MEMBERS PRESENT:
Susan Cody, Michael Diebert, Sarah Jennings, Elizabeth Lathrop, Erin Morrey, Paula Porto, Sally Robertson, Matthew Robison, Doug Ruch, Shyam Sriram, Ted Wadley, Connie Washburn, Emily Whaley, Robin Winston

MEMBERS NOT PRESENT:
Vincent June, Ingrid Thompson-Sellers

I  Call to order
Brad Tucker called the meeting to order at 3:06 pm.

II  Special address
President Watts addresses new procedure for interviews
After the last meeting, the Council had sent a statement to the President expressing its disapproval of his alteration of the hiring process without going through the prescribed shared governance process. In response, the President had offered to come and address the meeting.

Sometime before fall convocation 2013, Mr. Watts said he had started looking at the college’s workforce and observed that it had an unusual diamond shape. There were very few entry level people in existing entry level jobs; an enormous bulge of mid-career people, including people in entry level jobs; and then persons in senior positions who have been with the college for a long time. He was concerned about the hiring of mid-career people for entry level positions, as we need to be training people to move them along. The President clarified that he was not talking about age, as people come into careers at various points, but about experience.

He mentioned this at fall convocation and discussed it with the Cabinet, which includes Deans, VPs, Directors—persons who do searches in their areas. As HR continued to present hiring recommendations of mid-career people for entry level jobs, he decided that, out of respect for search committees’ time, he would look at the candidates before they were interviewed (for professional positions, not staff positions) instead of waiting until the end of the process to reject them. He gave an example of an entry level professional position that required a Bachelor’s degree and two years’ experience. There were 320 applicants. He received a shortlist of three persons with Master’s degrees and one with a Ph.D. Their experience ranged from 10 to 26 years. One was a
former Dean making $93,000, and the job offered a salary in the $30,000s. President Watts also noted that our student population is now 20% Asian and Hispanic, and we need bilingual people as recruiters and administrators, among other positions. We cannot allow our workforce get out of kilter with the demographics of our student population, he said. We have to respect the diversity of the college in our searches.

Mr. Tucker remarked that the way the change was done was disturbing to faculty and to persons who work hard on the policy councils to make sure that we have policies, that they go through a vetting process and that we comply with our own governance and policy procedure. All of a sudden, in the middle of searches, an edict comes down from the president, apart from all the procedures that we have in place for changing policy. This change could have been done by taking it to the Financial Affairs Policy Council (FAPC), the AAPC would have had its say, it would have made its way to the PPAB in two or three months, at which point it would have been completely sanctioned following our policy. Making the change by presidential fiat made it appear that the President stands above the policies that govern the College.

Mr. Tucker continued by saying that for years faculty have felt under-empowered when it comes to searches. They used to be called search committees; then they were called screening committees, and for faculty that do the heavy lifting, the only part of the hiring process that they have any control over was selecting the candidates to be interviewed. That is the only time they had any real authority in the process. They cannot recommend candidates; they can only put them forward with their strengths and weaknesses—the decision is completely out of the screening committee’s hands. By taking this last piece away from the committee, it seemed that the President was saying “I don’t trust you to get this right.”

The President conceded that, in retrospect, things could have been done differently. He was only thinking of it as an extension of the authority that the President already has. He could have gone through the FAPC and through the established process. If it is to be a permanent change, he will do that, and, referring to the temporary nature of his assignment, he added that even for a temporary change he won’t exclude that as an alternative. He will talk to Ron Stark and Phil Smith to see if it can be done before the end of the academic year.

Mr. Watts said that he does trust search committees, and he has asked HR to do some more search committee training. Committees, he said, are focusing on some kinds of criteria and not on others that are important for the college’s future.

### III Approval of minutes of 1/21/14

The minutes were approved as presented.
IV New Business

Comments on Policy 501 – Web Space
The information under Procedure belongs under Policy.

Revised Policy 125 – Protection of Student Information Online 41 06
The information under Procedure belongs under Policy. Ms. Whaley said that at a previous meeting the Council had asked that the college’s email be made safe. It had been revealed that it was not safe because the data is on a Microsoft server in Washington. Deborah Robinson (OIT) had informed Mr. Tucker that an instructor cannot discuss FERPA protected information with a student via GPC email unless the security protocol is followed. He suggested that she be invited to the next meeting to address email security.

After voting to suspend the bylaw requiring seven days advance notice for an action to be taken by the Council, a motion was passed for the Protection of Student Information Online policy to be tabled and discussed at the next meeting, with Deborah Robinson in attendance.

Policy 110-Curriculum Common Course Outline (revision)
Mr. Tucker said that any change to information that is in the catalog, such as changing course title, course number, prerequisites, co-requisites, and course description, has to be approved by the Faculty Senate. Sometimes the changes are minor and he thought it was a waste of the Senate’s time to have to go through them. Mr. Tucker proposed, subject to the Faculty Senate’s consent, to reserve items 1-4 on the Common Course Outline—course abbreviation, credit hours, course title, course prerequisites and co-requisites—for Faculty Senate approval. Catalog descriptions could be reviewed with each new edition of the catalog, and the other Common Course Outline items could be changed at any time with curriculum committee/discipline approval. There was a lack of consensus about what should go the Faculty Senate and whether dean approval should be required as part of the process.

A motion was passed for Policy 111-Common Course Outline to be tabled and brought back for discussion at the next meeting.

V Other

PPAB update
The PPAB had passed the Religious Holidays policy, leaving it at the instructor’s discretion. A list of religious holidays will be published so that faculty members can keep them in mind. The PPAB will look at withdrawals policy in March. An update to the Faculty Evaluation will be coming for AAPC approval.

VI Adjournment
The meeting adjourned at 4:43 pm.