

**Faculty Senate Meeting Agenda
Southwest Tennessee Community College
Conducted Via Microsoft Teams
Tuesday, February 9, 2021, 3:00 PM**

1. Call to order and roll

Bill Summons called the meeting to order at 3:00.

William Summons (20-22) **President**

Division Senators, Humanities, Social Sciences, and Mathematics

Doug Branch (19-21) **Secretary**

Annie Sultana (20-22)

Thomas King (19-21)

Ed Reid (20-22)

Melissa Reyna (19-21) Absent

Division Senators, Business and Technologies

Kimberly Taylor (19-21)

Derrick Wheatley (20-22)

Division Senators, Health and Natural Sciences

Shilpa Desai (20-22) **Treasurer**

Joyce Johnson (20-22) **Vice-President**

Delores Thomas-Boland (19-21)

Department Senators

Megan Murphy (20-22) **Allied Health**

Vicki Armstrong (19-21) **Business and Legal Studies**

Annette Fournet (19-21) **Communications and Fine Arts** Open position

Julie Fournier (19-21) **Languages and Literature**

Darrick Slaughter (20-22) **Natural Sciences**

Cetrea Jimerson (20-22) **Nursing** Absent

Frank Daniels (19-21) **Mathematics, Parliamentarian**

Stewart White (19-21) **Technologies** Absent

Darcy Sims (19-21) **Social and Behavioral Sciences**

2. The Reading and Approval of the February, 2021 Minutes

The body approved the minutes from the February, 2021 faculty senate meeting.

3. Reports from Senate Officers and Senate Committees

A. Joyce Johnson: Report on regular SEC meeting with Kendricks Hooker, VPAA and Sindy Abadie, Special Assistant to VPAA

Joyce noted several issues that were mentioned in that meeting:

The college is concerned about a drastic decline in enrollment and applications. We are 23% down in applications for next year from where we were last year at this time.

We are still waiting for approval from TBR for the submitted budget. We hope to receive about 22 million dollars from a federal stimulus package, and we hope we can use that for revenue replacement. If so, the hope is that we might not need to make the previously planned salary adjustments. We do not know how or if this stimulus money would affect the current hiring freeze. (At this point, we are hiring only if an essential person leaves the college.)

Dr. Hooker emphasized the importance of retention. The fear is that high school guidance counselors, unable to meet students face to face, are not promoting college applications as they have in the past.

We hope to be back on campus, offering face-to-face classes, by Fall, 2021, but we are still in "cautious mode." Whitehaven campus is a Covid-19 vaccination site, an effort with which nursing faculty are involved. We hope to involve students, too.

A question was raised about the conversion of term to tenure track positions: might we be able to simply post for those positions only internally? We are still waiting for an answer from HR on that question.

The SEC also related concerns about the early grade reporting after only three weeks of class, pointing out that students are not getting an accurate sense of their performance at such an early stage. The fear, too, is that students with poor grades might become easily discouraged too early in the term. The suggestion was that a Pass/Fail grade might be better. We were informed that the three-week reporting is part of a TBR pilot and would not necessarily be an ongoing practice.

A short discussion ensued with complaints that the time period between purges and when students could re-enter classes is too long. The SEC noted that this would be a topic to be brought to Dr. Hooker's attention.

A discussion ensued about the faculty handbook, with the chair of the faculty handbook committee, David Huffman, noting that his committee is quite willing to make future changes.

The senate voted on allowing Sindy Abadie to make minor changes to the faculty handbook, mostly having to do with the amount of time faculty need to serve before applying for promotion and a new fee schedule for faculty overloads. The vote was by unanimous acclimation to ask Sindy to make those updates.

B: Bill Summons: Report on progress of the proposal for a new policy on the conversion of term contracts to tenure track contracts.

Bill noted that the college has been violating TBR policy on term appointments for many years. We have been hiring too many faculty in term positions, as opposed to making such hires rarely and in special circumstances only. We now have 25-30 positions that need converting. Sindy Abadie believes we need to do this in two stages, beginning with people who have been in term positions the longest. Faculty in these term positions would need to reapply for these positions.

Again, the question was asked if we could advertise only internally. Bill noted that Sindy has promised to find out.

A long conversation ensued about this policy, a matter of concern to many senators and faculty members.

4. Old Business
5. New Business
6. Adjournment

Bill Summons adjourned the meeting at 4:47.