



# Institutional Self Evaluation Report 2023

## C. Organization of the Self-Evaluation Process

Students, classified staff, faculty, and administrators participated in the self-evaluation process. High-level planning and the establishment of the timeline for the College's Institutional Self-Evaluation Report (ISER) and site visit was the responsibility of the Accreditation Leadership Team. This team consisted of the college president, vice president of instruction (the de facto accreditation liaison officer), and the Office of Research and Planning's institutional effectiveness team that consists of the dean of research, planning, and grants, the manager of accreditation and institutional effectiveness, the faculty coordinator of planning and accreditation, and faculty coordinator of institutional effectiveness, called the Core Four. The Core Four are responsible for managing and coordinating all aspects of accreditation, program review, and strategic planning at the College. The Institutional Planning and Coordination Committee (IPCC) provides oversight for accreditation matters, including the preparation of the ISER.

In fall 2020, a gap analysis was conducted by governance committees and other leadership groups for the Accreditation Standard areas under their respective purview. For example, the College Computer Coordinating Committee completed the gap analysis for Standard III.C. Technology Resources and the Academic Affairs Committee and Curriculum and Instruction Committee completed the gap analysis for Standard II.A. Instructional Programs. During the gap analysis, the Standards were reviewed by these area experts who deliberated on existing evidence and provided written conclusions regarding whether the College met each Standard.

The Accreditation Steering Committee included 3 students, 10 classified staff, 13 faculty, and 14 administrators and was composed of the Accreditation Leadership Team, Core Four, and the Standards Workgroups Writing Teams.

In spring 2021, Standards Workgroups Writing Teams were created to develop the College's ISER response to each Standard. Every writing team was chaired by a faculty member who was confirmed by the Academic Senate and each team included a representative from the administration who was appointed by the college president. These teams also included classified staff representatives appointed by leadership of the College's chapter of the California School Employee Association. [\[C1\]](#)

That same semester, the writing teams as well as the College community participated in the ISER Kick-Off and Training event which was facilitated by a liaison from the ACCJC. The writing teams later received more detailed training by the Core Four. Using the gap analysis conclusions as their starting point, the writing teams developed the ISER's responses to the Standards from spring 2021 to summer 2022. During that time, they coordinated with key resource personnel and relevant departments to discuss the Standards, plan actions, acquire needed approvals, monitor outcomes, write ISER responses to the Standards, and gather evidentiary documentation.

In winter 2022, the Board of Trustees completed their own accreditation training provided by the ACCJC liaison. During that same winter, the Core Four developed all remaining sections of the ISER. Through the process of preparing the report, the members of the Institutional Planning Coordination Committee (IPCC) scanned for possible institutional effectiveness projects that could be the basis of the Quality Focus Essay (QFE).

In spring 2022, the IPCC deliberated on prospective project topics and ultimately proposed to the Strategic Planning Committee, a Guided Pathways professional development initiative as the QFE project. The faculty coordinator of Guided Pathways developed the QFE in consultation with relevant departments and the Core Four. During this same semester, the writing teams participated in the ACCJC's Advanced ISER Training. Also in spring 2022, Accreditation Standards Reading Teams, governance committees, and other leadership groups were provided with preliminary drafts of sections of the ISER and asked for their input. These groups included: IPCC, Academic Senate, Academic Affairs Committee, Library and Information Competency Committee, Student Affairs Committee, Campus Development Committee, College Computer Coordinating Committee, Governance Review Committee, College Executive Committee, and Board of Trustees. In fall 2021 and spring 2022, the Office of Research and Planning was able to work with a political science student part of a collaborative project with the College's Mentoring Men of Color program. In the role of student liaison for the Office of Research and Planning, the student was responsible for presenting major institutional effectiveness matters (e.g., racial climate survey results, Institutional Strategic Plan updates, etc.) to student organizations and clubs for their examination and input. As part of that role, the student liaison provided the ISER draft sections to reading team representatives from the Associated Students of Glendale Community College for their review and input.

In fall 2022, the draft of the ISER in its entirety was provided to the Academic Senate, standing governance committees (i.e., Student Affairs Committee, Administrative Affairs Committee, Academic Affairs Committee), College Executive Committee, and Board of Trustees [[C2](#), [C3](#), [C4](#), [C5](#), [C6](#)] for their review, input, and approval. It was also shared with the college community through the Accreditation webpage that asked for feedback to be provided through a web link. [[C7](#)] In December, after incorporating college wide input, the ISER was, at last, finalized and submitted to the ACCJC.

### **Accreditation Leadership Team**

College President and Superintendent, David Viar (administrator)<sup>until June 2022</sup>  
College President and Superintendent, Ryan Cornner (administrator)<sup>after June 2022</sup>  
Vice President of Instruction and Accreditation Liaison Officer, Michael Ritterbrown (administrator)  
Dean of Research, Planning, and Grants, Edward Karpp (administrator)  
Program Manager of Accreditation and Institutional Effectiveness, Daphne Dionisio (administrator)  
Faculty Coordinator of Planning and Accreditation, Elizabeth Kronbeck (faculty)<sup>until June 2022</sup>  
Faculty Coordinator of Institutional Effectiveness, Stacy Jazan (faculty)

### **Core Four**

Dean of Research, Planning, and Grants, Edward Karpp (administrator)  
Program Manager of Accreditation and Institutional Effectiveness, Daphne Dionisio (administrator)

Faculty Coordinator of Planning and Accreditation, Elizabeth Kronbeck (faculty)  
Faculty Coordinator of Institutional Effectiveness, Stacy Jazan (faculty)

### **Accreditation Steering Committee**

Student Liaison for the Office of Research and Planning, Robert Peters (student)  
Ayk Petrosyan (student)  
Administrative Assistant, Nonah Maffit (classified staff)  
Instructional Services Specialist, Melissa Malandrakis (classified staff)  
Administrative Assistant, Elena Grigorian (classified staff)  
Administrative Assistant, Irina Shumakova (classified staff)  
Human Resources Generalist, Donna Diamond (classified staff)  
Warehouse Worker, Lynn Ribisi (classified staff)  
Programmer Analyst, Afsaneh Abyari (classified staff)  
Assistant District Accountant, Terry Flexser (classified staff)  
Governance Office Coordinator, Frankie Strong (classified staff)  
Foundation Accountant, Saodat Aziskhanova (classified staff)  
Spanish Faculty and Faculty Coordinator of Institutional Effectiveness, Stacy Jazan (faculty)  
History Faculty and Faculty Coordinator of Planning and Accreditation, Elizabeth Kronbeck (faculty)  
Faculty Coordinator of Curriculum and Instruction; English Faculty, Francien Rohrbacher (faculty)  
Librarian and Library Faculty, Susie Chin (faculty)  
Counselor and Counseling Faculty, Stephanie Yau (faculty)  
Student Services Division Chair and Counseling Faculty, Richard Cortes (faculty)  
Noncredit Business and Life Skills Faculty, Cindy Haiduk-Pollack (faculty)  
Kinesiology Faculty, Erin Calderone (faculty)  
Mathematics Faculty, Jeremy Talaoc (faculty)  
Mathematics Division Chair and Mathematics Faculty, Elizabeth Russell (faculty)  
English as a Second Language Faculty, Paul Vera (faculty)  
Animation Faculty and Senate President, Roger Dickes (faculty)  
English Faculty and Distance Education Coordinator, Piper Rooney (faculty)  
College President and Superintendent, David Viar (administrator) <sup>until June 2022</sup>  
College President and Superintendent, Ryan Cornner (administrator) <sup>after June 2022</sup>  
Vice President of Instruction and Accreditation Liaison Officer, Michael Ritterbrown (administrator)  
Dean of Research, Planning, and Grants, Edward Karpp (administrator)  
Dean of Library and Learning Support, Eric Hanson (administrator)  
Vice President of Student Services, Paul Schlossman (administrator)  
Vice President of Human Resources, Victoria Simmons (administrator) <sup>until June 2022</sup>  
Vice President of Human Resources, Brittany Grice (administrator) <sup>after June 2022</sup>  
Director of Facilities, Joel Peterson (administrator) <sup>until April 2022</sup>  
Director of Facilities, Fred Parker (administrator) <sup>after April 2022</sup>  
Chief Information Systems Officer, Calvin Madlock (administrator)  
Exec Vice President of Administrative Services, Anthony Culpepper (administrator) <sup>until June 2022</sup>  
Exec Vice President of Administrative Services, Amir Nour (administrator) <sup>after June 2022</sup>  
Program Manager of Accreditation and Institutional Effectiveness, Daphne Dionisio (administrator)

### **Standard Workgroups Writing Teams**

#### **Standard I.A., I.B., & I.C.**

Faculty Co-Chair: Spanish Faculty and Faculty Coordinator of Institutional Effectiveness, Stacy Jazan  
Faculty Co-Chair: History Faculty and Faculty Coordinator of Planning and Accreditation, Elizabeth Kronbeck <sup>until June 2022</sup>  
Classified Staff Representative: Administrative Assistant, Nonah Maffit

Administrative Representative: Dean of Research, Planning, and Grants, Edward Karpp  
Administrative Representative: Program Manager of Accreditation and Institutional Effectiveness, Daphne Dionisio

### **Standard II.A.**

Faculty Chair: English Faculty and Faculty Coordinator of Curriculum and Instruction, Francien Rohrbacher  
Classified Staff Representative: Instructional Services Specialist, Melissa Malandrakis  
Administrative Representative: Vice President of Instruction and Accreditation Liaison Officer, Michael Ritterbrown

### **Standard II.B.**

Faculty Chair: Librarian Faculty, Susie Chin  
Classified Staff Representative: Administrative Assistant, Elena Grigorian  
Administrative Representative: Dean of Library and Learning Support, Eric Hanson

### **Standard II.C.**

Faculty Co-Chair: Counselor and Counseling Faculty, Stephanie Yau  
Faculty Co-Chair: Student Services Division Chair and Counseling Faculty, Richard Cortes  
Classified Staff Representative: Administrative Assistant, Irina Shumakova  
Administrative Representative: Vice President of Student Services, Paul Schlossman

### **Standard III.A.**

Faculty Chair: Noncredit Business and Life Skills Faculty, Cindy Haiduk-Pollack  
Classified Staff Representative: Human Resources Generalist, Donna Diamond  
Administrative Representative: Vice President of Human Resources, Victoria Simmons until June 2022  
Administrative Representative: Vice President of Human Resources, Brittany Grice after June 2022

### **Standard III.B.**

Faculty Chair: Kinesiology Faculty, Erin Calderone  
Classified Staff Representative: Warehouse Worker, Lynn Ribisi  
Administrative Representative: Maintenance and Operations Manager, Patrick Shahnazarian  
Administrative Representative: Director of Facilities, Joel Peterson until April 2022  
Administrative Representative: Director of Facilities, Fred Parker after April 2022

### **Standard III.C.**

Faculty Chair: Mathematics Faculty, Jeremy Talaoc  
Classified Staff Representative: Programmer Analyst, Afsaneh Abyari  
Administrative Representative: Chief Information Systems Officer, Calvin Madlock

### **Standard III.D.**

Faculty Chair: Mathematics Division Chair and Mathematics Faculty, Elizabeth Russell  
Classified Staff Representative: Assistant District Accountant, Terry Flexser  
Administrative Representative: Executive Vice President of Administrative Services, Anthony Culpepper until July 2022  
Administrative Representative: Executive Vice President of Administrative Services, Amir Nour after July 2022

### **Standard IV.A.**

Faculty Chair: English as a Second Language Faculty, Paul Vera  
Classified Staff Representative: Governance Office Coordinator, Frankie Strong  
Administrative Representative: College President and Superintendent, David Viar until June 2022  
Administrative Representative: College President and Superintendent, Ryan Cornner after June 2022

### **Standard IV.B.**

Faculty Chair: Animation Faculty and Senate President, Roger Dickes

Classified Staff Representative: Foundation Accountant, Saodat Aziskhanova

Administrative Representative: College President and Superintendent, David Viar <sup>until June 2022</sup>

Administrative Representative: College President and Superintendent, Ryan Corner <sup>after June 2022</sup>

### **Standard IV.C.**

Faculty Chair: English Faculty and Distance Education Coordinator, Piper Rooney

Classified Staff Representative: Foundation Accountant, Saodat Aziskhanova

Administrative Representative: College President and Superintendent, David Viar <sup>until June 2022</sup>

Administrative Representative: College President and Superintendent, Ryan Corner <sup>after June 2022</sup>

## **Standard Workgroups Reading Teams**

### **Standard I.A, I.B, & I.C**

Student Liaison for the Office of Research and Planning, Robert Peters

ASCCC Student Representative, Annette Petrosyan

(Also reviewed by Institutional Planning Coordination Committee)

### **Standard II.A.**

ASCCC Student Representative, David Saryan

ASCCC Student Representative, Eric Havakian

Dean of Continuing and Community Education, Alfred Ramirez

Associate Dean of Continuing and Community Education, Ramona Barrio-Sotillo

Dean of Instructional Services, Agnes Eguaras

English Division Chair, Sarah Schwendimann

Kinesiology Faculty and Learning Outcomes and Assessment Coordinator, Yvette Ybarra

Curriculum Specialist, Nancy Traynor

(Also reviewed by Academic Affairs Committee)

### **Standard II.B.**

ASCCC Student Representative, Margret Guyumdzhyan

English Faculty and Faculty Coordinator of the Learning Center, Shant Shanoian

Garfield Librarian Faculty, Shelley Aronoff

Supplemental Instruction Program Coordinator, Nancy Yaldizian

(Also reviewed by Library and Information Competency Committee)

### **Standard II.C.**

ASCCC Student Representative, Nareh Pirjanian

Dean of Student Services, Drew Yamanishi

Dean of Student Affairs, Tzoler Oukayan

Multicultural and Community Engagement Manager, Hoover Zariani

Associate Dean of Continuing and Community Education, Ramona Barrio-Sotillo

Kinesiology Faculty and Learning Outcomes and Assessment Coordinator, Yvette Ybarra

GCC CARES Manager, Andre Manukyan

Director of Admissions and Records, Michelle Mora

(Also reviewed by Student Affairs Committee)

### **Standard III.A.**

ASCCC Student Representative, Rachelle Gilbuena

ASCCC Student Representative, Inga Chilingaryan  
Executive Vice President of Administrative Services, Anthony Culpepper  
College President and Superintendent, David Viar

**Standard III.B.**

ASCCC Student Representative, Shirak Karabedian  
College Police Chief, Gary Montecuello  
Disabled Students Programs and Services Manager, Mark Matsui  
(Also reviewed by Campus Development Committee)

**Standard III.C.**

ASCCC Student Representative, Rishi Lakhori  
Director of Network System and Operations, Lauren Lampietti  
Director of Enterprise Application Systems, Vladimir Vasquez  
Speech Faculty and Faculty Coordinator of Distance Education Faculty Development, Sam Garagliano  
(Also reviewed by College Computing Coordination Committee)

**Standard III.D.**

ASCCC Student Representative, Sarin Teker  
Controller (until July 2022) and Vice President of Administrative Services (after July 2022), Amir Nour  
College President and Superintendent, David Viar

**Standard IV.A.**

ASCCC Student Representative, Sonia Alexani Baroudi  
Animation Faculty and Senate President, Roger Dickes  
Art History Faculty and Guild President, Emily Haraldson  
Assistant District Accountant, Terry Flexser  
ASGCC President Diana Morales  
(Also reviewed by Governance Review Committee)

**Standard IV.B.**

ASCCC Student Representative, Melody Seraydarian  
Executive Assistant, Debra Kallas

**Standard IV.C.**

ASCCC Student Representative, Tigran Saakov  
Executive Assistant, Debra Kallas

**Editing**

Journalism Faculty, Reut Cohen Schorr

**Photography & Graphic Design**

Publication Specialist, Ann Simon