

JSCC Faculty Council Meeting Minutes April 23, 2021

The Faculty Council met Friday, April 23rd at 10:00 a.m. via Zoom.

Present: Lauren Bryant, Tammy Prater, Liz Mayo, Bob Raines, Cynthia Roberson, Kim Benson, Anna Esquivel, Ben Lawrence, Stacey Dunevant, Craig Metcalf, Mark Walls, Scott Woods, and Justin Curtis.

Welcome and Call to Order

1.1 Next Meeting

Faculty Council welcomed newly elected representatives and discussed upcoming meetings in the next academic year. Members voiced preferences for in-person meetings on Fridays. Liz Mayo will send information about our first fall meeting in the coming weeks.

1.2 Approval of Minutes

Minutes from the March meeting were reviewed and a motion to approve with minor revisions was made, seconded, and carried unanimously.

1.3 Reports from Committees

Faculty Development

- Tammy Prater, committee chair, has been sharing faculty development opportunities.
- There were not many faculty on the original institutional teaching and learning committee, but there has been a good response to moving toward a faculty-led committee to implement the grant that the college received.
- A new faculty-driven committee for teaching and learning has been formed.
- In the process of buying books for the faculty learning communities. Let Tammy know if you have book recommendations. Must spend that money by April 30.

Faculty Evaluation Committee

- The committee is reviewing TBR guidelines to help us redesign the evaluation form.
- Kim Benson and Anna Esquivel will be drafting a new teaching category template to send to committee members for review.
- The committee is discussing a scoring rubric.
- There was some push-back from some faculty about moving to online portfolios, but the committee hopes to provide more information about the use and benefits of e-portfolios to faculty.

Teaching and Learning Committee

- Tammy Prater is TBR contact person for Teaching and Learning for our campus.
- Some campuses have their Teaching and Learning Centers attached to Distance Education because there are digital components associated with T& L; however, tying T&L to DE on our campus does not seem practical.

TAF

- There was enough money to approve all of the requests for TAF, including access to Digication.

Ad Hoc Committee on Branding

- Meeting every two weeks
- Sent survey to stakeholders, such current and prospective students, African-American leaders, chamber leaders, etc., to inquire about their perceptions of Jackson State, so that our branding can align with those perceptions

Strategic Enrollment Management group

- Purpose is to find ways to increase enrollment processes on campus
- EAB secret shopper visited our campus, and the results were “not good” and every part of the registration process will be reviewed.
- Changes have been implemented for first- and second-year advising processes
- TBR wants to pilot some advising approaches, but we will not be taking on any new expenses
- SEM seems to have been stagnant, but hoping VPSS can show we are making changes in that area now

TBR Sub-council

- The PSCC representative sent an email to Dr. Deaton stating his alarm that the search committee for Vice Chancellor did not contain a faculty member. Dr. Deaton assured us that one of the meetings with candidates will be with sub-council.
- Sub-council is having an ongoing conversation about the problems with a consumer model of education creating students who are not curious and who do not care about education as anything more than a product.
- Sub-council discussed the allowing Master’s degrees to act as terminal degrees, specifically in the field of ESL.

ATD

- Dr. Mayo expressed concern that the impression from some faculty is that ATD is a student services committee and there is little faculty buy in.
- Dr. Pimentel asked several faculty and staff to start a separate committee to move forward with more concrete ideas for helping with student success.
- The committee recognized that the English department revision to the co-requisite model will be a positive, tangible change for student success.
- The committee discussed enhancing the use of technology and social media, such as TikTok, to reach out to students.

- Committee is looking to enhance learning communities and campus traditions.

President's Cabinet

- Interim IR director, Don Meyers, starting soon. He was previously at DSCC and SWTCC and had since retired. He is on a 13-month contract and then will train the person who will fill the position permanently.
- Dr. Barron reported that enrollment for fall is down 10% (previously it was 16%, and, before that, 25%) from Fall 2020 and we need to be up from fall 2019. Dr. Mayo requested 2019 enrollment data from Dr. Kyle Barron.
- Summer numbers are up by 281 students in headcount and 99 in FTE. This might be due, partly, to the summer grant funding. About 200 students applied for that grant, and we have enough left to fund about 100 more.
- The cabinet did not get to see the full Hanover report, but there was a discussion about the big takeaways: communication issues, equitable distribution of support training and resources, particularly in regards to diversity, equity, and inclusion. Cabinet discussed the need to hire an equity officer. The full Hanover report should be available soon.
- We will be earmarking 4% for compensation in our budget: 2% for raises, 2% for equity increase.
- Cabinet will continue to meet throughout the summer. Chair of FC can attend cabinet but is not required to do so during summer.

Pandemic Response Team

- The team discussed having clear masks available for faculty.
- The team discussed attendance issues and masking for the fall.
- The team is considering mask requirements for the fall but the expectations remain unclear.
- We are considering recommending 3 feet for social distancing per CDC. There has been no determination about gathering spaces for students: Where do they go between classes?
- If the county drops their mask mandate, the campus will continue to require them, and then reassess throughout the summer.
- We will not be mandating vaccines, per TBR.
- TBR still mandates filling out a form before coming to campus.
- The team will move to level one on Wednesday.

7/7 Semester Committee

- Comprised of a broad selection of faculty and staff. Dr. Pimentel convened the meeting and Dr. Barron will co-chair the committee with a faculty member selected by the committee.
- This work of the committee right now is focused on exploring and gathering information. There will be no way to pilot a 7/7 semester until at least fall 2023.

Steering Committee

- Dr. Hamilton tasked Dr. Bailey to audit the committees on campus. He started that process by asking the committees to take inventory of their purpose statements

and committee structures. Committees sent that information to him in fall 2019 but there was never any follow up. This committee has been formed to provide support and oversight for committees on campus.

City of Jackson Bicentennial Committee

- Jackson State is part of the BC's education subcommittee.
- Jackson State might host an house in October to coincide with KJ100 (formerly Bagels and Bluegrass).

TLE Training

- A training for Teaching Load Equivalency was held on April 15th and was attended by Dr. Pimentel, Dr. Bailey, deans, administrative assistants, and Dr. Mayo.
- TLE is a formula for determining faculty load. This process was supposed to be created by Dr. Bailey in 2019 tasked by Dr. Hamilton. Dr. Pimentel created this training to help start this process.
- TLE tracks and seeks to resolve low enrollment courses and equity issues between sections. It might shed light on use of adjunct faculty and overloads, as well as the popularity of day/time offerings and modalities.

Old Business

2.1 Faculty Council Executive Council Election

- Council welcomed the new representatives.
- Motions were made to open nominations for FC Chair, Vice Chair, and Secretary. The results of the elections are as follows:
 - Faculty Council Chair: Liz Mayo
 - Faculty Council Vice Chair: Kim Benson
 - Faculty Council Secretary: Mark Walls

2.2 Awards and Memorial

- Faculty Council will host a memorial for Dr. Alana Hamilton on May 7. A program was discussed and finalized.
- The memorial will be followed by the Faculty Council Awards Ceremony.

2.3 Faculty Handbook

- We have not received the results of the vote on the faculty handbook, but they will be reported when we receive them.

2.4 Budget and Summer Classes

- According to the VPFA, decisions about the distribution of summer classes were made by the VPAA and the deans.
- Dr. Bailey was tasked by Dr. Hamilton to create a document that outlined a clear and equitable way of determining class schedules. That document was not created.

- Dr. Mayo will ask as Dr. Bailey about these issues during upcoming division meetings.

2.5 Advising

- Executive Council met with Dr. Barron to address advising issues.
- He reported changes to advising that include the separation of first- and second-year advising duties, with faculty taking on a student advisee in their second year.
- Radiography expressed ongoing advising issues. Students in the Health Sciences major, prior to applying to the program, are taking classes that are not beneficial to them and getting them off track. Putting these students in General Studies their first semester will keep them in line with the Radiography program requirements.
- Sherry Channel, Will Shull, and Dr. Barron were contacted about this.
- It was recommended that advisors be trained in each major/program.
- Stacey Dunevant added that CIT does not want students advised by anyone outside of the CIT department.
- It was suggested that first-year advisors meet with each division or that a rubric be developed for programs and majors. It was also suggested that master advisors be assigned to each division.

New Business

3.1 2021-2022 Faculty Goals

- Council discussed the issues and goals that we would like to prioritize in the next academic year.
 - The role and make-up of campus committees
 - Budget transparency
 - The loss of faculty positions, such as two in Social and Behavioral Sciences and one in Art
 - It was suggested that a building be named for retiring Spanish Professor Mary Wadley.
 - Department chair searches
 - Address issues with the Foundation
 - Collecting correspondence between faculty council and administration for transparency and accountability.

A motion was made to adjourn at 12:20 p.m. The motion was seconded and carried unanimously.

Respectfully submitted,

Anna Esquivel
Faculty Council Secretary

Liz Mayo
Faculty Council Chair