



Minutes for Faculty Senate meeting February 6, 2018

Meeting began at 12:15 PM

Members present: Paul Koblas, Kara Tucker-Morgan, Maureen Garrett, Shelly Sizemore, Kate Turpin, Steven Lund, Martha Martinez, Brooke Ayars, Adam Ekins, Ed Schubert, Sonja Greiner, William Blomquist, Amanda Smith, Ila Peterson, Aman Ghebremicaeal, Luis Martinez, Alan Pruitt, Kenneth Dale, Angel Luna, Joann Change, and Matthew Smith

A. ROLL

B. December 2017 minutes approved

C. OLD BUSINESS

1. Poll results on re-establishing the Dean of Instruction (Dean of Academics) position. The responses to the questions of should the position be re-established as a direct report to the President or as a direct report to the VP for Learning Services were 45% Yes, 55% No, and 38% Yes and 62% No, respectively. The response for the question of retaining the present organizational structure was 43% Yes and 57% No. Due to the Strategic Plan, this discussion was tabled as the plan incorporates a possible change to the present governance model.
2. Regarding the structure of the President's Council, the President disbanded the Council and the question is now moot.
3. Regarding the establishment of a mid-day open block for meetings, a report on class scheduling to showed the 3 PM to 4 PM time period as being the least populated with classes. Matthew Smith recommends the time-period from 12:15 PM to 1:30 PM, twice a week. This time slot has 108 classes occurring within this time frame, however, it is the only time the Sciences could have a break in classes, due to the four blocks of 2 hour and 40 minutes classes occurring daily.
4. There seems to be wide approval for adding the Wednesday before Thanksgiving to the Thanksgiving break. The Faculty Senate leadership will discuss this with Dr. Corr at their next meeting.
5. The group investigating the budget for athletics has been formed and will begin the investigation.
6. Paul Koblas will be sending the information on a statement of professional ethics to be added to the Faculty Handbook.

D. NEW BUSINESS

1. Elections for the Faculty Senate leadership will occur in March. Sonja Greiner, Kate Turpin, or Shelly Sizemore will be the contacts for those wishing to either run or nominate someone. The three currently serving members plan to run again.
2. The faculty would like to move the start-up meeting with Linda from Friday evening to Thursday evening. They also would like to change the professional development day from a full-day to a half-day, occurring during faculty start-up week. The officers will discuss the feasibility with Dr. Corr.

3. Advertising for faculty positions was discussed. A senator requested that the issue be placed on the February agenda. Matthew Smith met with the Chief Human Resources Officer to discuss how AWC advertises for positions. Approximately a year ago, a decision was made by HR to end their annual subscriptions for advertising in the Chronicle of Higher Education and HigherEd.com, and post individual positions as needed. These two subscriptions cost around \$7000/year, and based on responses on the applications, there were not many who used those sites to find the job. At that time, the use of limited funds in the budget for advertising on these sites was not cost effective. HR informed the VP for Learning Services of this decision. The school receives most of the applicants from postings on LinkedIn, Indeed.com, and other free sites. They do a lot of passive recruiting by sharing with community partners, networking with faculty and other groups on business sites to prepare for upcoming openings. Departments may request that postings be listed on the paid sites, and the cost would be paid by departmental funds. HR will also sponsor paid sites for positions that are not receiving quality candidates through the AWC job posting. The VP for Learning Services may also request that HR post the opening on these sites. If the department feels there is cause to advertise on these sites, HR will work with them to determine the best plan of action. In 2016, the number of posted jobs was low enough that a full subscription would have lost money. HR is currently reaching out to current applicants to find out where they heard about the job. Based on the responses, HR may pay for some kind of limited subscription or pay for postings on a job by job basis. HR has never restricted the ability to post in the Chronicle or on HigherEd.
4. The President requested that HR establish a work group that would include faculty, staff, and HR representation. The purpose of this groups is to facilitate communication in dealing with grievances and issues brought forth by faculty and staff. The VP for Learning Services requested that two division chairs serve on the committee. The senate discussed whether or not DCs were the best choices to represent all of the faculty, or if the senate is a better representation of faculty. A vote was passed to request of the President that the faculty senate president also be placed on the workgroup, as the purpose of the senate is to serve as the voice of the faculty.

E. ADJOURNMENT