

## Faculty Council Meeting Minutes

Tuesday, March 20, 2012

The Faculty Council (FC) meeting started at approximately 2:30pm.

Members Present:

Karen Albrecht	Bill Lockhart
Henry Apperson	Cynthia Morris
Jennifer Black	Lesley Plemons
Kurt Chunn	Lisa Lindloff
Derek Clapp	Larry Salazar
Stacy Fancher	Alexandra Shiu
Deborah Focarile	Mary Sides
Donna George	Bernard Smith
Sue Graham	Emily Stottlemire
Rush Hathi	Angie Tibbitt
	Gail Woodward

Kurt Chunn gave a welcome and started the meeting. Names of new FC representatives need to be sent to Kurt and Lise by the April 17 meeting.

**HB 2504 Committee:**

This committee has met with Mike Searight and Cathy Hagan and confirmed that the committee's recommendations are doable and could be completed in a timely matter. Nothing is required to be posted yet but if the state requires us to post data, here is the plan of what data should be posted.

- *A link to faculty members' evaluation summaries for the previous academic year should be made available via a link on the MCC Webpage.*
- *Faculty evaluation information will be divided into two sections: evaluations of faculty who teach on-line courses and evaluations of faculty who teach classroom courses.*
- *A brief explanation of the MCC faculty evaluation process (frequency of evaluation, process for tenured and non-tenured faculty, etc.) should precede the section containing faculty evaluation information.*
- *The information that will be available for each faculty member will be the total number of evaluations received and the total percent positive scores received for the previous academic year.*
- *Evaluation information for faculty with typically small classes (less than 10 students) will not be routinely included in the faculty evaluation summaries.*
- *Faculty evaluation information will be provided in PDF format.*
- *Faculty members who have smaller classes may request that their evaluation information also be made available via the same process as faculty who teach larger numbers of students.*

There was a question about the separate sections of online classes and face-to-face classes and whether an instructor who teaches both sections would show up in both sections. There was also a question about whether a student who reads the percent of positive scores could assume that was out of 100% (and the rest were negative scores). The committee will check on these things and have requested a sample report. The sample report will be sent to the Faculty Council members to review and a vote on the above recommendations will be made in upcoming meeting in April.

### **Compensation:**

Because of the different charge as of the end of last fall, this committee reviewed all of the data gathered from faculty e-mail responses and past faculty surveys and felt that the concerns of the faculty have not changed significantly according to the past two years' data. This committee will be changing gears from last semester and is looking at questions for a faculty survey. They presented the following recommendation:

*The faculty compensation committee recommends a cost of living increase of 2.5% in full-time faculty and adjunct faculty overload pay for the 2012-2013 school year. Taking into account projected transportation costs, health care costs, and food costs, the forecast for inflation in Waco will average 2.5% in 2012 (Kelly, 2011). This proposed cost of living increase would keep real wages the same (in terms of the purchasing power of money). We also recommend continuing benefits for full-time faculty at their current levels. We support this cost of living increase campus wide.*

The recommendation was approved by the Faculty Council and will be forwarded onto the administration.

### **Overload pay:**

Kurt mentioned that the administration is working on streamlining the overload pay policy so that those who want overload hours can teach extra classes if the student demand is there. That would vary across divisions depending on the need of each area and the assignment of classes would remain the responsibility of division chairs based on their needs. There was a question about the maximum number of overload hours and Kurt said that he didn't believe that currently there is a maximum limit.

### **Smoke-Free Campus:**

The FC members were asked in a survey via Survey Monkey whether or not MCC should review the current smoking policy by surveying faculty, staff, and students. The survey results were 84.6% (22 people) of respondents saying yes, and 15.4% (4 people) of respondents saying no.

This recommendation was approved by Faculty Council, and will be forwarded to the administration to suggest that MCC review its current smoking policy by developing a survey seeking feedback from the entire campus.

### **Policy change:**

Kurt asked if there should be a clarifying sentence in the Faculty Council Policy (E-XXI) policy that specifically states full-time temporary faculty are allowed to serve on FC. In the past there has been confusion about this issue, and it is the administration's understanding that full-time temporary instructors should be allowed to serve on the FC.

The new policy statement would read as follows: (with the additional sentence added highlighted in red):

The Council consists of representatives elected from the eligible faculty members of the several instructional departments and programs and Library services (hereafter referred to as units). An eligible faculty member is one employed by the College in a full-time teaching position (**which includes instructors in full-time temporary teaching positions**) in which the instructional (or instruction-related) duties constitute over half the duties of that member.

There was a motion to approve the clarifying sentence stating that full-time temporary faculty are allowed to serve on FC, and this recommendation was approved. This recommendation will be forwarded onto the administration for their approval.

There was also much discussion regarding the benefits, salary, expectations, and other differences between full-time temporary faculty and regular full-time faculty. It was mentioned that at one point, full-time temporary faculty became regular full-time faculty after a period of 3 years. It was suggested also that perhaps a policy be developed concerning full-time faculty positions that would pull all of the policy information about those positions into one document for clarity.

Kurt will investigate what is being done right now regarding full-time temporary versus full-time regular positions and report back at the next meeting.

#### **Grade Inflation:**

A constituent from one department brought up the issue of grade inflation and if that is a problem that FC needed to investigate. Data about grade distributions had been gathered from Laura Wichman for the past 10 years across the entire college. The grade distribution does not appear to have changed very much at all over the 10 year period. Kurt will send this report out to all faculty and has asked FC members to ask their constituents if they have issues with grade inflation concerns.

#### **Safety:**

An informational sheet was passed out which gives information about resources to contact if a student needs to be referred or reported for some problem. A faculty member mentioned a recent security threat where a non-MCC student was engaging in inappropriate activities in her office and another office. She did not know that he had been in the CSC building before, and this person had off-campus offenses as well. There was discussion about the need for a campus-wide alert when a security threat happens. Kurt will check with Ron Epps about the possibility of adding a campus-wide alert to the current alert system, should there be a problem with a student on campus who seems to be a threat.

#### **Testing Center:**

Kurt wants FC members to check with their constituents about good and bad issues with the Testing Center, so that this can be discussed at the next FC meeting in April.

**Announcements:**

Cynthia mentioned the MCC Women's League Association luncheon on March 21 which will raise funds for the Dr. Johnette McKown Women's Leadership Scholarship.

**Elections:**

The Elections committee is working on ballots for the Piper teacher award and other faculty elections/nominations, and will be sending out ballots soon to all faculty.

The next FC meeting will be on April 17.

The meeting adjourned.