

Faculty Senate Minutes  
Southwest Tennessee Community College  
Union Ave. Campus  
Faculty Lounge, F 218  
October 18, 2016

1. Call to Order and Roll

Faculty Senate Vice-President Dewey Sykes called the meeting to order at 3:00. Dewey was standing in for President Bill Summons, who was in Nashville at a meeting involving the selection of the new TBR chancellor. Faculty Senate Secretary Doug Branch called the roll:

William Summons, **Senate President**, Absent

Division Senators, Arts and Sciences

Doug Branch (15-17) **Secretary**  
Joyce Johnson (15-17)  
Mahmuda Sultana (16-18), Proxy  
Bill Turner (15-17)  
MaLinda Wade (15-17), Proxy  
LaDonna Young (16-18)

Division Senators, Career Studies

Charles (Eddie) Baker (16-18) **Parliamentarian**  
Tim Harrison (16-18)  
Joan McGrory (15-17) **Treasurer**  
Dewey Sykes (15-17) **Vice-President**

Department Senators

Shilpa Desai (16-18) **Allied Health**  
Mahnaz Ghaffarian (15-17) **Business**  
Annette Fournet (appointed 16- 17) **Communications and Fine Arts**  
David Huffman (15-17) **Languages and Literature**, Absent  
Rosie Taylor (16-18) **Natural Sciences**  
Marilyn Wilbourn (16-18) **Nursing**  
Shantell Chism (15-17) **Mathematics** Absent (on leave)  
Leslie Peebles (15-17) **Technologies**  
Ed Reid (15-17) **Social and Behavioral Sciences**

## 2. Approval of Minutes

- A. The body approved the minutes from the September, 2016 Faculty Senate meeting. Secretary Doug Branch will ask that those minutes be posted to the Faculty Senate website.
- B. Doug announced that Annette Fournet would be finishing Michael Scott's term as senator from Communications and Fine Arts.

## 3. Invited Guests

- A. Monika Johnson, executive director of Equity and Compliance, spoke about the responsibilities of her office. A principal function of her office's function is to ensure that the college complies with laws such as Title VI, which prohibits hiring discrimination on the basis of protected class, Title IX, which prohibits sexual discrimination and harassment, and Title VII, which prohibits the institution from discriminating against employees. The senate asked Monika to outline the procedures her office undertakes when complaints are made, and she described the investigations and interviews the office conducts. Monika next fielded several questions from senators, mostly about harassment claims.
- B. Steven Massie, executive director of Human Resources, introduced the department's new associate director, Terrie Starling. Steven discussed the planned phases involving faculty pay raises. Phase I would happen as of October 31 2016. This would bring all faculty to a minimum salary level. Also, there would be one time \$1000 raises across the board. Phase II, expected to happen around March, will provide raises for adjunct faculty as well and will involve across the board raises as determined by the most recent compensation study. Phase III, to take place in a few years, will be performance based.

## 4. Reports from Senate officers and Senate committees

- A. Eddie Baker, parliamentarian, reported on an email he had recently received from Bill Summons, president, noting that the governor of the state opposes the TBR universities' expanding to include extensive offerings of associate degrees.
- B. Dewey Sykes and Joan McGrory, faculty senate treasurer, announced that they would be conducting SharePoint training for a faculty senate SharePoint site.

C. Doug Branch announced that he was attempting to get an up-to-date list of all faculty senate committees. Leslie Peoples agreed to chair the Academic Matters committee, which had been lacking a chair.

5. Old Business

6. New Business

A. Questions were raised about how we will publicize the evaluations of administrators conducted several months ago. Dewey said that he thinks the best way to proceed is to post those results as soon as the Senate SharePoint site is operating.

B. Mahnaz Ghaffarian expressed concern about the spring semester purge and would like to hear more about how that process will be conducted.

C. Dewey wishes to discuss the awarding of “professor emeritus” status. One concern is that “faculty emeritus” seems to be replacing the older term. We agreed to table this discussion until next month.

7. Adjournment

A. Vice President Dewey Sykes adjourned the meeting at 5:20 PM.

Respectfully Submitted,

Doug Branch

Faculty