

Faculty Council Meeting Minutes September 7th, 2016

The JSCC Faculty Council met on Wednesday, September 7th at 3:00 in L09 with the following individuals in attendance: Scott Woods, Mark Walls, Lisa Matlock, Dr. Billy Wesson, Dr. Larry Gundersen, Dr. Liz Mayo, Dean Terri Messer (for Roger James and Dr. Leslie West-Sands), Tony Rafalowski, Jennifer Reaves, Amy Wake, Dr. Rich Coppings, Emily Fortner, and Erin Fore.

NEW BUSINESS

Athletic Director--Reinstatement of Mr. Cornelison

Mr. Horace Chase, Interim President, briefly mentioned the AD position and said that he wasn't sure if Steve would be reinstated now or after the new president is hired. After Mr. Chase exited, Dr. Gundersen made a motion that Executive Council speak with Mr. Chase about reinstating Steve Cornelison as AD. Dr. Liz Mayo seconded the motion, which passed unanimously.

Biology Lab Instructors to Term Faculty

Dr. Larry Bailey spoke about how the semester began with over 20 unstaffed science labs, and Dr. Rich Coppings interjected that current science faculty were teaching 32 hours of overload courses; he remarked that this was "not a sustainable situation." Dr. Bailey noted that the reclassification of lab instructors helped to not only close a communication gap between science labs and lectures, but also it eliminated the impending pro-tech to classified employee classification change; thus, lab instructors are now clear to keep working with students without fear that they would be working "overtime." In short, all lab instructors have now been reclassified as term-contract faculty.

Dr. Bailey is an advocate for term and not temporary positions and reiterated the need to have consistency with faculty positions so that individuals are not required to keep reapplying for his or her job every year. Dr. Bailey also noted, in response to Dr. Gundersen's question about the "rolling contracts", that "JSCC is not using the new rolling contract." An extended conversation ensued about the need to hire faculty on no less than a term contract in the future, as hiring on temporary contracts is "bad business", according to Dr. Bailey. He ended by saying that the plan is to "fill vacant faculty positions by advertising earlier and attracting strong candidates by offering tenure-track positions." The Council commended Dr. Bailey on his enduring support for more humane faculty hiring practices.

Anticipated New Carry Law

Scott Woods, Chair, noted that there is a proposed law allowing students to carry firearms on campus. In spite of campus-wide belief that this change should not occur, the fear is that lawmakers will continue to advocate for students to have this right. Scott vowed to speak with others in the Faculty Sub-Council meetings about this issue.

Student Confusion Around Hybrid Courses

The Council agreed that confusion in the schedule could easily be eliminated if dates were added to all terms and a key for class days added at the top; Robin Marek was suggested as someone

who could fix this issue. The Council also discussed adding this conversation to advising sessions. Dr. Mayo promised to contact Robin about this matter.

Associate Professors with 10+ Years of Service Being Able to Apply for Professor Status

This conversation will occur with Faculty Sub-Council, according to Scott Woods. It was the unanimous desire of this Council, along with support from VPAA Dr. Bailey, that faculty with ten or more years be allowed to apply for promotion to Professor.

Institutional Policy and Procedure Regarding Student Complaints

An email complaint from a student was disseminated to President's Cabinet asking individuals on the Cabinet to share the correspondence with their constituents; all names were redacted in the email except for that of the professor about whom the student was complaining. This prompted the Council to discuss what is the current policy for student complaints. Dr. Mayo referenced the policy that is detailed in standard 4.5 of the SACSCOC Compliance Certification and in the JSCC Handbook and Catalog (214). Amy Wake said that "the policy (on student complaints) is VERY clear in the nursing student handbook; the college handbook also needs to be very clear." Dean Terri Messer noted that complaints do come to the Dean level, and these complaints are handled according to policy. The Council does not condone the public airing of grievances about individual faculty or staff members. In short, the email that was sent to Cabinet that mentioned a professor by name was thought to be an anomaly, and we hope this shall not occur in the future.

UNFINISHED BUSINESS

Council Constitution

Dr. Gundersen referenced Mr. Chase's comments to Council about "working on the things that we can address right now." Dr. Gundersen suggested that we make revisions to the Faculty Council Constitution so that it is ready for the new president to review when he or she is hired. Dr. Gundersen also recommended that the Council Secretary keep up with a hard copy of the Faculty Handbook at the beginning of each new school year in case of any unintended revisions to the digital copy. Dr. Liz Mayo made a motion that Dr. Gundersen chair the Constitution Revision Committee; Amy Wake seconded the motion. Dr. Gundersen will ask faculty from all divisions to assist in this endeavor.

Choosing and Ordering Textbooks--Academic Freedom

A conversation began concerning full-time faculty members having the ability to choose his or her own textbook for courses. Dr. Gundersen raised the concern that allowing faculty to select textbooks would adversely affect online content, which would no longer be consistent once multiple faculty members begin using different texts. Dr. Mayo clarified that the conversation about textbooks was specifically referring to full-time faculty choosing textbooks for ground courses. Dean Messer was concerned about how this might complicate the bookstore's ordering process, as it is often necessary to replace a faculty member in a class at the last minute; this change would mean that the text is different for that particular section. Dr. Mayo noted that other schools do allow all faculty, including adjuncts and TAs, to choose textbooks. Tony Rafalowski agreed to research whether or not this was TBR policy or JSCC practice.

Administrator Evaluations

Scott Woods has discussed the Evaluation of Administrators with the chairs of both the Classified and Pro-Tech Councils, and he noted that “the instrument is ready to go, and we are moving forward.”

Temporary Rolling Contracts

Amy Wake remarked that so many of our colleagues, including faculty in the room, had in some way been mistreated through temporary contracts. The Council wanted to go on record as supporting leaders, like Dr. Bailey, who advocates for a future at JSCC that trends toward hiring faculty on nothing less than a term contract and ideally on tenure-track positions.

Scott Woods noted that “the TBR has been supportive of JSCC over the last few weeks, so it is important that we move forward and show them how positive and hardworking our faculty truly are.” In short, Scott will reach out to other Faculty Sub-Council members for updates on the editing of the rolling contract document, but there is no other action necessary at this time.

ANNOUNCEMENTS

Presidential Search

Interim President Horace Chase spoke to the Council about the upcoming presidential search. Because he is taking on this roll abruptly, he has asked that we focus on items that need immediate attention—especially as they relate to students' needs—during this time of transition. Mr. Chase also mentioned that he is happy to consider and address some of the Council's initial concerns that were outlined during the recent vote of no confidence. Mr. Chase asked the Council to send to him the Council’s top five concerns or areas that needed improvement on campus and the areas or processes on campus that are currently going well. Scott Woods has Abby Lackey and Dr. West-Sands, both non-voting members of the Council, currently compiling this list.

Scott Woods announced some of the upcoming dates for the presidential search, including the following important events:

1. October 17th: Prospect Review Committee
2. October 24-25th: Round One Interviews
3. November 4th: Reference Feedback Meeting
4. November 14-18th: Round Two Interviews
5. TBD: TBR Meeting and President’s Start Date

Course Evaluation Policy (IDEA Assessments)

Scott Woods distributed the policy for course evaluations that was signed in June 2016 by Dr. Bruce Blanding, former JSCC President, Dr. Larry Bailey, VPAA, and Sara Vonderheide, Director of Institutional Research and Accountability. Dr. Gundersen noted that we should add the updated policy to the Faculty Handbook.