

# McLennan Community College

## Faculty Council 2015-2016

**MEETING DATE:** The McLennan Community College Faculty Council met in the Highlander Conference room on Thursday, February 11. President Paula Unger called the meeting to order at 3 p.m.

**ATTENDEES:** Amber Bracken, , Andrew Clayton, Anne Merchant, Brian Johnson, Casey Hubble, David Davenport, David Fleuriet, Dennis Stapleton, Donna George, Emily Stottlemyre, Gail Woodward, Heather Mattingly, Jan Robertson, Jon Fox, Karen Svendsen Werner, Karen Weil, Kelly Parker, Laura Hays, Marc Nicholas, Mark Crenwelge, Mark Long, Mary Sides, Reid Makowsky, Shelly Rogers-Sharer, Sondra Dubowsky, and Stacy Kuehn

**ABSENT MEMBERS:** Andi Ramon, Becky Griffin, Caleb Stroman, Cynthia McAdams, Frances Turner, Jim McKeown, Meredith Heffner, Miley Pulliam, Sharon Allen, Sholly Gunter, Susan Spooner, and Tammy Thompson

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### AGENDA ITEMS

#### NEW BUSINESS

1) **ISSUE:** Building Academic Pathways at MCC, presented by Dean Hills

**DISCUSSION:** Dean Hills introduced the Academic Pathways program, which is a part of the Achieving the Dream initiative (see attached PowerPoint). As Dr. Hills explained, there are currently 147 paths/options for McLennan students and selecting the right major or path can be an overwhelming experience. Academic Pathways organizes the educational options into broad areas of focus that also compliment the high school areas of emphasis. The Academic Pathways include:

- STEM
- Business & Industry
- Public Service
- Health Careers
- Creative Arts
- Liberal Arts

The college will create Academic Pathway working committees soon -- in the spring or summer of 2016 -- to help launch the new approach. Projections are for a "soft release" to begin in Fall of 2016.

**ACTION:** Be on the lookout for Dean Hills' email about becoming involved in Academic Pathways.

2) **ISSUE:** Compensation Committee report

**DISCUSSION:** The FC compensation committee presented their report for the 2016-17 academic year (see attachment). The committee reviewed cost of living increases in Central Texas and also looked at other factors to make their assessment. Matters related to compensation were discussed by FC members and included:

- Health care annual premiums and deductibles have risen dramatically in the last year and are predicted to continue to rise.
- Faculty with 30+ years' experience at MCC receive no step increases.
- Adjunct faculty pay has increased only \$27 over the last five years.
- Faculty pay impacts recruitment and retention.
- Recently, Waco area school districts have approved significant increases to their faculty salaries.
- Without cost of living adjustments, employee morale can be challenged.

**ACTION:** Review the compensation report and discuss it with your colleagues. Contact Casey Hubble, chair of the Compensation committee, if you have questions about the report. Further discussion is planned for the next FC meeting (3/3).

3) **ISSUE:** Bookstore Committee Updates

**DISCUSSION:** The FC Bookstore committee updates included:

- The Bookstore is experiencing a significant problem with loss control. To address it, partitions have been set up surrounding the textbook area to limit access. Unfortunately, some students and faculty have assumed that the area is closed, but it is not. The partitions have helped reduce theft and will remain in place until further notice. Surveillance information so far has indicated that the perpetrators are *not* MCC students and/or employees.
- If faculty have problems with textbook orders coming in on time, contact the Bookstore and then the publisher. The publisher can provide a free PDF of the first few textbook chapters to make available for students until the books come in.
- The bookstore has asked that we advertise their new *price match guarantee*. They will now price-match any comparable item found online or in person. Students will receive the price difference in a Follet gift card. Students can show proof of the price discrepancies up to one week after the purchase.

**ACTION:** Share information about the *price match guarantee* with your students and colleagues.

4) **ISSUE:** Policy Committee Update

**DISCUSSION:** The Policy committee recommended revising the college's IP template with a website hyperlink for ADA and Title IX information to insure better accuracy and consistency (see attached IP). The primary advantage will be that IPs are immediately updated campus-wide. One potential issue is that some faculty do not use Blackboard. A proposed solution was to include the actual HTTPS link with the hyperlink. FC members voted unanimously to support the revised IP template.

**ACTION:** Review the attached IP template and report any problems, suggestions, or questions to FC.

5) **ISSUE:** Elections Committee Update

**DISCUSSION:** The Elections committee reported that nominations for FC and others positions are upcoming. One recommended ballot change is in the way faculty names are listed. The current system lists faculty alphabetically in a pull-down menu. The committee is concerned that this unintentionally favors selection of nominees near the top of the list. The committee suggested to receive nominations in an open-ended field along with a PDF listing of faculty by division.

**ACTION:** Talk with your colleagues about the nomination process and give recommendations to FC.

6) **ISSUE:** Technology Committee Update

**DISCUSSION:** An FC member who also serves on the college's Technology committee reported that Blackboard will be changing to *Blackboard Ultra* in the near future. Because of this, the committee is also exploring other Learning Management Systems (LMS). Most likely, Blackboard as we now know it will not be supported within 2-5 years. No plan of action is currently in place and information will be disseminated as soon as decisions are made. [If you would like to check out some of the other LMS, go to [Canvas](#) or [Desire2Learn](#).]

**ACTION:** Look for the PD Day (4/1/16) session about this issue.

**OTHER ISSUES:**

- **Attendance policy issues.** An FC member expressed concern about online students being dropped before 25% of the semester has passed. She requested further discussion of this issue.

**The meeting adjourned at 4:40 p.m.**

David Davenport  
Faculty Council Secretary

**Abbreviations:**

**FC = Faculty Council**

**FCP = Faculty Council President**

**FCVP = Faculty Council Vice President**