Faculty Senate Minutes

Southwest Tennessee Community College
Tuesday, February 10, 2026, 3:00 PM
Macon Cove Campus, MAC 195 (Academic Building)

1. Call to order and roll

Joyce Johnson called the meeting to order at 3:00. Lake Newton took the roll.

Joyce Johnson (24-26) President

Division Senators, Humanities, Social Sciences, and Mathematics

Doug Branch (25-27) Secretary (absent)
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) (resigned)
Gerren Herndon (24-26)

Department Senators

Lindsey Shaidnagle (24-26) Allied Health Absent (absent)
Arnetria Taylor (25-27) Business and Legal Studies
Tad Lauritzen Wright (25-27) Communications, Graphic and Fine Arts
Shelley Trigg (24-26) EMS
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 (proxy)
Khalil Rassy (24-26) Mathematics (absent)
LaPetria Rhoe (25-27) Social and Behavioral Sciences (absent)

2. Special Guest

Dr. Tracy Hall, President

Dr. Hall discussed the new Pathways to Prosperity, Reform 3.0 plan. The 2025-2030 strategic plan at Southwest Tennessee Community College (SWTCC) is designed to boost student success and regional economic growth. The initiative focuses on strengthening workforce programs, enhancing transfer rates to bachelor's degrees, and securing family-sustaining wages for students. It promotes equity, data-driven strategies, and industry partnerships. Dr. Hall has until May to submit proposal as drafted in the 'White Paper' found on the College's website.

Dr. Hall received recommendations from various Committees in December, and these have been considered in the 'White Paper.'

Administrative Issues

It is Dr. Hall's belief that processes and structures at the College are in place but need improvement- how do we institutionalize processes so that they are not overly dependent on individuals/administrators currently overseeing them. The State of Tennessee measures us on our outcomes, and we declined in our state appropriations because of certain failing processes and progressions- graduation/transfer rates and credit progressions (12/24/36 credits earned). The College needs to integrate Academic Affairs and Student Affairs to avoid overlaps, inefficiencies and duplication of efforts. Redundancy exists in many administrative efforts and initiatives. SWTCC hired AGB Consulting to help develop a strategy for integrating our administrative processes, and CMG consultants to implement new strategies at the ground level.

Faculty Issues

Dr. Hall discussed issues related to our faculty. Faculty levels have stayed the same even with a drop in enrollment. Conversations must take place in order to bridge this gap. The College needs to consider how best to redevelop low enrollment programs or consider cutting them. All programs are currently being internally evaluated. Also, Dr. Hall briefly brought up faculty salaries and mentioned that LeVetta Hudson is currently working on a compensation study. She noted that it is challenging to hire people to work at SWTCC based on offered salaries. Duel Enrollment is increasing and the College is working on creating a more fluid and functioning partnership with its high school cohorts.

Final Thoughts

Dr. Hall emphasized the need to find community partners to assist with certain college programs- food pantry, clothes for students, etc. Bring in organizations that already do these tasks well and potentially offer them space on campus. Dr. Boyd is creating a masterplan related to campus facilities and space (occurs every 10 years). Communicate with Dr. da Silva with any ideas or concepts related to available or potential spaces.

3. Reports from senate officers and senate committees

Thomas King: Regular SEC meeting report

Meeting with VP Dr. Da Silva

A. VP da Silva gave an overview of accessibility progress.
   - The Panorama contract will be finalized on 2/16
   - Digital learning and IT are working on the rollout plan for integration with D2L so that faculty can have access to this new technology to use.
   - There will be additional accessibility training offered by CTLE.
   - AVP Rutledge is working with INSIGHT, an external consultant team, to help us expedite the progress and reach the April 26 deadline. They will complete a comprehensive review of the website and D2L. The idea is that after the review they will also be able to help fix errors that arise while they are doing their evaluations.
   - TBR will be sent a monthly report going forward that flags errors. This will be the report that the school uses to address the issues before they become problems or cause for infringement.
   - Chateeka Farris is the Accessibility Chair. She will determine when the first report goes out.
   - Current instructors are responsible for SPR 26 sections of courses for any updates needed. Developers are responsible for maintaining accessibility in master copies.
B. Enrollment
   - Drop for non-payment and non-attendance was last February 2.
   - Headcount is up 3.6%, Credit Hour is up 4.8%
   - Dual Enrollment still needs to be finalized.
C. Dual Enrollment: AVP Sherria King and Dean Lexow have administrative control over the office. All work on development and policies and procedures will be going through their office.
D. Budget – Budget planning is underway. The deadline for submission of initial budget proposal is March 3. This is da Silva's first full cycle, so there are elements that he's still learning at the moment. The leadership teams are getting together to be more strategic about allocations and developing a prioritizing checklist. Looking at various changes in delineation for easier access for some funds and collectivist decisions for others.
   - President Johnson voiced concerns about centralized monies in the past made it more difficult for some departments to get the funds that they needed, especially for software
   - VP da Silva offered an example of how some money needs to be at the department level or club level rather than coming out of Academic Affairs "mystery" budgets. PTK example of that's a annual expense that gets passed off as "take it out of the AA budget."
E. Miscellaneous
   - VP da Silva will be holding faculty office hours throughout the semester in person and online where faculty are encouraged to visit him with questions.

- He sent out a welcome message at the beginning of the semester. His monthly Monday Message email replaces the newsletter that Dr. Ash previously restarted.
- There are no plans for posting any of the interim positions right now. The consultant meetings and listening sessions are still determining the overall structure. One job is already permanently filled (new AVP of strategic enrollment).
- There is a new process to access your 2025 W2s because of the Banner upgrade. That is part of what Dean Lexow went over during Winter Recharge. Please check now and reach out to IT for assistance.

4. Old Business – Reported by Joyce Johnson

- Sub Council Report: Accommodations for Pregnant Students (6.04.10.00) document. TBR. This falls under Title IX.
- Updates from Academic Affairs documents.
- Dates from Tennessee Transfer Pathways documents.
- Panorama software to assist with accessibility

5. New Business – Dustin Williams and Suzanna Jackson

Discussed in detail issues related to Dual Enrollment. Students are experiencing late enrollment semester after semester – November enrollment in Fall of 2025, for example. Need to prioritize enrollment in first 14 days of the semester. Students don't have easy access to textbooks. Lottery pays for DE scholarship; thus, students are being manually de-enrolled for DEIT textbooks. Currently, DE students are 1/3 of our student body but see very few students continuing their education at SWTCC. Want a faculty voice behind this issue – beyond Dual Enrollment Committee, to provide insights or recommendations on how to better administer this program (Textbook Issues, Access to PAWS). Need to dramatically improve student experience.

President Joyce Johnson shared changes and alterations to the bylaws. Senators are asked to read the documents and reach out to her with any adjustments-additions-subtractions that need to be made.

ATTACHMENTS for faculty to review

Senate Bill 1899

Senate Bill 2259

6. Adjournment

Joyce Johnson adjourned the meeting at 5:30 PM.