

**LaDonna R. Young, Ed.D.**

**Position Paper**

My name is LaDonna R. Young. I submit this position paper for consideration for Faculty Senate President 2012-2014. I currently serve as Associate Professor of Education, Department of Social and Behavior Science. Over my 12 year tenure at Southwest, my service to the College has expanded in several interesting directions, including both teaching and administrative responsibilities. Since 2000, I have served as the Director of the Gaining Early Awareness and Readiness for Undergraduate Program (GEAR UP) federal grant program. I have also served as Interim Chair of the Department of Education, Director of the Honors Academy, and Faculty Senate department representative. In 2010, I was the recipient of the Faculty Leadership Award in recognition of exemplar leadership and service to the College.

As a result of serving as Interim Chair and being a member of the faculty senate, I have come to understand the unique dynamics that exist between administration and faculty in the decision making and institutional governance process. First, I believe Southwest faculty and administrators both have student success in heart and mind, and is the guiding principle whereby policy and decisions are made. However, faculty and administrators often have different vantage points and contrasting perspectives on various issues. Therefore, it is not uncommon for faculty and administrators to arrive at dissimilar solutions to academic matters. I see the role of Faculty Senate President is: 1) to create a culture of shared governance, 2) to help both sides respectfully see the merit in contrary viewpoints through transparent and collegial communication, and 3) to ensure faculty are actively engaged in the institutional governance process. As the Faculty Senate, we advocate for faculty views, thoughts, and concerns. It is my vision that we exist in a culture where faculty are free to express dissenting views without reprisal. Campus climate should support diversity of opinions, perspectives, and personal styles. In a time where the academic and economic vitality of the College is heavily dependent upon student retention, graduation, and success, it is imperative faculty are actively engaged both inside and outside the classroom.

In closing, the general welfare of faculty and students should never be compromised. It is my commitment to lead and develop a Faculty Senate that is influential, effective, and works collaboratively with administration. Thus, the Faculty Senate will continue to be an influential body on campus and instrumental in actualizing the College's educational mission and future success.