

Faculty Senate Minutes
Southwest Tennessee Community College
Tuesday, October 18, 2022, 3:00 PM
Macon Cove Campus, MAC 179

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 (21-23) **Secretary**

Lake Newton (22-24)

Melissa Reyna (21-23) **Parliamentarian**

Annie Sultana (22-24)

MaLinda Wade (21-23) (absent)

Division Senators, Business and Technologies

Timothy Harrison (21-23)

Derrick Wheatley (22-24) **Vice-President**

Division Senators, Health and Natural Sciences

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

Philippe Lubet (22-24)

Rachel “Shelley” Trigg (21-23)

Department Senators

Lindsey Shaidnagle (22-24) Allied Health

Kimberly Taylor (21-23) Business and Legal Studies

Tad Lauritzen Wright (21-23) Communications, Graphic and Fine Arts

Rosalyn McGhee (21-23) Education, Criminal Justice, and Human Services (absent)

Shaun Quinn (22-24) EMS

Stewart White (22-24) Engineering Technologies

Emily Ford (21-23) Languages and Literature

Darrick Slaughter (22-24) Natural Sciences

Emily Taylor (22-24) Nursing (absent)

Khalil Rassy (22-24) Mathematics (absent)

Latorya Parker (21-23) Technologies

Shannon Little (21-23) Social and Behavioral Sciences

2. The reading and approval of the minutes.

The body approved the minutes from the September, 2022 Faculty Senate meeting.

3. Reports from senate officers and senate committees

A. Joyce Johnson: Faculty Senate committees

Joyce noted that the Academic Matters Committee, the Faculty Development and Evaluation Committee, and the Faculty Welfare Committee need chairs. Most of the committees are in disarray, and Joyce and Doug will work on that before our next meeting.

B. Thomas King: Grade Appeals Committee

Thomas noted that the committee had had a recent meeting. Also, he noted that it is a huge committee that might need winnowing.

C. Thomas King: Faculty Awards Committee

Thomas reported that the committee needs more members. He also said that he is working with IT to turn the nomination forms into dynamic forms. He noted that the application pool for awardees dwindles yearly and asked the senate if there was anything it could do to promote faculty awards more aggressively.

D. Derrick Wheatley: Report on regular SEC meeting with Kendricks Hooker, VPAA, and Sindy Abadie, Special Assistant to VPAA

Derrick's notes from the October 4 meeting are attached as Appendix A.

A few issues and questions arose after Derrick's report. Several senators noted displeasure about not being able to get into buildings on Fridays without getting in touch with campus security. It was suggested that perhaps the Faculty Welfare Committee could pursue this issue. There were other concerns about Duo, the two-step verification system to access my.southwest and other online functions. Joyce pointed out that the system requires faculty and students to have a smart phone with the news that it is possible to use Duo with a key fob. Jim Sorrell is the person to contact if anybody wants a key fob. Joyce assumed that such availability applied to students as well. Other issues included the fact that there's nobody at the help desk outside of regular weekday hours, even when the college conducts classes during these times when such support would be very helpful. A general sense arose that having the help desk attended at all times would be useful.

E. Joyce Johnson: Update on the newly proposed scoring metric for faculty evaluations

Joyce expressed concern that we do not have verbiage for the new scoring metric, noting that part of the problem is that there is no chair for the FDEC. Several faculty members expressed their sense that we should use the former rubric this year as it is unfair that faculty be judged with a new rubric when they have already submitted their goals for the year. These faculty members expressed displeasure that the faculty has had too little voice in the creation of the new rubric. Another issue was that many faculty members did not know there was a change afoot in the evaluation because senators too often fail to communicate such information to the faculty. Department senators were reminded of the importance of communicating with their faculty.

It was moved, seconded, and approved that the senate recommend that we use the old rubric and approve a new one next fall. The FDEC should work to improve the verbiage.

4. Old Business

Joyce Johnson noted that “Divisive Concepts” training would be happening soon but that the date hadn’t been confirmed. She said that the date would be publicized when confirmed.

5. New Business

It was moved, seconded, and approved that Lisa Hadley become the new chair of the Faculty Development and Evaluation Committee.

Joyce and Doug agreed to send out a request to faculty to join senate committees, in an attempt to clear up questions about the make-up of those committees.

6. Adjournment

Joyce adjourned the meeting at 4:54 PM.

Respectfully Submitted
Doug Branch,
Faculty Senate Secretary

Appendix A

SEC Meeting Minutes

DUO Security

- 25% of the faculty has not enrolled
- 25% of the students are enrolled

Budget

- We are still awaiting the final numbers from Jeannie Smith after the flex numbers are included. More information will be provided at the Budget forum on 10/31

Southwest Solutions Workforce Center

- 120 people signed up for committees
- The Project Calypso grant application was approved for approximately \$500K for funding to reimagine the student experience.

Academic Affairs

- Strategic Plan
 - Approved by TBR on 9/30
 - The college has moved on to establish timelines for implementation.
- SACSCOC
 - The report for Monitoring 8.2A (Student Learning Outcomes) was sent to SACS on 9-8 and should have a response during the December meeting.
 - The Reaffirmation process has started. There are 14 standards, and each has a Lead.
 - The Lead will attend training in Atlanta to gain an understanding of the requirements.
 - The Leads are responsible for writing the narrative and providing evidence for the 14 standards.
 - The reaffirmation response from IE (Institutional Effectiveness) is due on 12/15

Questions Asked

- G98 Formula (for low enrollment courses) **No update**
 - A revision of the formula is in the works.
 - There was a question about admin teaching low enrollment classes at full rate while faculty are being compensated using the formula.
 - Dr. Hooker advised that all low-enrollment classes should use the formula regardless of who is teaching it.

Medical District High School

- What is the plan for college where the high school is concerned?
- We are currently serving 9th & 10th graders.

- We will expand to 11th graders next year – 11th graders should be fully engrossed in STCC courses.

Dual Enrollment Students

- Approximately 1300 students.
- There are many issues relating to dual enrollment students.
- The college is in the process of improving the internal policies to share with partners.

Faculty Access on Virtual Friday

- Police Services will grant any access. This permits the college knowledge of who is on campus.

Appendix A

SEC Meeting Minutes

- Updated Faculty Evaluation – The metrics are not clearly defined according to the Deans & Chairs. You should have received the revisions that will be discussed today.

Budget

- Enrollment
 - Head Count 2022 (9/4) 6737
 - Head Count 2021 (9/5) 7174
 - Down 6.09%
 - FTE 2022 3900
 - FTE 2011 4265
 - Down 8.56%
- The deficit is now roughly 6.5 million (However, with the decrease in enrollment, the deficit has increased. We are awaiting final numbers from Jeannie Smith).

Southwest Solutions Workforce Center

- 120 people signed up for committees
- The intent for Project Calypso has been submitted
- The work is being done on the grant for funding to reimagine the student experience.

HR

- Deans & Chairs will share more info on outside employment. There is a Conflict Committee that will review and provide guidance on any potential conflicts.

Student Affairs

- Final stages of filling the VP positions

Academic Affairs

- SACS Monitoring 8.2A (Student Learning Outcomes)
 - The report was sent to SACS on 9-8 and should have a response during the December meeting.
- Reaffirmation Starts Now
 - First response due 12/15

Questions Asked

- Will there be any RIFS (terminations)?
 - Positions that remain open account for 3.6 million of the deficit. The college will always try to have about 4 million open positions.
 - Continue to evaluate things that do not work.
 - Review Low enrolled programs
 - SWIM is a Marketing firm that assists with understanding challenges and opportunities
- G98 Formula (for low enrollment)
 - A revision of the formula is in the works.
 - Revenue = Cost vs Return
 - This uses the following factors:
 - Faculty Rank
 - Number of Hours teaching
 - Total Enrollment
 - Data will show what the cost is w/load and overload.
- We will have 4 Fora (forums)
 - Convocation
 - Budget 10/27
 - Human resources
 - Physical Plant

