can only be competitive on the high end or the low end, it should be the high end, since this is what will determine the amount we will get from STRS in retirement. Moreover,

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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 Des Kilkeary (dkilkear). 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 Des Kilkeary at x5341 or e-mail dkilkear.

The *Chaparral* Editorial Board is composed of volunteers and is open to any college staff members. The current board includes Des Kilkeary (editor-in-chief), Susan Cisco (managing editor), Patricia

Chamroomrat (production manager), Nancy Lopez, Mona Field, Mike Allen, and Michael Moreau.

Columnists are Guild President Mike Allen (Roots of Unity), Academic Senate President Peggy Renner (Speaking of the Senate), CSEA President Nidal Kobaissi (CSEA Connection), Classified Council President Patricia Chamroomrat (Classified Council Corner), Guild 2nd Vice President Phyllis Eckler (Adjunct Junction), and Alex Leon (Communications, Marketing, and Foundation).

#### Disclaimer

The editors reserve the right to edit for length, clarity and/or relevance; to publish editorial commentaries; to omit materials which in their good-faith judgment is believed to be libelous, obscene and/or offensive, or an invasion of privacy. Questions regarding this editorial policy may be directed to the editor-in-chief. 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.

## Defining GCC

by Peggy Renner, Academic Senate President



**W**hat distinguishes us as a college? What makes GCC special? At Institute Day this year, Dr. Davitt raised these questions and asked us to begin the process of defining GCC so we are ready when it

appreciate the quality of education that we offer at GCC. Our college is dedicated “to providing a quality-learning environment and student support services.” We have “collaborative faculty initiatives between instruction and college services to meet the learning needs of students.” Our facilities are well maintained. “The staff is exceptional and demonstrates substantial pride in their facilities.” Their report goes on naming each of the constituencies on campus and praises each of these groups in their commitment to creating a positive environment.

Now some of us may say, they came on a good day. The

### What does a new CEO need to know about us?

Our faculty has a strong voice on campus and that provides us with a sense of empowerment. Our Senate offers one avenue for faculty voices to be heard. In the last several years the Senate has assumed responsibility for revising our hiring policies, developing policy on cultural diversity, monitoring minimum qualification and developing procedures for establishing equivalencies. I’ll stop. There is no need to repeat the work of the Senate in the last several years. In similar fashion, the Guild, governance system, CSEA and ASGCC are

## Our faculty has a strong voice on campus and that provides us with a sense of empowerment.

is time to hire a new chief executive officer. I do not know exactly when John will no longer be our president, but his advice is important. We should not wait until we have his resignation to begin to think about hiring a new superintendent/president.

So what makes us special? Our accreditation team reported that their experience was “very positive.” To quote their report, “There was a strong sense of pride among all the college constituencies as well as genuine concern for student success.” Students, they said, really do

accreditation team did not see any of the difficulties we know are part of our small town (aka our family). While their compliments are nice to hear, it may not be a good idea to rely on their perceptions. Instead it is time for each of our groups on campus to begin the discussion of what distinguishes GCC and what do we want to see our college be and become.

provided with avenues to express concern and to negotiate answers to problems and issues. Each has paths and procedures for negotiating answers to our concerns.

At this point I want to shift gears to ask you what you see as important about the work environment at GCC. How would you like to see our campus described in the job announcement that will eventually be written to find a CEO? Each of the constituencies on campus—the Senate, Guild, CSEA, governance,

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# Adjunct Junction

by Phyllis Eckler, Guild 2nd Vice President

## Understanding Rehire Rights

### What are “rehire rights”?

In the fall of 2003, the new rehire rights contract change went into effect, along with 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 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.

### How do I qualify for the rehire list?

A part-timer must receive an “exceeds professional standards” on his/her evaluation to qualify for the rehire list. A part-timer who achieves this designation and who has taught for the district prior to fall 2003 will be immediately eligible for placement on the list. Part-time faculty who began teaching after 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.

### What are the criteria for an “exceeds professional standards” designation?

The evaluation form states that “The instructor/counselor/librarian is innovative, engaging, and creates a



learning environment that produces an outstanding educational experience for the students. Students come away excited and knowledgeable about the subject. Exemplary performance outside the classroom may also be considered.”

### What does the evaluation take into account?

The evaluation generally includes three parts: a written self-evaluation by the part-timer, a written evaluation of a classroom or office visit by the division chairperson (or his/her designee), and student evaluations. The part-time evaluatee must be offered an optional self-evaluation that should be returned to the evaluator before a classroom or office visit takes place. This document allows the part-timer to present information regarding changes in teaching style, courses taken that relate to the field of expertise or pedagogy, professional accomplishments, support of student activities, campus programs attended, and department or committee involvement. Attached to this report should be a copy of course syllabi, course outlines, handouts, examples of tests, and/or certificates from professional development courses attended. If a particular class may not be appropriate to watch because a test is being given or some other special activity has been planned, the instructor should alert the evaluator to this and suggest a different day. The evaluator

should then observe a full class or two and write a follow-up report. This report, along with student evaluations and the self-evaluation, will be used by the division chair in consultation with the designee evaluator (if one has been used) to determine whether an “exceeds professional standards” evaluation is in order.



### Can I be removed from the rehire rights list?

To be removed from the rehire rights list a part-timer must receive one “needs to improve” on a subsequent evaluation or two “meets professional standards” on two subsequent evaluations.

### How can I be reinstated to the rehire rights list?

Only one subsequent “exceeds professional standards” is required to be reinstated to the list.

### Where can I look at the forms used by the division chair and by students to evaluate my job performance?

One can find these forms by going to the Glendale College website homepage, clicking on “Faculty &

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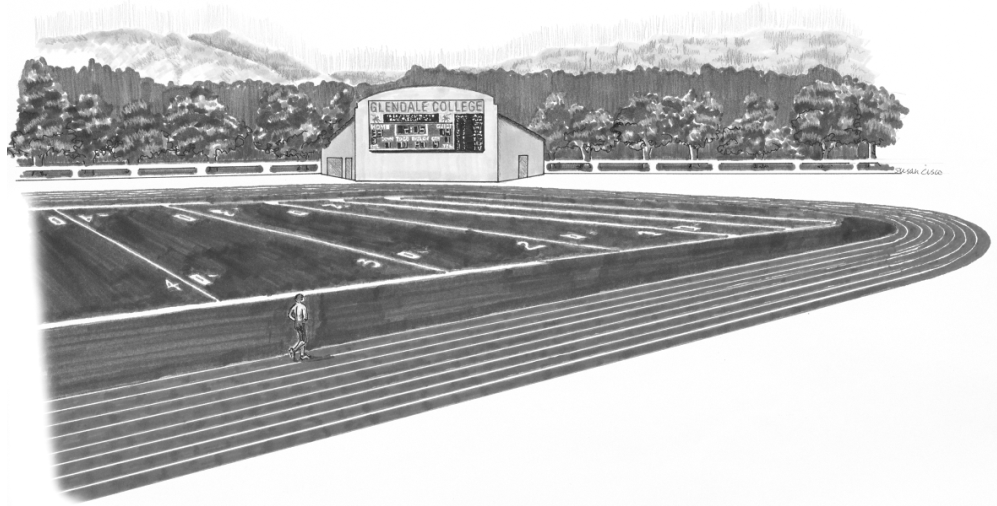
# Makeover of Field Starting to Take Shape

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

Imagine this. The year is 2005 and the Glendale Community College football team doesn't have to take a bus to play home games at Glendale High anymore. A standing room only crowd greets the Vaqueros as they sprint onto the field for the first home game on campus in the school's history.

A band plays, the public address announcer asks everyone to stand for the national anthem, and the brand new \$100,000 scoreboard spells out "Go Vaqueros" on its message board on the northwest side of the field. Resplendent with cardinal and gold lights, the scoreboard is also used for the men's and women's soccer games in the fall as well as for track and field meets in the spring.

Re-winding to present day 2004, the scenario for this vision is not so hard to imagine now that construction has begun in earnest on the athletic field. Work has already begun on the field, starting with the installation of a state-of-the-art lighting system, and will conclude before graduation in June of 2005 with the installation of a




renovated synthetic turf playing surface and all-weather track. The bleacher area will also be renovated but not expanded at this time.

The funding for the field renovation came from the \$98 million Measure G bond initiative that was passed by Glendale voters in 2002. Funding must be raised privately for the \$100,000 scoreboard and a planned \$250,000 athletic endowment, which will support maintenance and supplies for the field and other needs of

the athletic department.

Plans will be announced shortly about the capital campaign that is being developed to raise funds for these projects, and there will be major announcements regarding the naming of the field and major donors connected to this project.


Please call the Foundation at ext. 5199 if you have any questions. 

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Staff," then going to "Private Internal Links," logging on with a password and clicking on "Forms & Applications." Student evaluation forms can be found under the heading "Academic," while the evaluations forms can be found under "Academic - Adjunct."

## **I was just evaluated for the rehire rights list, so how come I am being reevaluated again so soon?**

During the 2003-2004 academic year many part-timers were given the right to request early evaluations outside of their regular three-year cycle in order to try to obtain rehire rights.

This resulted in a large bulge in the evaluation calendar. Because of this imbalance in workload division chairs are going back to the regular schedule for evaluations. 

# Classified Council Corner

by Patricia Chamroonrat, Classified Council President

**C**lassified Council has been busy planning the year for you!

In October, Dr. Wendy Fonarow rang in the spirit of Halloween by presenting the *Origins of Halloween* to classified staff and faculty. Delighted winners of our pumpkin carving contest were Jenny McMahon (1st prize winner), Arturo Yopez (2nd prize), and Laura Miller (3rd prize). Congratulations to Hasmik Sarkissian and Marilyn Mayne on their 50/50 raffle winnings.

Thank you all who participated in our Tupperware fundraiser. The drive brought in over \$1200 in sales. Forty




percent of this proceeds will benefit our student scholarship.

In November, Classified Council

is proud to present *FAKES*, a very interesting presentation by Leonard De Grassi. Also, look for information for our upcoming winter holidays fundraiser starting in November through December 1st.

Please save Thursday, December 9th on your calendar, as you are invited to our annual holiday party. Classified Council members receive a special rate. It's not too late to join Classified Council!


Please go to our website [glendale.edu/classifiedcouncil](http://glendale.edu/classifiedcouncil) for more information. 

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SENATE

instructional and college services faculty, library, ASGCC, administration, the standing committees, the tech folk, the non-credit programs...help me name all the groups that need to begin to think about their work environment and how they would like to see it

described. What do we want to see our college become in the next twenty years, and what do we now have and want to keep? Each of these groups needs to explore these questions with the membership.

Next we need to funnel those ideas to the Campus Executive, in much the way we did when we developed the plans and implemented

the compressed calendar. Ultimately we will use these materials to help shape the job description and to define the hiring procedures that will find our next chief executive officer. 

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DECLINE OF COMMUNITY

surrounding restaurants, that anyway, with e-mail now, we have a virtual community that makes these lunches unnecessary.

These are good points but they don't tell the whole story. For one thing, the demise of the faculty dining room preceded the Campus Center remodeling by many years. For another, apart from the Friday lunches of the math division and Yeimei's weekly feasts, I don't know of any other faculty table anywhere around. Perhaps there are some: if so,

please make it known; some of us would like to join! As for e-mail, it is wonderful, and it does create a sense of community to some extent, but it is limited. As in education, the computer screen does not replace face-to-face interactions.

I do, however, agree on the quality of the dining facilities: the faculty dining room was never that inviting, but the remodeling made it worse. It's as if it has been forgotten—it's more barren than before, but with the same old wobbly tables. And then the cafeteria has been turned into little more than another fast food outlet. Even

Judy Razze's creative announcements don't draw much faculty clientele there. That is a shame.

In many institutions, faculty dining rooms play a vital role in maintaining the sense of community on campus; they are truly wonderful places to meet colleagues and enjoy their company, to discuss issues and exchange ideas, and to keep up with campus life. I challenge the administration to create a really pleasant and attractive dining room, and the faculty to make it again the vital community center that it was twenty years ago.

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# CSEA CONNECTION

by Nidal Kobaissi, CSEA President



**Glendale** College is expecting some new neighbors. The old Union 76 gas station lot is under construction and will soon be occupied by its new tenants. Several food franchises have already shown interest and may even have leased space. The city of Glendale issued a variance for the parking requirements at this location that allows the tenants to open a business with less than adequate parking. This means that it is specifically designed to service students at Glendale College.

While the cafeteria has made drastic changes to improve its financial situation, more attention is

needed, and fast. The cafeteria staff has already altered their work calendar to better serve the students. The variety of food has been expanded with the addition of fresh baked pizza and authentic Mexican food at the Milky Way Café. Additionally, a

community, specifically the students, on what they would like to have.

The cafeteria committee is back and has been meeting to tackle this issue. There needs to be a clear understanding by the entire college community that this is an urgent matter. We

“The obvious question is what will become of our cafeteria. The answer is that we are in trouble.”

wide variety of prepared sandwiches and salads are now available to make the customers' food-buying experience even faster.

The obvious question is what will become of our cafeteria. The answer is that we are in trouble. We need to change everything about how the cafeteria does business. We need to look into what is selling and what is not. We need input from the college

need to find out exactly who our new neighbors are and what they will be selling.

It is my personal opinion that we can maintain a cafeteria that can compete with our neighbors and remain fiscally sound. We need to continue meeting and discussing all the options for keeping food services on campus.



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*DECLINE OF COMMUNITY*

In the meantime, I encourage everyone to take advantage of Yeimei's great lunches. There should never be an unsold ticket: the food is outstanding, the service is exceptional, the hostess is charming, and it's a great way to meet colleagues. Another way is to get yourself an invitation to join the math division lunches on Fridays. The mathematicians form perhaps the most involved and the most community-minded division on campus. They are quite admirable in that respect. Their lunches are lively and enjoyable. I only wish there were lunches like that every day of the week.

## Student Loan Consolidation

AFT members can take advantage of the lowest interest rates on student loans in history and cut their monthly student loan payments up to 54 percent. Learn more about the program today by calling an AFT-dedicated loan counselor at **800/936-4976** or visiting **[www.aft.org/aftplus/consolidation](http://www.aft.org/aftplus/consolidation)**.



11/04

# Milestones

**Dennis Doyle** recently received the GCC Instructional Technology Award for his contributions integrating technology and student learning.

**Zaruhi Grigoryan**, a GCC graduate who has worked at the ACTC for the last five years, has just received her real estate license and can't wait to start working in that field.

**Osheen Keshishian** participated in an international symposium on Armenian literature in Yerevan, Armenia, June 28-July 6. His topic

was "Collective Memory: The Reflection of the Turkish Genocide of the Armenians in the Armenian Literature of the Diaspora," emphasizing the works of Armenian-American authors who write in English. He was one of nine speakers.

**Jamie Kolpas**, younger daughter of Sid Kolpas, was chosen to dance at the 10th Annual American Choreography Awards show at the Orpheum Theatre on Sunday, October 17. The American Choreography Awards were created in 1994 by a group of

committed individuals determined to raise the visibility of the art of choreography for the camera. The ACA Award is now recognized as the highest standard of achievement in choreography throughout the entertainment industry.

**Do you have any milestones to share?**  
Send them to Chaparral!  
[dkilkear@glendale.edu](mailto:dkilkear@glendale.edu)

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**ROOTS OF UNITY**

these folks say that all will benefit from the high end eventually, as long as they keep working here. Others argue that members on the low end should be the ones paid competitively since they are often raising young families, trying to buy their first house, etc.. Also, high initial salaries can help us recruit the best applicants for positions here. Of course, it would be best if both ends could be paid competitively. The district has usually implied that since we get so few dollars per student compared to other districts, we can't do that. But the equalization funding we got this year is starting to eat away at their argument, and if it grows as expected, our funding will catch up to that of neighboring districts in just two more years.

So, how can we use these future dollars to improve equity on campus? To do this, all brothers and sisters must think about our union as a whole. But we must also attempt to balance representation in Guild leadership among the various sorts of faculty. When it comes to elected officers, we are at the mercy of who decides to run, so if you think you are not being well represented, please

consider running next spring. But, our negotiating team is appointed. While we have tried to make sure that each category of employee is represented there, we haven't always been able to balance the team in other ways, such as with regards to age. It does take time for faculty to acquire the knowledge and experience required to be an effective member of the team, and newer faculty seem to show less interest in campus politics on average than those who have come before them. But certainly there are some younger faculty who desire to learn what is needed, and we would love to combine young talent and experienced guile, right?

Thus, I want to ask you again to let me know if you would like to join the negotiating team this coming spring. So far, I have received nibbles from five people, but the more we have to choose from, the better the team we can put together. Also, if you aren't selected this time (perhaps due to concerns of balance), your interest in future openings on the team will be known. If you don't think negotiating team is for you right now, please also consider joining the campaign committee of Professors for Quality Education, our PAC. As most of you know, its focus is on

electing good trustees for our college. With the Board of Trustees election scheduled for April, we will need to raise the campaign committee soon so that it can do most of its work during winter session. It is a good way to get involved and gain some experience, without making a long-term commitment.

Lastly, I wanted to remind you this month that you can purchase all sorts of union-made gifts for the holidays at [www.shopunionmade.org](http://www.shopunionmade.org). Also, it is college application season, and you may be thinking about how in the world to pay for higher education. If so, be sure to check out <http://www.aft.org/aftplus/scholarships/index.htm> for the education services and scholarships available for students from your household thanks to our union's affiliation with the American Federation of Teachers and, through them, the AFL-CIO. Information on our local Guild scholarship and those available from the California Federation of Teachers will be coming soon. 📖