

JSCC Faculty Council Meeting
Minutes—March 2nd, 2016

The Faculty Council met Wednesday, March 2rd, 2016 at 3:00 p.m. in room 103 of the Nelms Classroom Building.

Present: Mark Walls, Carla Simpson, Tim Britt, Dr. Liz Mayo, Carmen Corder, Roger James, Dr. Mechel Camp, Vivian Grooms, Abby Lackey and visitors Linda Nickell and Darron Billings.

AGENDA ITEMS

1. Darron Billings—Update on Active Shooter Training

Active Shooter Training:

Darron Billings described the active shooter training scheduled for 12:00 - 4:00 p.m. April 11th at the McWherter Building. JSCC's planning for this event has involved local and state law enforcement and emergency services and the Jackson-Madison County General Hospital. The several training drills to be held will be as realistic as possible and simulate the authentic chaos of a shooter emergency with guns, sirens, screams, mock gunfire, simulated injuries, etc. JSCC's nursing students will be involved in the drills. Troubleshooting and planning for the event is underway. The drills will identify how a crisis event would "flow" at the McWherter Center. Drills will occur later at other campus buildings and areas to determine issues and fix them.

Additionally, he has been revising emergency procedures and incorporating changes based on expectations of law enforcement and other agencies. When revised, these procedures will replace JSCC's current published responses for various emergencies. He encouraged the Faculty Council to proactively inform him of issues he needs to act on. In discussion, the Council suggested to him that locking classroom doors were essential at JSCC's centers and that doors needed blacked-out windows. Billings noted that this was being discussed. The Council noted, too, that JSCC needs emergency procedures for each building; he indicated this would be part of the revised school emergency planning which will be assessed by The Department of Homeland Security and other emergency management agencies. He noted an employee training program (ALICE) at Auburn University and that he would seek training to be an ALICE trainer. He noted that JSCC might consider its own emergency and security training video using its own employees.

Legislative Testimony:

Billings will attend a legislative session to discuss his role carrying a gun on JSCC's campus and the institution's views regarding proposed legislation to permit citizens to carry guns even on college campuses. A key concern by local and JSCC law enforcement is that in an active

shooter emergency, responders will address citizens with guns as threats. Billings feels the Tennessee gun lobby will likely influence passage of this legislation; TBR, he said, is aggressively opposing it and asserting that guns on campus undermine public safety. He noted that higher-education interests offer the strongest opposition to the bill; the legislature, though, strongly favors it.

2. Linda Nickell—Request for Feedback on Student Success Factors

Linda Nickell informed the Council that, with other college disability directors, she is serving on a TBR workgroup on low-ability students; one purpose of the committee is to examine expectations for student behavior. She was seeking faculty views on requirements for student success, including the physical, cognitive, and emotional characteristics of successful students. The workgroup, she explained, is preparing a document on the topic, due March 18th, which will index requirements for success in language processing, computer literacy, learning independence, and classroom behavior (her responsibility, hence her request for perspective). Council representatives agreed to inform their constituents of her need for feedback on what classroom behaviors assure success.

3. Elimination of Athletic Scholarships

Abby Lackey reported from the President's Cabinet Meeting that he had announced JSCC would no longer offer athletic scholarships. Still, JSCC's baseball, softball, and basketball programs will continue to compete as a TCCAA Division I member school teams. In effect, JSCC will operate as a D-III athletic program, giving no scholarship incentives to athletes, but its teams will compete against D-I programs that do. The only rationale seemed to be that JSCC recruited Tennessee athletes who were eligible for Tennessee Promise funds and who would not need athletic scholarships. It was noted that Volunteer State Community College had stopped granting athletic scholarships. Cleveland State Community College had stopped awarding them through its operating budget; however the school's foundation covers the cost of scholarships to maintain them.

The Council questioned the amount of Tennessee Promise scholarships paid compared to the value of a JSCC athletic scholarship. It was observed that Tennessee Promise does not pay for books and that athletic scholarships apply toward all course costs. The Council observed that players' chances to transfer into university sports would be hurt by playing for a school that could not compete well against schools providing scholarships. In this way, JSCC would limit student athletes' educational opportunities. Also, college athletics eliminates players' freedom to work part-time. Team and training obligations require significant commitments of time, so to be a JSCC athlete means a player cannot combine part-time work options available to all other financial aid recipients. Issues were raised about whether JSCC might fund sports scholarships through a foundation account or start a service learning project to help fund them. However, in the end, the Council expressed its desire to have a more coherent explanation and accounting of the basis for this decision.

A motion was made, seconded, and approved to request from JSCC's administration a detailed accounting for its decision to suspend athletic scholarships.

4. Weather Announcements

The Council discussed the issue of confusing weather-closure announcements. Abby Lackey noted that the administration will look into software that may resolve such concerns.

5. Campus-Wide Evaluation of Communications

Abby Lackey reported that the administration was examining employee group email access across campus and access within and among email exchanges. The Council considered that faculty do need access to the "All-Faculty" and other group email exchanges. Some representatives noted that it was already complex for faculty to obtain forms, approvals, and information from various offices; it was noted that there is no other efficient way to get information out campus-wide.

6. TBR FOCUS

TBR Faculty Sub-Council drafted statements about preserving the Tennessee Pathways agreements in light of the fragmented connections with TBR universities likely to result from the FOCUS changes. Abbey Lackey reported that TBR had acted to preserve the Tennessee Pathways arrangements.

7. Diversity Funds

Abby Lackey announced that diversity funds were available to enable events and speakers. There is no application form; faculty should simply contact Amy West.

8. Ballots for Electing Faculty Council Representatives

Abby Lackey asked the Council to examine the ballot for electing Council representatives. The ballot lists all faculty except those who would be ineligible due to service on the Council within the last four years. The Council was reminded that faculty vote only for representatives in their own area plus two at-large representatives.

The Spring 2016 Council's FILLED and VACANT posts are as follows:

BC: Rodger James; **SS:** Scott Woods; **MS:** VACANT (Tim Britt rolling off); **AH:** VACANT (Carla Simpson rolling off); **NS:** (1) Amy Wake, (2) VACANT (Jennifer Walker rolling off); **CH:** (1) Dr. Liz Mayo, (2) VACANT (Abby Lackey rolling off); **AL:** (1) Mark Walls, (2) VACANT (Carmen Corder rolling off), (3) VACANT (Josh Britt rolling off).

Hard-copy ballots will be distributed to Faculty the week after Spring Break and should be returned to Mark Walls by Friday, March 18th at noon.

9. Work Group to Revise Faculty Council Constitution and Bylaws

Abby Lackey reviewed the problems with consistency, experience, and representation on the Council and Sub-Council as reasons, in part, for convening a work group to propose revisions to the existing Faculty Council Constitution and Bylaws. The Council agreed that to staff the workgroup, representatives would seek cross-campus representation by consulting tenured constituents and seeking volunteers among them. The goal is two faculty from each division. The work group will proceed with its review and make recommendations for a changed constitution by the first Council meeting in the Fall of 2016.

10. LDA Workgroup

Mark Walls noted that the workgroup had not yet met but would soon do so.

11. Assessment of Administrators Committee

Abby Lackey reported that Larry Gundersen will serve as her proxy on this committee. It will roll out its evaluation instrument March 14th. The committee appears to have accepted all Council recommendations for changes to the assessment process and evaluation tool. The Council agreed that the big “take-away” was that faculty needed to participate in the assessment this year.

12. ATD and Student Success

After attending the ATD conference, Abby Lackey reported on an inspired and clearer sense of ATD’s role at JSCC. She summarized the purpose of the initiative to be one of “looking at institutional successes and asking who we are failing or neglecting to serve and why.” The ideas generated from this self-analysis will ultimately help JSCC answer the needs of those it serves. She reviewed stories of great successes in other institutions. Part of the benefit of ATD is its role in connecting JSCC with other institutions that have had similar issues and ideas for addressing them. She emphasized that faculty do front-line work toward finding and fixing barriers to student success; if faculty get full support from the administration and other JSCC stakeholders, ATD can work here. Without genuine support, it might not.

She introduced the Council to the idea of “FIG Groups” of “inquiring faculty” who can drive conversations and ideas. She noted that resources—stipends, releases, implementation grants—exist to help launch these inquiries into issues and solutions. A question was raised about who should start the conversations on needs, successes, and failures. She identified the JSCC ATD Core Committee; others on the Council indicated that this committee, with the help of the new VPIEE, should begin and report their roles in determining who we are failing to serve and how. The need for information about this committee’s findings was acknowledged. The Council expressed a desire to partner with the ATD Core Committee. One Council member

noted the need for leadership to emerge from the faculty's "middle," but asserted that, among faculty, concerns have long existed that initiatives and ideas can get stonewalled from the top.

The Council agreed that it regularly should seek direction, perspective, and reporting from the ATD Core Committee, and it agreed to request an update on progress and directions from the VPIEE.

The meeting adjourned at 5:00 p.m.

Mark E. Walls, Secretary

Abby Lackey, Chair