

Roane State Community College Faculty Senate
Minutes for March 19th, 2021 Meeting at 2:00 pm Eastern
Zoom Meeting ID: 953 2769 9788

Attendees:

Deborah Miles, President	Melanie Hildebrandt	Pam Siergiej
Sue Sain, Vice-President	April Insco	Steve Ward
Gary Gravely, Secretary	Jerri Kiser	Jessica Dalton-Carriger, alt.
Steven Carriger, Parliamentarian	Elizabeth Lewis	John Noto, alt.
John Brown, TBR Faculty Sub-Council Representative	Teresa Lucas	Monica Boles, visitor
Jala Daniel	Marianna Mabry	Sylvia Pastor, visitor
Geol Greenlee	Jillian Miller	Saeed Rahmanian, visitor
Valerie Herd	Vickie Pierce	Lyndy Wibking, visitor
	Abigail Schoolfield	Chris Whaley, guest

I. Established Quorum at 2:03

II. Approved February 19th, 2021 Faculty Senate Minutes

III. TBR Faculty Sub-Council Updates

A. No Update. Next meeting is April 9.

IV. Vice President's Report

- A. Digital portfolio submissions went well except that some reviewers said documents rendered slowly in D2L. The suggestion was offered that pdf documents render more quickly than Word documents.
- B. Benroth Committee is reviewing portfolios for this year's candidates. Finalists will be announced around April 12-15 and winner will be announced at Fall Convocation.
- C. A suggestion was made that divisions elect their Benroth nominees during Fall semester so that nominees have more time to prepare portfolios (currently only about 2-3 weeks and over spring break, midterms, etc.) This may also be easier on division secretaries to not have to provide lists of names at beginning of semester when they are busy with workload, etc.

V. President's Report

A. Work Group Updates

1. Adjunct Representation on Senate – Jala Daniel and Geol Greenlee (See Appendix 1)

a. Two clarifications were made from last meeting. Highlighted in appendix.

i. The concern about “consecutive” wording was addressed.

ii. The concern about an adjunct faculty member not being hired for the next semester was addressed.

b. Vote passed 19-0 to amend the Faculty Senate Constitution with Section IV.C. as shown in appendix.

B. Old Business

1. 2021 Faculty Senate Election Report: March 25th 8 am – 8 pm Eastern

a. Absentee ballots need to be addressed by next year's Senate

2. Question/Answer Session with President Whaley

President Whaley's Response to Faculty Senate Resolutions (See Appendix 2)

a. Two questions asked regarding response to Faculty Responsibility for Methods of Instruction.

- i. Did he understand why previous documented occurrences may cause faculty members to feel their responsibility for methods of instruction is being undercut?
 - ii. What specific changes is he willing to implement that will give faculty more authority in regard to determining education priorities, classroom and lab set-up, which courses are/are not well-suited for Zoom instruction and 7-week classes?
- b. President Whaley responded that he would like to get more information on the specific concerns about the procedure for awarding Manly and Summer Instructional grants. He believes the established practice is that the administration should determine priorities for grants. He would like to know what is seen as deficient about current process and see if those deficiencies could be addressed in the current process rather than establishing a new committee.
- c. President Whaley addressed concern about a committee for classroom and facility changes. He stated that he can't promise mistakes won't happen, but he would like to address these mistakes or concerns through the current process rather than establish a new one.
- d. A concern was mentioned about how Faculty Senate's Zoom survey statistics were presented during Spring 2020 Convocation.
- e. A question was asked about faculty having an opportunity for more input regarding what classes are suited for Zoom technology and which are not. President Whaley said communication was key and that he would like to have faculty input but he can't make promises as some decisions are made beyond Roane State.
- f. A question was asked regarding Faculty Workload and Compensation Protocols. The questioner remarked that since divisions differ in how workload is assigned, faculty from different divisions should work in conjunction with the administrative workload committee.
- g. President Whaley said he was not aware of any current administrative committee that is working on the issue. He was under the impression that there had been a standing committee on Faculty Senate to make these recommendations. He stated he would like to see if current process could be salvaged. Questioner said she did know about work the Faculty Senate committee had done in the past, but she would have to look back and see if responses from President Whaley had been given to that committee. President Whaley said he would like to see where the communication had left off between the Faculty Senate committee and administration. Questioner told President Whaley that she would try to get him that information. President Whaley said he felt similar concerns existed across many of the other community colleges in the system. He wondered if this might be something TBR might address in the near future.
- h. A question was asked about labs and clinical compensation. A second related question was asked about budget considerations. President Whaley responded that he wouldn't immediately shoot any proposal down necessarily, but that budget realities had to be considered regarding any proposal.
- i. Another question was asked about prioritizing college funding in general. Considering that our athletic program does not generate revenue, the questioner asked where funding came from for a volleyball team and an athletic center. President Whaley responded

that there were other community college presidents who had been on the cusp of deciding whether or not they should cut athletics but research showed that student athletes have higher student success rates than the general population. Also, athletics impact funding by providing students that Roane State would not otherwise have as well as the fact that athletes generate funding due to their high graduation rates. He added that it provides engagement opportunities for other students at the college. President Whaley agreed that we need to monetarily support many other aspects of our college, but that athletics needed our support as well.

- j. A guest made the comment that Title IX compliance was a consideration as the college must provide equal opportunities for male and female athletes.
- k. A question was asked regarding Health Science, the number of nursing faculty who have left in recent years, and faculty perception of the program. President Whaley said that the internal auditor was in the process of reviewing the nursing program but that he couldn't tell where she is in that process because of the independent nature of the audit. He said he was waiting for the auditor's recommendations.
- l. A question was asked whether or not the auditor's report was confidential. President Whaley said that typically the auditor treats her findings as confidential. He said he might be mistaken and said anyone interested should contact the auditor directly.
- m. A question was asked if current students had the opportunity to be a part of the investigation. President Whaley said he wasn't sure how current students could be made aware, so he would defer to the auditor regarding how that should be handled.
- n. A comment was made that Nursing and Allied Health had been merged without much faculty input and that the decision was made due to financial considerations. President Whaley said that he disagreed with that premise; financial impact was just one of the several considerations. He said that based on his experience in the past as a program director and an academic dean that he felt those two responsibilities should remain separate.
- o. A comment was made that morale was very low due to program's leadership, and that program's reputation had been tarnished in the community. President Whaley thanked the commenters, but stated that he could not speak to the investigation that was ongoing.
- p. A question was asked about how long had the investigation been ongoing. President Whaley stated that he didn't want to guess.
- q. President Whaley ended the session thanking the Faculty Senate for their hard work during the awful time of the pandemic. He also congratulated the NISOD recipients.

D. New Business

1. Tenure and Promotion Process

- a. Change in policy to mandate electronic submission of portfolio. Poll was 20-1 in favor of changing to electronic submission.
- b. Term of service for T/P chairs. Nothing in policy appears to prevent T/P chair from serving more than one year.
- c. Evaluation of portfolio. Faculty encouraged to read promotion and tenure policies.

VI. Adjourned at 3:35.

Appendix 1

Proposed Change to Faculty Senate Constitution: Adjunct Faculty Committee

Policy Number: GA-32-01

I. Identification

II. Philosophy

III. Duties and Powers

IV. Membership

A. Senators

B. Officers

C. Adjunct Faculty Committee

1. Part-time faculty members, also deemed adjunct faculty, shall be represented by a standing Adjunct Faculty Committee established within the Faculty Senate. This committee will serve to embody the professional and academic interests of the adjunct faculty at Roane State Community College. This includes recommending policy and practices regarding the recruitment, employment, orientation, support, and development of adjunct faculty at the college.
2. Representatives shall be selected according to the following criteria:
 - a. During the college's fall adjunct in-service meeting, information will be distributed to all adjunct faculty regarding Senate representation. Additionally, an email communication via the adjunct faculty listing regarding Senate representation will be sent the first week of classes in August. Interested adjunct faculty will be encouraged to contact their division Dean or a Senator within their division.
 - b. On a volunteer basis, the division may accept up to 5 adjunct faculty representative nominations.
 - c. The Adjunct Faculty Committee will consist of 1 adjunct faculty representative per academic division, voted in by the faculty of that division.
 - d. The adjunct faculty representative is expected to serve for 1 academic year.
 - e. To be eligible, members of the Adjunct Faculty Committee must be teaching within the current regular semester (fall or spring) and must have taught at least 1 course per semester within the previous two academic years.
 - f. In the event an adjunct faculty representative is unable to serve the remainder of an academic year or is not employed at the college in a subsequent semester, nominations and elections will promptly take place within the semester of the vacancy according to listed criteria.
 - g. The Adjunct Faculty Committee is required to elect its own Chair from within its members.
 - h. The Chair will serve as the voting member for the Adjunct Faculty Committee. Non-chair adjunct faculty members do not have voting rights.
 - i. The Chair of the Adjunct Faculty Committee as well elected adjunct faculty representatives are expected to attend all Faculty Senate meetings. Should the Chair of the Adjunct Faculty Committee be unable to attend, he/she should appoint a substitute from the adjunct committee to vote in his/her absence.

V. Election Procedures for Senators and Officers

VI. Meetings

Appendix 2

President Whaley's Response to Faculty Senate Resolutions

I. Shared Governance

- A. Resolution Request: Re-establish regular lines of communication between Faculty Senate and administrators.
President Whaley: *I welcome the opportunity to communicate with the Faculty Senate and I look forward to receiving invitations to address the Senate at future meetings, as the Senate deems appropriate. I also welcome you to contact Sherry Jackson anytime you would like to schedule a time to meet.*
- B. Resolution Request: Recognize the Faculty Senate as an elected body whose role it is to provide input and recommendations on all matters of faculty concern.
President Whaley: *As the Faculty Senate Constitution states, it is the purview of the Senate to provide “an orderly process for improving communication and mutual understanding between the administrative officers, the faculty, and the students of the college” and to “express the collective opinion of the faculty to the administration of the college on any matter of concern to the faculty, and to provide for the administration a significant avenue for the dissemination, discussion, and evaluation of all matters of concern to the faculty.”*
- C. Resolution Request: Establish a President’s Forum to be held regularly throughout the year to offer all faculty an opportunity to relay concerns and have them addressed.
President Whaley: *I will establish periodic forums to permit faculty and staff to ask questions, voice concerns, etc. During the pandemic, these discussions have been a part of the weekly zoom meetings hosted by the RSCC Counseling Department.*

II. Faculty Responsibility for Methods of Instruction

- A. Resolution Request: Establish a committee whose majority is made up of faculty to determine priorities for Manly and Summer Instruction Grants.
President Whaley: *In the current Manly and Summer Instructional grants process, the Academic Deans gather faculty requests for funding and then meet together to consider the requests and to prioritize them. This process appears to work very well and I feel it is best to continue this process as we move forward.*
- B. Resolution Request: Establish a committee whose majority is made up of faculty to review and approve modifications to classrooms, labs, and other instructional facilities.
President Whaley asked for clarification, followed by: *If the request relates to instructional equipment in classrooms, I believe that is also best left for the Academic Deans to oversee, working with and soliciting input from the faculty member(s) teaching in those rooms.*
- C. Resolution Request: Relegate the assignment of particular courses to Zoom instruction to the deans with input from faculty teaching the courses.
President Whaley: *It is the role of the Academic Deans, working with faculty input, to assign course delivery methods (including zoom, etc.) – under the overall supervision of the Chief Academic Officer.*

III. Committee for Faculty Workload and Compensation Protocols

- A. Resolution Request: Establish or amend a committee to include a faculty representative from each division with the purpose of developing clear, written workload policies which are applied consistently and equitably within each division.
President Whaley: *I encourage the existing Faculty Senate Workload Committee, to include whatever representation the Senate deems appropriate, to propose workload policies to the Chief Academic Officer, for consideration.*
- B. Resolution Request: Report progress of the committee at each Faculty Senate meeting.

IV. Transition and Advising Committee

- A. Resolution Request: Establish or amend a committee to include faculty representatives with the purpose of developing clear, written advising policies which are applied consistently and equitably across the institution.
President Whaley: *I encourage the existing Transitions Committee, which includes faculty representatives, to propose advising policies to the Chief Academic Officer, for consideration.*