

Faculty Senate Minutes  
Southwest Tennessee Community College  
Union Avenue Campus  
F-218  
March 20, 2018

1. Call to Order and Roll

Faculty Senate vice-president Eddie Baker brought the meeting to order at 3:00. Secretary Doug Branch called the roll:

William Summons, **Senate President**, Absent

Division Senators, Arts and Sciences

Doug Branch (17-19) **Secretary**

Bill Hill (16-18)

Daniel Osborne (16 – 18) Absent

Matthew Palotti (16-18) Absent

MaLinda Wade (17-19)

Jerome Wilson (17-19) Absent

Division Senators, Career Studies

Charles (Eddie) Baker (16-18) **Vice-President**

Delores Boland (17-19) Absent

Tim Harrison (16-18) **Parliamentarian**

Thomas Midgley (17-19)

Department Senators

Shilpa Desai (16-18) **Allied Health**

Joanitha Barnes (17-19) **Business and Legal Studies, Treasurer**

Annette Fournet (17-19) **Communications and Fine Arts**

Tiffany Akin (17-19) **Languages and Literature**

Rosie Taylor (16-18) **Natural Sciences**

Marilyn Wilbourn (16-18) **Nursing** Absent

Frank Daniels (17-19) **Mathematics**

Leslie Peebles (17-19) **Technologies** Absent

Ed Reid (17-19) **Social and Behavioral Sciences**

## 2. Approval of Minutes

The body approved the minutes from the February, 2018 Faculty Senate meeting. Secretary Doug Branch will ask that those minutes be posted to the website.

## 3. Special Guest

The Senate had invited Dr. Chris Ezell, vice-president for academic affairs, to answer questions on several topics. Dr. Ezell expressed his willingness to respond frankly to the senate's questions.

- A. Members expressed concerns about security, especially involving classroom door handles and locks. Dr. Ezell assured us that a plan was in process to replace door handles and locks so that they would provide more protection in case of an incident involving an active shooter.
- B. Members expressed concerns about the difficulty of finding working copying machines and a lack of clarity about who should fix broken machines. This is apparently especially a problem at the Union Ave. Campus. Dr. Ezell announced that somebody would be hired to work with printing on Union Ave. and that this person would be responsible for maintaining copying machines. Currently, faculty at Macon Cove should contact media services for toner and staples for copying machines.
- C. The lengthiest part of Dr. Ezell's visit had to do with questions and answers about perceived irregularities in the recent process for the hiring of deans. Basically, several senators, including a committee organized to look into the matter, were concerned that the outcome of those searches had been "predetermined" and that faculty input, especially during the time after the interview sessions to which all faculty members were invited, was superfluous, as the decisions about who would be hired had been already made. Other issues involved letters of recommendation being written by people on the search committees, inconsistencies in the questions asked of the interviewees, a sense that having the director of Human Resources sitting in the interviews created an uncomfortable environment, and inconsistencies in the questions asked of the candidates. The committee, and the senate in general, stressed that the outcome of the searches was much less an issue than perceived irregularities in the process.

Dr. Ezell responded to many of the concerns. He denied that the results of the search had been pre-determined. Ezell insisted that faculty input was important and heard, although he allowed that the window of time was short because of the necessity of making offers

very quickly, as the top candidates were also considering other job offers. Of the letter of recommendation issue, he pointed out that the director of human resources told him that there was not necessarily a conflict of interest. Ezell did, however, say that this was a potential problem he would be aware of in the future. Of the director of human resources' presence on the committee, Dr. Ezell pointed out that he was there at the request of the president of the college, Dr. Hall.

Dr. Ezell acknowledged widespread disgruntlement with the former director of human resources and expressed a hope that the new director would be somebody with a background in higher education. Ezell also expressed his willingness to entertain proposals from the faculty senate about new protocols for the hiring of administrators, especially the faculty's involvement in that process.

- D. Dr. Ezell also acknowledged widespread dissatisfaction on the faculty's part about graduation being held after the contract date for nine-month faculty would end. He did ask that faculty attend the graduation ceremony, but he agreed that the situation was awkward and expressed a willingness to be flexible with faculty members who had already made other vacation plans, for instance. He also encouraged faculty to shave four hours off their office hours the last week of class, to partially make up for the inconvenience. Dr. Ezell also expressed support for the notion that in the future, the administration might consider the idea that just half the faculty might be asked to attend graduation in any given year.
  - E. Dr. Ezell responded to a complaint that the IT helpdesk was asking faculty members for their Social Security numbers prior to providing services. Ezell said he had been told by Michael Boyd that the process should have been to ask for the Banner ID first, but that indeed the help desk's policy was to ask for Social Security numbers if the person requiring assistance did not know his or her Banner ID. Ezell suggested that a good alternative might be to ask for only the final four Social Security number digits.
  - F. In closing, Dr. Ezell expressed eagerness to continue working closely with the faculty and the faculty senate.
4. Reports from Senate Officers and Senate Committees
- A. Eddie Baker reminded us that faculty senate elections would be taking place soon.

5. Old Business

6. New Business

7. Adjournment

A. Eddie Baker adjourned the meeting at 4:50 PM.

Respectfully Submitted,

Doug Branch, Faculty Senate Secretary



