Faculty Senate Minutes
Southwest Tennessee Community College
Tuesday, November 11, 2025, 3:00 PM
Union Avenue Campus, UNS 308 (Nursing Building)

1. Call to order and roll

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

   Joyce Johnson (24-26) **President**

   Division Senators, Humanities, Social Sciences, and Mathematics

   Doug Branch (25-27) **Secretary**
   David Huffman (25-27) Absent
   Thomas King (25-27) **Vice-President**
   Lake Newton (24-26) **Parliamentarian**
   Annie Sultana (24-26) **Treasurer**

   Division Senators, Business and Technologies

   Gary Holder (24-26) Absent
   Salahuddin Mohammad Masum (25-27) Absent

   Division Senators, Health and Natural Sciences

   Carl Chiong (25-27)
   Carolyn Jensen (24-26) Absent
   Gerren Herndon (24-26)

   Department Senators
   Lindsey Shaidnagle (24-26) Allied Health Absent
   Arnetria Taylor (25-27) Business and Legal Studies
   Tad Lauritzen Wright (25-27) Communications, Graphic and Fine Arts
   Shelley Trigg (24-26) EMS Proxy
   Melanie Jones (24-26) Computer Information Technology
   Baxter Buck (25-27) Languages and Literature
   Gayathri Kaushik (24-26) Natural Sciences
   Kristi Griffin (24-26) Nursing
   Khalil Rassy (24-26) Mathematics
   LaPetria Rhoe (25-27) Social and Behavioral Sciences Absent

2. Reading and Approval of the Minutes

   The body approved the minutes from the October 2025 faculty senate meeting.

3. Special Guests

   A. Kim Martin, Director, Digital Learning

      Kim provided an overview of a few current developments in Digital Learning. The area is launching an online recertification program for online faculty. The program will include four modules that need to be completed and will focus partially on best practices. The recertification will last five years. There will be a pilot for the recertification program beginning in December, intended to help DL know where adjustments might be made. DL hopes all departments will participate in the pilot. Kim asks that senators tell their departments about the pilot very soon so that faculty members who wish to participate and make their requests to Karla Blume Shalaby, cc-ing Kim, by November 24.

      A program called YuJa Panorama will be available soon, and it will help faculty members make their courses more accessible. The college has selected YuJa Panorama as the accessibility tool for the college, and training and availability will be coordinate through Teaching and Learning.

4. Reports from senate officers and senate committees

   A. Thomas King: Regular SEC meeting report

      TeKay reported on the first the SEC meeting that included Jose DaSilva, who will be moving into the VPAA position when Carol Ash leaves the college. Carol was present for this meeting as well.

      One item discussed was faculty contract dates. It appears that faculty contracts will include August 1 as start dates, despite some faculty members' objections to this. (Objecting faculty are concerned that the faculty might be expected to be available to work between August 1 and August 15, which has been the traditional start date.)

      Joyce Johnson suggested that concerned faculty might address with Dr. Hall, who would be attending our February meeting.

      TeKay's entire report on the SEC meeting is appended, under Appendix A, to the minutes.

5. New Business

A. Joyce Johnson: Selecting membership for the Promotion and Tenure and Promotion and Tenure Appeals Committees
Following the procedure outlined in the faculty senate bylaws, the following were chosen to serve on the promotion and tenure and promotion and tenure appeals committees:

Promotion and Tenure:
Amanda Banker
Emily Ford
Ziba Hooshdaran
Annie Sultana
Shelley Trigg
Nathan Washington
Jerome Wilson
First Alternate: Janet Sykes
Second Alternate: Mary Cook

Promotion and Tenure Appeals Committee
Lisa Coleman
Julie Fournier
Gwynne Hutton
Jason Jennings
Rosie Taylor
Bill Summons
Amy Waddell
First Alternate: Valetta Brinson
Second Alternate: Shannon Little

6. Adjournment

Joyce Johnson adjourned the meeting at 4:40 PM.

Respectfully Submitted,
Doug Branch
Faculty Senate Secretary

Appendix A

Senate Executive Committee Meeting #3 – November 4

Submitted by Vice President Thomas King

Meeting with VPAA Carol Ash and VPASA Jose da Silva

Announcements: None

Business

1. Said goodbye to Dr. Ash who is leaving the college and moving to Houston to work at Lone Star Community College as VP of Instruction on November 15. Said hello to Dr. da Silva in his new role as VPASA.

a. Walked him through the SEC process and reiterated the need for a direct line of contact with him

b. Faculty Contract dates. Still discussing the disruptions and discrepancies that have come out of the mandated contract date of August 1 and what that means for sick leave and retirement especially.

i. Future policy communication will be reiterated at Winter Recharge, Faculty Summit and Faculty Development Day.

ii. Should not affect Retirement dates or Sick Leave. As the date has always been August 1 for pay whether 9/10/12 contracts.

iii. If issues with sick leave/FMLA or other elements during that two-week "Grace" period, please contact Dr. da Silva and/or LoVetta to discuss.

2. Strategic alignment of AA and SA. VP da Silva went over the preliminary reasoning behind the combining of the two silos of AA and SA. Primary is to ensure better collaboration and communication between the two silos.

a. It was his second day on the job, so they were still talking transitions with the new interim positions. He emphasized that all official communication is coming from Dr. Hall.

b. Informed that Dean Bouie is transitioning to a new role effective Nov. 20 . Lang & Lit Chair Dustin Williams was relinquishing his position and moving back to the classroom (no effective date was given for either)

c. Only 1 new position has officially been created at the AVP level. Dr. Ash's job is being split into two (probably AA and WD). Her salary pays for one of the positions. The Associate Dean for Business and Technologies is a "new" position but is really just a reactivating a previously available position pre-pandemic.

d. There is no impact on budget at this time.

e. Discussed the optics of becoming top heavy again with administration positions at high salaries.

i. Former AVPSA Lee Jones position was open and that's one of the slots that transitioned.

ii. VP Rutledge basically had a title change with a salary increase, but not a new job.

3. We asked about the status of the Faculty Compensation Study that was supposed to have been done in 2024. We're still hiring and promoting under the 2015 study as far as we call tell. VPASA will also look into it during his meeting with VPPC so that he can understand what's going on. We're also providing copies of the old study and andy information we had from the past three years of conversations.

4. Once the dust has settled from the top, the conversations about the faculty positions now open because of the reorg will be addressed. Constant reminder that all of these positions are interim until June 30. Whether that means massive employment hiring to make the transitions have yet to be determined.

a. Did discuss emergency hire status

b. And additional adjuncts

c. Discussed overload caps which apparently is another per department/per program policy.

1. See SEC meeting notes from Sept 2023

a. Stewart noted that that there have been persistent faculty concerns that faculty overloads and release time might be discontinued. He reported that Dr. Ash did not see any plan in the future for this to happen. Similarly, Dr. Ash does not anticipate future plans to change summer school policies concerning teaching opportunities for faculty.

b. Concerns about whether summer school is on the chopping block. Ash says no.

c. Stewart reported the SEC's telling Dr. Ash about faculty unrest when administrators have the opportunity to teach classes as overloads even as faculty struggle to make their loads. The faculty sense is that such classes should first be offered to faculty members.

d. Term policy hiring and other changes are with Dr. Hall but will now be up for revisioning again.