

JSCC Faculty Council Meeting Minutes November 19th, 2021

The Faculty Council met Friday, November 19th at 10:00 a.m. in HS 111.

Present: Lauren Bryant, Liz Mayo, Kim Benson, Anna Esquivel, Justin Curtis, Mark Walls, Ben Lawrence, Craig Metcalf, Jane David, Stacey Dunevant, Bob Raines, Cindy Roberson, Scott Woods

I. Welcome and Call to Order

Chair Mayo welcomed Council representatives and called the meeting to order at 10:08 a.m.

II. Next Meeting

Friday, January 14th, 2022 at 10:00 in HS 111.

III. Approval of Minutes

MOTION: A motion and second were offered to approve the October, 2021 Council minutes as presented. The motion carried.

IV. Announcements

1. Chair Mayo reported that Preston Turner was considering a new \$35,000 campus recycling contract. She noted that a less costly existing contract could be expanded to cover a greater volume of document shredding needs. She acknowledged the current budget would not cover that cost and stated she would be contacting Preston again and would update the Council.
2. Chair Mayo noted a concern from faculty about dirty air filters in the Nelms classroom building HVAC units. She stated that in C-210 urinal cake filters were placed on the vents to offset bacteria. Preston agreed to stop using that approach to cleaning the air when she mentioned it to him. She plans to put this on the Council agenda in January and encouraged representatives to check their classrooms and reach out to Preston with any concerns.

V. Reports from Committees

1. Steering Committee

Dr. Esquivel stated the Steering Committee has asked Melissa Lyles to help it populate various committees so meetings might begin. The committee will invite Dr. Pimentel

to its January meeting for his perspective and then work forming the committees will begin in earnest using recent guidelines.

2. Athletic Committee

Cindy Roberson and Mark Walls reported on the Athletic Committee's recent meeting in which Paula Fuller was elected as committee chair. The biggest challenge for this year's seasons is the budget. Due to COVID 19, last year's game schedules were confined to west conference division play with no non-conference road games. Travel money was not that critical. Now, however, schedules will be statewide, but teams will have to work with last years' budget to accommodate this year's travel. Additionally, fuller schedules with more home games will involve additional costs for officials. Steve Cornelison congratulated women's basketball coach, Kelvin Lester, for his recent selection as TCCAA West Division Coach of the Year and the Lady Greenjay's team for its West Division championship record of 12-5. He praised, as well, the team's 85.7% graduation rate which, he said, was impressive even at the high school level. He noted among all JSCC teams the high transfer rate which is consistently over 90% and typically about 95%. He and other coaches wanted faculty to know they are doing all they can with what they have and appreciate their colleagues' support.

3. Pandemic Response Team

Chair Mayo reported that Pandemic Response Team was not meeting at this point but would reconvene if needed.

4. President's Cabinet Meeting

Chair Mayo reminded Council representatives that she will send them notes on the Cabinet meetings. She stated that one issue recently had been TBR's policy for Faculty Emeritus designations at the time of retirement and that November 9th this year was a deadline for this. Amy West had indicated this distinction had not been offered during her time at JSCC. Chair Mayo emphasized that the Council and faculty should endorse this recognition. JSCC for many years now has just not participated in this, but it should, she said.

5. TBR Faculty Sub-council

Dr. Esquivel provided a written summary of VCAA Blackwood's comments at the TBR Faculty Sub-council meeting. TBR has been gathering data on co-requisite LS models. TBR will provide this data and analyses to campuses as it becomes available. Additionally, TBR has found high school GPA to be a good predictor of gateway course preparation when used alongside other test scores. Results of a pilot study on this are available on TBR's website. SAILS is eliminating Bridge Math and transitioning from algebra-based math to statistics. By email, Dr. Esquivel provided Council representatives with data from Chattanooga State's 7-week class pilot. Finally, Dr. Esquivel's summary notes that Chancellor Tydings affirmed TBR's tenure practices in response to a question on whether or not policy changes for tenure were being

discussed at TBR. Dr. Esquivel quoted Chancellor Tydings view that “tenure should always be a reward for faculty.”

VI. Old Business

1. Organizational Chart Changes & Faculty Council Representation

Ben Lawrence, chair of the work group for Council representation, briefed the Council on progress so far. The group has met and developed a plan to move forward. His recommendation was to table this matter until faculty numbers stabilized after the current buy-out offer and subsequent department adjustments.

MOTION: A motion was made, seconded, and passed unanimously to table the matter of Council representation.

VII. New Business

1. Terms of Phase One Plan (Voluntary Buyout)

Chair Mayo and the Executive Committee responded to questions about the terms of JSCC’s first phase of response to financial challenges. It was clarified that Dr. Pimentel would release the plan specifics by December 1st. Additionally, it was noted that college purchasing would merge with a TBR shared services initiative along with key elements of Payroll and Human Resources. Dr. Kyle Barron’s vision for a more automated Financial Aid office was also noted. A marketing specialist would also be hired with a clear outcomes-based performance expectation. Chair Mayo observed that a shift in school operations seemed headed toward a more accountability-oriented model.

In discussion it was noted that JSCC’s culture tended to disregard policy. The importance of setting and following governance protocols was emphasized, and it was noted in this regard that the Steering Committee should have an oversight role. For governance to work, one representative stressed, the “small details of committee roles, functions, and reports” needed to be taken seriously. The need for training with such responsibilities was suggested. Another concern voiced was the need to hire according to the spirit of TBR directives. JSCC’s historical practice of hiring faculty into term contracts was condemned. Tenure-track offers to faculty, it was said, needed to be JSCC’s “default” contract.

2. TBR Advisor of the Year Nominations

Chair Mayo briefed the Council on the “surprise” TBR Advisor of the Year nomination process to be completed by December 10th. Three names, one from each Council, would be submitted to the President’s Cabinet which would select one to forward to TBR for consideration. Two candidates were discussed by the Council—Lacee Harris, Nursing Services Support Coordinator, and Karen Perrin, Assistant Professor of

Criminal Justice. The Council finally determined not to eliminate one or the other by a vote but to let Lacey Harris proceed through the Pro-Tech Council's nomination process and send Karen Perrin's name to the Cabinet.

3. Advising Issues

The Council discussed several concerns related to JSCC's advising:

- A. Some students have obtained registration pin numbers from sources other than their advisors. When this occurs, advisors have not been informed and there is concern that students are registering without advisement. The Council agreed that registration protocols should be followed more carefully.
- B. Multiple advisee lists sometimes do not match. There is overlap in lists from division secretaries and from J-WEB but also some differences. Chair Mayo stated she had sent this matter to Will Shull to investigate.
- C. The advisee texting option through J-WEB works inconsistently for some advisors. According to Chair Mayo, Will Shull indicated that this system's functionality may depend upon students opting in. She reported that Student Services has software enabling a special student texting feature and that Dr. Barron would look at its usability for faculty advisors.
- D. A number of functions are not activated in the *AdvisorTrac* platform. Representatives agreed that the use of two platforms (*AdvisorTrac* and *DegreeWorks*) needs streamlining. Some suggested *AdvisorTrac* may be unnecessary if advisors used the comments tab in *DegreeWorks*.

The Council agreed that Chair Mayo would email Dr. Barron summarizing its concerns.

MOTION: A motion was made to adjourn at 11:20 a.m. The motion was seconded and carried unanimously.

Respectfully submitted,

Mark E. Walls
Faculty Council Secretary

Dr. Liz Mayo
Faculty Council Chair