

Faculty Senate Minutes
Southwest Tennessee Community College
Tuesday, October 17, 2023, 3:00 PM
Macon Cove Campus, MAC 171

1. Call to order and roll

Joyce Johnson called the meeting to order at 3:00. Doug Branch took the roll.

Joyce Johnson (22-24) **President**

Division Senators, Humanities, Social Sciences, and Mathematics

Doug Branch (23-25) **Secretary**

Thomas King (23-25) **Parliamentarian**

Julie Lester (23-25)

Lake Newton (22-24) (absent)

Annie Sultana (22-24)

Division Senators, Business and Technologies

Timothy Harrison (23-25)

Lisa Hadley (22-24)

Division Senators, Health and Natural Sciences

Carlito Chiong (23-25)

Shilpa Desai (22-24) **Treasurer**

John Murrell (22-24)

Department Senators

Lindsey Shaidnagle (22-24) Allied Health (absent)

Arnetria Taylor (23-25) Business and Legal Studies (absent)

Tad Lauritzen Wright (23-25) Communications, Graphic and Fine Arts

Shaun Quinn (22-24) EMS

Stewart White (22-24) Technologies **Vice-President**

Emily Ford (23-25) Languages and Literature

Darrick Slaughter (22-24) Natural Sciences

Emily Taylor (22-24) Nursing

Khalil Rassy (22-24) Mathematics (absent)

Shannon Little (23-25) Social and Behavioral Sciences

2. The reading and approval of the minutes.

The body approved the minutes from the September, 2023 faculty senate meeting.

3. Reports from senate officers and senate committees

A. Stewart White and Joyce Johnson: Report on regular SEC meeting with Carol Ash, VPAA

A few main points Stewart mentioned from that October 3 meeting were that the faculty evaluation system seems to have been redone and to have taken into consideration faculty senate concerns, including a 1-5 scoring system.

The SEC reported discontent among faculty with dual enrollment, especially students not getting their books in time from their high schools. The general consensus among faculty is that dual enrollment seems to work better when high school students come to our campuses rather than when Southwest professors travel to high schools.

Stewart's full report is attached here, as Appendix A.

Joyce added that HR is looking into a compensation study, which hasn't been done recently. HR will be looking at sister institutions to see how Southwest's salaries compare.

Joyce discussed, too, the SEC's expressing concern to Dr. Ash that it is problematic when Digital Twin classes are treated as two sections, with two CRN's and two PAWS shells. This creates extra work, with no compensation, for faculty members. Dr. Ash will explore this issue.

Joyce noted, too, that Dr. Ash had been made aware of bookstore issues, like not enough books being ordered. Dr. Ash was also informed about dual enrollment issues, including pressure on faculty to inflate grades. Joyce says that Mike Stevens is the person to contact if anybody is having dual enrollment issues.

B. Joyce Johnson and Stewart White: report on president's cabinet meeting

A discussion ensued, from this short report, of how workforce development might be interfering with enrollment in our traditional departments. The problem is that students who earn workforce credentials might be reluctant to return to the college to earn traditional degrees.

C. Thomas King: grade appeals committee report

The committee is exploring ways to streamline the grade appeals process, including improving the forms

D. Tad Lauritzen Wright: Faculty Welfare Committee

Tad reminded the senate that he had volunteered to spearhead the effort to retain the faculty concerns email address and to help respond to faculty concerns expressed there. Sindy Abadie, who formerly responded to these concerns, will discuss the process with the committee.

4. Old Business

5. New Business

A discussion arose about general decrepitude on campuses: muddy floors, trash often not being removed, and a lack of accurate clocks are a few examples. Importantly, security cameras do not seem to be working in the nursing building on the Union Ave. campus. There is a general sense that campus security is declining as well. The senate wondered if the security issues are a result of our sharing security personnel with TCAT, a plan instigated by TBR.

6. Adjournment

Joyce adjourned the meeting at 5:03 PM

Respectfully Submitted,
Doug Branch
Faculty Senate Secretary

VPAA Meeting 10/3/2023

Dr. Carol Ash update: There are 3 major announcements to provide – Faculty Evaluation, Grade Appeal, and Compensation Plan review.

All will receive information on Wed Nov 1st from 12:30 – 2:00 pm in Nabors gym for a (1st Time Cohorts for new students) event. Announcing information such as (Clubs, Student Services, and Faculty) information to all new students of Southwest TN CC. Student and Academic Affairs worked on this initiative jointly.

- Faculty Evaluation: Removed line that says “most faculty will fall in this area” category. What type of activities will consist of the 3 areas? Asked Dr. Ash for more information around what is being evaluated. Application remains current in field discipline. Not to be so restrictive – need a delicate balance instrument as a whole. “Was goal completed”? Provide language that is helpful and sharing in your response. This approach will cut down on disagreements by making sure it is clear and measurable. Dr. Ash suggested review of Robert Gagne’s : 9 events of instruction <https://educationaltechnology.net/gagnes-nine-events-of-instruction>
- Grade Appeal: Grade Appeal form is in the works. The committee is reviewing language on form. Is the form clear enough? It has been proposed to add a non-voting member of student affairs committee.
- Compensation Review Plan: in 2015 there was conversation around compensation plan to bring faculty to medium range. In 2019, there was a salary study performed. A new compensation study is in the works.

Regarding the previous concern of a digital twin course (3 credit hour course) being separated into 2 individual classes, and total compensation was being divided and only paid each course 1.5 hours. Dr. Ash responded by indicating the course has an established enrollment capacity stated (number of maximum students allowed into course). In this particular digital twin example, the enrollment cap was 20 students. There were 2 sections of the class which had a 13 and 7 student enrollment. Since the cap had been designated to be 20 students, the classes were already split into 2 separate classes / 2 separate CRN numbers that equaled the designated cap max enrollment of 20. Compensation was provided for the total enrollment cap of the designated max of 20 students. Each course receiving 1.5 credit hours.

Allied Health Chair position will open soon.

Upcoming: Scaling Instructional Excellence for Student Success Initiative” in partnership with the Association of College and University Educators (ACUE) to provide Faculty Professional Development opportunities.

