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| Southwestern College Academic Senate Executive CommitteeMinutes |
|  | DATE: 2/16/2017 | 1:15 P.M - 3:15 p.m. | Room 104B |
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| Facilitator | Andrew C. Rempt, Academic Senate President |
| Note taker | Caree Lesh, AS Communications and Research Officer |
| Voting attendees | Randy Beach, Curriculum co-chair; Susan Yonker, Vice President; Caree Lesh, Research Communications Officer; Cynthia McGregor, Presiding Chair, Janelle Williams, Staff Development Coordinator; Blue = absent |
| Non-Voting | Rob Shaffer, SCEA President; Leslie Yoder, At-Large; Angelina Stuart, AOC co-chair; Diane Edwards LiPera, At-Large; Marie Vicario, At-Large, April Brenner, At-Large, Past-President |
| PLEASE Read | Minutes: 2/2/17 |
| Guests |  |

## **Agenda Items**

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|  | **TOPIC** | **PRESENTER** | **ITEM****TYPE** | **TIME ALLOTTED** | **Action** |
|  | Call to order; approval of agenda, minutes  | Rempty | Action | 5 minutes |  |
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|  | PP (4021 P DIS, 4240 Academic Renewal)  | Rempty | Discussion | 5 minutes |  |
| P DIS was revised a while back. It is data driven, and is explicit what needs to be looked at if there is a disagreement. There is also a streamlined way to discontinue programs that faculty agree are no longer viable.  |
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|  | Breakfast Club (CCBF)  | Rempty | Discussion | 5 minutes |  |
| Cynthia, Andrew, Angie, Diane, and April are going to the breakfast. Andrew will ask Emily Lynch-Morisette to join them. Everyone can pay Andrew back, and he will buy the table. |
|  | Look Who’s talking Now! | Rempty | Discussion | 15 minutes |  |
| At 2:00 the President will be coming in for a chat. We want to discuss 7120 and issues with HR and FHP. We want to know how they proceed with the replacement of KT. We would like to see a VPAA hired before KT leaves, but if not a rent-a-VP was suggested. Decisions need to be made quickly. SLO’s – this needs to be negotiated ASAP, as this continues to be an accreditation issue. We need to work on improving our processes for contract education and workforce development. Campus climate and diversity issues could be discussed.  |
|  | Suddenly Susan | Yonker | Discussion | 12 minutes |  |
| Yesterday it was discovered that some programs who do not turn in Program Reviews still get what they want. Last year a program received some new hardware and realized they needed software. They turned in their program review late this year, but they got the software anyway. It is possible that Music put the software request in their program review. The software in questions is used for music classes and not only RA&T. It was further explained that whatever was requested did not go through ATC. The concern is if IT gave approval for this outside of program review. If so that must be stopped immediately. If this was something that was needed by students and for some legitimate reason it was not in a program review there has to be a way to get is, such was the case with the SPSS software for a required transferable psych class. There are different pots of money that pay for instructional vs other software. You have to have the need in your program review, then the Dean has to come up with ongoing funding for software. Susan will look into what exactly happened, and minimally request better communication. Susan will come back at next meeting with more information on this.  |
|  | Guess Who’s Coming to Dinner? (President Murillo) | Rempty | Discussion | TBD |  |
| Everyone introduced themselves to Kindred. Kindred chose to let us hit her up with the list of items we wanted to discuss. We started with 7120. It has been a problem back to Valerie Goodwin being Senate President. Faculty must be primary in hiring faculty. She is agreement with the Senate President appointing to hire panels and that the committee should come to consensus to forward names. She likes to talk to the committee after the final interview for their impressions. We also used to send names forward in rank order, but we have stopped doing that, and Kindred agreed that she likes this process. We noted that the HR classified are hardworking people but there is a lack of transparency at the Director, VP level. Systemic issues are a top priority along with accreditation. It was suggested that we try to honor new ideas, and innovation. When new ideas are agreed to they are often not supported and actively attacked. 15-20 years ago, we were the leader in CTE and contract education. Now the process of approval is so slow we miss out on millions of dollars each year. Because it is innovative, and does not fit into our existing system, it is not supported and targeted for failure. Employees should be thanked for trying really hard even if they fail, or things don’t go perfectly. We do not celebrate success. CTE faculty on other campuses, and even here years ago, need support to market their programs and work with local business who hire our graduates. SWC is the most overwhelming negative campus that our Part-time Rep works at in the region. We also have a long history of negative global e-mails that work against everything we want to change. VPAA – Thoughts/plans for VPAA. Kindred was pleased that KT was here and had come up through the faculty ranks. She stated that this is a terrible time to go out for a permanent VPAA, internally and externally. We are not on the list of great campuses where people want to work, so recruiting is a hard job. She is leaning towards an acting, and be the first school out of the gates next January 2018 to recruit a new full time permanent hire. She wants a chance to show potential candidates that we have a strong team and that we do a lot of good work. She wants to take a little time to work on our reputation. Kindred is open to consulting with us on what we need in a VPAA. She is on board with hiring an Interim VPAA from the outside who is collegial, understands 10+1 and is calm. She discussed having potential interims come talk with us prior to appointing someone. SLO’s – This is really about getting them negotiated and moving the campus forward. Faculty are overwhelmed with what they are doing. To move to the 2014 standards, we need a leader who understands what SLO’s are for and to not let them fall off the radar for the next accreditation visit. When you get faculty to understand that SLO’s are academic research they start to understand the benefits. Where we lack sustainability is support from Deans in schools to help get it done. We’ve had Coordinators and points, but the deans don’t work to support SLOs. Dean’s need to play a supportive role in getting SLO’s done. We have also had rouge faculty giving adjuncts work to do that they are not paid for. Deans have also done this, but then the Union gets blamed for holding the college hostage. If faculty are working they need to get paid, and they will never be excited about doing data entry. We don’t have time to do SLO work especially the collegial conversations. These need to be worked into department meetings. In non-credit faculty are mainly faculty who are in a discipline but have no tie to their discipline and that needs to change. Programs would like to look at how prioritization is done and make program review less of a wish list and more of a true assessment of programs. It was noted that SCEA has written all the language to date on contractual SLO work. She believes in hope and giving people space to try new things. She is not a top down President. The big issue for her is culture. We can’t be a culture of no, and of hostility anymore. She likes to grow leaders from within, and we are all leaders if we want to be.  |
|  | You forgot to step back again: Senate Presidents of the Future  | Rempty | Discussion | Time permitting |  |
| We do have someone who is interested. Andrew might also be willing to stay on, but he doesn’t think it is healthy for the college going forward. The group felt that is would be ok to have a faculty member in 4th year of tenure to be the President Elect. It would be a good time to have a CTE advocate in this position.  |
|  | Game of Thrones: Jr. Edition (VPAA) | Rempty | Discussion | Time permitting |  |
| See above conversation with Dr. Murillo.  |

**Next Academic Senate Exec Meeting: March 2, 2017**