

**Ghada M. Gad**  
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I am honored to be nominated for Vice Chair of the Cal Poly Pomona Academic Senate.

I have long been someone who questions “*this is the way it’s always been done.*” Early in my career, working on infrastructure projects contracts and procurement, I developed a habit of examining systems closely and asking how they could be improved. That mindset has stayed with me and continues to shape how I approach my work at CPP.

Over the past 11 years at CPP, I have taken on a range of service roles, including serving as a Senator representing the College of Engineering for five years, and on the General Education, Faculty Affairs, and Executive Committees. Beyond the Senate, I have also contributed through a range of faculty- and student-centered service roles, including search and RTP committees, mentoring early-career faculty, and broader university initiatives, all of which have deepened my understanding of how our institution functions and strengthened my commitment to contributing in meaningful ways.

My interest in serving as Vice Chair stems from the Senate becoming one of the most meaningful parts of my work at this institution. Through my service, I have developed a deep appreciation for shared governance and how it shapes academic policy, balances perspectives, and ensures that faculty voices are not only heard, but thoughtfully considered.

Serving on the General Education Committee was my first real immersion into Senate work. During a period of GE changes, with many courses under review, I gained insight into the complexity of curriculum development, disciplinary perspectives, and the institutional and state constraints that shape decisions. It reinforced the importance of stepping into different perspectives and approaching these conversations with both rigor and empathy, and it sparked a broader commitment to understanding and improving our institutional systems. My time on the Faculty Affairs Committee was, in many ways, an “*aha*” moment. Through work on RTP processes, search committees, and workload discussions, I came to better understand how essential it is to ensure fairness, transparency, and clarity across departments, reinforcing the need to continuously examine and improve our practices. This past year, the Executive Committee added another layer to my understanding of shared governance, providing insight into how priorities are balanced and how leadership facilitates productive and respectful dialogue.

Across all these roles, I have learned not only about policies and processes, but about collaboration, trust, and leadership, as well as the shared responsibility we have in shaping our institution. At the core of all this work is something I value deeply: that we, as faculty, should continue to question and to collaborate on solutions that reflect the intellectual rigor we expect of ourselves and our students. Our work ultimately serves our students; every policy we shape and decision we make has a direct impact on their experience and success. This is especially true as we navigate an increasingly complex higher education landscape shaped by funding constraints and shifting students’ interests.

That is why I am seeking to serve as Vice Chair, to continue giving back and to build on what I have learned in support of the Chair and the Senate. I bring a collaborative approach, a willingness to listen, and a genuine commitment to this work, leveraging my experience to ask questions, seek understanding, and follow through. I am committed to contributing thoughtfully to a shared governance process that is effective, inclusive, and impactful, because ***if we expect excellence from our students, we should expect the same from the systems we help shape.***

Thank you for your consideration.

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