

McLennan Community College

Faculty Council 2019-2020

MEETING DATE: The McLennan Community College Faculty Council met Friday, 2/7. President Ashley Cruseturner called the meeting to order at 11:00 a.m.

LOCATION: MAC 304

ATTENDEES: Amber Bracken, Amber Leibold Hendrickson, Andrew Clayton, Anna Iushchenko, Anne Merchant, Bob Ammon, Bonnie Sneed, Brian Johnson, Daelynn Copeland, Deanna Robinson, Debbie Lamprecht, Deborah Focarile, Dennis Clark, Gail Woodward, Holly Towns, Ivanna Campbell, Jarred Hankhouse, Jessica Zbeida, Karen Crump, Larry Salazar, Marighny Dutton, Michael White, Otsmar Villarroel, Paula Unger, Scott Bryant, Stacy Kuehn, and Susan Spooner

ABSENT MEMBERS: Amy Winslow, Bailey Cole, Michele Davis, Helen Moore, Jim Terry, John Seawright, Justin Lawson, Kelly Parker, Kim McCoy, Linda Ratliff, Tammy Thompson, and Yolanda Gonzalez

MEETING MINUTES

1) **ISSUE:** President's Report | Updates

DISCUSSION: The FCP welcomed all members and noted a long list of items to discuss.

- **Proctoring RFP:** The FCP reported that the search for proctoring solutions seems to be going well. Several companies have responded to our call for bids. Demos are being scheduled to review our options. We hope a pilot or soft launch will take place this summer with plans for a full rollout in the fall.
- **PD protocol:** The current FCP, FCVP, last year's FCP (who is also the chair of the current PD committee), the VPI, and the deans have been discussing the implementation of the new PD policy. The FCP asked FC members how the PD reporting is going and distributed an overview of the most recent guidelines regarding implementation of the policy (see attachment). One FC member asked why we need the PD form when a

faculty member is taking a Z-Pod. The FCP and FCVP replied that some division chairs require forms and others do not; forms no longer go to the Dean's office, so this is primarily a division issue. Per PD policy, division chairs are required to accept all Z-Pods as PD credit, with the exception of wellness classes.

A FC member inquired why no incentives exist for faculty with doctorates to pursue step credit. Discussion ensued. A FC member with a doctorate asserted that support happens in a different way, backing to attend conferences to present a paper, for example. One other FC member with a doctorate added that the focus of the college is teaching, so professional activities are considered important even if they are not rewarded with increased salary or course release. It was also mentioned that faculty salaries on this campus are considerably higher than some universities, so "incentive" should probably be viewed more broadly. FCP and FCVP promised to take this discussion to the VPI.

- **Evaluation Matters:** The FCP gave kudos to this committee and how much progress they are making. He added that this may be the most important issue this year and next because it is related to so many other areas including tenure. The Evaluation Matters committee chair said that the primary goal is to align the new evaluation with the college's new values and remove any bias that may currently exist. The hope is for portfolios and the evaluation process to integrate seamlessly.
- **Dashboard:** The FCP stated that he and the FCVP were able to see a prototype of this new data tool, created by Laura Wichman's office, and that it will serve as another resource for individual data regarding your classroom. The FCP reported that all teachers on campus will have equal access to their own information.
- **8-Week Classes:** The FCP indicated that lots of conversations are happening right now about the 8-week classes and efforts to assess their effectiveness are ongoing. Laura Wichman continues to survey students and collect data and determine patterns. FCP reported that Laura shared important data with Student Support staff who immediately drew up action plans to address some elements of confusion. A FC member mentioned that she is working with Laura W. to prioritize reviewing the accelerated linked courses.

The FCP and FCVP reported that the president of the college remains committed to this experiment. These classes are part of a national trend, and so far they seem popular with a cohort of our students; however, it is the VPI's sense (and many concur) that they will never make up a majority of the course schedule.

- **Adjunct Colleagues:** FCP confirmed that he and the FCVP are making sure to keep adjunct issues at the forefront. A FC member who teaches INRW stated that she was told by her division chair she must take the online training courses (with no additional compensation) or potentially lose the ability to teach these classes. FCP and FCVP promised to take this discussion to the VPI.

ACTION: Stay informed about these issues and share the information with your constituents.

2) **ISSUE: Policy Committee –Attendance and Drop Policy Discussion**

DISCUSSION: FCP praised the committee for working so hard on this reform, researching comparable institutions, thinking and re-thinking, drafting and re-drafting, and doing due diligence in soliciting broad-based input. The FCP's goal is to vote on this new policy in March and then present it to the administration. The policy committee chair opened the floor for any questions about the policy. One FC member asked for clarification on each of the drop types. The chair stated that the big push is for students to understand what the micro and macro consequences are when they drop a class.

The FCP commented about no-shows (specifically, those who have not communicated when they will be in class) being dropped before the census date, which is generally better for the student and the college. Our completion data would also be more accurate if these students were dropped before they were ever counted by the census date; that is, they would not negatively impact our completion numbers because we would not count them in the first place. He also reminded the council that the new policy drops the **25 percent attendance rule**. The policy chair reaffirmed our mutual desire: we all want students to be in class. But our student body may still be able to pass a class even though they were absent more than 25 percent. The FCP secured permission from FC to conduct a faculty-wide survey concerning this issue.

ACTION: Read the new attendance policy (attached) and discuss it with your constituents. Encourage them to give you feedback and also participate in the upcoming survey.

3) **ISSUE: Work Force Committee**

DISCUSSION: The chair of the Work Force (WF) committee stated that he is not the instigator of the push to resolve some of the most persistent WF issues and emphasized that he wants this to be clearly understood. He believes that now is the time for these issues to finally be resolved. This committee chair presented a slideshow (see attachment) that emphasized the college's core values and how they align with the resolution of these problems. He asked FC members to consider what Dina Dwyer would do if 45% of her employees said the system was broken. He said that this committee is trying to build a bonfire big enough so that administration will see the problem. The problem exists at the intersection of the VPI and VPSS. The WF committee will be meeting with them later this semester. Many FC members asked questions about possible solutions. This committee chair stated that he would not presuppose a best solution. The FCVP encouraged him to come up with a solution and present it in a written document with specific ideas about what is needed. The FCP agreed that a document describing the problems would be key; he also emphasized how much Workforce faculty are valued.

ACTION: Stay tuned for more information with these ongoing issues.

4) **ISSUE: Compensation Committee**

DISCUSSION: The compensation committee chair stated they are recommending a salary increase of 2.9% for the 2020-21 academic year. The rationale for this bump is to help cover the increase in cost of living expenses. They are requesting this increase for full-time faculty and adjuncts.

A FC member stated that some WF adjuncts are paid by the hour and not standard adjunct pay. The FCP requested that the WF committee look into this question and report back at the next FC meeting. A FC member suggested that WF had much on their plate currently. FCP decided to add the issue to his portfolio. A FC member who is nursing instructor stated that in her area there is a relatively large range of hourly pay for WF adjuncts, depending on the job duties. FCP and FCVP promised to take this to the VPI.

ACTION: Stay tuned for the FCP report on this issue. Please pass along to your constituents the progress and trajectory of the proposed salary recommendation.

5) **ISSUE:** Other Committee Reports

DISCUSSION:

- **Bookstore:** A bookstore committee member stated that the deadline for inclusive access is 2/14, which is an incredibly quick turnaround. Could this be delayed so more exploration of possible textbooks could take place? It was also mentioned that financial aid for textbooks is often problematic for the 2nd 8-week classes.
- **PD Committee:** This committee is meeting today at 1:30 pm.
- **Student Success Liaison:** This committee met last month and will be meeting again this month.

ACTION: Stay tuned for new information as it develops with these committees.

6) **NEW ISSUE:** Adjunct Supplemental Pay for January

DISCUSSION: A member of this committee reported on the problem with the way adjuncts receive their pay, which causes difficult hardships. There is request for five payments instead of four, and a stipend for the extra work that adjuncts do for the college. Communication with adjuncts is also problematic and creates unnecessary complications at the kickoff of each new semester.

ACTION: The FCP and FCVP are committed to taking these issues to administration for further investigation and analysis.

Next Meeting of Faculty Council: March 6. FC members prefer to hear **Laura Wichman regarding the QEP on our official meeting date. Her comments will take place at the beginning of the next FC meeting, which will begin at 10:30 a.m. Please plan for more than one hour. VPI Fred Hills will address FC at 12:00 p.m. Location: MAC 304**

The FCP adjourned the meeting at 12:35 pm.

Paula Unger,
Faculty Council Secretary

Abbreviations: FC = Faculty Council | FCP = Faculty Council President | FCVP = Faculty Council Vice President