

McLennan Community College

Faculty Council 2016-2017

MEETING DATE: The McLennan Community College Faculty Council met Thursday, March 2, 2017, in MAC 304. President Andria Ramon called the meeting to order at 3:30 p.m.

ATTENDEES: Andria (Andi) Ramon, Becky Parker, Bonnie Sneed, Brian Johnson, Cynthia McAdams, Donna Mendoza, Erik Emblem, Felicia Gladden, Heather Mattingly, Jennifer Black, Jessica Zbeida, Kurt Chunn, Larry Salazar, Laura Hays, Leslie Henderson, Lisa Lindloff, Marc Nicholas, Mary Sides, Meredith Heffner, Miley Pulliam, Misty Edwards, Reid Makowsky, Robert “Bob” Ammon, Sharon Kenan, Sondra Dubowsky, Theresa Sparks

ABSENT MEMBERS: Becky Griffin, Caleb Stroman, James Gibby, Jenna Hoefer, Karen Garrett, Karen Weil, Liz Painter, Mandy Morrison, Melody Flowers, Richard Pringle, Sholly Gunter, Suzanne Baldon, Teri Barnes

MEETING MINUTES

OLD BUSINESS

1) **ISSUE:** Professional Development

DISCUSSION: FCP started by explaining the history of professional development at MCC. Last year, there were questions about the delineation of professional development, educational development, and step credit. It was asked by FC to review that, from the VPI's office. There was no real difference between educational development and professional development, but there is a difference between step credit and professional development. There were suggestions from the administration that the standards for PD go to 30-60 hours/year. FC suggestion was to have annual PD that would be non-quantifiable with PD confirmation relayed and confirmed with program directors and division chairs through the required Teaching Portfolios. VPI Balmos said he had to talk to the program directors, deans, and other administrators. Then, VPI suggested 12-24 hours of PD plus a new option called “professional responsibility” (*i.e.* going to all commencement ceremonies, Scholar Day, and PD Day). The final recommendation from the VPI was: “professional responsibility”, 16 hours PD/year, and disciplinary action (e.g. same disciplinary action that faculty receive when not completing PD) if PD and professional responsibility were not completed annually. FCP and FCVP stated that “professional responsibility” is not something that FC has addressed yet with FC. Ultimately, an impasse was reached, so the current policy will stand as it is. No changes were made. A question was then asked by Teri Barnes about whether or not there has ever been any discussion about why the clock starts over once you reach your 48 hours. She said it seemed to be counter-intuitive to do it that way.

ACTION: NONE

2) **ISSUE:** Academic Freedom

DISCUSSION: FCP said that this is still a loose end. Concerning the actual Academic Freedom and Tenure Responsibility Policy, the opening statement of the policy addressing Academic Freedom states that faculty are “free from institutional censorship or discipline.” This does give faculty members an ability to speak more freely in public (e.g. writing a letter to the editor). Regarding the ending policy statement, FC asked that it either says “protects” or “supports” a faculty member’s academic freedom. Both of these are still being reviewed by administration. One important note, the Academic Freedom and Tenure Responsibility is currently being reviewed by the VPI’s office in order to separate the very lengthy policy into three distinguishing policies; Academic Freedom, Tenure Responsibility, and Professional Development.

ACTION: NONE

3) **ISSUE:** FC Elections Report (Felicia Gladden – Committee Chair)

DISCUSSION: The election ballot will be changing for the FCVP from a write-in (like it was last year) to a drop-down box on the upcoming ballot. The drop down box enables more people to be selected and promotes greater turnout. To be elected as FCVP the nominees must have previous one year FC membership, must be full-time, and must be willing to serve as FCVP. As a reminder, all faculty (including adjuncts) are able to vote for FCVP and Minnie Piper but only full-time faculty are eligible for those positions. The MCC Institutional Research Office will be managing the elections, will send multiple messages to FC concerning the elections, and will run the election for almost a week. Felicia Gladden will send an introductory message to all faculty explaining the elections.

ACTION: Please vote in the upcoming FC election.

4) **ISSUE:** Tenure Conversion Committee

DISCUSSION: FCP reminded FC members that nominations for the Tenure Conversion Committee are due by March 30th. Please send your nominations to either Felicia Gladden or Andi Ramon. This will allow us to vote at the next FC meeting (April 13th) As a reminder, two tenured members from Arts & Sciences, one tenured member from workforce, and one person that is not involved in instruction need to be nominated. Please ensure that these individuals want to be on the committee before nominating them.

ACTION: Send nominees for Tenure Conversion Committee to Felicia Gladden or FCP by March 30th

5) **ISSUE:** Badges and Business Cards (MARCOM—Lisa Wilhelmi)

DISCUSSION: FCP asked President McKown that badges and business cards should be paid for by the division. So, if you want a badge or business cards, your division chair should pay for it out of their budget. Dr. McKown acknowledged that this was a “reasonable request” to ask for it once and should be provided to faculty members by the school.

ACTION: NONE

6) **ISSUE:** Testing Center

DISCUSSION: Dr. McKown also said that it was also a “reasonable request” to email tests to the testing center for them to print them out and give them to student. She said she would get in touch with the VPI to discuss this further. The real question is the volume of requests that the testing center might receive through this method of sending tests to the testing center. Because they have a limited staff, they might not be able to accommodate this, but again, administration is working on this request.

ACTION: NONE

7) **ISSUE:** Special Recognition for 50-Year Mark at MCC

DISCUSSION: The two individuals that met the 50-year mark, Mr. Duncan and Mr. Ford, were presented from administration the opportunity to have a large brick placed in acknowledgement of their 50-year status in the paver. They were both in agreement to this, so that will be how they will be recognized by the institution. This means that no changes have to be made to any current policies.

ACTION: NONE

8) **ISSUE:** FC Compensation

DISCUSSION: The FC submitted its proposal for a two percent increase in full-time faculty salary increase and a \$500 one-time bonus for all employees to administration. The administration seemed supportive of the two percent increase, but noted that the \$500 bonus could be more complicated since you get it once and then never get it again. The FC report will be put into next year’s budget considerations, but ultimately the Board of Trustees has the final say once the final budget is finalized in July.

ACTION: NONE

9) **ISSUE:** FC Compensation Committee – Permanent Position for Adjunct

DISCUSSION: Previously, the FC had considered whether it wanted to have a permanent position set aside for an adjunct instructor on the Compensation Committee. FCP assigned this project to the FC policy committee to consider since it would involve a potential policy change.

ACTION: FC policy committee will review the possibility of a permanent position for an adjunct on the compensation committee. They will report back at the next FC meeting.

10) **ISSUE:** FC Election Report (cont.)

DISCUSSION: FCP noted that it would have been impossible to determine who had served on FC for one year and those who had not. Therefore, instead of eliminating those who were ineligible to serve, the decision was made to go with a drop-down box and then

go and check with that nominee before actually nominating them to serve. The FCVP survey was shown, where FC agreed to leave it as a drop-down box option. Felicia Gladden will try to see if this can be done in a random order, rather than by alphabetical order. For the Minnie Piper Stevens Award, you can be nominated before and still be on the list of nominees, so long as you have not won the award previously. Regarding Professional Development, it was asked whether or not Business is in Arts & Sciences or in workforce. The policy was then referenced, where it stated that Business is listed under "Arts & Sciences & Business." If this wanted to be changed, FCP stated that the policy would have to be revised. At this point, Heather Mattingly made a motion, seconded by Misty Edwards, that the policy committee examine this further for accuracy. FCP noted that this would not change the current election, but would go into effect starting next year, if any changes are made. Lastly, under Sabbatical Leave, everyone was included. Brian Johnson asked what happens if you have an application submitted, but are also on the committee. FCP stated that generally those individuals recuse themselves from voting.

ACTION: FC policy committee will examine where Business should be placed for future reference. They will report back to FC at the next general meeting.

11) **ISSUE:** Sabbatical Leave Suggestion – Kim Patterson

DISCUSSION: FCP stated that FC had planned to create an ad hoc committee to investigate the sabbatical leave. However, the sign-up sheet was never passed around and so FCP requested more information about how to proceed. So, FCP contacted Kim Patterson and found out that Sabbatical Leave is an actual budget item. It is budgeted for half of a generalized salary. The other half is paid for out of the division or program. It is budgeted on a yearly basis, but it is not guaranteed. As a result, there is not additional money to add another slot for Sabbatical Leave. If another Sabbatical Leave slot is desired, money would have to be raised in order to provide that. However, the Foundation does have money to help pay for travel costs, conferences, etc., but not for an additional Sabbatical Leave position. A question was then asked how many applications are typically provided each year. Last year, there were six applications, but only one sabbatical leave was awarded. Kim Patterson announced that the Foundation would be willing to set up a fund for an additional Sabbatical Leave position, but that it would be a low priority of administration. The reason is that if an endowed fund was created for a \$65,000 salary, it would require a \$1.5 Million endowment for it to be utilized. A professional development fund approximately worth \$75,000 is given to Staci Taylor and the PD Committee to help provide for professional development opportunities for faculty members. After Kim Patterson presentation, a discussion ensued where it was determined that it was not worth the effort to create that large of a fund for one extra Sabbatical Leave position. As a result, a motion was made by Heather Mattingly, and seconded by Laura Hayes, to not create an ad hoc committee to examine this possibility.

ACTION: NONE

NEW BUSINESS

1) **ISSUE:** Textbook Update

DISCUSSION: FCP stated that FCVP was to provide an update on the textbook committee, but since she is sick, this will have to be postponed until the next FC meeting. However, Theresa Sparks was informed of the update. She stated that the bookstore wanted submissions in by March 15th for consideration for the summer courses. For the fall semester, the deadline is March 30th. This would allow for better knowledge of what books to buyback at the end of the semester to ensure that enough used books are on hand. Also, there will be a store in place in the future where you can buy anything and put an MCC logo on it.

ACTION: NONE

OTHER MATTERS : NONE

SERVICE TO COLLEGE OPPORTUNITIES: NONE

ADJOURNMENT

A motion was made to adjourn the meeting by Misty Edwards, which was seconded by Jessica Zbeida. The meeting adjourned at 4:36 pm.

Larry G. Salazar
Faculty Council Secretary

Abbreviations:

FC = Faculty Council

FCP = Faculty Council President

FCVP = Faculty Council Vice President