

McLennan Community College Faculty Council Minutes March 8, 2013

The McLennan Community College Faculty Council met Friday, March 8, 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, David Fleuriet, Donna George, Deborah Hewitt, Paul Holder, Bill Howard, Andrew Hudson, Sharon Kenan, Lesley Plemons, Cathy Prause, Diane Schmaus, Mary Sides, Stephen Swanson, Angie Tibbett, Frances Turner, Lise Uhl (President), and Gail Wade.

The President of Faculty Council emailed the minutes of the February 15, 2013, meeting to Faculty Council members February 18, 2013. No corrections were noted.

Committee Report

Compensation Committee

The President of Faculty Council reviewed Compensation Committee recommendations, including a 2% cost of living increase for faculty and adjuncts. The President said the Compensation Committee 1) took into consideration Social Security's cost-of-living adjustment (COLA) and 2) spoke with MCC's Vice President of Finance and Administration and Vice President of Instruction. The President stated that the Compensation Committee is also recommending a "single bonus pay for faculty" in the amount of \$1,500 to be paid in December 2013.

A member of Faculty Council noted that the pay increase is being recommended for both faculty and adjuncts, but the one-time "stipend" [bonus pay] is only being recommended for full-time faculty. The President of Faculty Council explained that there are financial/budgetary reasons for this difference, e.g., the college does not want to increase tuition. Another FC member stated he "would be insulted as an adjunct" not to be included in the one-time stipend recommendation. He said the amount recommended for adjuncts is not important; it is the recognition that is important.

Faculty Council's Vice President said the President and he would mention this concern to the Vice President of Instruction. He stated that the VPI is "very supportive of adjuncts."

According to the Vice President, \$1,500 would work out to be about \$150 per class. Council members discussed the difficulty of calculating a bonus/stipend for adjuncts when there are different levels of adjuncts, i.e., some who have taught for long periods and some who may be starting to teach next fall. A member of FC asked why the stipend is recommended for distribution in December and pointed out the difficulty of calculating adjunct stipends in December. Another faculty member suggested full-time faculty could get \$750 in the fall and in the spring, and adjuncts could get \$150 in the fall and in the spring.

The President of Faculty Council stated that FC's recommendations on compensation have to be submitted to the administration by April. After discussing the best way to proceed, a motion was made, seconded, and approved to table a decision on the Compensation Committee's

recommendations until the next Faculty Council meeting so the Chair of the Compensation Committee could meet with FC to discuss the recommendations. If the report/recommendations are needed before the next meeting, a special FC meeting will be scheduled.

An FC member asked if Faculty Council was also recommending a cost-of-living increase for non-faculty employees. The Vice President of FC stated that Faculty Council represents faculty, so it cannot make recommendations for employees other than faculty. It was noted, however, that the Compensation Committee Report includes a statement that supports “this cost of living increase campus wide.”

Old Business

Upward Evaluations

The President of Faculty Council stated that a “combination” upward evaluation instrument was developed by Faculty Council's Upward Evaluations Committee and an administrative committee comprised of the VPI, Deans, and Division Chairs. The administrative version is broad-based, has additional questions, and incorporates questions from FC's version. The President stated that it will be administered in April and only division directors will be evaluated during a pilot process in Spring 2013. “In coming years, the evaluation may go up two or three levels,” according to the President.

An FC member asked if the evaluation will be mandatory or voluntary, and it was generally agreed among FC members that there is no way to enforce a mandatory evaluation. The President and Vice President of Faculty Council suggested promoting the evaluation with faculty by emphasizing how important feedback is for helping directors.

Another FC member asked what the process will be after evaluations are completed. The President said evaluations will be submitted electronically through Dr. Illich's office. A process is not in place past that point; however, the President and Vice President of FC will discuss the matter with the Vice President of Instruction. An FC member suggested using the same process that is in place for faculty evaluations, i.e., the evaluations could go to the Dean, and the Dean could sit down with division chairs to review "how they are doing." The President asked FC members to request input about the process from their constituents. She said she would forward any input that is received to the Vice President of Instruction.

New Business

MCC Crisis Management Committee

Donna George, a member of Faculty Council and a member of the MCC Crisis Management Committee, asked Faculty Council for input regarding the following items:

--Should the alert system on campus be used for tornado watches and warnings or just tornado warnings? FC members generally agreed that they need to receive alerts for tornado warnings, but not for watches. FC was asked to poll their constituents.

--Do all faculty members know where the designated safe areas are during a tornado? For the most part, FC members indicated they were not sure where designated safe areas are located. The Crisis Management Committee member commented that the committee “has a little work to do there.”

--Do faculty know that the gas shut-off valve in each building needs to be turned off if there is a tornado? According to the Crisis Management Committee member, the committee was told that faculty could ask housekeeping personnel where the shut-off valve is located. An FC member commented that housekeeping personnel are only in the buildings during the late afternoon and evening. Another FC member said maintenance would know where the valve is located, but they probably would not be in the building during a tornado. The Crisis Management Committee member stated that there needs to be a plan and some redundancy in the plan, so several people know how to turn off the gas.

The President of Faculty Council asked FC members to forward constituent comments and feedback on these three issues to her or to Crisis Management Committee member Donna George.

Student Drop Notices

Faculty Council members discussed the need for faculty to receive notices when students drop classes. The Registrar’s Office has been trying to correct “duplicate notice” problems in the system. An FC member reported that the situation appears to be improving, since he recently received an email with drop information. Another FC member observed that faculty need to know why students drop, since faculty are trying to ensure students stay in class.

Announcements

Faculty Council President Lise Uhl made the following announcements:

--April 12 Richard Moore and Beaman Floyd will be on campus to discuss legislative committee matters. Faculty may register in WebAdvisor.

--April 19 the college’s ten gateway LEAP faculty will present their experiences and what they learned after infusing emotional intelligence into their courses.

--An Early Warning System, renamed “My Success,” training session will be presented multiple days/times during the next few weeks. The President of Faculty Council encouraged FC members to enroll in one of the sessions in WebAdvisor.

--An Emotional Intelligence (EI) Conference was held Feb. 28 and Mar. 1, 2013. Dr. Fred Hills, Dean of Arts and Sciences, presented a program on MCC’s LEAP initiative and the resulting “culture change” at the conference. According to President Lise Uhl, “everyone was impressed” with Dr. Hills’ presentation and with MCC’s LEAP efforts. Pending approval, the 2014 EI Conference will be held at McLennan Community College.

The meeting adjourned at 11:00 a.m.

Sharon Kenan, Faculty Council Secretary