

## **McLennan Community College Faculty Council Minutes February 15, 2013**

The McLennan Community College Faculty Council met Friday, February 15, 2013, in MAC 335. The meeting was called to order by President Lise Uhl at 10:00 a.m.

The following council members were in attendance: Brenda Bradley, Debora Brock, Derek Clapp (Vice President), Vince Clark, Donna Ewing, Elaine Fagner, Stacy Fancher, David Fleuriet, Donna George, Deborah Hewitt, Kent Hoeffner, Paul Holder, Steven Hull, Sharon Kenan, Whitney Luce, Becky Parker, Lesley Plemons, Cathy Prause, Miley Pulliam, Deanna Robinson-Briedel, Mary Sides, Stephen Swanson, Frances Turner, Lise Uhl (President), and Gail Wade.

The President of Faculty Council emailed the minutes of the January 25, 2013, meeting to Faculty Council members January 29, 2013. No corrections were noted.

### **Guest**

#### **LEAP**

Dr. Paul Illich, Vice President of Research, Planning and Information Technology, shared preliminary data on the college's Learning Environment Adaptability Project (LEAP). Using a PowerPoint presentation titled "MCC LEAP Metrics" that was presented to the Board of Trustees during a retreat February 2, 2013, Dr. Illich referred to graphs that showed increases in emotional intelligence skills, course completion rates, and retention. He stated that the college will continue testing and re-testing for reliability each semester to determine if the data indicates a long-term trend toward improvement.

### **Old Business**

#### **Upward Evaluations**

Members of Faculty Council's Upward Evaluations Sub-Committee and the President of Faculty Council briefed FC members on progress being made toward implementing an upward evaluations process. The President reported that the Vice President of Instruction and the Division Directors have been developing an instrument for use at administrative levels. Faculty Council's sub-committee members presented two instruments they developed for use in the faculty process. One is a longer, more specific "Evaluation for Immediate Supervisor" form, and the other is a shorter, more open-ended "Evaluation for 2 Levels above Employee" form.

Sub-committee members decided to remove "NA" and "No Opinion" options from the forms in order to encourage a response to all questions. "Neutral" would remain an option, however, and a comment box would accompany some of the questions/statements on the forms. Sub-committee members made no determination regarding anonymity, since faculty may want to sign the evaluations. Objectives in designing the instruments included ensuring the questions were positive, ensuring the design facilitated comments, and ensuring a consistent process was in place across campus. Since some areas on campus have more than two levels to evaluate, a motion was made, seconded, and approved to add a plus sign (i.e., 2+) to the title of the "Evaluation for 2 Levels above Employee" form.

The President reported that the instruments have been forwarded to the Vice President of Instruction for consideration. They will be returned to Faculty Council if changes are needed. Members were asked to share the instruments with faculty in their area and to provide input by the next Faculty Council meeting on March 8.

#### Professional Development Credits Process Update

The President updated Faculty Council on the status of a requested revision to the existing policy on the professional development credit process. Faculty Council made the request in 2011-2012. The revision has not yet been approved, so the President reminded the Vice President of Instruction that the matter is pending. The Vice President of Instruction indicated that he plans to present the requested policy revision to MCC's President at a suitable time. The President of Faculty Council stated that she would send a copy of the revised policy to council members.

#### New Business

##### Emerging Markets: Board of Trustees

The President of Faculty Council informed council members that there is a perception the Faculty Council initiated discussions about a name change for the college. The President stated that FC's only involvement was a response to a request for input on the possibility of a name change.

The President briefly discussed the Emerging Markets initiative. She emphasized the role of MCC's Board of Trustees concerning that initiative, stating that they have "the final say" in deciding to accept or reject any of the ideas that nine task forces formulate to ensure the college thrives during the next twenty to thirty years.

##### Emerging Markets: Academic Programming Task Force

The Academic Programming Task Force is one of the Emerging Markets Task Forces. A member of the Academic Programming Task Force, who is also a member of Faculty Council, informed FC about three issues the task force is studying: 1) alternative and modular course offerings, 2) living and learning communities, and 3) community college baccalaureate degrees for specific programs.

The task force member explained that the Academic Programming Task Force needs input from FC members and their constituents before continuing its work. She informed FC members that they would receive an email with a message they could forward to their constituents. The pre-worded message would ensure all faculty receive the same information and the same request for input. The task force member clarified that the three issues are not recommendations. She stated that the task force is in the preliminary information gathering stage of its work, and it wants to ensure faculty have a voice in that work.

The meeting adjourned at 11:00 a.m.

Sharon Kenan  
Faculty Council Secretary