

Faculty Senate Minutes
Southwest Tennessee Community College
Union Avenue Campus
F-218
March 19, 2019

1. Call to Order and Roll

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

William Summons, **President** (18-20)

Division Senators, Humanities, Social Sciences, and Mathematics

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

Bill Hill (18-20)

Holly Green (18-20)

MaLinda Wade (17-19)

Candace Washington (17-19)

Division Senators, Business and Technologies

Tim Harrison (18-20)

Thomas Midgley (17-19) Absent

Division Senators, Health and Natural Sciences

Joyce Johnson (18-20),

Delores Thomas-Boland (17-19),

Department Senators

Shilpa Desai (18-20) **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** absent

Matthew Palotti (18-20) **Natural Sciences**

Marilyn Wilbourn (18-20) **Nursing**, absent

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

Stewart White (17-19) **Technologies**
Ed Reid (17-19) **Social and Behavioral Science**

2. Approval of Minutes

The body approved the minutes from the February, 2019 Faculty Senate meeting. Secretary Doug Branch will ask that those minutes be posted to the website.

3. New Senators

We welcomed a new senator, Tim Harrison. Tim replaces Eddie Baker, who took an administrative position as Interim Chair of Business and Technologies. Tim does not replace Eddie as vice-president.

4. Special Guests

A. Iliana Ricelli, from Human Resources, and Mike Neal, from Finance, came to discuss their compensation plan proposal. This proposal, which will be released once final approval comes, involves an increase in the college minimum wage, to \$12.00 per hour for benefitted employees. This would take place in July, as would A 2% raise for all benefitted employees. The plan also includes a \$1000 bonus, probably to be paid in November, for all benefitted employees.

The plan will also allow compensation awards based on exceptional performance, completion of a project, or accomplishment of a new initiative. Managers will be able to reward employees who excel in their tasks or additional assignments.

5. Reports from Senate Officers and Senate Committees

A. Bill Summons, President

Bill reported on the SEC's monthly meeting with the vice-president for academic affairs. As that position is currently unfilled, the SEC met instead with Sindy Abadie, special assistant to the vice-president for academic affairs. Items from that meeting:

Sindy favors the idea, encouraged by the SEC, that faculty sexual harassment and cybersecurity training are cumbersome and time-consuming. The

administration will look into ways that faculty could take a test online, perhaps rather than having to sit through the entire online training.

Sindy also favors fewer LDA submissions and the notion that faculty should get those LDA due dates sooner.

The SEC complained that the new faculty evaluation pilot is too difficult and unmanageable. Sindy assured the group that the pilot is not a “done deal.”

The job announcement for the new Academic Vice-President has been posted (or will be shortly posted) in March.

B. Vice-President Report

Vice-President Eddie Baker, having been appointed interim chair of Business and Legal Studies, is no longer the vice-president.

We held an election for a new vice-president, to serve until elections are held in April. Joyce Johnson and Matthew Palotti were nominated. Matthew Palotti was elected.

C. David Huffman, Chair, Faculty Handbook Committee

David presented the new adjunct instructor handbook, noting that it had been finished for a year but had not yet been given full approval by the administration.

It was moved that the faculty senate accept this draft of the adjunct faculty handbook, as presented by David, with minor changes we suggested. Motion carried.

We commended David and his committee for their hard and diligent work.

D. Bill Weppner, Chair, Faculty Development Committee

Bill reported the success of the January Civil Rights Museum tour and barbecue, an event held for college employees. He spoke highly, too, of the digital dossier initiative spearheaded by Hannah Province. He noted, too, that the faculty evaluation pilot program has had a lot of participants, but he doesn't know precisely who they are. An evaluation of the pilot will come later, during Summer Institute.

Bill voiced frustration that he does not know how much money his committee has at its disposal to fund items like faculty travel. He says he has

never been able to obtain an adequate response, from the administration, on that point.

E. Jason Whitt, General Education Coordinator

Jason encouraged us to be involved in the accreditation process next year.

He also reported that TBR is currently involved in a review of general education. TBR seems to be moving toward taking a fresh look at general education and considering some of the issues our graduates may have when they transfer to a four-year school. He notes that any reduction in the number of general education credits for transfer degrees would require a change in state law.

6. Old Business

Joyce Johnson suggested we look into scheduling more regular faculty senate meetings on other campuses, including Maxine Smith, next year. We decided to table that discussion for one month.

7. The meeting was adjourned by Bill Summons at 5:04.

Respectfully Submitted,

Doug Branch,

Faculty Senate Secretary

