

**Roane State Community College**  
**Faculty Senate Minutes from 25 April 2025**  
**2:00-3:30 PM (ET)**  
**Oak Ridge Campus – City Room**

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**ATTENDANCE**

**OFFICERS**

<b><u>Name</u></b>	<b><u>Position(s)</u></b>
Jala Daniel	President
April Insko	Vice President
Krystie Anderson	TBR Faculty Subcouncil Representative & Senator
John Noto	Secretary & Senator

**SENATORS**

**Health Sciences**

Ricky Terwilliger; Elizabeth Thomas; Donna Boxell (alternate for Montana Nealon); Blake Morris (alternate for Gabriel McAteer)

**Humanities**

Robert Alfonso; Krystie Anderson; Maggie Bouldin; Brenda Luggie; Jayme Nair

**Math and Science**

Keenan Golder; Stefanie Holmes; John Noto; Pamela Siergiej

**Social Science, Business, and Education**

Stacie Bradshaw; Steven Carriger; Jessica Dalton-Carriger; Saundra Stiles; Darren York

**VISITORS**

DeAnna Stephens; Justin Eastwood; Vicki Winston; Jennifer Stowe; Jessica Davidson; Quita Zerr; Sylvia Pastor; Alexandria Bone; Linda Puzey; Ralph Monday

- I. Established quorum at 2:02 PM.
- II. Approved March 21, 2025, Faculty Senate Minutes
- III. TBR Faculty Sub-Council Update (Krysten Anderson, see Appendix A for full notes)
  - A. New draft of AI policy available (see Appendix B for full policy).
    1. The policy includes language allowing colleges to ban AI detection, which is considered

controversial.

2. The policy also states that it is acceptable for teachers to use AI for grading, which was voted on and will become policy.

B. A new post-retirement services policy is under consideration.

1. The policy requires those with a TCRS policy to be in compliance with certain IRS regulations.
2. Changes may affect whether post-retirement contracts are allowed while receiving retirement benefits.

C. TBR is considering allowing the awarding of posthumous faculty emeritus status in the future.

D. They are investigating the accreditation process and healthcare facilities to establish internships with nursing programs.

E. D2L administrators received accessibility training course cartridges, and a question was raised about whether CTAT could provide these for faculty.

F. There was a debate regarding the difference between TBR “guidelines” and “policy,” with some members believing that guidelines should be considered policy.

IV. Vice President's Report – April Insko

A. The Faculty Senate constitution changes have been submitted to the President.

V. Faculty and Staff Relief Fund (David Blevins)

VI. President's Report – Jala Daniel

A. Old Business

1. New Syllabus Template Update (Jessica Dalton-Carriger)

- a. The template will be uploaded to the FS website after May graduation.
- b. It will be required for all general education courses beginning in the Fall 2025 semester.

B. New Business

1. Nomination and confirmation of the 2025-2026 Executive Board

- a. Steven Carriger was nominated and confirmed as Parliamentarian.
- b. Stacie Bradshaw was nominated and confirmed as Secretary.
- c. Krystie Anderson was nominated and confirmed as TBR Sub-council

Representative.

2. The list of 2025-2026 Senators, Alternates, and the new Executive Board will be available on the FS website after graduation.
3. Guest: Recruiting - Quita Zerr
  - a. The goal for large group tours is to schedule them one semester in advance.
  - b. Quita Zerr is seeking feedback on what faculty would like in terms of recruitment for their programs.
  - c. Faculty are asked to share data on when they plan to attend classroom visits. Staff can be sent to assist with these visits.
4. Approved Policy
  - a. GA-16-01 Publications: The policy was condensed and some content was deleted.
  - b. GA-18-04 Web Publishing: No major changes were made.
5. Policies in Process
  - a. a. PA-26-01 Faculty Promotion: Typo corrections were made to faculty duties. The policy now allows faculty with unusual circumstances or extra duties to request relief from committee assignments through an agreement with their Dean. It was suggested that this should be put in writing.
  - b. b. TBR Use of AI Policy 1.08.10.00: Still being reviewed.
  - c. c. AA-01-01 General Education: Still being reviewed.
  - d. d. AA-19-01 Textbook/Supplemental Materials Adoption: Still being reviewed.

C. Received Emails: FS Inbox – none

VII. Adjourn - Meeting adjourned at 2:37 PM.

Appendix A:

TBR Faculty Subcouncil Meeting Notes

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From Krysten Anderson

**Faculty Business Meeting Agenda**

April 25, 2025

9:00 AM- 12:00 PM Central Time

Chair: James N. Adair – Dyersburg State Community College

**Call to Order**

- Approval of minutes from spring meeting (Adair)

**Action**

1. TBR Policy 1.08.10.00 Use of Artificial Intelligence (Lapps/Reed)
  - a. Re: colleges' feedback: All received comments were considered, but the policy has been updated to reflect policies that can be implemented state-wide. Colleges will still have autonomy and their own policies.
  - b. Someone asked why language about "banning AI-detection tools" was even included. Answer: The colleges will have autonomy to do this or not.
  - c. Someone asked if it's OK for teachers to use AI to grade. TBR's response: yes (!), depending on our ethics and individual training.
  - d. Understand this: Colleges can still be strict and restrictive about what AI they allow and disallow.
  - e. Took a vote on this policy. Results: 9 = yes, 2 = no, the rest voted "present/abstain" or were "not present" → Policy was accepted and approved.
2. Revisions to TBR Policy 1.07.00.05 General Policy on Alcoholic Beverages (Stewart)
  - a. Policy was accepted and approved.
3. Revisions to TBR Policy 2.03.00.04 Technical College Learning Support (Hollins)
  - a. Policy was accepted and approved.

**Discussion Items**

- TBR Policy 2.08.10.00 Development and Operation of Global Studies Programs (Bradley)
- Revisions to TBR Policy 1.11.00.00 Development and Approval of Policies and Procedures (Lapps)
- Revisions to TBR Policy Exhibit 1- 1.11.0.00 Development and Approval of Policies and Procedures (Lapps)

- For ease of interpretation, it was suggested that the term “guidelines” should be replaced with “policy,” as they both are intended to mean the same.

## **Informational Items**

1. Legislative Update (Williams)
  - Several bills have been passed that eliminate discriminatory and exclusionary language in higher education and government. Another bill has been passed that protects free speech on campuses.
2. Faculty Externships (McCormick)
  - Faculty can apply to these programs, which would allow them to work with companies and organizations as they learn how to incorporate industry-based information into their courses.
3. Post-Retirement Services Agreements (Lapps)
  - The governor signed a bill to ensure that the TCRS plan is compliant with IRS regulations. The IRS requires a bona fide separation of service to have a “retirement” and to receive retirement benefits. There cannot be a pre-arranged agreement (either oral or written, explicit or implicit) for a post-retirement service agreement. There must be a 60-day break in service. TCRS forms already reflect these requirements. This concept applies to ORP members.
  - People expressed concern that we’re just hearing about this now, as we will not be able to inform colleagues about the change other than telling them that it has already happened.
  - Anyone who wants to follow up on their TCRS plan should contact the Benefits office. TCRS made changes in 2024 but didn’t make these changes known.
  - Some faculty have already been impacted by this change. Would they have even retired if they had known about this change?
4. Center for Innovation in Teaching and Learning Updates (Cartwright)
  - Training certificates are available through their website.
  - They’ve turned their Monday Minute series into a podcast form (the video recording is still available, too).
5. Center for Innovation in Global Innovations, Partnerships, and Student Success (Bradley)
  - TNCIS is going away. The new name is the name of this item (above).
6. Accessibility Update (Nephew)
  - There are Brightspace courses that all colleges have received and can be added as “cartridges,” so faculty can complete training. (Current training schedule is from April to August: Accessibility in Math and Science, OER Accessibility, Social Media, and AI and Accessibility.)
7. Faculty Emeritus (Denn)

- Cannot be awarded posthumously; policy doesn't allow it.
  - Could exceptions be made for those who die during service?
  - TBR is looking to open the policy up, as they've been getting a lot of nuanced requests.
8. LPN to RN Apprenticeship Design and Pilot (Adams)
- Next steps are to investigate the accreditation process, as well as which healthcare facilities colleges might partner with as students engage in an apprenticeship program.
9. Discussion on Approach to AI Disputes (Duch)
- Issues with AI detectors: False positives; Can't discern between what's been polished and what's been fabricated wholesale.
  - Concern: A college president shouldn't ban the use of AI detectors, as instructors are using them as just one of many methods to discover AI-generated text.
  - Concern: The process of proving AI use is so time-consuming (and it's getting more so). At what point will many instructors realize they can't maintain this process and just give up?
  - Suggestion / Idea from a history professor: Find out AI's limitations in your subject area, then incorporate assignments that require students to use these topics.
  - People will purposefully "poison" AI to help reveal that students are using it instead of an actual source.
  - Comments from Jamie Nelson (works at TBR)
    - She and her team will be glad to meet with colleges and faculty to talk about strategies to handle AI, discuss the limitations of AI-detection tools, and assessment strategies.
    - Legal trouble brewing: A Yale study is attempting to prove that AI detectors flag ESL students' work more often.
    - TBR doesn't want instructors to base their decisions on AI detectors only. They want to make sure that "a human remains in the loop."
    - Teach students that these systems are not infallible. We need to prepare students to ethically and authentically use the systems.
    - TBR wants to create "think tanks" to connect faculty from across the state, so we can brainstorm and discuss the problems and solutions we're having.

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### **1.08.10.00 Use of Artificial Intelligence**

#### **Policy/Guideline Area**

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Governance, Organization, and General Policies

#### **Applicable Divisions**

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TCATs, Community Colleges, System Office

#### **Purpose**

TBR supports the use of artificial intelligence (AI), including Generative AI (Gen AI), in the broadest sense, to assist students, faculty, and staff in achieving their goals more successfully. Artificial Intelligence has the potential to enhance learning experiences, streamline research processes, improve administrative efficiency, and foster innovation across all aspects of education. This policy establishes flexible guidelines to encourage responsible and effective use of AI within the TBR college system, while upholding academic integrity, information security, data governance, privacy, and ethical standards.

#### **Definitions**

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The following definitions are applicable to this policy.

- “Artificial Intelligence” or “AI” refers to computer systems or software designed to perform tasks that typically require human intelligence. These tasks include learning from data, identifying patterns, solving problems, making decisions, processing natural language, and adapting to new information. AI covers a broad range of technologies, such as machine learning, natural language processing, and robotics, and is used to improve efficiency, accuracy, and innovation across various fields.
- “Generative AI” or “Gen AI” is a subset of artificial intelligence that creates new content by learning patterns and structures from existing data. Generative AI models can produce outputs across various domains including text, images, audio, video, and code among others. Gen AI can be a standalone system or integrated into other software and services.
- “Private” or “Proprietary Generative AI System” refers to an artificial intelligence system or software owned and controlled by a specific individual, organization, or entity. These systems rely on proprietary algorithms, data, or models not available to the public, and their usage, distribution, and underlying technology are typically restricted by licenses, patents, or other intellectual property and data privacy protections. These systems require that users adhere to strict data usage guidelines.

(See Exhibit \_\_\_\_ for a list of approved Private or Proprietary Generative AI Systems.)

- “Confidential Information” means any information that should be protected from dissemination pursuant to law, policy, guideline, or due to the potential risks or harm that could result from its unauthorized disclosure. Confidential Information includes Personally Identifiable Information (PII) as defined in TBR Policy 1.08.04.00, Personally Identifiable Information, confidential student information, financial information, individual health information, legally protected intellectual property (whether belonging to the TBR system, a college, a faculty member, or other individual or entity), sensitive research data, information that is not subject to disclosure under the Tennessee Public Records Act, information that is prohibited from disclosure in a license agreement or other contract, and any other information that should not be shared publicly.

## Policy/Guideline

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### *I. General Information*

- A. TBR colleges are committed to the responsible, efficient, and ethical use of artificial intelligence and other emerging technologies. Benefits of these tools include:
  - 1. Improving educational outcomes and career prospects;
  - 2. Helping students to ethically and responsibly learn and understand information;
  - 3. Increasing efficiency in the teaching, assessment, and learning process;
  - 4. Supporting ethical teaching and research; and
  - 5. Improving administrative efficiency.
- B. Artificial Intelligence, including Generative AI, is a tool that can assist humans. AI tools are not a substitute for creative, scholarly, or critical thinking. Users should recognize that Generative AI, while a rapidly improving technology, has significant limitations, can make errors, and may provide biased results. Users are responsible for Generative AI-produced content they use for their academic activities and in the course of their employment.
- C. Artificial Intelligence, including Generative AI use, must be consistent with existing policies including, but not limited to:
  - 1. TBR Policy 1.08.05.00, IT Acceptable Uses;
  - 2. TBR Policy 2.08.00.00, Research Compliance and Security;
  - 3. TBR Guideline A-110, Institutional Review for Research;
  - 4. TBR Policy 3.02.00.01, General Policy on Student Conduct & Disciplinary Sanctions;
  - 5. TBR Policy 3.02.03.00, Confidentiality of Student Records;
  - 6. TBR Guideline S-020, Confidentiality of Student Records;
  - 7. TBR Policy 5.01.06.00, Intellectual Property;
  - 8. TBR Policy 5.02.03.10, Academic Freedom, Responsibility, & Tenure at TCATs; TBR Policy 5.02.03.30, Academic Freedom and Responsibility; TBR Guideline B-090, Safeguarding Nonpublic Financial Information; and
  - 9. All non-discrimination policies and guidelines.
- D. Any purchase or other procurement of an AI tool must be consistent with applicable procurement policies and approved by the applicable information technology department, which should be consulted early in the procurement process. See TBR Policy 4.02.10.00, Purchasing Policy.
- E. The TBR IT Department may restrict or prohibit using AI tools, including Generative AI, on college-owned computer systems or with college-issued credentials. This action may be made if the IT Department determines that the tools do not comply with TBR data governance standards, pose an unacceptable risk to information security, or for other reasons deemed necessary.
- F. Exhibit \_\_ contains additional information from the System IT Department about Generative AI tools, information about selecting and using Generative AI tools, and data security considerations..

### *II. Protection of Confidential Information and Copyrighted Material*

- A. Generally, prompts and other information entered into a Generative AI system are stored and may be used to further train the system. Therefore, Confidential Information should not be input into a public Generative AI system.
- B. Digital information use in college libraries is subject to license agreements. Some publishers and vendors consider uploading licensed information into AI tools, including Generative AI, to be a violation of these agreements. Users are responsible for understanding the terms of license agreements before uploading information from college libraries into AI tools.

- C. TBR colleges and employees must respect copyrights. Under the Fair Use doctrine, limited portions of copyrighted material may be used without permission for purposes such as criticism, commentary, teaching, scholarship, or research. Whether a particular use qualifies as Fair Use is dependent on all the circumstances and can be complex. Uploading licensed materials into AI tools, including Generative AI, may exceed Fair Use limits, and it is the responsibility of users to consult guidelines or seek permission where required.
- D. Consequences of providing Confidential Information or copyrighted material to a Generative AI tool may include:
  - 1. Violation of privacy laws, including FERPA and the Gramm-Leach-Bliley Act, as well as related policies and guidelines;
  - 2. Loss of intellectual property rights;
  - 3. Violation of the intellectual property rights of others; and
  - 4. Violation of licensing agreements with third parties, as well as federal and state laws regarding intellectual property, including copyright laws.
- E. Patient and other medical information relating to individuals, whether or not it meets the definition of personally identifiable information under HIPAA, should not be uploaded into an AI tool without specific instructions from an appropriate person. E.g., an instructor for students, or a supervisor for employees.

### *III. Instructional and Classroom Use of AI Tools*

- A. TBR encourages faculty to guide students in becoming proficient, responsible, and ethical users of AI tools, including Generative AI, when such use aligns with institutional policies, course objectives, and academic goals.
- B. Faculty, working within institutional policies and guidelines, have broad discretion to set the terms under which students may use both Generative AI and other forms of artificial intelligence for writing assignments, research, examinations, and other academic endeavors, including the complete prohibition of Generative AI and other forms of AI in some or all academic endeavors.
- C. Faculty are responsible for communicating the acceptable and unacceptable use of Generative AI and other forms of artificial intelligence in their classes.
  - 1. Unauthorized or inappropriate use of Generative AI or other forms of artificial intelligence may violate TBR Policy 3.02.00.01, the General Policy on Student Conduct & Disciplinary Sanctions. Violations can lead to academic consequences, such as a failing grade on an assignment or in the course, or disciplinary sanctions under the policy. It is recommended that faculty establish clear AI-use guidelines in their course policies at the beginning of each semester and include them in their syllabi. These guidelines should outline acceptable and unacceptable uses of AI, specify when and how AI tools may be used, establish expectations for academic integrity and citation practices, and clarify the consequences of unauthorized use.
  - 2. Faculty have access to a selection of AI resources, including training recordings, tool recommendations, educational materials, and web links. Guidance on preparing course materials, syllabi, and assignment policies is also provided. Maintained by the TBR AI Collaborative, these materials are listed in the Resources and Policies section of the Bridging Minds and Machines website and are updated regularly.
  - 3. Faculty and administrators should be aware that tools designed to detect AI-generated content may not be reliable or accurate. These detection tools can produce false positives (misidentifying human-written work as AI-generated) and false negatives (failing to detect AI-generated content).

These tools should not be used as the sole method for evaluating student assignments or assessing academic integrity. Each college maintains authority to restrict the use of AI detection tools.

#### *IV. Use of Generative Artificial Intelligence (Gen AI) in Research*

- A. Generative AI can enhance various aspects of research if used conscientiously, ethically, and with acknowledgement of its limitations and the need for human oversight. Any use of Gen AI in research must adhere to the applicable data security, ethical, intellectual property, and publication requirements as well as relevant regulatory criteria.
- B. AI-generated content and processes should be attributed and cited in accordance with applicable standards. This includes appropriately citing any output created with the help of Generative AI tools as well as citing the specific tool, along with the scope of its contribution to the research. Refer to discipline-specific style guides for citation expectations.
- C. Researchers are responsible for ensuring the accuracy, reliability, and fairness of AI-generated data, analysis, and results. Any use of Generative AI in human subjects research, as defined in the federal regulations (45 CFR Part 46), must receive and be consistent with Institutional Review Board approval, along with any necessary administrative and compliance approvals, prior to starting the research to ensure adherence to ethical standards and protection of participant rights. Researchers are responsible for obtaining participants' consent, respecting participant expectations, minimizing risks, and protecting identifiable private information collected, analyzed, or generated in AI-assisted research.
- D. The Principal Investigator and other researchers with approved access to confidential information are responsible for maintaining its integrity, ensuring its privacy, and implementing data security protocols. Researchers should ensure that any Generative AI tools employed are compliant with relevant data protection laws (e.g., FERPA), and TBR and institutional policies and guidelines on data security, data ownership, and privacy.

#### *V. Use of Generative AI for Employees*

- A. Employees are permitted and encouraged to use AI tools, including Generative AI to increase efficiency and productivity, subject to the requirements of this policy, other policies, and supervisory relevant criteria.
- B. Employee use of AI must comply with any applicable ethical or professional standards.
- C. Improper use of AI tools, including Generative AI may subject an employee to disciplinary action in accordance with relevant policies and guidelines.
- D. Resource materials for employees, including training recordings, tool suggestions, learning resources, and curated web links for improving efficiency and productivity, are maintained by the TBR AI Collaborative. These materials are available in the Resources and Policies section of the [Bridging Minds and Machines website](#) and are regularly updated.

### **E. Sources**

#### **Authority**

T.C.A. § 49-8-203; § 49-7-187

45 CFR Part 46

#### **History**

NEW Policy approved at Board Meeting June \_\_\_, 2025.