

Faculty Senate Minutes  
Southwest Tennessee Community College  
Union Ave. Campus  
Faculty Lounge, F218  
March 15, 2016

1. Call to Order and Roll

Faculty Senate President Bill Summons called the meeting to order at 3:00.  
Faculty Senate Secretary Doug Branch called the roll:

William Summons, **Senate President**

Division Senators, Arts and Sciences

Doug Branch (15-17) **Secretary**

Joyce Johnson (15-17)

Shannon Little (14-16)

Mahmuda Sultana (14-16)

Bill Turner (15-17)

MaLinda Wade (15-17)

Division Senators, Career Studies

Lisa Hadley (14-16) Proxy

Tim Harrison (14-16) **Parliamentarian**

Joan McGrory (15-17) **Treasurer**

Dewey Sykes (15-17) **Vice-President**

Department Senators

Michelle Hill (14-16) **Allied Health**

Mahnaz Ghaffarian (15-17) **Business**

Michael Scott (15-17) **Communications and Fine Arts**

David Huffman (15-17) **Languages and Literature**

Mathilda Doorley (14-16) **Natural Sciences**

Monique Cage (14-16) **Nursing** Absent

Shantell Chism (15-17) **Mathematics**

Leslie Peebles (15-17) **Technologies**

Ed Reid (15-17) **Social and Behavioral Sciences**

2. Approval of Minutes

The body approved the minutes from the February, 2016 Faculty Senate meeting. Secretary Doug Branch will ask that those minutes be posted to the Faculty Senate website.

### 3. Reports from Senate officers and Senate committees

- A. Bill Summons, Faculty Senate President, reported what he knows about possible faculty pay raises. Bill said that his report came from information he learned at a recent Faculty Subcouncil meeting.

The state has a large budget surplus. The plan, approved by the Faculty Senate last year, to give pay raises according to a system whereby people currently being paid far below average for their jobs would receive substantial raises before people currently being paid in the average range, is still in effect. Bill wondered if we would like to propose rescinding that plan and ask for across the board raises instead.

A consensus arose: senators should speak to faculty to get a sense of the faculty's preference, and a decision about the senate recommendation would be made in April. In April, Lisa Hadley will lead this discussion.

BREAK

We briefly suspended officer and committee reports so that we could meet and have a discussion with Steven Massie, the college's new Director of Human Resources. Steven asked the Senate for input on a new strategic plan he is creating for Human Resources, and he noted that he would need to know, soon, what course of action the Senate was planning to recommend regarding faculty pay raises. Steven, noting that this was a period of big change for Human Resources, outlined a few priorities, such as reducing the amount of time it takes for people to be hired and increasing the college's investment in faculty and leadership development.

Questions and problems about which senators wished to make Steven aware arose on several fronts:

- a. Lack of easily found organizational charts.
- b. Adjunct faculty needing to be paid more often, an issue on which Steven said he would plan to work with the new Vice President for Academic Services.
- c. Too much lost paperwork involving HR functions. Steven said he plans to work with IT to make much more of the paperwork electronic.
- d. A policy whereby, if an adjunct faculty member does not teach for a year, that person has to reapply because his or her credentials have been purged from the system. Steven wishes to look into this more closely.

(Bill Summons noted that we might be moving toward a system where TBR rather than individual institutions keeps credentials.)

- e. Concern that people move from emergency hires to permanent positions without those positions being properly posted. Steven said that this practice would change.
- f. Throughout his address and discussion, Steven repeatedly stressed the importance of HR and faculty forming a meaningful partnership.

At this point, Steven Massie left the meeting and officer and committee reports resumed.

- B. Marjorie Dernaika, reporting for the Faculty Welfare Committee, spoke about issues concerning parking on the Union Avenue campus. She noted that the Faculty Welfare committee would ask that the primary lot on that campus be returned to faculty / staff once the parking garage is built. Other recommendations were in a handout prepared by the committee; Bill Summons agreed to try to find out exactly where these recommendations should go.
- C. Mathilda Doorley, of the Faculty Awards Committee, spoke of new procedures for choosing faculty awardees. She noted that the new procedures are much streamlined. She also noted that the application date has been extended.

#### 4. Old Business

- A. Doug Branch moved that, regarding setting location for future Faculty Senate meetings, we continue the pattern we have been using: September Macon/ October Union / November Macon/ February Macon/ March Union / April Macon. The motion passed.

#### 5 New Business

- A. David Huffman, who represents the Faculty Welfare Committee, reported that he had been working with Campus Security people who wish to name campus streets and give parking lots division names (like A1, A2, etc.) This would enable people who need assistance to ask for it more efficiently, thereby increasing campus safety. The senate encouraged David to continue pursuing these discussions.

#### 6 Adjournment

The meeting was adjourned at 5:00

Respectfully Submitted,

Doug Branch  
Faculty Senate Secretary

