

**Faculty Senate Minutes**  
**Southwest Tennessee Community College**  
**Tuesday, September 13, 2022, 3:00 PM**  
**Union Ave Campus UF 319**

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) (absent)

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 (absent)

Emily Ford (21-23) Languages and Literature

Darrick Slaughter (22-24) Natural Sciences (absent)

Emily Taylor (22-24) Nursing

Khalil Rassy (22-24) Mathematics

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 April, 2022 faculty senate meeting.

3. Reports from senate officers and senate committees

A. Joyce Johnson: Faculty senate committees

Joyce noted that we do not have a clear sense of who is chairing all of our committees. We do know that Thomas King is the chair of the Grade Appeals Committee and Tiffany Akin of the Faculty Handbook Committee. We especially need to find a chair for the Faculty Development and Evaluation Committee.

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

Derrick's report involved headcount and FTE numbers, along with factors to be taken into account, using the G98 formula, when faculty teach classes that are below the minimum size. The report appears as Appendix A.

Derrick noted, too, that Dr. Hooker spoke of the issue that many of our low enrollment programs, which we might have considered cutting, happen to be the very programs local employers wish for the college to offer.

The senate voted to accept Derrick's report.

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

We looked at a proposed new scoring metric for faculty evaluations. This metric was created by members of the Faculty Development and Evaluation Committee (FDEC).

Several senators complained about the 4 and 5 proposed scores, excellent scores requiring recognition at department, state, and national levels. Many also believe there is a problem with a five point scale when a score of 3 looks like a strong score. It seemed, to the minds of many, skewed. A consensus emerged that the 4 and 5 scores should either be eliminated or that the standards required should be changed.

We moved and passed a motion that the report should be sent back to the FDEC for revision, with Derrick Wheatley and Melissa Reyna representing the concerns of the senate. It was understood, as well, that these revisions need to happen quickly.

D. Doug Branch: Update on organization of faculty senate committees

The faculty senate committees are in a bit of disarray. Joyce and Doug will attempt to find out who chairs are and who members are as soon as possible. We were reminded that chairs of faculty senate committees do not need to be members of the faculty senate.

#### 4. Old Business

Joyce discussed the ad hoc committee on the course development process for online classes. She noted that the recommendations, many having to do with the course cloning process, were presented to the administration in May. The committee has of yet received no formal response. One recommendation the administration acted upon was giving instructors “view only” access to previous courses, from three earlier semesters, but Joyce noted that there have been many complaints that three semesters really isn’t enough. Joyce plans to follow up with Dr. Hooker about the rest of the committee’s recommendations.

Joyce discussed as well the latest TBR Faculty Subcouncil meeting. One item of particular interest was a discussion of how colleges might embed certificate programs into degree programs. Joyce expressed as well her sense that people at our college need to better understand the “divisive concepts” law passed by the Tennessee legislature. We are asking the TBR legal department to send a representative to campus to provide more clarity.

#### 5. New Business

The senate heard concerns about faculty’s not being able to get into the Thornton building, especially on nights and Fridays, without contacting police services. This seems burdensome.

Another concern was about a lack of connection between our college and high schools participating in dual enrollment.

Another question, unanswered, was from a senator who wondered if we have a clear sense of success and retention rates of students enrolled in online classes versus those enrolled in face-to-face classes.

We discussed as well the difficulty of building a sense of community on our campuses when there are too few welcoming, comfortable spaces.

#### 6. Adjournment

Joyce adjourned the meeting at 5:15 PM.

Respectfully Submitted  
Doug Branch,  
Faculty Senate Secretary



## 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

