

Roane State Community College
Minutes of the Monthly Meeting of the Faculty Senate

March 15, 2019
2:00pm

Location of Meeting:

ORBC – Goff Building Room 226, 2:00pm

Present at Meeting:

Mike Farmer – President	Robert Alfonso	John Brown
Saundra Stiles – Vice President	Marilyn Mascaro	Elizabeth Lewis
Stacie Bradshaw – TBR Representative	Ted Stryk	Teresa Lucas
Jason Fishel	Krysten Anderson	Jeanne Evans
David Blevins	Kathy Arcangeli	Laura Vaughn
Melinda Gill	Deborah Miles	Darren York
April Insco	Pam Siergiej	

- I. **Quorum was established**
- II. **Approval of minutes** - February Faculty Senate meeting minutes approved.
- III. **SGA Leadership Team** – J.R. Russell and Katie Law addressed Senate about all things happening with SGA. They have a constitution revision they have recently approved, and gave Senate copies for our consideration. Their goal is to get more interest in SGA and to have a larger student presence. FS will vote on approving/accepting the revised SGA Constitution in April. The main goal of SGA is to be a voice for all students, they would like to have representatives from all campuses and various student populations. Under their new constitution, CAB would fall under SGA.
- IV. **TBR Sub council Report – Stacie Bradshaw.** TBR is revising all policies to get rid of university references. One they are looking closely at is the policy on hiring policies, should jobs be posted as internal/external and how interim titles are utilized.
- V. **Vice President’s Report – Saundra Stiles –**
 - Benroth Review Committee was formed, one representative from each division (Mike Farmer, David Blevins, Pam Siergiej, Jason Fishel). Motion to accept new rubric for Benroth portfolios was made, seconded, and approved.

- Timeline for employee satisfaction survey - money has been approved for survey. Cynthia Cortesio has agreed to oversee survey. Faculty who are interested in helping establish questions to use in the survey should let Sandra know, or let Cynthia know. Group will work together during the spring/summer to get survey questions ready, survey will be ordered, and administered in early fall semester (September/October). Also suggested that this be a recurring survey, maybe every 3-5 years.
- Workload resolution update – in response to proposed workload resolution, a faculty member came up with an alternative proposed resolution. This was presented and discussed. This particular proposed resolution addressed independent study workload (that has been in use for a while). Also discussed was the lack of policy addressing workload and enrollment correlation. A second alternative was also proposed adding independent study to current statement that is up for a vote. This suggestion would read “Anyone assigned to teach a course with low enrollment shall be credited with full workload. This does not apply to independent study classes which would have the following workload credit: 3-5 students, 1 credit; 6-10 students, 2 credits; over 10, 3 credits.

*Discussions by faculty:

Fulltime and part time faculty are not required to teach independent study, but can choose to teach at a certain workload. This should be a discussion between the Dean of the department and the faculty.

What is the expectation of an independent study? Is it not the same as a regular schedule class? Why should we be paid less for this, simply because it’s labeled independent study?

What is the commitment of the administration? What commitment to our students does the administration have? If students need a class, regardless of enrollment, and administration is committed to student success, then the class should be allowed to run and faculty should be paid in full.

Funding for completions should be taken into consideration. If we cut a class that students need to graduate, that will negatively impact completion rate (graduation rate). Students are the ones who will suffer because administration decided to cut a class that they needed.

VI. **Vote on Revised Faculty Senate Constitution** – Motion to accepted constitution, made and seconded. Discussion: motion to change constitution to increase from four to five senators per division. Seconded, passed. Motion to add library wording in who may attend Senate meetings (inadvertently left out of description of who could attend because it only allowed for

faculty and library staff are no longer considered faculty, but are part of senate), seconded, passed. Motion passed on accepting constitution as revised and amended during discussions. Also addressed was adding Adjunct Faculty to Senate membership. Suggested that this be addressed by new Senate in the next academic year.

Vote on the following motion: “Anyone assigned to teach courses with low enrollment shall be credited with the full workload.” Motion made, seconded. Discussion: What is low enrollment? Is there anything that defines that, it varies from program to program, off campus sites, etc. Allowing someone else to address low enrollment is not necessarily a good thing because of standards for programs (i.e. some accreditations have certain ratios programs must uphold and that would be considered low enrollment). Administration should know these particular policies for programs and be committed to each program accreditation without it adversely impacting faculty and students. We still need to have some flexibility for sites and enrollment in some sections of classes. Location needs to be considered before cancelling classes. Low enrollment typically only applies to gen ed classes, not program specific/required courses. Vote: 13 for/0 against/6 abstained. Motion passed.

VII. **President’s Report – Mike Farmer.** Retiree reception that is held annually, should we have a minimum amount of money allotted for this reception? Motion: Each year there is a base of \$200 for the retiree reception, and an additional \$50 per retiree will be added. Seconded. Passed. Mike will ask Marsha to put this in the budgetary process each year.

VIII. **New Business –**

- Lab calculation for workload – what was the result of this? Where are we with the committee that was working on this? Resolution was withdrawn from Senate and the committee has not met again. Committee needs to get back together.
- Question of the workload prior to the joining of nursing and allied health for lead faculty. FTE for lead faculty there is no policy that states if anything will be given for that.
- Question of the .67 reduced workload for clinical being reduced by ½ because of a preceptor that does not get paid. The current practice is to pay at a .67 rate for clinical/lab, but when students are being sent to sites with a preceptor, the workload for faculty is being reduced even further. There is no policy on this. We need some defined policies.
- FMLA, who answers questions about this? Faculty member was told by HR that they needed to ask their Dean. Shouldn’t our HR answer questions about FMLA? This is a repeated issue with HR.

- Some faculty are being told to “load up” Zoom rooms regardless of who needs class, and it could hurt students. Why are we not doing what’s best for students? Who is benefiting from using the Zoom rooms rather than having live classes that have an instructor? Zoom technology isn’t working like it should, the sound is terrible, and there’s technology problems still.

IX. Adjuourn