

JSCC Faculty Council Meeting Minutes—March 15th, 2017

The Faculty Council met Wednesday, March 15th, 2017 at 3:00 p.m. in room 103 of the Nelms Classroom Building.

Present: Mark Walls, Emily Fortner (proxy for Dr. Larry Gundersen), Scott Woods, Lisa Matlock, Melina Sellers, Becca Rhea (proxy for Dr. Liz Mayo), Jennifer Reaves, Roger James, Tony Rafalowski, Dr. Billy Wesson

AGENDA ITEMS

1. Approval of 2-25-17 Faculty Council Minutes

A motion was made, seconded, and passed to approve the February, 2017 Faculty Council minutes.

2. Announcements

Scott Woods reviewed the following:

- CCSSE surveys will be administered April 3-14 and IDEA class evaluation surveys are due in late March.

Discussion followed about JSCC's continued use of the IDEA survey. It was noted that Dr. Bailey had in the past indicated some other evaluative instrument might be preferable. One view was shared that some data was too abstract—like the raw and adjusted scores. Faculty considered the benefit of some explanatory document for the IDEA data. One representative indicated that she had found calling the IDEA office helpful in understanding what data meant. Others questioned the relevance of some IDEA items given JSCC's use of distance learning. The Council chair, Scott Woods, agreed to follow up with Sarah Vonderheide on faculty concerns.

- The Campus Concealed Carry legislation, Tennessee SB 0131 (introduced by Senator Mark Green and sponsored by Representative Andy Holt), is not moving forward in the legislature where it has been tabled. He indicated that TBR and the UT system are in discussions about the bill. At least one state employee group (part-time employees) has taken a statement to the legislature's Civil Justice Committee. At JSCC, the classified and pro-tech employee groups' recent survey results are similar to those of the faculty. Scott Woods has requested a time frame from TBR for sending JSCC's combined employee statement. He noted that Chancellor Gregory had written a response to the new bill, and Woods will request this letter to provide to JSCC faculty.
- Women's History Month events are proceeding and have been well-advertised. On Wednesday, March 22 a panel discussion of women in higher-ed leadership will occur, and a retirement party for Dr. Teri Maddox will follow.

3. Voting Procedures--Faculty Council Constitution

The Council considered a faculty concern that Roberts Rules of Order be properly followed in ratifying the revised Council constitution. The Executive Committee reviewed logistical problems with physically gathering all faculty for a motion, second, discussion, and vote so that two-thirds of the whole faculty body might approve the constitution. Instead, this process will occur electronically as follows:

1. To all faculty, the chair will send an email reminder to review the past and new constitution documents already provided; the chair will end his reminder with the following statement: "I will entertain a motion to accept or reject the amended constitution at this time."
2. When any faculty member replies and moves that the faculty accept/reject the amended constitution, the chair will "reply all" with a call for a second.
3. The chair will then open the "electronic floor" for discussion for four business days to give everyone a chance to voice any opinions.
4. Discussion will continue until any faculty calls the question after four days have passed.
5. Once the question is called, voting will begin. When two-thirds of the faculty have voted to ratify the constitution, the chair will announce those results.

4. Recruiting and Hiring Faculty on Appropriate Contracts

The Council followed up on contract issues discussed in the February Council meeting. It was noted that nine positions for full-time faculty were now listed. The Council discussed the problem that some position announcements do not list deadlines. It was stressed that end-dates for application periods were important and that simply keeping the position open until filled created problems. Additionally, some positions note the faculty type and pay range while CIS positions do not. Chair Scott Woods stated he would meet with HR Director, Amy West, to clarify the rationale for open deadlines and unspecified salary ranges on some positions. It was noted as well that full-time chemistry and biology positions were listed as term contracts. The Council agreed that any full-time position should automatically be tenure-track if a clear, ongoing, long-term need for it exists. At the same time, the Council agreed that deans should be free to recommend positions as "tenure or term" if special rationales exist for that designation in their areas.

Several Council members reiterated a key position from the February Council meeting: they would have made different choices about retirement programs if their positions had been tenure-track at the beginning of their employment. Such choices have a critical impact on future retirement savings for faculty. The long-term career benefits of faculty at JSCC are not well-served when faculty positions are defined initially as term positions even if they later become tenure-track conversions. Faculty maintained that if positions legitimately are ongoing and fill long-term needs, they should be offered as tenure-track positions.

5. Streamlining Paperwork for Campus Events /Clubs

The faculty reiterated concerns from the February Council meeting about significant difficulties in reserving facilities for events. It was noted that multiple contacts were required to secure rooms. To obtain printed materials also required multiple forms. Faculty reported

that contacts for rooms varied by building and no single source of information about contacts seemed to exist.

6. Faculty Salary Scale

The Council discussed faculty concerns about the salary scale stopping at fifteen years and how this was causing salary compression for more veteran faculty. Some suggested that if a consistent cost-of-living raise existed, this might not be as large a problem. Faculty again noted that a fresh assessment was now needed of faculty salaries and of JSCC's pay schedule relative to other TBR and regional two-year schools.

7. HR Personnel Files

The Council agreed to table the matter of additional or special personnel files being maintained for some faculty under the previous JSCC administration.

The meeting adjourned at 4:30 p.m.



Mark E. Walls, Secretary

Scott Woods, Chair