

Good evening, I am Elise Sheppard and I am speaking tonight on behalf of the American Federation of Teachers.

No one has a better understanding of Lone Star College than the employees who work in the trenches day by day, each in their own way, to make sure our students have a world class education. Therefore, when we learned that the system would be searching for a new chancellor, the AFT wanted employees to have an opportunity to provide their insights into the qualifications, characteristics and priorities they want to see in our next leader. We created a survey and made it available online to all employees: full time faculty, adjunct faculty, professional and support staff and administrators. We sent the results of the survey to the trustees earlier this week. Responses have continued to come in and so we have provided you copies of the latest results.

We believe you will see some common themes:

In the interest of selecting candidates who most intimately understand and value the mission of the college, employees believe we should seek candidates who have extensive experience teaching at the college level themselves, a discipline specific terminal degree (rather than a degree in education) and a significant number of years of service at their current institutions.

Characteristics that employees value include a proven track record of integrity and transparency, an established pattern of cordial relations with employees, a documented record of negotiating tactfully and fairly and a proven commitment to academic standards.

Among the top priorities employees believe an effective new chancellor would need to address are: engaging in meaningful dialog with faculty and staff, championing academic freedom, supporting employee rights to representation, backing faculty in enforcing academic integrity, increasing the percentage of full time faculty, balancing centralized and site-based decision making, focusing corrective action plans on improvement, raising adjunct pay and revisiting the compensation and reclassification study.

Included in your packet are over 100 individual comments that employees provided. The AFT believes you will see in that feedback our employees' love for the college and their passion for its future. We hope that you will find these results useful in your search for a new chancellor.