

Roane State Community College
Faculty Senate Minutes from October 24, 2025
2pm EST, Oak Ridge Branch Campus, Community Room

ATTENDANCE

OFFICERS

Darren York, President

Jala Daiel, Vice President

Stacie Bradshaw, Secretary & Senator

Steven Carriger, Parliamentarian & Senator

Krystie Anderson, TBR Faculty Subcouncil Representative & Senator

SENATORS

Health Sciences

April Insco, Ricky Terwilliger, Vicky Winston

Social Sciences

Stacie Bradshaw, Steven Carriger, Jessica Dalton-Carriger, Jenny Stowe, Mike Farmer

Math Science

Isabel Benitez-Ramirez, Keenan Golder, Pamela Siergiej, Scott Jamison (Adjunct Representative), Alex Bone (Visitor)

Humanities

Robert Alfonso, Krystie Anderson, Matthew McDonald, Ralph Monday, DeAnna Stephens, Myndalynn Word (Adjunct Representative), Ann Morphew (Visitor)

MEETING MINUTES

- I. Established Quorum at 2:04pm EST

- II. Approved September 19, 2025, Faculty Senate Minutes with no objections or changes requested.
- III. TBR Subcouncil Update (Krystie Anderson, see Appendix A for her notes)
 - a. Faculty Emeritus Policy
 - i. Revised for no more posthumous awarding with the exception being death while still employed
 - ii. Must be within 3 years
 - b. Will be a new policy related to Title IX
 - i. Faculty will get an email on pregnant students from Krystie (vote will take place at the January 2026 subcouncil meeting)
 - ii. Doctor should specify the amount of time they will be missing class
 - iii. Can't diminish the course
 - iv. Pregnant students need to speak to the Title IX Coordinator
 - c. Tennessee is being recognized nationally for how they are integrating technology and learning
 - d. TCAT Updates
 - e. AI Learning Collaborative
 - i. No identifying information should be entered into any AI program
 - ii. AI training
 - iii. AI Conference in the Spring
 - f. ECampus Update
 - i. New platform
 - g. MATH 1010 Update
 - i. High schools are working with TBR on this
 - h. Discussion Items
 - i. Post Tenure Review Process
 - ii. Discussion on what terminal degrees are considered terminal in certain fields
 - iii. TTP's shifting away from a 5-year review cycle to a 3-year review cycle
 - iv. ID System- some schools require students and staff to have ID to access buildings
 - v. Upcoming Accessibility Requirements
 - 1. Panorama
 - 2. TCAT has noted this has created an issue on the textbooks because some come from very small companies
- IV. Old Business
 - a. Voting Member for Adjuncts

- i. Update from Jala: Adjunct elections for Math Sciences and Humanities were held
- ii. Adjunct Voting Member: Scott Jamison
 - 1. Clarification was made that if the voting member cannot attend, the vote can fall to the other adjunct with notice

V. New Business

- a. Bookstore in Oak Ridge
 - i. Discussions are still ongoing to look at solutions to held with student inconveniences
 - ii. Question was asked where we are in our Follett contract- Darren noted he would follow up on this
- b. Concerns Regarding Online Courses
 - i. Academic Integrity and Cheating
 - 1. Noted that majority of faculty believe cheating is higher in online courses
 - 2. Examples were provided by a faculty member who addressed this topic in detail
 - 3. Digital Literacy is an issue with online courses and students who are not familiar with online tools should not be in an online course
 - 4. Faculty member noted the following:
 - a. Faculty needed education on cheating
 - b. Proctoring software needs to be upgraded to a better option
 - c. Success coaches are telling students to not take certain professors
 - d. Suggested we need success coach education, faculty education
 - ii. Faculty Load and Compensation is Treated Differently vs Those Teaching in Person
 - iii. Proctoring Service- Currently Verity
 - 1. **Motion made to request that administration consider the proctoring service be moved to a better company (Approved)**
 - iv. Students being “allowed” or “encouraged” to take online courses when they are not a good fit for them
 - 1. Question raised: Who is doing the “encouraging” and why is this appropriate

2. Faculty mentioned:
 - a. Satellite campuses are suffering from this mentality
 - b. Students have commented that “My success coach gave me my schedule” and “they put me in my classes”
 - c. Success coaches do have training at the end of the semester
3. Faculty were advised to document any issues with students when they arise
- v. Perception that online is continuing to grow and traditional courses are not going to get the enrollment numbers they have gotten in the past
- c. Concerns Regarding Promotion/Tenure with Proposal
 - i. Question asked: Do we have a system in place for promotion and tenure to provide clear guidance to the candidates for them to succeed?
 - ii. TBR policy does provide some guidance
 1. 51% should be teaching
 - iii. Proposal was submitted by a faculty member that asked for “Implementation of a Weighted Evaluation Scale for Promotion and Tenure Portfolios”
 1. The proposal does have a section involving faculty senate. Faculty senate was encouraged to read this proposal
 2. It was noted that some divisions handle this differently than others
 - iv. There was a debate on this topic regarding the different options to handle this proposal
 1. **Motion to accept the proposal as is and take the proposal to administration (Does not Carry, proposal will not be presented in its current form)**
 2. **Motion to have someone from Faculty Senate approach administration and ask for clarity and guidance (Approved)**
- d. Concerns Regarding Professionalism Among Faculty
 - i. Concern about faculty dress and professionalism
 1. Verified that there is no faculty dress policy
 2. We also have academic freedom

VI. Received Emails- FS Inbox

- a. Online Courses

VII. Adjourn at 3:56pm EST

Appendix A
TBR Faculty Subcouncil Meeting Agenda and Notes
October 24, 2025, via MS Teams
Provided By: Krystie Anderson

I. Call to Order

- a. Approved last meeting minutes.

II. Action Item: Revise TBR Policy 5.02.01.10: Faculty Emeritus

- a. Dr. Denn received comments on the draft revision regarding posthumous nomination and the three-year nomination window.

- b. Discussion

- i. Someone asked why this policy was even being revised. What's the benefit of getting rid of posthumous nominations, and why limit the nomination window to within three years of the faculty member's retirement? Faculty Emeritus don't receive pay (but presidents nominated for this status used to get paid for three of those years). Instead, they receive non-monetary benefits (office space, football tickets, or other perks, as decided upon by each college).

- ii. Someone from TBR clarified that the policy is under review because they were receiving nominations for faculty who had been separated from a college for an excessive amount of time (i.e., twenty years). Another concern is that college presidents won't know the faculty being nominated, but a counter to that point is that faculty members who did know the faculty

member being nominated could vouch for the person's excellence in teaching and contributions to the college.

iii. There was not a motion to accept the revised policy, but there was a motion to amend the policy (removing the parts about posthumous nomination and a three-year nomination window).

iii. Someone from TBR said that the board has already decided they won't accept nominations for deceased faculty, so our vote is going through as a recommendation. Nominations for faculty who pass away while still employed are more likely to be accepted.

1. After hearing this, James Adair, the meeting's Chair, said we'd need to modify the language of the amended policy we're sending back to TBR.

III. Review Items

a. Revision to TBR Policy 6.04.10.00: Accommodations for Pregnant Students

i. This will be voted on in the January 2026 meeting.

ii. The policy is open for comment from faculty for the rest of the year.

iii. This is a new policy, but it's not a new concept. It basically codifies the advice we've been given for years now from Title IX. We must treat pregnant students the same way we would treat other students who take a medical leave of absence. The only time we don't have to make accommodations is if not participating in some part of the class or program would prevent the student from completing required course work (i.e., completing clinicals for a nursing degree).

iv. Someone complimented the policy's inclusion of having a doctor, not the student or a Title IX coordinator, including how long the student will need to miss class.

v. Someone asked if giving an Incomplete grade is the best way to handle situations in which a student would not be able to complete course work. (The answer is "yes.")

vi. When in doubt, involve your college's Title IX coordinator.

vii. If a student informs her instructor that she's pregnant, refer her to the college's Title IX coordinator to make sure all documentation is in order.

viii. Someone asked if accommodations for cancer count as a “disability” (it does), but having surgery to remove an appendix, for example, is not.

IV. Informational Items

a. Center for Innovation in Teaching and Learning

i. Tennessee faculty are being nationally recognized for their work.

b. On Being Human

i. Last week, faculty from across the state met at Vanderbilt to learn about this endeavor, which is being piloted by three of our sister institutions. At Chatt State, for example, they’re including high-enrollment Humanities and Social Sciences courses in the pathway.

ii. The project is anticipated to be scaled statewide in the Fall of 2026.

c. Faculty Emeritus

i. The following faculty were granted this status: Susan Osborne (Dyersburg State); Charles Claire (TCTAT Jacksboro); Louise Dickson (Northeast State); Bethney Choat (TCTAT Northwest).

d. TCAT 30-Day Review Process Update

i. Transitioning from a quarterly to a 30-day review.

e. November Statewide Convening

i. This is a collaboration with UT Knoxville and TCATs about the faculty exchange program they have with one another.

f. TCAT Dual Enrollment Data Update

i. They’re expecting to see a “drastic increase” in numbers.

g. TCAT to CC Articulation Update

i. If we have any suggestions for how this process can be smoother, contact TCAT.

h. Upcoming Due Dates

i. Their accreditation report is due on May 15, 2026.

i. AI Learning Collaborative

- i. Reframing how we assess students has been key since the launch of ChatGPT.
- ii. The Tech Talk Tuesday sessions have allowed TBR to share these practices (the results of what was discussed in these sessions) at a national level.
- iii. Remember to never include any Personally Identifying Information (PII) in an AI.
- iv. TBR is looking to develop a framework with “AI fellows” as they create training and best practices that can be shared with colleges across the state.
- v. TBR is planning to have an AI conference in the Spring of 2026.
- vi. Someone asked if there’s a plan to have AI skills built into any of our new CORE courses. Answer: Using AI in a class is seen as a “pedagogical tool.” Some of the CORE competencies may even match up with AI competencies, but including AI skills won’t change the CORE courses.

j. Competency-Based Education

- i. (Nobody spoke about this item.)

k. TN eCampus Enrollment Update

- i. They have a partner portal where they’re centralizing information.
- ii. A new feature allows faculty to see who has enrolled in a course before it begins. Faculty could even email students before the course officially starts.
- iii. Twenty-four institutions share D2L, and six people monitor the shared inbox, but faculty messages and requests will be routed to the person who initially helped the faculty member.

l. Digital Learning Collaborative and TN eCampus

- i. Students are messaged before the course begins, so they’ll know what textbooks are required for their class(es).

m. MRDM for MATH 1010

- i. MATH 1010 is math for general studies or liberal arts, depending on how the college classifies it.

ii. The SAILS Mathematical Reasoning for Decision Making pilot enrolled 1,686 students in Fall 2024.

iii. Many high schools across Tennessee are excited about partnering with colleges about this program.

iv. The “Ready for Industry” curriculum has been integrated, which helps students prepare for the workforce (skills for interviews and job-search documents).

n. Office of Student Success Newsletter

i. (Attached to our meeting email.)

V. Discussion Items

a. Post-Tenure Review Process

i. TBR did a survey to find out which colleges had a policy in place. In general, colleges don’t have a rigorous system for reviews.

b. Terminal Degree for Promotion

i. TBR is considering allowing a “JD” to act as a terminal degree for those who teach law courses, even though national practice does not consider it one. (The degree needs to be applicable to courses taught.)

c. Tennessee Transfer Pathways – Course Substitutions/Exceptions

i. They’re shifting from a five-year review cycle to a three-year review cycle.

d. New item: Northeast State has implemented an ID system with a barcode that allows students, faculty, and staff to gain access to campus. Doors won’t open unless they scan the barcode. The faculty member who mentioned this item is concerned about the cost involved, not to mention that if it’s safety the college is worried about, they’re going to be lined up outside the building, waiting to get inside.

e. New item: Someone asked if there’s a current list of state universities that provide tuition assistance to community college faculty’s children. Answer: Reach out to your HR department for details and information.

f. New item: Someone asked if anyone was concerned about the upcoming accessibility requirements for next year.

i. Discussion

1. Someone replied that he has taken down everything but his syllabus and schedule, then he works with students on a case-by-base basis.
2. Someone mentioned that faculty who use Panorama need to be careful about the content they use with that, since it will give Panorama the rights to the information.
3. Someone from Pellissippi said that faculty now have to have a 95% accessibility rating, which is part of their annual faculty review. They don't want to lose money from the federal government because of not being compliant. Pellissippi has decided to have one faculty member per department get release time to help make sure everyone's courses are accessible. Pellissippi's "accessibility team" approves textbooks (specifically, the eBooks) to make sure they're accessible.
4. Someone from a TCAT said they're having trouble finding books for their truck driving courses that are accessible. Because they're using texts from small companies, it's more difficult to get accessible materials, including closed captioning on videos.