2012 Evaluation Visit

March 19-22, 2012

Interviewee: Rebecca Toves

Interviewer(s): Dr. Jannett Jackson and Dr. Anthony Zambelli

Venue: TC#1210

Other Participants: Barbara Leon Guerrero, Jennifer Artero, and Pilar Pangelinan

1. Questions you were asked when you were interviewed (alone, or with others; please identify them) and responses.

**With Dr. Jackson** – She asked:

1. About the relationship between the Faculty Senate and the CGC

**Response:** Because the tone of the question seemed more interpersonal in nature, I told her that I couldn’t speak to her question and that the members of these committees could respond more accurately.

1. What I thought about the governance and leadership activities on campus

**Response:** All the leadership entities seem to be doing their part.

1. What was happening with staff governance

**Response:** Staff have attempted to formulate a more organized governance structure. Dialogue has been ongoing for the last several years. Admin recognizes that this must be a staff-driven movement, just as faculty governance was faculty driven. Part of the problem deals with the workload, and staff who take on additional responsibilities must still contend with their own job responsibilities.

d. President’s role

**Response:** I stressed that her leadership is what has propelled the college forward. Her financial background is the reason we have all the new buildings on campus.

**With Dr. Zambelli**

1. He asked about distance ed and the status of our on-line courses. He wanted to find out if the college was pushing for this or did it exist because a handful of faculty were interested in offering courses this way.

**Response:** Although faculty is encouraged to offer courses on-line, only a few departments are currently utilizing this form of instruction.

1. He asked about faculty and staff evaluations

**Response:** We explained how our yearly faculty evaluations are conducted. He was surprised that we get yearly increments based on these evaluations. He mentioned that the way staff is evaluated seems unclear.

1. Topics touched during the conversation; main topics, follow-ups, side topics (if any)

**Main topics:**

1. Leadership & Governance
2. Staff Participation
3. BOT
4. President
5. Interviewer’s comments:  positive and negative (if any) – about the college, about ISER, about any other topic touched

**With Dr. Jackson**

* Was impressed with the college
* Noted the concept of GCC as a family
* Understood staff’s perspective about workload; her staff face the same dilemma

**With Dr. Zambelli**

* Liked informal conversations with campus community
* Liked the food

Would rather sit and talk to us than take the tour