



ACCREDITATION EVIDENCE

Title: Senate Minutes

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Date: 15 March 2021

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Western Wyoming Community College

Senate Meeting Minutes

Team Name: Senate

Date and Time: March 15, 2021

List of Members:

| NAME | POSITION | IN ATTENDANCE |
|-------------------|-------------------------------------|---------------|
| Deanne Garner | Chair | X |
| Stu Moore | Vice Chair | X |
| Christine Maddy | Past Chair | X |
| Susie Rawlings | Secretary | X |
| Shelby Williams | Health Science & Public Service Rep | X |
| Jason Barnett | At-Large Rep | X |
| Lu Sweet | Professional Rep | X |
| Vacant | Professional Rep | |
| Beau Murray | Business & Industry Rep | |
| Luke Audette | Math & Science Rep | X |
| Chris Propst | Arts and Humanities Rep | X |
| Angela Thatcher | Social Science & Education Rep | X |
| Samantha Piroaska | Para-Professional Rep | X |
| | Alternate Para-Professional Rep | |
| | Part-Time Faculty Rep | |

| Guests | |
|--------|--|
| None | |

Topic: Old Business

- Review of Budget Questions for Dr. Dale and President's Cabinet- At the request of College employees, Senate sent out a call for questions about the budget and layoffs. Dr. Dale sent responses back to Senate, and Deanne sent them out for Senate members to read and forward to their constituents. Senate discussed the responses and some members felt a few of the questions were still not adequately addressed. It was agreed that if constituents still have questions, we have a responsibility to follow up on their concerns.

Senate decided to send the responses out to constituents, along with a call to let their senator know if there were any questions they feel were not answered clearly enough. If so, we can bring the issues to our next meeting, and then go back to the President with any continuing employee concerns.

- Dr. Dale's Email Regarding Culture and the Reporting Form- Dr. Dale expressed to Senate Executive Committee that there is a possibility the reason the form is being used in excess is because the AIRF form was changed from being anonymous. The AIRF format was changed so that Senate could follow up with the submitter if there was information missing or communication needed. Submitters can be *mostly* anonymous. Only one person (the person's Senate representative) knows who submits an AIRF and their identity is not shared with the rest of the Senate. This has lowered the number of AIRFs that are derogatory, negative, and personal in nature. Just as Dr. Dale wishes for the Reporting Form, Senate hopes the AIRF provides an avenue for employees to reach out in a professional, constructive, problem-solving effort, rather than through anonymous negativity, venting, and anger.

Senate members wonder what they can do as a communicative body to help alleviate apparent anger and frustration of employees and to help improve the culture of the college. There is a feeling that some faculty and staff members see no avenue for sharing concerns. Senate would like employees to know that we encourage them to come forward with concerns by submitting an AIRF. Each AIRF will be discussed fully, fairly, and confidentially. We discourage hateful, personal, non-productive expressions of anger and frustration, using Senate as a platform. Senate discussed the possibility of hosting a public forum in the fall to provide an opportunity for people to voice their concerns and ask

questions. An in-person listening session or forum may serve as a connection between administration and employees, and get the year off to a positive start. This could address concerns with both agenda items discussed above.

- Policy 2410 Update- Luke did a lot of work researching and updating language for the policy about establishing committees. Senate discussed, created, and submitted a document. Before submitting the document to Policy and Procedures Committee, Dr. Dale shared with Senate Executive Committee her reimagining goals for shared governance, using guidelines from Northeast College in Nebraska as a model to revise the policy. Deanne sent the Northeast document to Senate members, along with the Western Strategic Plan, to review before moving forward. The timeline for this is unclear. If it is going to be a lengthy process, Senate may work to move their proposed changes forward.

Jason made a motion to table the topic until we have a chance to look at the manual presented by Dr. Dale and learn more details about the timeline. Samantha seconded the motion. All members voted in favor.

- Spring Elections-
 - Vote for Vice Chair and Secretary – Chris Propst stepped forward as a candidate for 2021-2022 Vice Chair. Susie agreed to stay for another term as Senate Secretary if approved by a Senate vote. Votes were conducted and both candidates were unanimously approved.
 - Soliciting committee membership- There were volunteers for most positions that were sent out, however there were no volunteers for the Curriculum At-Large

position. Deanne will reach out to divisions to let them know the position is in need of a volunteer.

Shelby made a motion to adjourn, and Jason seconded. The meeting adjourned at 4:55 PM.