



Faculty Senate

801 Campus Drive

Sheena Hernandez—President
Phil Hoke—Vice President
Will Friesen—Secretary
Elizabeth Wampler—Senator
Nicole Dick—Senator
Chris Turpin—Senator
Perla Salazar—Senator
Elizabeth Tharman—Alternate

FACULTY SENATE MINUTES

May 11, 2018

JOYC 1404 @ 2:30pm

- A. **Call to order:** 2:34 PM
- B. **Present:** Phil Hoke, Sheena Hernandez, Nicole Dick, Will Friesen, Perla Salazar, Liz Tharman, Chris Turpin, Elizabeth Wampler. Additional faculty, staff, and community members. 57 present, total.
- C. **Absent:** None.
- D. **Approval of minutes:** Approved.
- E. **Report from College Council:** None. Recent meetings have been cancelled.
- F. **Report from Board of Trustees:**
 - a. The faculty Senate reported about the condition of some faculty/ and asked for action to be taken. FS was unable to present orally but were able to present a packet to the board and present media.
- F. **Old Business**
 - Update on Negotiations – ratified during Board Meeting.
- G. **New Business:**
 - a. Salazar will not be VP. Nicole Dick has stepped into the roll for next year. Phil Hoke will serve as president to finish Hernandez’s tenure.
 - b. Discussion about FS presentation.
 - i. Open forum. Media present. Encouraged to keep all comments professional and civil as we all must still work with one another.
 - ii. Faculty commentary
 - 1. Kurt Wenzel brought forth concerns about how this document was presented.
 - a. Email from Hernandez was read by Wenzel with intermittent reflections. Wenzel felt that not all faculty were represented. Question about how many full-time employees are employed may have been affected by the “Staged mutiny.” Wenzel commented that he felt it was unfair that the voice of a few has spoken for up to 400 people. Wenzel wishes that good *and* bad had been presented—both sides are essential. Wenzel argued that the document did not speak for everyone, in particular the tech faculty.

"The purpose of the Garden City Community College Faculty Senate is to promote professional development among faculty and to act as a liaison with Administration and the Board of Trustees to advocate for the interests of the teaching faculty."

2. Tammy Hutcheson comments on how the FS monthly report has been only a good news report. She argued that the board *has* heard good news. Wenzel replied that the media doesn't regularly report on the good news. Discussion on who knew what when.
 - a. We all have the opportunity to elect people who we think best represent us. We trust that people represent to the best of our ability.
 - b. Tech people were present at the meetings. Executive sessions included everyone in the meetings with relevant information, not only FS members.
 - c. What was gained from this process from her perspective was protection as she has been scared.
3. Holly Chandler – when bad things happen to students, it is faculty's job to stand up for them. That's when faculty got involved.
4. Clay Wright – we didn't know anything about it for our own protection
5. Tammy – we need to stand united.
6. Phil Hoke – celebrates the positive the experiences of all people. He honors their personal experiences, including the positive ones. Harrassment is in the eyes of the victim, and we need to honor that view point as well.
7. Larry Pander – statements were based on behalf of faculty, but who does that include?
8. Phil Hoke spoke to how FS knew it wasn't speaking for *all* faculty.
9. Clay Wright – argued that a vote of no confidence should have been taken with it thoroughly documented as far as times, dates, specifics. He feels this was a poor way to handle this.
10. John Schafer agreed with Wenzel and asked what he wants to see in the future. Wenzel responded with more transparency on what is going.
11. Tammy Hutcheson questioned what would have happened if FS had asked for input on such a document and administration got ahold of it. What would have happened if an email was sent out? She said if FS doesn't go forward she would by herself – the only people who had something to lose were the students. By policy, faculty must go forward when students make complaints.
12. Micah Koksall has had a wonderful experience at GCCC with bosses and coworkers, but the past 1.5-2 years have been miserable. She spoke of personal experiences. She felt dismissed by John Green, ignoring her experiences of harassment and how he made her experiences about how he had been set up. She also spoke to how she had experienced intimidation.
13. Chris Turpin stated that people did come forward voluntarily with all information. Referencing cheerleading, etc., most had already been presented to the board.
14. Chris Turpin spoke about how he himself supports sending this information to HLC and KBOR for oversight since the local board did not act.

"The purpose of the Garden City Community College Faculty Senate is to promote professional development among faculty and to act as a liaison with Administration and the Board of Trustees to advocate for the interests of the teaching faculty."

15. Holly Chandler asked what else are we supposed to do when the board refuses to act despite years of complaints.
- iii. Phil Hoke responds to previous comments/questions
 1. Thank you to everyone. Faculty love this college, and this year has brought a unity because of hardships, despite disagreements on tactics or styles. But, due to HLC, we can work together.
 2. Reviewed mission statement. FS advocates for one or for fifty. When "faculty" is said, it can mean singular or plural. If faculty member has an issue that needs to be advocated for, please come to FS meetings. If we don't know concerns, we can't do this.
 3. 400 people affected. Hoke couldn't agree more. HLC is the issue. We cannot lose accreditation because then we lose federal funding. HLC is watching everything we are doing, and we have six months to get everything righted. All the HLC work is meaningless if we don't meet criterion 2.
 4. Good *and* bad. Every report has a focus in order to be effective.
 5. Meeting evidence. Names have been redacted in order to protect individuals, hence a degree of vagueness. Have to balance documentation with vagueness.
 6. Hurt that this was not common knowledge. Please nominate tech people for senate so that they can be represented as there have been no nominations from that area in the last few years.
 7. What was gained? Our discussion needs to be about HLC and creating the work environment that will allow the assessment team to come in and say that we meet accreditation.
 8. Why no VNC? It wouldn't work because nearly 50% of faculty is non-tenured. It requires a majority tenured faculty. Past experience in Independence and Dodge City suggests that it might not work here, either. It would have been dangerous to faculty.
 9. Documentation is important. Clarion Inn cell phone example brought forward because most current faculty were there. We need to move forward so we can protect what we're doing so that we can protect Title IV funding.
 10. Transparency. Please hold FS accountable. We are a representative group, making decisions because FS hopes that faculty trusts FS to make informed decisions.
 11. The media was likely in the room more for other reasons than for the FS report at the board meeting.
 - iv. Tammy Hutcheson asks Dr. Blake Wasinger (in attendance) "can we talk to the board?" with discussion indicating that it should be allowed.
 - v. Aaron Kucharik expressed concerns and examples of B of T not keeping accurate minutes reflecting what actually happens at meetings. He reported retaliation is not only against faculty but also against community. He was the one who called KWCH to discuss a community letter that would be presented at the May meeting.
 - vi. Christ Turpin: when and how did Dr. Swender become secretary of the board? No one, including Wasinger, had an answer.

"The purpose of the Garden City Community College Faculty Senate is to promote professional development among faculty and to act as a liaison with Administration and the Board of Trustees to advocate for the interests of the teaching faculty."

- vii. Phil Hoke: We are stronger united than divided.
- viii. Rodenbur: Where are we going? Hoke: We don't know.

H. Executive Session: None called

I. Next meeting: TBA

J. Adjourned: 3:57 PM