

| GCCC Faculty Handbook |

2025-2026

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Introduction to Garden City Community College

Mission, Vision, and Values

Our Mission, Vision, and Values help us understand *what* we do, *where* we aspire to be, and *how* we intend to conduct ourselves as we work to get there.

Mission: Garden City Community College exists to produce positive contributors to the economic and social well-being of society.

Vision: GCCC will be the premier education nexus of progress, providing world class learning in a dynamic environment. From here, you can go anywhere.

Values:

Bold Innovation

Unwavering Integrity

Service and Collegiality

Trust, Transparency, and Accountability

Empowered Creativity and Academic Freedom

Responsible Leadership

Student-Centered Focus

Humble, Hungry, Smart

The college also adheres to the Humble, Hungry, Smart philosophy promoted in Patrick Lencioni's *The Ideal Team Player*, copies of which can be requested through Human Resources.

Letter from the Vice President for Instructional Services

For those of you who are new faculty or instructional staff members, I am glad you are here. And for those of you who are returning, welcome back.

The forecast for the 2025-2026 academic year (and beyond?) reminds me of the Kansas weather. Sometimes we can see a storm coming for miles. Sometimes that storm hits us, and sometimes it doesn't. Other times we get almost no warning. A storm develops practically on top of us in fifteen minutes, and we have to adapt in the moment. Whether we have warning or not, we are **asked to imagine the future**. I give you this example: it's hailing outside and I'm trying to decide how bad the hail is going to get. For my 2013 Hyundai with the lightly-detached front bumper¹ and an all-glass roof, hail means I'm debating whether I should try and get the car under cover. Maybe the hail *won't* be that strong and the car will be fine. It's always been fine before. But maybe the hail intensifies suddenly, and I lose the roof. Maybe I try to run out and move the car and get a hail-based concussion. No matter how I choose to act, there will be consequences. And as **much as we try to forecast and anticipate, none of us can see the future**.



During the January 2020 All Instruction Meeting, I spoke about the external environment impacting the college: changes to the Kansas Board of Regents (KBOR) expectations and requirements, pressure from the state and federal levels (and thinktanks and private mega-donors funding endless data analysis) to move our mission from "access" to "completion." I talked about the impacts of the KBOR funding model and how a law passed eight years earlier under Governor Brownback drove college-wide efforts to dramatically increase technical education opportunities for students. In talking about these external forces, I was trying to explain the "why" behind administrative actions. Why change our developmental education model? Why change our placement model for English, Math, Reading? Why focus on completion and not *just* access? Why shift our degree conferral policy from "anything goes up to 60 credits" to a defined, faculty-driven sequence of courses? It has all been about the **pressures of our external environment**.

In January 2020, as much as I explained and forecasted the impacts of our environment, **we were not predicting COVID-19** the years-long impact of COVID that was coming². Two

¹ No, I have not yet fixed the lightly-detached bumper.

² Okay, I was *aware* of what was happening in China in December 2019, and even though it seemed *bad* even I wouldn't have predicted a total shutdown...come to my office, I'll get you a coffee, and we can talk about when I predicted the shutdown standing in an airport restaurant line in February.

months later, we had an emergency faculty meeting to discuss the possibility of a shutdown. The college went fully-remote from Spring Break through August of 2020. So much for predictions and forecasts.

As we start the 2025-2026 year, **we are all trying to predict the future**. While none of us has a crystal ball, there are storms we are tracking in the distance, and we are also bracing for unexpected severe weather at any moment:

The State Level

The Kansas higher education environment continues to challenge. Community colleges maintain their **competition for online and high school students**, using a “race to the bottom” approach. At the KBOR and legislative level, **two- and four-year models continue to be treated differently**. Four-year universities receive *more* funding at the front of their budget years while community colleges receive *less* funding *after* services have been delivered. There are times when these reimbursements aren’t for the full amount owed. Despite these disparities, KBOR continues to *not* support the majority of community college funding initiatives in its legislative appropriation requests, **leaving community colleges to advocate on their own**. State **population and tax revenue projections continue to decline**; the legislature is anticipating FY 2027 budget shortfalls in the hundreds of millions of dollars. The **pressure for consolidation** will likely continue. Some community colleges—Coffeyville and Independence—have agreed to merge and are requesting voter approval in an election in November. Western Kansas schools feel somewhat more secure, but some storms arrive suddenly and without warning.

The Federal Level

Decisions at the federal level continue to present **novel and unanticipated challenges**. In the last six months, federal funding for various projects including the Title III STEM grant, the SSS/Trio program, the CAMP program, and the Career Connections Academy have all seemed unstable. As of 8/21/25, **funding for some of these projects is still not guaranteed**. Other grants—including Bridges, LSAMP, and ICCAE—have lost funding. Within the past six months, international athletes at Kansas institutions, including other community colleges, had their legal status revoked based on minor crimes such as a moving violation or a minor in consumption. These were later reversed but prompted significant concern and action from GCCC administration. And the college continues to receive unclear, non-binding but forceful communication about needing to verify the citizenship and/or legal status of our students. At the time of writing this letter (8/1/25), it does not appear these requests are enforceable, but we continue to watch closely for developments.

Artificial Intelligence

AI continues to prompt pain (and perhaps some opportunities). **Teaching in the world of becomes more difficult**. Starting this fall we are proposing a comprehensive framework to

provide additional student and faculty support, but the impacts of AI extends well beyond the classroom. In survey results, students report they are not using tutoring services because they don't want to be around or meet new people and that Chat GPT has been a "good solution" for them. **The likelihood that students are getting good instruction that increases their ability to learn is minimal.** AI has also enabled a **dramatic increase in the number of fraudulent students** who are attempting to game the higher education system. The college is deploying new resources including an attendance policy that requires authentication assignments prior to certification date in fully-online classes, but **more students continue to make it further in the process.** AI is also **shifting the conversation around the future of work**, with many companies reporting that they have or are planning to shift entry-level jobs to AI. Some economists are reporting **significant mental health challenges among Gen. Z**, who are starting to see a clear, traditional path—"go to school, do a good job, get a job, build a life"—erode. In turn this radically increases the challenges of teaching and "reaching" this student population.

I have been working in higher education part-time and full-time as a faculty member, Department Chair, Associate VP, and now VP for fifteen years. I have not before seen such a turbulent time for higher education. **The challenges of this timeline are real.** And because of this, I have never seen such an important time to **pull together and work hard for the good of our students, our college, and each other.** I continue to believe that we are all on this journey together, and that we have far more in common that we have in disagreement. There are differences in the subjects that we teach; in the workforce or transfer outcomes of our programs; in the faculty, support staff, administrative functions we serve. And we will have disagreements about issues of policy. It is not possible to move forward with complete consensus. But we move forward with common commitment of our shared Busters Values.

Let's get to it. I give you my best. And thank you, as always for your work,

A handwritten signature in black ink that reads "Marc Malone". The signature is written in a cursive, flowing style.

Essential Contacts

This is not intended to be a comprehensive list but rather a list of those individuals you are likely to come in to contact with in your daily working life. The Employee Connection page on the college web site (https://www.gcccks.edu/about_gccc/employee_connection.aspx) and the Faculty and Staff Directory (<https://www.gcccks.edu/directory/default.aspx>) are excellent resources as well.

Building Assistants are present to support faculty and the functioning of the building including facilities and maintenance requests. They are happy to help with budget management, travel requests, and other support work.

Building Assistant: Fouse Math and Science Building

Katelyn Billings | katelyn.billings@gcccks.edu | (620) 276-9540

Building Assistant: Academic Building

Traci Thummel | traci.thummel@gcccks.edu | (620) 276-9580

Building Assistant: Joyce Fine Arts Building

Joann Sherrell | joann.sherrell@gcccks.edu | (620) 275-3251

Building Assistant: Penka Building

Mary Burillo | mary.burillo@gcccks.edu | (620) 276-9560

Building Assistant: John Collins Vocational Technical Building

Adele Waugh | adele.waugh@gcccks.edu | (620) 276-9687

Division Chairs and Assistant Deans serve as immediate support contacts for faculty in their areas. If you have questions or concerns, a good first stop is likely in this list.

Math/Science/Computer Science

Nicole Dick | nicole.dick@gcccks.edu | (620) 276-9686

Humanities and Fine Arts

Sean Boller | sean.boller@gcccks.edu | (620) 276-9787

English/Communications/Education/Developmental Education

Veronica Goosey | veronica.goosey@gcccks.edu | (620) 276-9682

Social Science/HPER/Business

Renee Harbin | renee.harbin@gcccks.edu | (620) 276-9586

Welding, John Deere, Carpentry, Industrial Maintenance

Assistant Dean Gabe Winger | gabe.winger@gcccks.edu | (620) 276-9512

Criminal Justice, Automotive, Department of Public Safety, Agriculture, Animal Science, Cosmetology

Assistant Dean Brandy Unruh | brandy.unruh@gcccks.edu | (620) 276-9503

Deans serve as administrative supervisors of Division Chairs and faculty in multiple departments.

Dean of Academics: Phil Terpstra | philip.terpstra@gcccks.edu | (620) 276-9554

Dual Credit Coordinator/Administrative Assistant: Dawn Tucker |
dawn.tucker@gcccks.edu | (620) 276-0441

Dean, Tech. Ed. and Workforce Development: Chuck Pfeifer | chuck.pfeifer@gcccks.edu
(620) 276-9521

Administrative Assistant: Vianeit Lugo | vianeit.lugo@gcccks.edu | (620) 276-9684

Online Campus and Instructional Design (online@gcccks.edu or [Online & ID Zendesk Request](#))

Director and Canvas Admin: Jamie Durler | jamie.durler@gcccks.edu | (620) 276-0473

Coordinator of Online Services: Vicky Reyes | Vicky.reyes@gcccks.edu | (620) 276-9788

Instructional Design Support: Addie Figueroa | Adriana.figueroa@gcccks.edu | (620) 276-9666

Instructional Designer: Sheena Hernandez | sheena.hernandez@gcccks.edu | (620) 276-0421

ZenDesk Requests:

For IT concerns, website updates, maintenance and facilities requests, and marketing and print shop requests please submit a ZenDesk ticket. Access your ZenDesk through the OneLogin link under "Most Popular" on the web site home page.

If you are ever having a difficult time getting a resolution to your ticket, or if you would like extra support from someone at the college, you can "CC" others on your Ticket. To add others to your ZenDesk ticket, submit the ticket, then go to your email. Find the email confirmation, click "reply," and add the person's email in the "To" line. Send the email, and the request will be available in their ZenDesk "Requests I'm CC'd on."

IT Hot Phone: 620-640-1948

Call this number for quick help with classroom technology.

Human Resources and Payroll:

Director: Alexis Saenz | alexis.saenz@gcccks.edu | (620) 276-0362

Human Resources/Payroll Assistant: Latricia Sayre | latricia.sayre@gcccks.edu | (620) 276-0363

Campus Safety

Alert System

The college uses a product called RAVE to communicate about campus safety issues including emergency events and weather-related school closings. Employees are automatically signed up for email alerts, but can add cell phone alerts by managing their accounts. Log in to the system here <https://www.getrave.com/login/gcccks> using their standard Buster credentials.

Buster Biz Mobile App

The college also has a Mobile App designed to be a one-stop shop for student events, engagement opportunities, and student nudging on campus. It is President's Cabinet's expectation that all student-facing events on campus are listed as "events" in the app. Marketing and PR may post to the Student Feed for your event, but you or your Building Assistant will need to create the event using the events feature. Building Assistants have been trained to help you keep up with this requirement.

To download the app, visit the Apple App Store or the Google Play store and search "Garden City Community College." You can log in to the app using your standard Buster credentials.

Basic Employment Information

Negotiated Agreement

Full-time faculty (professional employees) work within the Negotiated Agreement, negotiated between GC3 Educators and the College Board of Trustees. The full agreement can be found here: https://www.gcccks.edu/about/gcccc/board_of_trustees.aspx

The Agreement specifies general work conditions—what the college and faculty are allowed to do and not allowed to do. The Agreement governs certain items like compensation, which is initially calculated based on experience, *not* on merit displayed over time. *All full-time professional employees are encouraged to read the Negotiated Agreement as it is an essential document that guides their working conditions.*

On a limited, industry-specific basis, the college also employs full-time instructional staff—12 month staff members who are not covered by the Negotiated Agreement.

Making Load

The base load per semester for a full-time professional employee is 15 credit hours each fall and spring semester. A faculty member who is under load in the Fall semester may make up that load in the Spring semester. More information on load can be found in the Negotiated Agreement (Article I.O; Article V.A). Although not guaranteed, faculty may have the opportunity to teach overload courses during the fall and spring semesters and/or teach outside of the base contract days during winter or summer terms. Overload courses are paid at \$700 per credit hour

and terms outside the contract at \$800 per credit hour. For more information about how and when overload and out-of-contract compensation is paid, please contact Alexis Saenz, Director of Human Resources and Payroll (alexis.saenz@gcccks.edu).

Faculty Pay Schedule

A full-time professional employee (faculty member) works on a 9-month contract. However, the pay is divided over 12 months. Faculty can choose to have their pay for summer months (May, June, July) as a lump sum distribution by communicating with Alexis Saenz in Payroll (alexis.saenz@gcccks.edu).

Hours on Campus and Door Schedules

The Negotiated Agreement requires full-time professional employees (faculty) to work a minimum of 35 hours per week on campus, including a minimum of ten office hours. Each fall and spring semester, faculty submit a door schedule that outlines their classroom time, their office hours and location of office hours, and how they are accounting for any additional time on campus (planning time, grading time, committee meeting times, etc.) The primary job of the door schedule is to communicate to students where they can find their faculty members. Door schedules are evaluated by Deans and/or Assistant Deans at the start of each regular semester to ensure that the requirements of the Negotiated Agreement are followed uniformly by all faculty members.

Generally, the college work day is between the hours of 7 am and 4:30 pm.

Office Hours

The Negotiated Agreement requires all faculty maintain regularly scheduled office hours (10 hours per week) during which they are available for students. Office hours are typically held within the instructor's office but may also be held in other places such as a classroom, lab, Comprehensive Learning Center tutoring space, or via Zoom. Office hours and location must be posted on each faculty member's door schedule (approved by the appropriate Dean at the start of each semester) and made available in each course syllabus. **The door schedule is used primarily as a way to direct students to faculty availability.**

Please see information on the Buster Biz app and office hour check-ins later in this handbook. Faculty are required to have students scan in to the app when they visit with them outside of class for help. This helps track student engagement and provides a valuable data point to tell the story of faculty work.

Growing as a Professional

Faculty at any community college play a special role in the development of an exceptionally diverse student population. Our students are more likely to be racial/ethnic minorities, low income, first-generation college students, single parents, academically underprepared, adult learners 24+, etc. For faculty, there are two very important messages here:

- 1) It is an essential component of overall student success that we do not lower our expectations for student performance.
- 2) At the same time, faculty need to continuously develop their teaching toolkit in order to help students progress toward competency and success. The work of faculty is coaching students toward success, not simply determining when a student has and has not met an outcome. Assessment practices offer an opportunity for systematic self-reflection, and through formal and informal self-reflection and awareness, we become better teachers more able to adapt to the specific needs of a specific set of students.

The college provides numerous resources to facilitate long-term faculty growth:

- 1) The Online Campus and Instructional Design staff (formerly Online Learning) offer numerous internal trainings throughout the year.
- 2) Periodically, Administration will bring presentations on campus for all faculty. In the past these have included presentations from NISOD, access to virtual NISOD conferences, and other third-party speakers.
- 3) Each year, the Faculty Senate is allocated a budget for faculty professional development. Faculty can apply for funding to attend off-campus professional development opportunities. Forms available on the Faculty Senate page of the web site: https://www.gcccks.edu/about_gccc/faculty_senate.aspx
- 4) Technical departments who are eligible for the Carl D. Perkins Career and Technical Education Grant may also fund their off-campus professional development through those grant dollars. Please seek more information from Vianeit Lugo (Vianeit.lugo@gcccks.edu) or Chuck Pfeifer (chuck.pfeifer@gcccks.edu).

Additionally, the college maintains a system of evaluations based on classroom visits and administrative duties. It is the intent that these evaluations are formative, directly related to faculty growth as professionals in their fields. The process for evaluation is outlined in the Negotiated Agreement.

Financial Advancement through Professional Development

For full-time faculty members, the Negotiated Agreement does not allow for merit-based raises. Faculty members advance their salary through cost of living raises (part of negotiations), additional duties such as teaching or other supplemental items recorded in the Agreement, and actively participating in approved professional development such as traditional academic coursework, trainings, workshops, and conferences.

All employees are encouraged to take advantage of professional development opportunities. Financial advancement credit is available for approved professional development opportunities (including traditional academic coursework as well as training, workshops, and conferences among others). The Professional Development approval form is located in the Faculty Policies & Procedures Canvas shell:

- 1.) The form asks for “a description of how this workshop/seminar pertains to your teaching field and your plan for incorporating the material into your program and/or classes.” Faculty should attach basic background/explanatory information about the opportunity as well as their best argument/justification for why it should count (2-5 sentences).
- 2.) The form ***must be approved through the VP level prior to the professional development opportunity***. Faculty are encouraged to use Building Assistants to gather signatures as campus mail can be slow. An estimated rule of thumb is to allow for a full five business days for a form to reach full approval. In the Technical Education division, faculty are notified by Stephanie Knight when approved forms are available to pick up from her desk. Transfer faculty can collect their approved forms from Dean Terpstra. For more information, see the Negotiated Agreement (Article III.A.2).

Update as of Fall 2025: “pop-up” trainings provided by the Instructional Design office (how-to Canvas, how-to Sway, etc.) will no longer be approved for financial advancement because staying up-to-date on these technological opportunities is considered a part of a faculty member’s job. Trainings facilitated by Instructional Design that are exceptionally timely and topical (such as AI-related sessions, NISOD virtual conference, etc.) may still count and will be clearly advertised as counting for financial advancement.

“Pop-up” trainings that do not count for formal financial advancement *will* count toward a new ticket/attendance system. Faculty who attend will receive a ticket entered into a drawing for end-of-year prizes.

Faculty Liaisons for Part-Time Faculty

Full-time faculty serve as liaisons between the college, their departments, and part-time faculty including online instructors, on-campus adjuncts, and high school instructors. The primary duty of a liaison is to support part-time faculty in meeting college requirements. Duties include communicating important information to instructors (dates, course expectations, assessment requirements, standard syllabi) and answering questions from those instructors. Additionally, Liaisons also observe instructors and complete evaluations.

At the beginning of the semester, Division Chairs assign liaisons. Liaisons are granted access to observe Canvas Courses and to a shared file within OneDrive to maintain the semester documentation. Directions for accessing shared documentation files within OneDrive is available from the [TLC Sharepoint Page Locating Mentor and Liaison Files and Documentation](#).

Those new to the process should complete the [Mentor and Liaison training course](#) within Canvas. This course also provides more technical instructions for maintaining the shared files.

Advising/Student Mentoring

GCCC is transitioning to a centralized advising model where all students will be advised by professional advising staff. Under the centralized advising model, faculty will continue to serve as mentors to students, centering their efforts around the four core mentoring functions: community, opportunities, resources, and engagement. Faculty will provide general college information and guidance as well as information specific to their academic or technical programs. They help students craft plans to reach their educational and career goals. Professional staff advisors will be responsible for advising registration, forms, paperwork, and navigating the systems surrounding academic success.

New Faculty Mentoring

All first-year faculty will be assigned a faculty mentor. Typically, the mentor is within the faculty member's discipline or a similar field. The role of the mentor is to provide guidance and support to the new faculty member throughout his/her first semester at the college. This support may address many situations including but not limited to completing required paperwork, classroom instruction and student interaction, navigating campus departments, connecting with campus resources, etc. There are several forms and checklists available to guide the mentoring process. Mentors are paid \$550 per mentee for a documented minimum of 15 contact hours throughout the semester of mentorship.

Other Professional Duties

Appendix A of the Negotiated Agreement details general job expectations for full-time professional employees. Outside of the classroom, full-time faculty are expected to contribute to the college through committee and other work. Some committees are permanent (Curriculum & Instruction, SLAT, etc.) while others are temporary. Many committee assignments are made through Faculty Senate. Committee work is an important part of the college as it advances the mission and strategic plan.

Additionally, sustained, peer-reviewed research shows that student engagement outside of the classroom is an integral part of student success. Faculty presence on campus is an integral part of creating a campus community which is vibrant and facilitates student success.

Academic Calendar

The academic calendar, located here:

https://www.gcccks.edu/academics/academic_calendar.aspx, includes important dates for

campus operations, including faculty contract days and days when the College is closed. The Academic Calendar is also loaded in to Buster Biz (Campus Guide > Featured Right Now > "2025-2026 Academic Calendar"). Students can "Subscribe" to this calendar so all important dates show up on their app home page.

This same page also has "Academic Dates" for each semester, including when enrollment begins and dates for dropping, last date for refund, withdrawing, etc. **It's a great idea to share this page with your students so they know where to find the information as well as know the basic guidelines around their attendance.**

The finals schedule for each semester is also made available online:

https://www.gcccks.edu/academics/finals_schedule.aspx. Faculty should include final exam sessions on their course syllabi.

9/11 Observance

Each year, the College plans an event in observance of 9/11. The general expectation is that faculty do not have to cancel classes, but if there are students who would like to attend the event, they should be excused from class with no penalty. **The event is not an excuse to cancel class. If your class is cancelled, you and your students are expected to be at the event.**

Martin Luther King Observance

Each year, the College plans programming in observance of Martin Luther King Jr. The general expectation is that faculty do not have to cancel classes, but if there are students who would like to attend the event, they should be excused from class with no penalty. **The event is not an excuse to cancel class. If your class is cancelled, you are expected to be at the event.**

Academic Dates - Fall 2025						
Semester: Fall 2025	Fall 2025 (Main Sess: 16 wks)	Fall 2025 (Session 1: 8 wks)	Fall 2025 (Session 2: 14 wks)	Fall 2025 (Session 3: 8 wks)	Fall 2025 (Session 4: 3 wks)	Fall 2025 (Session 5: 4 wks)
TERM	25FA	25FA1	25FA2	25FA3	25FA4	25FA5
Enrollment Begins for CURRENTLY Enrolled Students	4/8/2025	4/8/2025	4/8/2025	4/8/2025	4/8/2025	4/8/2025
Enrollment Begins for ALL Students	4/22/2025	4/22/2025	4/22/2025	4/22/2025	4/22/2025	4/22/2025
Classes Begin	8/18/2025	8/18/2025	9/2/2025	10/13/2025	12/15/2025	12/15/2025
Instructor Signature Required to Add/Drop Classes	8/25/2025	8/21/2025	9/5/2025	10/16/2025	12/16/2025	12/16/2025
Last Day to DROP with 100% Refund	8/29/2025	8/29/2025	9/12/2025	10/24/2025	12/16/2025	12/16/2025
Dean Approval Required to Add Classes	8/30/2025	8/30/2025	9/13/2025	10/25/2025	12/17/2025	12/17/2025
Certification of Classes	9/15/2025	8/29/2025	9/24/2025	10/24/2025	12/18/2025	12/19/2025
Last Day to Withdraw (with "W" grade)	11/6/2025	9/26/2025	11/11/2025	11/20/2025	12/29/2025	1/2/2026
Classes End	12/11/2025	10/9/2025	12/11/2025	12/11/2025	1/2/2026	1/9/2026
Final Grades Due (by 1:00 PM CST)	12/12/2025	10/13/2025	12/12/2025	12/12/2025	1/5/2026	1/12/2026
** Non-Standard Courses with varying Start/End dates will fall under the Non-Standard term. ** Terms included are: Non-Standard (25FANS) and High School (25FAHS). ** Please check with the Registrar's Office for academic dates for these terms.						

Advisor Approval: Required for students enrolled in eight (8) hours or more.

Academic Dean/VP Approval: Required after the last day of full refund.

Overload Hours: Any student enrolling in 19 hours or more must also obtain approval from the Dean of Academics/VP for Instructional Services.

Closed Classes: If a class has reached maximum enrollment and is "closed", the student may opt to be placed on the Waitlist (if available); otherwise, instructor approval is required to add the class.

Faculty Absences/Class Cancellation

The Negotiated Agreement specifies that all Professional Employees receive 12 days of paid sick leave each year. Of these 12 days, Professional Employees can use 5 days for paid personal leave. Additional guidelines are discussed in Article VII of the Agreement.

If you are absent, please inform your Building Assistant, Division Chair, and Dean. If you are absent on a class day, please also post an announcement or send a message to your students in Canvas. You can also provide an alternative assignment (lecture, reading, quiz, discussion board, etc.) to help make up for missed class time.

Class meeting times should be kept. Minimum classroom time is controlled by a state statute. The Kansas Board of Regents' guidelines regarding this statute can be read here: <https://www.kansasregents.gov/about/rules-regulations/coordinated-institutions-rules-regulations?start=4>

Social Media and Students

Faculty have access to several modes of communication to reach students including the Canvas Inbox, the BusterBiz app, student email, and phones. The BusterBiz app has the ability to directly message students, and you can also set up a channel in the app for your club or group that enables group communication in a social feed environment. **It is not recommended that you engage in personal social media use or other third-party applications with students.** For more information please see the college's social media policy: https://www.gcccks.edu/about_gccc/policies/social_media.pdf

For more information about using the BusterBiz for your club or group or for other types of student communication, please contact Marc Malone (marc.malone@gcccks.edu).

Activity and Departmental Scholarships:

Several GCCC activities and departments may offer institutional scholarships based on performance or activity. Budgets will be established and communicated to each sponsor by the Executive Director of Student Services and to the financial aid office prior to the awarding year. **Sponsors can offer scholarships to students by using their prior year budget amounts until the final budget has been communicated.** It is the responsibility of each sponsor to remain within their allocated budget. Summary of awards are sent monthly to each sponsor (FCAR).

To align with recruitment efforts, ensure transparency, and support students in financial planning, all scholarship offers must be communicated to the Financial Aid Office by February 1st prior to the awarding year (using the provided Excel spreadsheet). **Updates, including new scholarship offers or revisions to existing ones, must be reported to the Financial Aid Office weekly.** The Financial Aid office will manage the scholarship offer or adjustments on the student record and notify the student that they must accept/adhere to ALL requirements set forth in the [Activity Scholarship Agreement](#). Sponsors are responsible for ensuring any additional activity requirements are met.

Division Chair/Assistant Dean Roles and Responsibilities

Approved by Division Chairs and Instructional Administration September 10, 2019

The Division Chair is appointed by administration to assume a leadership role in the Division. The Division Chair acts as the representative and advocate of the Division to administration and outside constituencies, as a mentor and facilitator for the faculty and staff within the Division as they carry out their mission, and as an administrator of the Division in accomplishing necessary managerial tasks. As Divisional representative, the Division Chair shall distinguish between personal views and those that reflect the consensus of the Division or decisions that reflect the direction of Instructional Services.

The Division Chair is responsible for providing division leadership toward the achievement of the highest level of excellence in the teaching, learning and service activities of the Division. Therefore, the Division Chair is expected to articulate the goals of the Division, to articulate the Division's actions or requests in pursuit of these aims, and to maintain a climate that is hospitable to creativity and innovation.

I. Selection and Retention

- Ability to provide intellectual Division Leadership in the development of Divisional faculty and programs. We seek to promote **Bold Innovation** within academics, and we champion **Empowered Creativity and Academic Freedom**. Bold innovation requires a *HUNGER AND PASSION* for the college's mission.
- Ability to uphold **Trust, Transparency, and Accountability** throughout the academic divisions.
- Ability to provide **Responsible Leadership** that advocates for and champions faculty work while keeping a **Student-Centered Focus** and operating with **Unwavering Integrity**.
- Provide **Service and Collegiality** to faculty, academic administration, and representatives of other college units by using interpersonal skills to interact effectively. Interpersonal skills require *HUMBLE LEADERS who practice AUDIENCE AND SITUATIONAL AWARENESS*.

II. Orientation and Support—Continued Professional Development

- As part of our strategic planning efforts, Instructional Services is committed to continued professional development for Division Chairs.
 - The Deans and VPI will work to provide an orientation program for all Division Chairs during the 2019-2020 year.
 - The Deans and VPI will provide support, mentoring, and, where appropriate, formal professional development opportunities for Division Chairs.

III. Evaluation

- All Division Chairs are subject to a comprehensive performance evaluation annually. The evaluation is based on coaching for continuous improvement.
- The VPI will conduct the evaluation with input from faculty and the Deans.

IV. Specific Duties

A. Administrative Division Leadership

1. Attend regular Division Chair meetings

2. Serve as voting member on the Curriculum and Instruction Committee (added by C&I starting Fall 2024)
3. Facilitate effective communication “outward” toward Deans and academic administration and “inward” toward faculty
4. Advocacy and facilitation for faculty initiatives (but don’t forget our Student-Centered focus)
5. Support decisions made by Curriculum and Instruction, and academic administration
6. Promote use of established communication channels
7. Promote use of established processes, procedures, and policies

B. Academic Division Leadership and Support

1. Systematically seek the advice and/or opinions of peers, including seeking second and/or contrary opinions, work for consensus whenever possible
2. Maintain a collaborative climate which encourages faculty engagement, participation, collegiality, and innovation
3. Lead by example: demonstrate a hunger and passion for the college’s mission, promote humble behaviors, and practice audience and situational awareness

C. Faculty Development

1. Work collaboratively with faculty to find professional development opportunities that benefit bold innovation, empowered creativity and academic freedom, and our student-centered focus
2. Work collaboratively with Deans to review faculty in-class and out-of-class performance

D. Oversight of Faculty and Staff

1. Coordinate and approve adjunct faculty hires with the appropriate Dean, Hiring Manager (Online and/or Dual-Credit), VPI, and Human Resources
2. Serve on hiring committee for open full-time faculty positions
3. Manage Paycom for full-time faculty leave
4. Coordinate time commitments and work assignments for full-time and part-time faculty
5. Supervise and evaluate support staff
6. Ensure full- and part-time faculty are completing expectations such as syllabi, SLO assessments, etc.
7. Ensure mentors and liaisons are assigned appropriately
8. Regularly update the Policies and Procedures Canvas shell with appropriate Division information

E. Academic Planning

1. Lead the Division, with faculty input, in developing and implementing immediate and long-range Divisional goals and objectives to meet College goals and objectives
2. Lead the Division in coordinating the development of a yearly plan of course offerings, including the development of the annual course (teaching) schedule for each faculty member, based on the academic needs of students and in consultation with faculty
 - a. Assess need based on effective course rotation and past demand for classes
 - b. Work collaboratively with faculty, Deans, Online Coordinator, and Dual-Credit Coordinator to create line schedule
 - c. Work collaboratively with faculty, Deans, Online Coordinator, and Dual-Credit Coordinator to establish teaching schedules

F. Enrollment and Student Relations

1. Assist with the active recruitment of students
2. Prepare reports in cooperation with Division faculty

G. Academic Review and Assessment

1. Manage the Divisional assessment process
2. Ensure deadlines are met
3. Serve on the Academic/Department Review Committee, if requested

H. Curriculum

1. Work collaboratively with faculty and administration in development and enhancement of college curriculum

Hiring Adjuncts

Hiring an adjunct or part-time instructor does not generally require approve from the Vice President level. If an adjunct is needed and there is not an identified candidate (such as in a high school setting), please work through your Division Chair and Dean to request a position be posted through Human Resources.

If a candidate has already been identified (such as in a high school setting), follow the following process:

- 1) The Dean provides contact information for the candidate to Dawn Tucker. Dawn will reach out to the applicant and gather an online application sent through DocuSign, a resume, copies of transcripts (unofficial are acceptable at the start of the process although official will be required), and a record of any applicable certifications or licensures.
- 2) Division Chairs will be included in all correspondence and efforts to gather necessary documentation.
- 3) Once all documents have been gathered, Dawn will turn the file over to the Division Chair and Dean.
- 4) The Division Chair and Dean will collaborate to complete the Assessment of Faculty Qualifications document required for the HR employee file.
- 5) The Dean will deliver a completed file, complete with the "purple sheet," to Human Resources.
- 6) Human Resources will begin the onboarding process including requesting official transcripts.
- 7) Deans will continue to follow up with the candidate until official transcripts are received and secure in the HR file.

Classroom Maintenance and Record Keeping

The Syllabus

The syllabus is the basic policy document for every class offered at Garden City Community College. It is the official disclosure of all class requirements including student learning outcomes, attendance expectations, projects, and policies. **It is crucial that this information, including number of credit hours, student learning outcomes, etc. is accurate.**

Curriculum and Instruction approves a collegewide syllabus template and course outcomes for all courses, and these must be maintained over time. A “Master Syllabus” for all courses (not individual classes) must be maintained over time; a record of these syllabi is kept by Stephanie Knight. If you are a new instructor, it’s always good to check with Stephanie and other department members to make sure you are using the correct syllabus template and course outcomes. Many departments also have course standards documents that provide further guidance about departmental norms and expectations for courses.

Syllabi should also have clear and fair expectations regarding individual instructor policies for their classrooms. Faculty should be aware that any student appeal against a rule or policy connects back to what is defensible in the course syllabus.

For accessibility reasons, starting with the Fall 2024 semester, CidiLabs syllabi are required for all courses. Attached Word documents or PDFs do not meet accessibility requirements. Online Services and Instructional Design (online@gcccks.edu) offer multiple trainings on the CidiLabs tools and have on-demand resources available. Please see the [Semester Course Copy/Set-up in the TLC team](#) or the [CidiLabs Syllabus Template](#) video.

Requests are made by external entities for course syllabi from a specific semester. **To ensure no syllabus leaves the institution with potentially incorrect information, Stephanie Knight, Apprenticeship Coordinator and Assistant to Instructional Services, is the only person authorized to send these syllabi out of the institution.**

Attendance

For Federal Financial Aid guidelines, we are not an attendance-taking institution. However, the college’s [Student Attendance Policy](#) makes it clear that “students are expected to be regular and punctual in attendance of all classes.” Faculty are encouraged to track student attendance as an overall component of student success and required to use Advise to enter alerts on students who have excessive absences. Additionally, Faculty should make their attendance policies, and any connections to grades, clear in the syllabus. Further, faculty are asked to provide last date of attendance for any student who does not pass the class at the submission of final grades. Explanations of activities that constitute “attendance” in online classes are available through the Teaching and Learning Center resources page here:

<https://gcccks.sharepoint.com/sites/tlc2/SitePages/Certification-Rosters-and-Last-Day-of-Attendance.aspx>

FERPA—Protecting Student Privacy

The **F**amily **E**ducational **R**ights and **P**rivacy **A**ct is a federal law that protects students. Faculty and Staff members have a **legal obligation to protect the privacy of our students**. In general, do not release any information without a student's written consent, including to parents of students who contact you. *Contact the Registrar's office on campus any time a parent asks for student information, even if they claim a form is on file.* For more information on what is considered directory information (disclosable) and what is not, please visit the Teaching and Learning Center (TLC) page: <https://gcccks.sharepoint.com/sites/tlc2/SitePages/FERPA--Family-Educational-Rights-and-Privacy-Act.aspx>

A copy of the Privacy Release Form is also on the TLC page for your reference.

FERPA and High School Sections

When one or more than one high school student joins a class, a separate high school section is created for that course. This separate section is for tracking and reporting purposes. FERPA ***DOES NOT*** prevent you from integrating that student fully into your main Canvas course. Cross listing of courses is performed by the Instructional Design office.

Assessment

Assessment is an integral process at GCCC both within and outside of academics. Academic assessment occurs on three levels: course, program and institutional. Assessment is overseen by the Vice President for Instructional Services and the Student Learning Assessment Team (SLAT) which is composed of faculty from across campus. Exact assessment procedures are made available on Teams through the Assessment Team and regularly held Assessment Updates and workshops. All faculty are expected to participate in assessment.

Academic Freedom

Generally, as members of an educated profession, faculty members have broad latitude when it comes to the content they teach provided they meet certain minimum standards set by various groups and entities:

Department Requirements

Department faculty decide on minimum norms together. These include course standards documents (subjects which should be covered) and student learning outcomes, especially when those outcomes are not determined by Kansas Board of Regents (KBOR) transfer articulations. Faculty members should discuss expectations for courses, especially those courses with multiple sections taught by multiple faculty members.

KCOG (Kansas Core Outcomes Group) Articulated Courses

Certain courses are designated as guaranteed-transfer courses by the Transfer and Articulation Council (TAAC), a KBOR initiative. These courses are required to have minimum common student learning outcomes at every two- and four-year public institution in the state. There are approximately 100 such courses statewide, although not every course is offered at GCCC. These courses are marked with a "T>" in the [College Catalog](#). For more information on these courses, please visit the KBOR web site:
https://www.kansasregents.gov/academic_affairs/transfer-articulation.

KBOR/Federal Requirements

State and Federal requirements dictate the amount of time students should spend in the classroom, generally following the Carnegie Unit classification of a credit hour. While educational attainment is also measured by student performance with minimum student learning outcomes, the amount of time students spend in the classroom is also important. Therefore, class meeting times are not suggestions but rather expectations. As a college we are accountable to KBOR, the Higher Learning Commission, and the Federal Government through Title IV Federal Financial Aid for the length of classroom time students invest. The "Assignment of Credit Hour" policy (https://gcccks.edu/about_gccc/policies/assignment_of_credit_hour_policy.pdf) contains information about in-class and out-of-class time requirements for a credit hour.

Technical Programs Requiring Mandatory KBOR Alignment

The following technical programs are required to align with the [KBOR Technical Education Authority \(TEA\)'s mandatory alignment](#):

- Associate Degree Nurse
- Practical Nursing
- Automotive Technology
- Computer Support Specialist
- Construction Technology
- Electrical Technology
- Industrial Maintenance Technology
- Medical Assistant
- Police Science/Criminal Justice
- Welding

This alignment affects 1) student learning outcomes for required "common courses," 2) required common courses and requirements around "support courses." Alignment is verified with KBOR annually in a process called the Institution Program Alignment Verification (IPAV). *Failure to follow this alignment will result in the loss of Perkins funding for these programs*

Content of a Sensitive Nature

As members of a learned profession, faculty also have measures of academic freedom when it comes to the content of their courses. Article II Section C of the Negotiated Agreement states "The Board and the Association agree that academic freedom is essential to the fulfillment of the purposes of the College. They acknowledge the fundamental need to protect from any censorship or restrain the status of Professional Employees, which might interfere with their obligation to pursue truth in performance of their functions."

Legal precedents have generally established that faculty have the freedom to introduce concepts and subject matter that may be politically or socially sensitive when that subject matter furthers the pursuit of knowledge within the field. This type of content should be presented fairly, with context, and without bias. There are many subjects taught within our courses that are considered controversial, so faculty are reminded that academic freedom related to course content comes with significant responsibilities.

Academic Dishonesty/Plagiarism

The college maintains an "Academic Ethics" policy governing student conduct related to plagiarism and dishonesty (https://gcccks.edu/about_gccc/policies/academic_ethics.pdf). *The official approved syllabus template loaded in CidiLabs does not automatically include the plagiarism policy.* There is, however, a "syllabus block" that can be quickly imported into your syllabus. At minimum, faculty must make clear to students what is allowed and not allowed in their courses.

All syllabi contain the college's statement on academic dishonesty/plagiarism. If an instructor suspects a student of academic dishonesty or plagiarism, the first step is notifying the student of the violation and the consequences. Instructors have options for addressing such cases. Sometimes, the case may be treated as a learning opportunity, requiring the student to revise and resubmit (often with a grade penalty); other times, the student may receive a zero for the work in question. If an instructor wishes to pursue a harsher punishment (up to an XF on the student's transcript), the outcome must be approved by the appropriate Dean and/or VPI. All cases of academic dishonesty and plagiarism should be reported to the appropriate Dean who keeps a file of such cases in order to track and address repeat offenders. Reports should include the student's name and ID number, the course and semester, and as much information about the assignment/cheating as possible (for example, assignment instructions, the plagiarized work itself and any sources it matches or plagiarism software reports, anomaly reports from the Testing Center, etc.). Students have the right to appeal an academic dishonesty claim following GCCC policy. The Appeals Policy is located here: https://gcccks.edu/about_gccc/policies/appeals_policy.pdf.

Record-keeping: Grades, Attendance, and Graded Work

Canvas serves as a long-term storage solution for any grade-related content and assignments submitted through the platform. For those assignments in a hard copy form, a good rule of thumb is to store them for up to five years.

Cengage Textbooks

In order to facilitate lower costs for students and provide first day access to textbooks, GCCC uses a Cengage textbook subscription for digital textbooks for a majority of its classes. Students pay for this subscription via a small, per-credit-hour fee attached to their courses. This fee is *not* applied to courses within select programs that require discipline specific texts from specialized publishers. Instructors outside of those programs should use either Cengage textbooks or open educational resources.

Instructors outside of select programs that have approval to use textbooks from other publishers must have approval from the Division Chair and the Dean to adopt a textbook that is neither Cengage nor OER. Those adoptions should be added as notes to the schedule so students enrolling can budget for the additional cost of the text, and students who were enrolled before the outside adoption should be notified.

Outside adoptions cannot be approved for online classes that are not part of a Cengage-fee exempt program.

There are additional options for getting students hard copies of textbooks:

- 1) Faculty can order printed, three-ring binder versions of books through the bookstore. These are provided by Cengage at approximately \$30 per copy. This is a particularly useful option for tech. ed. classes where a classroom set of books is desirable. Excel in CTE faculty should ***not*** order classroom sets of actual textbooks using Excel in CTE fees attached to courses.
- 2) Students can rent copies of the textbooks directly from Cengage for approximately \$20. (Rentals used to be handled through Chegg.)

The Instructional Design staff at online@gccccks.edu can connect instructors with Cengage text representatives and Cengage course support specialists. The staff can also support instructors in locating potential Open Educational Resources for specific classes.

Open Educational Resources

Open Educational Resources (OER) are teaching and learning materials in any medium—digital or otherwise—that reside in the public domain or have been released under an open license that permits no-cost access, use, adaptation and redistribution by others with no or limited restrictions. Since OER include built in permission to retain, reuse, revise, remix, and redistribute the material, instructors can adapt them to better meet curricular or pedagogic goals.

While there are many online repositories that can assist instructors in choosing an OER textbook or supplemental material, assistance is also available on campus and through disciplinary liaisons in the Kansas state system. On campus, instructors can receive assistance with locating, assessing, adopting, adapting, or creating an OER from the Director of Library Services, the Director of Online Learning & Instructional Design, or GCCC's representative on the KBOR OER Steering Committee. Institutional representatives are listed on the KBOR OER website at https://www.kansasregents.org/academic_affairs/open-educational-resources. For more discipline-specific recommendations, instructors may contact discipline liaisons throughout the state, which are listed on the KBOR OER website at https://www.kansasregents.org/academic_affairs/open-educational-resources/kbor-discipline-liaison. OER training and resources are available through the TLC Teams.

Ellucian Advise

Starting in Fall 2025, the college is transitioning away from Navigate and to a software package called Advise. The information presented below is written for Navigate, but generally applies to Advise.

One of the major challenges of any community college is retention of students. One of our major and ongoing initiatives is to use Advise—a student retention and success solution. This program uses faculty and staff inputs to identify the different reasons a student is at risk and makes it easy to quickly go through and look at what might be happening with a student and determine an appropriate intervention strategy.

This tool is only as good as our process for using it. There are two components:

1. instructors who put the alerts in and complete progress reports due to their concerns about student progress and
2. advisors/coaches/sponsors who contact the students and work with them to determine the appropriate intervention strategy.

If either of these components fail, the ramifications fall on the student.

As an institution, our expectation is that if you are faculty, advisor, or staff member with a cohort of students (coaches, SSS advisors, activity advisor, etc.), you will use Navigate as part of your normal student support routine. If you don't have a normal routine, please create one. One suggestion is to put it on your calendar at least twice a week just like it is a meeting. The more frequently you check Advise, the quicker you will be able to spot students who might be at risk and intervene.

Instructors:

- Contact students who are not submitting assignments, attending class, failing assignments/tests, working to their full potential, etc.

- Put in alerts weekly for students who are not submitting assignments, attending class, failing assignments/tests, working to their full potential, etc.
- Complete requested progress reports—remember, you don't have to complete the progress report for every student, only ones you have concerns about.
- Update your grades and attendance weekly so advisors get an accurate picture of the students' progress.

Out-of-Class Testing Center

The Out-of-Class Testing Center is a proctored testing environment. Instructors may place their tests or exams in the Testing Center following the procedures provided by the Testing Center supervisor. Using the Testing Center allows instructors to give more time than a typical class period to work on a test as well as set a range of dates during which students may complete the exam. It may also be used as a place for "make up" tests. Testing Center availability is announced each semester and is affected by campus holidays and closures.

Instructional Design/Canvas

The Online Campus and Instructional Design office provides numerous training sessions for Canvas and other instructional design services. Please watch for emails from Jamie Durler, Sheena Hernandez, Vicky Reyes, and/or Adriana Figueroa.

The office also maintains the Teaching and Learning Center resources, which can be accessed here: <https://gcccks.sharepoint.com/sites/tlc2>. The page grows over time and has information about Canvas tips and tricks, FERPA, academic integrity, etc.

Student Course Evaluations

Student course evaluations are administered through EvaluationKIT, a software linked through Canvas. These evaluations are performed for every class every semester, and faculty should work to make sure students know about the evaluations and encourage their students to complete them. Evaluations are anonymous and results are released to instructors after the conclusion of the course. Evaluations are viewable by the instructor of record and his/her Division Chair, Dean, and the Vice President for Instructional Services. For information on how to view student evaluations, please visit the TLC resources page here: <https://gcccks.sharepoint.com/sites/tlc2/SitePages/EvalKit--View-Your-Student-Evaluations.aspx>.

Cert Rosters/Clean-Up Rosters

GCCC is required to verify that students are attending the courses for which they are registered. To verify that students are attending, faculty are required to submit certification rosters in which they mark students as actively attending or not attending.

Accurate certification is required for compliance with federal law, and failure to comply can result in consequences that affect the federal financial aid to a student or to the institution. The timely completion and return of certification rosters is essential for internal

processes related to Federal Financial Aide and registration, and missing and late certification rosters affect essential processes in multiple offices.

The certification dates for all standard sessions are published on the [Academic Dates calendar published on the College Website](#). Instructors teaching courses that do not fall within a standard term can contact the registrar to find the specific certification date for their course(s).

For more information on certification rosters, please visit the Teaching and Learning Center resource page: <https://gcccks.sharepoint.com/sites/tlc2/SitePages/Certification-Rosters-and-Last-Day-of-Attendance.aspx>.

Clean-Up Rosters occur within the first week of classes and are designed to move students who do not intend to attend off of the roster to make way for waitlisted students.

Last Date of Attendance

When completing certification rosters or submitting final grades, instructors are required to submit a last date of attendance for students who have either stopped attending or who are receiving an F or an I grade in a class.

For face to face classes, the last day of attendance is the last time the student was physically present in the course.

For online classes, the last date of attendance is based on the student's last significant interaction with the course materials. This may be participation in a quiz, discussion, or submission of an assignment. To verify that a student has attended, the online student must have interacted with the course content in a meaningful way. The last Canvas log-in does not indicate that the student has attended.

Waitlists

Students are placed onto course waitlists when the course is full (in the order in which they enroll). When a seat becomes available in the course, the first student from the waitlist is allowed to enroll in the course. The student will receive an email regarding the availability of the seat. They have 4 days to complete the enrollment in the course via self-service. When the seat becomes available, a register button will appear in the calendar view in self-service. The advisor must click the register button by 4 PM on the 4th day to get the student registered. If the course is full and an instructor wants to add students who are on the waitlist, they need to email Nancy Unruh (nancy.unruh@gcccks.edu) and request a student petition be added. The request should include the student's name, id number and the course number with section number.

Student Complaints

Student complaints dealing with a faculty member inside the classroom setting are governed by the "Appeals Policy," (https://www.gcccks.edu/about_gccc/policies/appeals_policy.pdf). Students who have a complaint should be directed to this policy which asks them to first discuss the issue with the faculty member. If no resolution is found, the student should seek a conversation with the Division Chair. If no resolution is found, the student should submit a written appeal letter and evidence to the Dean, and finally the Vice President for Instructional Services.

Faculty should be aware that rules, regulations, and consequences upheld in the classroom must be included in their class syllabus, which serves as a formal agreement between teacher and student.

When complaints lodged by students move beyond issues of fact (attendance, grading complaints, etc.) to unprofessional faculty conduct, the investigation procedures are outlined in the "Student Complaint and Grievance Policy and Procedures" (https://gcccks.edu/about_gccc/policies/student_complaint_and_grievance_policy_and_procedures.pdf).

Helping Students Connect to Campus Resources

myGCCC

myGCCC, new in Fall 2024, is the new student portal replacing OneLogin. It is a one-stop-shop for students to access email, advising appointments, self-service information, etc.

OneLogin

OneLogin is the college's single sign-on and authentication system. Students must continue to use OneLogin as an authentication system—meaning authentication tools such as the "Protect" app are still required to protect student accounts. The OneLogin dashboard continues to be available, but faculty and staff are encouraged to direct students to myGCCC.

Campus Closet

Campus Closet is a food bank and resource hub for students with economic gaps. It is operated out of the Academic building. Resources available include food and hygiene products and school supplies, depending on the donations received. A good place to direct students is to search "Campus Closet" on the Buster Biz app.

Laptop Loan Program

On a first-come, first-served basis, IT runs a laptop loan program where students can check out a laptop for one semester at a time, as long as they are enrolled. Students must agree to terms, including that if they do not return the laptop, a hold will be placed on their account. This program is advertised on TV screens around campus as well as on the BusterBiz mobile app. This program is designed for individual students and will not be used by faculty to hold a certain number of laptops for their individual classrooms.

The Buster Biz App

What is it?

The college uses a mobile application called Buster Biz. The app is designed to serve as a one-stop hub for college information and student engagement. The app can be downloaded from the Google Play or Apple App stores. Simply search for Garden City Community College.

What am I required to do?

Events

During the 2019-2020 year, the College and Strategic Planning Council voted to use the Buster Biz app to track student engagement as a measure of the strategic planning pillar and objective Student Success: Engagement. **All campus activities, including those led by faculty and including regular meetings of clubs and organizations, are required to have an event registered in the app and to have a check-in QR code.**

This process ensures students are aware of events, making it easy for students to pull a comprehensive list of campus activities.

Office Hour Check-Ins

Faculty are also required to have students scan in to office hours (when a student visits you outside of class for help) using the Buster Biz app. This data is reported as part of Key Performance Indicators on the college's Strategic Plan. You can read more information about this [on the college website](#). This data is valuable because it is one measure of student engagement, and it also helps to tell the story of what a faculty member's job is.

How do I get events and office hours set up in the app?

Two options:

- 1) You Building Assistant is trained in this work. You can ask for support on any of these required tasks.
- 2) Connect with our Campus Success Consultant at Ready Education. Most things, including dedicated club/organization spaces, one-time and recurring events, and many, many other features, can be set up directly with the Campus Success Consultant. They just need some basic information and they'll get it set up for you. You can contact Marissa Stephani-Resnick directly by emailing marissa.stephani-resnick@readyeducation.com. Please copy Marc Malone on your email requests.
- 3) You can also meet with Marc Malone and request access to the Ready Education Campus Cloud and build things out yourself. This is a great option if you want to have a dedicated club/organization space with its own "wall" for posts inside the organization.

Alert System

The college uses a product called RAVE to communicate about campus safety issues including emergency events and weather-related school closings. Employees and students can login to the system here <https://www.getrave.com/login/gcccks> using their standard Buster credentials.

Tutoring

Multiple tutoring services are available to GCCC students including the Mary Jo Williams Comprehensive Learning Center (CLC), the GCCC Communications Center, and Student Support Services tutors. The CLC Tutors and Communication Center are open to all GCCC students while the Student Support Services tutors are available to students enrolled with the Student Support Services program. Online students have access to tutor.com.

Student Health

The college employs a Registered Nurse. The College Health office is located in the northwest corner of the Beth Tedrow Student Center and is open to all students and employees.

Services offered through the health office include: health assessment, pregnancy testing, weight and blood pressure checks, annual influenza vaccinations, nutrition counseling, assistance with community healthcare, health/wellness education, prevention issues, literature distribution and general first aid. For information on other services through the Student Health Office, please contact Trish Miller (patricia.miller@gcccks.edu) at 620-276-9601. All records and conversations are strictly confidential.

VirtualCare

VirtualCare is an additional option for students to get physical and mental healthcare. It is available 24/7 365 and in multiple languages. For more information, direct students to the BusterBiz app > Campus Guide > Campus Services tile > VirtualCare resource. You can also search "VirtualCare" in the app.

Counseling

A licensed professional counselor is available on campus for educational, career, and personal counseling. JoAnn Garrier's office is located in the SCSC Advising hallway, and she can be reached at 620-276-9635.

Students also have access to off-campus mental health professionals through Genesis Family Health, 620-276-1766.

College Operations

College Policies

The college maintains numerous policies which govern its actions. The full list and text of policies are available on the college web site: https://www.gcccks.edu/about_gccc/policies.aspx. The page allows searching by category (Instruction, Operational, Personnel, and Student Services) or the ability to search the full text of all policies.

Budgeting and Strategic Planning Process

Each January, budget requests are gathered and organized by individual departments. In Instructional Services, those department budgets are aggregated by the Deans and VPIS before being submitted to the College and Strategic Planning (CPC) Committee for review. The CPC submits a recommendation to President's Cabinet. Generally, departments are notified between August and October whether their requests and initiatives have been funded.

More information can be found in the Strategic Planning handbook linked on the college website here: https://www.gcccks.edu/about_gccc/accreditation/strategic_plan.aspx

Print Shop Requests

For print jobs greater than 50 copies, you should file a request with the Print Shop on campus as printing in the Print Shop is cheaper than printing in office or building machines. The request form is accessed through OneLogin and then Zendesk. Basic print requests can be completed within 24 working hours in regular business days.

College-Related Travel

Faculty and staff traveling for college-related purposes are required to document their travel, even for very short trips. Trip Request forms will be migrated to the ZenDesk ticket system starting in Fall 2025. Trainings will be held for all faculty and should be attended to minimize confusion and lost trips for the 25-26 year. Trip requests should be submitted in enough time to complete the approval process *before* the trip begins.

The Curriculum

Introduction

In order to craft successful program plans and best serve our students, it is important that we share an institutional understanding of program-related terms and concepts. Below are several definitions. Some directly align to vocabulary used in the catalog and course sequencing; some provide additional explanations regarding the reasoning behind each of these designations.

Definitions

The Catalog

Colleges are, in many ways, bound by the published catalog. It is the formal communication of the curriculum. Ensuring accuracy of the catalog before it is published is essential as the published catalog represents an agreement with students who enroll at GCCC.

Students are flagged with the catalog under which they enter the institution. A student who began taking classes in 2017 would fall under the 2016-2018 catalog and must meet the requirements for programs and degree conferral *as they existed at the time of entry*. Particularly in cases where the student paused and returned to the college later, it is possible to complete a form which moves the student to a more current catalog.

Degrees versus Programs

GCCC's Curriculum is organized in several nesting categories. The largest is the "degree," and inside the degree are "programs" or programs of study. Technical programs can also have a third nested level, the "certificate." This section provides definitions of these broad categories.

Degree: GCCC awards four degree types: the Associate of Science (AS), the Associate of Arts (AA), the Associate of General Studies (AGS), and the Associate of Applied Sciences (AAS). The first three are designed primarily for transfer to a four-year institution. The AAS is a technical degree, designed to prepare students to immediately enter a career. Technical programs can also offer Certificate A, B, and Cs, which are shorter-term awards. Transfer-oriented options typically have much more flexibility than technical options.

Basic requirements for degrees are [specified by the Kansas Board of Regents \(KBOR\)](#).

Program: a program is a sequenced course of study with specified learning outcomes (PLOs). Another way of thinking about a program is an area of emphasis with an exit point. These exit points may be at the certificate level for technical programs, or at the degree level for both technical and transfer-oriented programs. Programs are more specific than degree requirements, but they are also designed to fulfill the degree requirements.

Program Types

Technical programs prepare students to meet industry expectations and gain employment. Technical Certificates are also classified as programs.

Transfer programs also prepare students for the workforce but additionally prepare students to continue their education within the program's discipline at a four-year institution. Program plans should be crafted so transfer students enter the four-year institution at junior status (both in terms of credit hours and skills and knowledge acquired). Although students often don't follow the program plan exactly, the plan is important as it is used to determine if a student is eligible for financial aid as well as graduation. Further, the reputation of each GCCC program is affected by the preparation our students demonstrate when they transfer. Therefore, care must be taken when designing program sequences to maximize skills and knowledge gained by students as well as the number of courses that will successfully (and meaningfully) transfer as a part of a Bachelor's degree.

Core Curriculum (Gen. Ed. Distribution Courses)

All degrees (AS, AA, AGS, AAS) require students to work through a version of the Core Curriculum, which GCCC faculty assess as a sub-program. The requirements for Core Curriculum vary slightly by degree type, and are specified in the Degree Requirements section of the college catalog. The Core Curriculum is designed to provide a broad basis of knowledge for students. It is divided into different areas of study, and students are required to complete a specific number of credit hours in each area by selecting from approved courses.

Starting Fall 2024, all public institutions in Kansas are required to use a [Systemwide General Education](#). GCCC's program is available in the [Academic Catalog](#). The program uses a "bucket" framework—7 buckets representing the subject are categories students must complete. Once a student completes the general education package at any school, the Registrar will "stamp" "Systemwide GE Complete" on the student's transcript, and no other Kansas public higher education institution can unbundle the courses and require a student to take additional general education courses.

The Core Curriculum Committee continues to meet to assess courses that can count within the buckets, and any questions or suggested courses should be directed to Dean Terpstra or Dean Pfeifer.

Program Course Sequence aka "The X-Semester Plan"

Each program of study and certificate option is presented in the catalog as a semester-by-semester plan. This plan represents an *ideal* course sequence for students, but the work of advising a student is, in reality, to create a customized version of this plan.

A student's Semester Plan designates courses in the following four categories or "buckets." Each bucket has a designated number of allowable credit hours, determined by the degree requirements. Definitions of each bucket follow:

A. Core Curriculum Courses or General Education Distribution Courses

(Systemwide General Education) are courses which help the student meet the requirements of the Core Curriculum program.

- B. Program Courses** are courses specific to each program of study. They are selected by the department to provide students with the opportunity to learn the skills and knowledge of the program (defined in the PLOs). Program courses can be sub-divided into two categories: Required Program Courses and Program Electives.
- C. Required Program Courses** are courses that a student **MUST** take to be eligible for graduation within the program. They are required of all majors within the program and are listed by course number and name within the 4-semester course sequence (though they may be taken “out of order” from that sequence).
- D. Program Electives** are courses that allow students choices within the program. The program designates a number (or range) of credit hours that **MUST** be chosen from the program electives listed in the catalog. The number of electives available will vary by program. Some programs may offer **career paths** or **concentrations** within the electives.

Career Paths or Concentrations may be designated within program electives. They allow program majors to further tailor their educational experience to a more specific area or career within the program. For example, a student may be in the [Secondary Education program](#) and focusing on History. Not every program will have career paths or concentrations.

- E. Open Electives** At its May 11, 2021 meeting Curriculum and Instruction voted to add open electives into the A.A., A.S., and A.G.S. degrees. Each semester plan for programs within these degrees must include at least 3 credit hours of open electives, and can list up to a total of 9 credit hours of open electives. Because of the highly-specific nature of technical programs, A.A.S. programs and certificates are not required to have open electives. Open electives are beneficial to students in that they allow classes to “count” toward graduation that may have been taken in another program, are taken for scholarship eligibility, or are beneficial to the student’s academic success but are not listed among the program courses. Courses numbered below 100 do not count as open electives.

Course Substitution is a tool used to allow a course not listed within the program sequence to count toward graduation within the program. Course substitutions should be used sparingly and must be approved by the Director of Advising, appropriate Dean, and the Vice President for Instructional Services. *If we are processing course substitutions routinely for all students in a program, there is likely a misalignment with the published curriculum and how students are being advised.*

A Note about Financial Aid: Federal financial aid (grants, loans, work study program) can only be awarded/dispensed for classes that are required for or fulfill a specified program requirement for a degree or approved certificate at Garden City Community College. Federal

financial aid will not be awarded/disbursed for ineligible courses that have already met a degree or approved certificate requirement.

Because a course is part of an institutional requirement or is listed in the program plan (as documented in the catalog the student entered under), the course will generally be eligible for federal financial aid.

For example, GCCC's placement policy requires some students take developmental education coursework. These courses are not listed in program plans, but they *are* part of an institutional requirement.

As another example, if a student has declared EXAMPLE.AS as an emphasis at the college, and the semester plan lists 12 credits for "Program Electives," once the student has taken 12 credits of courses from the eligible list of Program Required Courses, the student has fulfilled the requirements of that bucket and no more courses can satisfy that degree requirement. Placing a student in additional courses could result in the student having to pay out of pocket.

Advisors are encouraged to work directly with the Advising office or with Student Records to clarify what is required for a particular program pathway and what requirements the student has already met.

A Note About Advising: the program plan is also important for advising. Advisors follow the program plan in enrollment and ensuring students graduate with the appropriate classes.

A Note About Conferral of Degrees and Certificates: With the adoption of the Self-Service and Student Planning modules for student advising, degree audits are built off the semester plans, *not* the minimum degree requirements. A student who does not take a specific course named in the four-semester plan for a two-year degree would *not* meet the requirements for conferral of a degree.

Procedures for Documenting Curriculum Changes

There are several steps in updating the catalog. Each section is identified below along with any required approvals or submissions. It is important that proper procedure is followed for all updates as any change impacts multiple documents and systems on campus including (but not limited to) the published catalog, degree audit, course schedules, Self-Service, etc. Making changes outside of the outlined process may result in incomplete updates and publishing of conflicting information.

COURSE-LEVEL UPDATES

New Courses: follow procedure outlined in the Curriculum Development Policy (https://www.gcccks.edu/about_gccc/policies/curriculum_development.pdf)

Student Learning Outcomes: submitted to C&I as information items (no approval required); submit on updated master syllabus (attendance at meeting not required)

Course Numbers/Titles: updated master syllabus submitted to C&I with the request for course approval form; C&I approval required, must be in attendance at meeting; working with Nancy prior to the submission regarding numbering and title changes is strongly encouraged

Prerequisites: Adding/changing a prerequisite requires C&I approval; removing a prerequisite is reported as an information item to C&I

Course Description/other textual catalog changes: course descriptions can ONLY be updated during a catalog cycle; they do **not** go to C&I but are reported directly to the Administrative Assistant to Instructional Services and Registrar as part of the catalog update process

PROGRAM-LEVEL UPDATES

Program Learning Outcomes: C&I approval required; attendance of at least one program representative at the C&I meeting is required; submit list of old PLOs and new PLOs as a word doc with the name of the program to C&I;

4 semester course sequences: **ALL** go to C&I as information items **with program representative in attendance**; submit old and new 4-semester plan; changes outside of catalog cycle are strongly discouraged

Curriculum and Instruction Committee

The Curriculum and Instruction Committee is the faculty-driven body responsible for approving and monitoring changes to the curriculum at GCCC. The membership is as follows:

Chair: Marc Malone (non-voting)

Voting Members

Nancy Unruh, Registrar
Nicole Dick, Division Chair
Renee Harbin, Division Chair
Veronica Goosey, Division Chair
Sean Boller, Division Chair
Brandy Unruh, Assistant Dean
Gabe Winger, Assistant Dean
Faculty Senate Representative
Seth Kristalyn, Assessment Coordinator

Non-Voting Members

Director of Nursing
Director of Allied Health
Director of Advising
Director of the Library
Director of Instructional Design and Canvas Administrator
Director of the Career Connection Academy

The Higher Learning Commission expects that all institutions of higher education have faculty-driven oversight of the curriculum as a whole.

With this representation structure, every instructional area on campus has a direct contact for questions about curriculum, curriculum structure, making changes to curriculum, etc.

Bylaws of Curriculum and Instruction Committee Garden City Community College—Approved April 30th, 2024

Article I – Purpose, Focus, and Objectives

Purpose: The Committee will support the mission of the College by overseeing the curriculum of the institute. Its duties will include review and approval of new courses and programs, approval of course updates including the activation of inactive courses, and access transferability and the need for new courses. They are also responsible for standardizing the syllabus format and keeping records of approved courses. All Committee responsibilities and actions shall be handled in conjunction with the Vice President for Instructional Services.

Focus: Ensure high-quality, relevant instructional offerings, and create an atmosphere of excellence for our students. Focus will be on the need for the class, transferability, credit or non-credit, and justification for class hours.

Objectives: The objectives of the Committee shall be:

1. To review, develop, and recommend new and/or modified curriculum policies as needed.
2. To serve as an academic forum to consider and act upon proposals for credit-producing learning experiences as well as major academic and technical/work force programs and specializations.
3. To determine if the proposals is in accordance with the College's Mission Statement priorities, and policies of the College.
4. To determine if the proposal will fulfill a need.
5. To determine if the proposal has realistic, consistent, and measurable objectives, and evaluation procedures.
6. To determine if the proposal is housed in the appropriate college or area.
7. To determine if the level (of a course proposal) is in keeping with the content, objectives, and prerequisites stated in the proposal, and in relationship to other offerings.
8. To determine if the title and catalog description is descriptive of the content and objectives of the proposal.
9. To determine if the proposal results in unnecessary overlap or duplication with existing offerings.
10. To determine if the proposal results are desirable from an instructional viewpoint relative to quality and its relationship to other offerings.
11. To encourage a trans-disciplinary approach to curriculum and instructional growth.

12. To promote academic excellence and educational opportunity and encourage the use of appropriate standards throughout the curriculum.

Article II – Members and Membership

Section 1: The Curriculum and Instructional Committee will consist of Division Chairs and/or Assistant Deans representing technical and transfer-oriented programs, the Instructional Deans, the Director of Nursing, the Director of Allied Health, the Registrar, the Director of Advising, the Director of the Library, the Director of Instructional Design and Canvas Administrator, Director of the Career Connection Academy, a representative from Faculty Senate, and the Assessment Coordinator.

The Vice President for Instructional Services holds an ex-officio, non-voting position.

Section 2: Unused

Section 3: Voting: Each voting member is entitled to one vote on each matter submitted to a vote of the

Membership.

Voting members are limited to the following:

1. Division Chairs
2. Assistant Deans
3. Faculty Senate Representative
4. Assessment Coordinator
5. Registrar

Other members hold ex-officio, non-voting positions and are present to provide feedback and to take relevant agenda topics back to their areas for feedback.

Section 4: Member Responsibility:

1. To attend all meetings
2. To review all materials submitted before the meeting.
3. To serve as needed on curriculum subcommittees when assigned so by the chair.
4. Give consideration to the mission of the college and its students, and feedback from ex-officio, non-voting members, when making decisions regarding committee business

Section 5: Authority: The Committee's authority is delegated from the Vice President for Instructional Services/CAO.

Section 6: Meetings: Meetings of C&I occur monthly at a regular, published time.

Article III – Officers

Section 1: Meetings will be chaired by the Vice President for Instructional Services with minutes taken by the Assistant to Instructional Services.

Article V – Quorum

In order for the Committee to act there must be a majority of the Committee. A quorum of the Committee shall be a majority of the members present at a meeting called for the purpose of a vote. $\frac{1}{2}$ of voting Members +1

Article VI – Amendments

Section 1: The bylaws may be amended by a two-thirds vote of the quorum after the amendment(s) has/have been sent to the members at least 2 weeks before the next scheduled GCCC Curriculum Committee membership meeting or at least 72 hours before a special meeting called for that purpose.

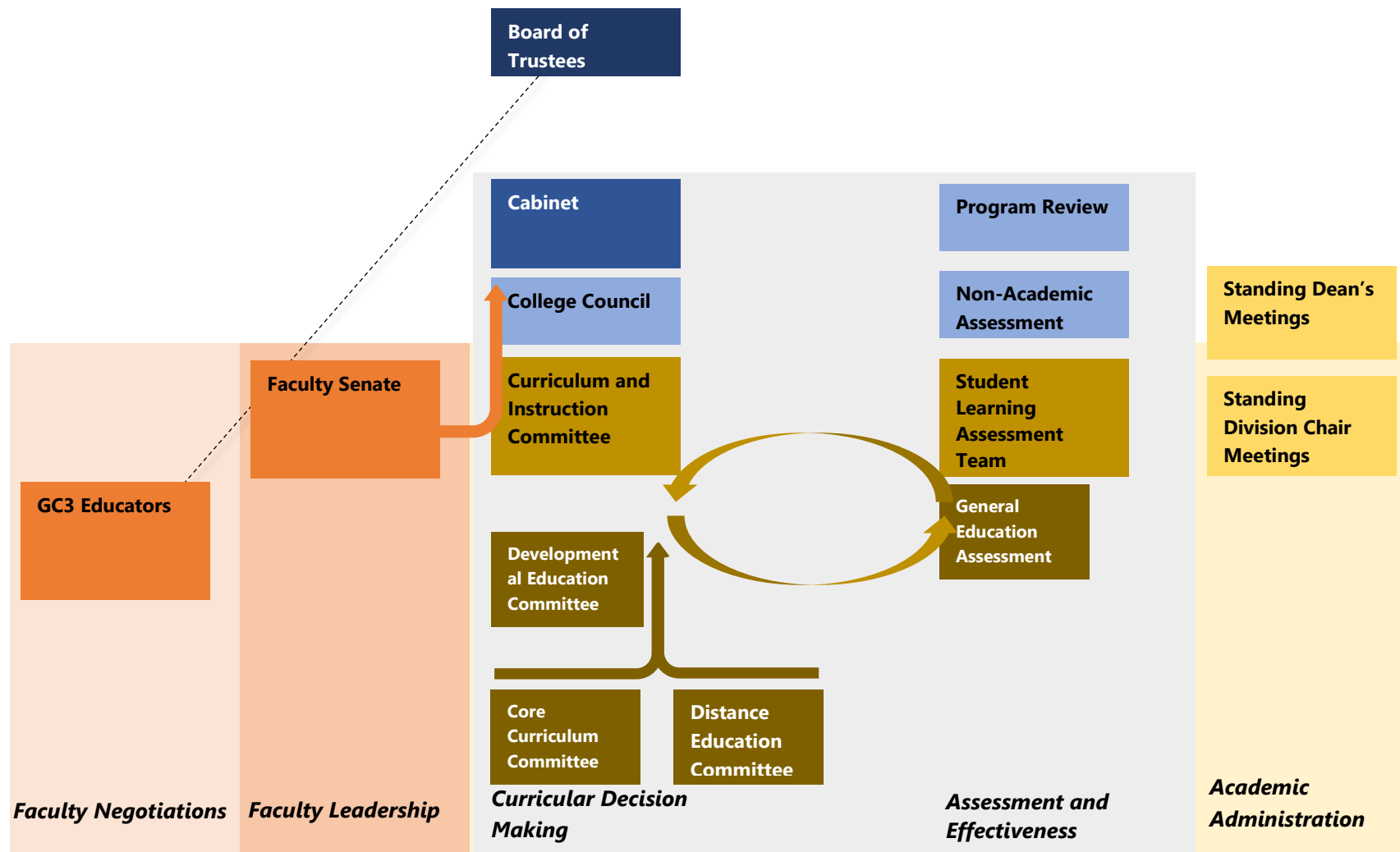
Section 2: An updated copy of the bylaws are maintained in the Curriculum and Instruction channel of the Instructional Services Team site and can be requested at any time through a member of the committee.

Article VII—Curriculum Development and Oversight

Section 1: Curriculum development and oversight, including approval of new courses, approval of changes to course numbers and titles, approval of changes to prerequisites and co-requisites, approval of program learning outcome additions and changes, and changes to a program's semester sequence (conferral requirements) occur according to the procedures outlined in the Curriculum Development Policy.

Section 2: Changes to course-level student learning outcomes do not require C&I approval, but should be documented in minutes of meetings at the program level and sent to C&I as information items.

Instructional Services Communication and Decision Flow Chart



Instructional Services Reporting Structure

