

Roane State Community College  
Faculty Senate  
Minutes of the October 18h 2013 Meeting

Attendees:

President – George Meghabghab

Secretary – Joye Gowan

Parliamentarian – Elizabeth Lewis

Senators:

Arthur Lee                                  Shannon Meadows

Ron Sternfels                                Steven Zhang

Sue Sain                                      Teresa Manis

Gary Genna                                 David Blevins

Bill West                                     Lea Duncan

Valerie Herd                                Dave Rath

Ollie Nolan                                 Brenda Luggie

Ralph Monday                              Curtis Currie

Ted Stryk

1. Quorum was established
2. Senate President, George Meghabghab, welcomed the visitors to the senate meeting.
3. It was pointed out that in the minutes of the September 13, 2013 meeting, there was an error in the wording under 3a, third line. In place of saying “Dr. Whaley is back saying...” it should say “Dr. Whaley is back paying...” With that correction the minutes were approved.
4. VP of Academic Affairs Report- Dr. Diane Ward: Dr. Ward reported the following:
  - a. Students are excited about projects on which they are working. She thanked the faculty for this and for all the hours they put in outside the classroom, besides grading papers and preparing for class.
  - b. “Moonlighting Bill”: Presently there is a TN State Statute 49-5-410 that states in part b “If the additional part-time work is or includes teaching in an institution of higher education, the teacher shall be limited to teaching no more than two (2) courses per quarter or semester.” This law goes back to 1977. Back then most courses were 3 hour courses and applies only to fall and spring semesters. The law does not take into account, that courses may be 1 hour (PE), 2 hours, 3 hours, 4 hours, etc as well as 15 weeks, 10 weeks, 5 weeks and so on. This came to Sen. Ken Yager’s attention during Fall 2012, when Dr. John Thomas became terminally ill and was unable to teach the fall classes that he had thought he would be able to teach. The faculty

members of that division wanted to step up and cover those classes but because of this law they could not do so. It just so happened that Sen. Yager is a member of that division. The TBR Chancellor could not be asked for an exemption because of this state law. Sen. Yager has a bill before the TN Senate (Bill 1344) that would amend the present law so that credit hours would be up to the each institution and its governing board. If the bill passes, then the TBR policy on outside employment and extra compensation would need to be amended to leave out the reference to the present law about the limit of 2 courses per semester.

- c. Overloads on a regular basis: In the TBR policy on outside employment and extra compensation, number 6 mentions that overloads should not be done on a regular basis or in place of hiring qualified faculty or instructors. It was mentioned that in one division faculty are always having to teach an overload. Was this in violation of the TBR policy? Because the faculty were not required to teach these overloads, then the answer was no. If a faculty member does not wish to teach an overload, that person should express that to the dean. It was pointed out that it is about having the money to hire additional full-time faculty. We have great adjuncts that work for RSCC and students don't know that they are not full-time most often. George stated that he is going to work on some data as to full-time faculty relative to number of courses offered and will bring to next meeting.
  - d. Academic Festival: The question was asked about why Academic Festival falls on a Thursday and Friday and not on a Wednesday and Thursday. By having it on a Friday, it causes classes that meet only on Fridays, to lose a valuable class session and they already lose Good Friday. Friday classes could be exempted from festival, but it was pointed out that was a problem as faculty who teach those classes are involved in the festival. It was pointed out that the Academic Festival brings a host of students to our campus that might never come otherwise and thus the benefits outweigh other issues. There were 3 sets of dates picked and sent though the Academic Council to vote on the final dates.
  - e. iPads: Out of 124 faculty, 78 in the first wave requested iPads. There will be an e-mail coming out about going to Walter's State to see how they are using them in courses.
5. Security Report: Chief of Police Tome Stufano reported the following:
- a. He is working closely with George to keep up with security issues. Safety is first.
  - b. The present flipcharts are going to be replaced with a 1 page ABC plan for emergencies.
  - c. Camera project: All campuses will be getting camera upgrades and the campuses that don't have cameras will be getting cameras. They will 360 cameras which will pull up a full-360 degree not just 1 person in a frame.
  - d. Recent report as to crime as a whole at the college: As in the past it is a low count on serious crimes. He mentioned that crimes are not just on the campus but also on the borders of campuses. These days there is a need to deal with mentally challenged issues, violence threats, and so on. If we think there is a problem, please bring it to the police force's attention. They are there to help with these situations.
  - e. Police and security at campuses: Two new police officers have been hired. There is now two full-time police officers at ORBC. They have good solid backgrounds. All police officers are SWATE trained. There is 1 new police officer from 4 – 10 at Harriman now and 1 reserve officer. We have 25 part-time security officers.
  - f. Guns in trunks: Nothing has changed from state statute guidelines. A person is no longer arrested if has a gun on state property. Because TBR guidelines supersedes the state law, there is still no weapons on any campus which includes parking lots. However, no arrest will now be made. The person will be asked to leave the property and the report goes to TBR and

TBR will sanction you. This is true until January 1. After January 1, this may change depending on what the legislature does.

- g. Drills: During a question and answer session several things were asked and answered:
  - i. No way to know for sure the doors were locked at the Knox campus during the lockdown. Need for locked and unlocked to be clearly marked on the doors.
  - ii. Location of cameras: The cameras will be located at the major junctions of hallways, and maybe the labs and the outside of the campuses.
  - iii. Hearing the alerts: The sound through the speakers is unclear and not heard at all in some classrooms and no alert for people outside the building. There is a monitoring meeting set for next Thursday that will be talking about how to cross the fire alarm technology with the phone system speakers into the classrooms. It mentioned that the speakers don't always stay turned up on the phones.
  - iv. Drill schedules: The timing of the drills was mentioned. It was suggested that they be at the end of class rather than at the start of class so that not as much class time was lost. There was also a question as to why drills were announced in advance. It was explained that if a lock down was not, there would be panicked students, calling parents and so on.
6. Threat Assessment Team: Beverly Bonner reported the following:
  - a. A Threat Assessment Team is being formed. This team will be trained to deal with all forms of crisis that hit a campus. The team includes Beverly, Site Directors, and security. This will be standing committee that will have a representative of each division on it. It will also include staff and students. People serving on this team need to be very committed.
  - b. The team will be trained in how to handle any crisis on a campus. This team will train everyone from students, faculty, and so on how to handle a crisis including how to communicate and who to communicate with parents and community.
  - c. There will be training as to what a threatening student is, who to call, and so on.
  - d. She reminded us to be careful how we communicate with students. We need to be calm; talk nice to everyone; don't get mad as we don't know what is on the mind of a person and we don't want to offend.
7. Faculty Sick Leave Bank: Motion was made to approve, seconded and motion carried. We now have a faculty sick leave bank.
8. President's Report: George reported that:
  - a. Drive to 55: As part of the Drive to 55's plan there will be more money coming first to community colleges.
  - b. Ceremonies honoring two former faculty members that the college lost due to death: During the senate meeting in November, there will be a tree planting ceremony at ORBC to honor Dr. Curran. President Whaley will preside and donate plaque for that. Then during the December meeting at Harriman, we will have the ceremony honoring Dr. Thomas. President Whaley will preside over that ceremony.
9. New Salary Equity Plan Update: Same person who did the plan of 2007- 2008 will be doing this one. They will be looking at a KY survey, Georgia Board of Regents survey and a Mississippi survey. There will be a comparison of 2007 to what is happening now. Hope to have finished by end of March 2014 and TBR approval before summer. The same parameters as in 2007 will again be used. They include rank, and years. Area of expertise will not matter in calculating the salary. There will be another meeting on this on October 30.
10. Representatives for Tenure and Promotion: George took care of this via e-mail.
11. Constitution Committee: Elizabeth Lewis reported that

- a. President Whaley had mentioned that the constitution's "language indicates that the President of the Senate appoints a representative to the institutional budgeted hearings." He went on to say that "I certainly support the President being able to appoint someone in case he/she isn't able to attend but I think it's preferable for the President to attend those sessions, if possible."
- b. George mentioned that VP Ward had mentioned that the division representatives are not elected until division meetings in August. If they were elected in the spring, then they would know the members and be able to move forward with the selections of representatives from the senate the other committees.
- c. Tabled until next meeting.

12. Official Work Station: Tabled until next meeting.

13. New item:

- a. Parking issue with new building at ORBC: Faculty concern about being able to park close to the new building at the ORBC campus if their office is located there came to the senate's attention. George will meet with Melinda Hillman and see what the issue is and report back to the senate.
- b. There were no other new items.

14. Motion was made and meeting was adjourned,

Respectfully Submitted:

Joye Gowan, Faculty Senate Secretary.