

**Faculty Senate Minutes**  
**Southwest Tennessee Community College**  
**Tuesday, April 9, 2024, 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) **Vice-President**

Julie Lester (23-25)

Lake Newton (22-24)

Annie Sultana (22-24) **Treasurer**

Division Senators, Business and Technologies

Timothy Harrison (23-25)

Lisa Hadley (22-24)

Division Senators, Health and Natural Sciences

Carl Chiong (23-25) absent

Shilpa Desai (22-24) (no longer in senate)

John Murrell (22-24)

Department Senators

Lindsey Shaidnagle (22-24) Allied Health

Arnetria Taylor (23-25) Business and Legal Studies

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

Shelley Trigg (22-24) EMS (absent)

Stewart White (22-24) Technologies (no longer in senate)

Emily Ford (23-25) Languages and Literature **Parliamentarian**

Darrick Slaughter (22-24) Natural Sciences

Emily Taylor (22-24) Nursing (absent)

Khalil Rassy (22-24) Mathematics

Shannon Little (23-25) Social and Behavioral Sciences

2. The reading and approval of the minutes.

The body approved the minutes from the March 2024 faculty senate meeting.

### 3. Special Guests

#### A. LaVetta Hudson, VP of People and Culture:

LaVetta briefed the senate on the compensation plan being submitted to TBR. There were also many questions about how “across the board” raises would be figured into salary bonuses that come with promotions. Members of the senate expressed how the timing of promotion bonuses and the timing of raises often work to faculty members’ disadvantage. LaVetta continued to discuss various other issues of faculty concern as well.

#### B. Erica Hughes, Associate VP, Institutional Accreditation and Reporting

Erica initiated a discussion concerning the faculty evaluation of administrators, making the case that an outside organization must conduct the survey if it is to remain anonymous. Erica said that she wishes to have a contract with an outside organization, Huron, by Summer 2024 and to implement the survey during Fall 2024. The senate expressed its desire to wait until Spring 2025 to conduct the survey, and Erica agreed to that.

#### C. Thomas Cole, Director, Academic Support Center

Thomas updated the senate on Institutional Effectiveness and the QEP. One major goal of our QEP will be to improve co-requisite courses and work on measuring the effectiveness of those courses. We also wish to make changes in the Academic Success courses.

#### D. Kim Martin, Director, Digital Learning

Kim briefed the senate on the import/export/copy components in PAWS and announced that Digital Learning would be piloting a new copying/cloning tool in PAWS.

### 4. Reports from senate officers and senate committees

#### A. Joyce Johnson: Report on SEC meeting with VPAA Carol Ash on 4/2/24

Joyce noted that the meeting included a discussion about adjusting the dates for the faculty awards, among other items, in order that more information could be printed in commencement programs. Carol also said that she is working on increasing salaries for tutors and library workers, many of whom are currently paid less than work study students. There was also a discussion of how retired and resigned positions may, in the future, be filled in areas of need rather than in the department where the vacancies occur. Carol also expressed a hope that the compensation plan submitted to TBR would result in improved salaries for faculty.

B. Thomas King: Report from Grade Appeals Committee

TeKay expressed his desire to make some changes to the senate by-laws having to do with the membership of his committee. He hopes to present his proposals in the near future.

5. Old Business

6. New Business

A. Thomas King: Introduction of new senators

New members of the senate, each serving a two-year term from 2024-2026, will include Gary Holder, Division of Business and Technologies; Carolyn Jensen, Division of Health and Natural Sciences, and John Murrell, Division of Health and Natural Sciences (note: John was elected but will not serve as he is no longer with the college, having left between his election and the publication of these minutes); Melanie Jones, Department of Computer Information and Technology; and Gayarthri Kaushik, Department of Natural Sciences.

B. Joyce Johnson: SEC elections

Joyce conducted an election for new SEC members. The following will serve one-year terms: Doug Branch, secretary; Emily Ford, parliamentarian; Thomas King, vice-president; and Annie Sultana, treasurer.

Joyce also thanked departing members of the senate and noted that certificates of thanks would be available for all senators through Bridge.

7. Adjournment

Joyce adjourned the meeting at 5:50 PM.

Respectfully Submitted,  
Doug Branch  
Faculty Senate Secretary

