

## **JSCC Faculty Council Meeting Minutes—August 25<sup>th</sup>, 2009**

The Faculty Council met Tuesday, August 25<sup>th</sup> at 1:00 p.m. in the Foundation Board Room of the Student Union.

Present: Mark Walls, Claude Bailey, Jayne Lowery, Stacy Dunevant, Gerald Graddy, Carol Norman, Nell Senter, Roger James, Steve Cornelison, Deron Hines, John Koons, Tim Britt (proxy for Kim White), Amy Wake, Mechel Camp, and guests Pam Xanthopoulos, Brian Wells, Donna Johnsey.

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### **AGENDA ITEMS**

#### **1. Welcome and General Remarks**

Chair Mechel Camp welcomed new Council members with a “pitch” for Council service, generally, and Executive Committee and Council chair service, in particular. She emphasized the reward of new perspectives about JSCC and its operations she has gained already in diverse meetings. She stressed that the Council should certainly be much more than just a “complaint department,” that it should have positive effects for faculty. She suggested developing new liaisons with other areas of the college. Concluding her opening remarks, Chair Camp read a letter from colleagues in the library whose employee status was changed this summer from faculty to professional-technical. The letter expressed gratitude for the Council’s service and for the close professional relationships fostered among the faculty.

#### **2. Short Remarks**

##### **A. Bobby Smith, Dean of Enrollment Management:**

Bobby Smith expressed his thanks to all who had served and would be serving in the Advising Center, acknowledging that success in the center results from contributions by many. He acknowledged past policy or process changes “done ‘to’ us, not with our input” and stressed that changes made in the structure of advisement now made the best use of employees’ skills (faculty only advise while others develop schedules and help students register, etc.). He requested feedback on the changes being implemented and reiterated that he wants faculty involved in tweaking the process.

It was noted by the Council that faculty also should be involved prior to the implementation of processes or of their “trial runs,” that faculty engagement in the initial design of process changes is essential, too.

**B. Beth Stewart, Dean of Arts and Sciences:**

Beth Stewart reiterated Bobby Smith's thanks and explained that the changed advising center process and staffing was a three-week experiment. She invited faculty to join in further discussions of the process the week after advising ends.

Dean Stewart asked for faculty patience with the sometimes surprising effects of implementing the school's reorganization, noting surprise at just learning library faculty had been reclassified as professional-technical employees.

She promised to answer questions or to find their answers if authorized to share the information. She stated her commitment to involving the Faculty Council in school considerations, noting she would include the Council chair in weekly Assistant Dean meetings and that Frank Dodson would include the Council chair in all academic meetings. She concluded by noting she had been asked to form a Committee on Committees, encouraging faculty, again, to ask her for clarifications of issues, and stressing the value of "faculty input" in campus affairs.

**C. Pam Xanthopoulos, President, JSCC American Association of University Professors:**

Pam Xanthopoulos explained the origins of the campus' new AAUP chapter, noting it grew out of a campus initiative beginning in 2006 to research an independent employee organization at JSCC. She invited faculty to attend an address Friday, August 28<sup>th</sup> (10:00-11:00, Baptist Collegiate Ministries Building) by the Tennessee AAUP President, Delphia Harris.

Xanthopoulos reported on a meeting she attended at Tennessee State University regarding the reorganization of Tennessee's higher education system. She noted so far there was much input from Tennessee universities but little from community colleges. From an earlier blue-ribbon report the governor is reconsidering, Xanthopoulos distributed a proposed alternative organization for Tennessee's higher-ed institutions under a unitary statewide higher education board. She stressed the need for this thinking to include a sense of the missions, needs, and agendas of state community colleges.

Following guests' remarks, the issue arose of how faculty employees were reclassified this summer as professional-technical employees. A concern was voiced and discussed about the apparent lack of transparency and representation in this decision and its process, given that neither college deans nor faculty representatives had been included in considering the matter. No Council members were certain about the rationale for changing the status of faculty in the library area to professional-technical employees.

**3. Council Constitutional Changes / Council Representation:**

Mechel Camp summarized the Council's work so far to determine equitable representation of faculty on the Council with the school's reorganization. Camp reminded the Council that some terms of the constitution and by-laws would need changing as would the membership of the

Council to reflect changes in the organization of faculty. She noted the proposal for Council reorganization that Gerald Graddy and Pam Xanthopoulos had submitted to the Council the spring of 2009. She raised the question of who among multiple representatives from larger constituency groups would actually communicate or report to faculty now that formal department identities had been dissolved. It was noted that disciplines, themselves, had not been dissolved, so just maintaining the current Council organization might make sense with some adjustment for the lost faculty area of the library.

Questions were posed regarding the inclusion of new Assistant Deans in Council membership and whether their administrative duties precluded an appropriate “fit” with Council membership. It was noted that former department chairs served and current program directors serve on the Council. The Council did not settle an understanding of the differences between these administrative positions relative to faculty or administrative priorities and obligations.

*A MOTION was made, seconded and passed that the Faculty Council form a sub-committee to continue examining Council representation and constitution issues.*

Carol Norman, Roger James, Amy Wake, and Nell Senter volunteered to form this sub-committee.

It was noted, as well, that two at-large Council representatives, Mack Perry and Linda Theus, had left the institution and that elections for their replacements should be enabled. Vice-Chair Stacy Dunevant was asked to start the process of these elections the first week of September.

#### **4. Status of Lea Report**

Chair Camp explained that a meeting had occurred between Dr. Blanding, the VPAA, the deans, the new assistant deans, and herself on Monday, August 24<sup>th</sup>, regarding the history and status of JSCC’s commitment to mandates of the Lea Report. Camp described a significant discrepancy between faculty and administrative perspectives on the institution’s response to the Lea Report. She explained that in April, 2009, she emailed Dr. Blanding to discuss her hopes that the Council might spearhead the report’s implementation, but that Dr. Blanding stated the school already had been doing this. She met with Frank Dodson who agreed with Dr. Blanding that JSCC had made responses to the mandates in the report. In the August 24<sup>th</sup> meeting, Camp explained, Dr. Blanding noted the historical context for the Report’s mandates and reiterated that his administration has been acting on some of them. Camp said some of the deans and assistant deans at this meeting did not perceive that these administrative actions had been responses to the Lea Report, however.

#### Discussion:

As the Council has considered before (12-10-08 Council *Minutes*), concerns have existed among faculty about the administration’s response to the Lea Report. Regarding the August 24<sup>th</sup>, 2009 meeting summarized by Chair Camp, the Council’s discussion focused on ironies in how the Lea Report has been received and implemented, as the administration has seen it to be. First, in light of the Lea Report’s fundamental call for clear communication, the

Council considered it startling that employees, including key administrative personnel, did not realize the administration felt it had, in some manner, addressed the Report. Secondly, the Council recognized that addressing Report mandates with top-down, unilateral decisions did not match the spirit of the Lea Report's general expectations for broad employee input and engagement or match the Report's mandate for shared governance.

Chair Camp concluded discussion of the Lea Report by stressing her belief that, as a result of the August 24<sup>th</sup> meeting, Dr. Blanding and Frank Dodson now had a clear sense of these ironies. She noted that Dr. Blanding now seemed aware that there were issues concerning the Lea Report, that he would address the matter in the 2009 Fall in-service, and that there would soon be an employee-wide meeting on the matter.

During Lea Report discussion, it was noted that the administration had determined the institution should combine the offices of VPAA and VPSS, that the school was not large enough to warrant three vice presidents. Concerns arose about mixed interests by a single vice president who would divide attention, efforts, and commitments between academic affairs and student services. It was noted that the two areas each are significant enough to warrant full representation by a dedicated vice president. Chair Camp noted Frank Dodson's belief that good deans "would be the driving force in decision-making" and that deans could "carry the ball" sufficiently in academic affairs to enable dual responsibilities by a single vice president.

## **5. Report on Response to *Faculty Handbook* Revisions**

Chair Camp announced a meeting Friday, August 28<sup>th</sup> including Frank Dodson, the deans, assistant deans, and herself, to consider the Faculty Council's sub-committee response to proposed *Faculty Handbook* revisions. She noted Frank Dodson had asked that this administrative group meet, initially, rather than include the full Council Executive Committee. Council secretary, Mark Walls, explained that he would email Council members the sub-committee's June 23<sup>rd</sup>, 2009 response to the VPAA that provided *Handbook* counter-revisions and rationales. He reminded Council members to examine the sub-committee's response in light of the VPAA's proposed changes sent to the Council on April 10<sup>th</sup>, 2009.

## **6. Night Office Staffing**

Gerald Graddy was asked to clarify the history of changed policies about Night Office staffing. He summarized a June 16<sup>th</sup>, 2009 memo from Dean Jennison announcing that all twelve-month faculty would join a rotation of night office staffing, from 5:00-9:00 p.m. Mondays-Thursdays beginning July 1<sup>st</sup>. The memo stated that nine-month faculty could volunteer for this rotation. A June 29<sup>th</sup>, 2009 memo from Frank Dodson provided a roster of administrators and faculty who would staff the night office. Graddy noted that faculty could apply-their four hours of night office time toward required campus time. (Following the Council meeting, it was clarified that faculty could apply these hours as flex-time anytime in the semester.) Graddy added that on July 13<sup>th</sup>, 2009, twelve-month faculty sent Frank Dodson a list of concerns and questions about the staffing job, the policy, and about its rationale.

It was noted that the VPAA had formed a committee to consider some of the issues raised, but Graddy said the faculty had not received a formal response from the VPAA to the list of concerns and questions.

*The following **MOTION** was made, seconded, and discussed. It was approved by Council on Friday, August 28<sup>th</sup>, 2009 following an electronic vote:*

*Item I-B of the JSCC Faculty Council By-Laws establishes expectations for “. . . written notice of administrative action taken or of administrative refusal to act and the reasons therefore.” The Council thereby requests a written response from Academic Affairs to the July 13<sup>th</sup> concerns by twelve-month faculty regarding night office staffing.*

## 7. Committee Assignments

The Council confirmed the following appointments to standing committees:

1. Admissions and Standards	Jane Lowery
2. Advising	Carol Norman
3. Assessment of Administrators	Steve Cornelison
4. Athletic	Kim White
5. Computer Users	Gerald Graddy
6. Curriculum	Steve Cornelison
7. Developmental Studies	Gerald Graddy
8. Disciplinary	Mark Walls
9. Faculty Development	Amy Wake
10. Faculty Evaluation	Roger James
11. Learning Resources	Nell Senter
12. Patents and Copyrights	Nell Senter
13. Registration	Mechel Camp
14. Strategic Planning/Effectiveness	Steve Cornelison
15. Student Aid/Awards	Claude Bailey
16. TAF Advisory	Stacy Dunevant

The meeting adjourned at 2:40 p.m. Next meeting: September 9<sup>th</sup> at 3:00 in the Foundation Board Room.

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Mark E. Walls, Secretary

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Mechel Camp, Chair