

JSCC Faculty Council Meeting Minutes July 31, 2020

The Faculty Council met Friday, July 31 at 12:00 p.m. via Zoom.

Present: Candyce Sweet, Karolyn Smith, Lauren Bryant, Tammy Prater, James Mayo for Anna Esquivel, Liz Mayo, Bob Raines, Jane David, Stacey Dunevant, Kim Benson, Cindy Roberson, Ben Lawrence, and Justin Curtis. Non-Voting Members: Vivian Grooms

New Business

1.1 Review of May Meeting Minutes and special meeting with Dr. Pimentel

Minutes from the May meeting and from the special meeting with Dr. Pimentel were reviewed and a motion to approve was made, seconded, and carried unanimously.

1.2 Updates from Dr. Bailey

Candyce noted that Dr. Bailey stressed to the EC that everyone should work via Zoom as much as possible and not on campus. This includes during division meetings and team teaching activities. She also addressed the concern that faculty will have to keep a work log for this semester.

There was some unease about the discrepancy between return protocol for campus versus the local hospital. For example, should someone be required to test negative before they can return, or should they just quarantine the mandated time? In short, could JSCC align with the local hospital policy?

Candyce shared that Dr. Bailey discussed some Distance Ed trainings that will be coming including Zoom sessions and a website of FAQs for teaching in eLearn.

Finally, the EC discussed course loads with Dr. Bailey. He said that faculty should be prepared to teach at alternative times and formats. Both he and Dr. Pimentel have stressed that we can't afford to not have full classes this semester so sections will be canceled and/or combined. Deans are actively working pairing hybrid and online classes to try and meet those minimum caps.

1.3 Faculty Council Awards

Candyce proposed an award ceremony through Zoom for last year's Council awards. She will move forward with the details of this matter.

1.4 Faculty Handbook & Constitution By-Laws

The current Faculty Handbook and By-Laws are available for perusal in eLearn. James reported on the process and where we are now, including removing all of the "junk" in

the document—e.g., outdated policies, the org chart, extended travel protocols, and any other redundancies. He proposed a digital handbook available via hyperlinks on a website.

Candyce asked all FC members to go into eLearn and review the content to make sure it makes sense followed by testing the voting option in content. Once we know this works, these documents will be sent out to all faculty to vote by Labor Day.

Candyce shared Vol State's FC makeup, which differs from JSCC's in that there's no administrative presence. During this discussion, Candyce also noted that, based on Vol State's Cabinet document, JSCC no longer has HR, the Athletic Director, and a rep from Business on this committee (previously held by Chrystal Pittman). Dr. Pimentel expressed his dismay in a separate meeting that we have a Dean on Council and found that a particularly unique-to-JSCC addition. The consensus among the group reflected what was already changed in the By-Laws, which will remove a Dean rep from future Faculty Councils.

1.5 Faculty Fellowship Program

This is a program Dr. Pimentel mentioned to help faculty "make load." Faculty would teach but also work in other areas like IE/IR doing data work or helping with online course development.

1.6 Faculty Work Logs

Dr. Bailey "doesn't care" if we keep them, but he is going to take it up the chain to be sure we don't have to keep them. We will follow-up when we hear from him definitively. The exception would be people on leave using CARE Act money. They might be required to keep a log.

1.7 Attendance Policy in Light of Covid-19

One question that came up was how we count attendance for FLEX classes. If they're absent for a Zoom session, for example, are they counted as such? Or, like an online class, do we check attendance based on eLearn content completion? Council agreed that we needed to abide by Department of Education federal guidelines, and someone from the top would need to ensure those policies are clear going into the semester. There's some discussion at TBR with being more flexible with the 14-day purge.

Candyce will ask Dr. Bailey to reconvene the Attendance Committee, and she will ensure that representatives from all divisions are included because clinical and lab-based courses have different attendance requirements.

1.8 TBR's Academic Policy and Responsibility Policy

This conversation was prompted by an email that Dr. Pimentel forwarded to Candyce regarding a student complaint of a faculty member who made racist statements in a class

in 2019. The student was compelled after reading the faculty statement on diversity to contact the College because they felt their previous complaints about the faculty member had not been adequately addressed. Faculty read the concern and responded to let the student know that they were heard; however, Council wondered if there wasn't more that should be done.

Candyce agreed to contact Dr. Pimentel and ask him his expectations for the FC in responding to the email he forwarded. Liz made a motion that we start a "fact-finding committee" to understand the process for complaints on campus and to seek out some diversity/inclusion training resources for all faculty; Bob seconded the motion. The vote passed with 12 voting for the committee, 1 opposing, and 1 abstention. The committee was staffed by volunteers including Liz, Bob, and Anna who agreed to report their findings at the next Council meeting.

1.9 Budget Concerns

We need a 61% operating budget cut to get us near a balanced budget. Dr. Pimentel didn't see this as feasible, but he is meeting with every head of a department next week and going line-by-line on their budget with them. He will ask them if their cuts are actually "realistic." The budget revision must go to TBR in October, and our budget must be balanced.

Officially, no faculty will be let go for fall, but spring enrollment is traditionally lower, so that will be considered in the budget. There are faculty fellowship and reorganization decisions that he is considering to save people's jobs, though it may not be in the division where they currently work. Council considered ideas for cutting the budget, and Dr. Pimentel noted he was eager to hear anyone's ideas.

We agreed to poll our constituents for budget-cutting ideas. Those ideas will be submitted to Candyce, and she will forward them to Dr. Pimentel by early next week (August 4).

1.10 New Motto/Slogan for JSCC

Ideas solicited from faculty and discussed within Council were collected and will be forwarded to Dr. Pimentel by Candyce.

A motion was made to adjourn at 3:55 p.m. The motion was seconded and carried unanimously.

Respectfully submitted,

Liz Mayo
Faculty Council Secretary

Candyce Sweet
Faculty Council Chair