

to support employees who are seeking skill upgrade training at the College through an educational tuition waiver benefit. Southwest Tech recently entered into a memorandum of understanding with Southern Utah University providing Southwest Tech employees a 50% tuition waiver at the University. The Vice President of Academics, human resources personnel, and program directors provide guidance and support for professional development. Faculty are encouraged to participate in continuing education to maintain certifications and attend professional conferences to network with industry organizations. Faculty document professional development annually within their respective programs and with finance.

- 10. Each full-time and part-time faculty member responsible for delivering instruction on a regular and ongoing basis in a technical field maintains contact with employers in the technical field to stay current with industry trends in addition to any occupational advisory committee involvement.**

Industry Contact Logs are maintained to document faculty members' interactions with employers in technical fields. Contacts may include prospective employers interested in student placement, advertising jobs, making donations, establishing partnerships, or discussing important industry trends that impact the program.

C. Administrative and Supervisory Personnel

- 1. The institution has a sufficient number of administrative and supervisory personnel to fulfill its mission and to oversee the operation of its programs and services.**

Southwest Technical College employs a talented team of administrative and supervisory personnel to fulfill its mission and oversee programs. Under the direction of the College President, this team oversees strategic and operational planning, fiscal planning and control, human resource development, physical resources, institutional marketing and advancement, economic development, workforce development, regulatory compliance, accreditation, instructional programs, and the supervision of faculty.

- 2. Administrative and supervisory personnel possess postsecondary education credentials and/or experience and demonstrated competencies appropriate to their areas of responsibility.**

Southwest Tech strives to recruit and retain competent, qualified people in all hiring areas. All administrative and supervisory personnel employed at the College possess post-secondary educational credentials and/or have demonstrated competencies and experience in their areas of responsibility. Post-secondary education credentials and details of professional experience of each administrative and supervisory staff member may be found in the personnel files located in the Human Resource office.