

McLennan Community College

Faculty Council 2020-2021

MEETING DATE: The McLennan Community College Faculty Council met Friday 11/6/2020.

LOCATION: Faculty Council met virtually via Zoom video conferencing because of COVID restrictions in Bradley T. Turner's personal meeting room ID: 2542998408.

PARTICIPATING/ATTENDING MEMBERS:

- Alex Shiu: Economics
- Amy Antoninka: Philosophy
- Amy Winslow: Health Professions
- Anna Iushchenko: English
- Becky Parker: Faculty Council Vice President (FCVP)
- Bernard Smith: Science
- Bob Ammon: Physical Education and Health (did not sign in)
- Bradley T. Turner: Faculty Council President (FCP)
- Crystal Johnson: Office of Technology/Careers for Lesley Plemons
- Cynthia Wagner: Computer Information Systems & Multimedia
- Daelynn Copeland: Child Studies and Education/Child Development
- David Fleuriet: Mental Health/Social Work
- Dennis Clark: Veterinary Technician Program
- Donald Keltner: History
- Elaine Fagner: Science/Faculty Council Secretary (FCS)
- Emily Stottlemire: Child Studies and Education
- Erik Emblem: Government
- Felicia Gladden: Government
- Holly Towns: Integrated Reading and Writing/Adjunct
- Jarred Hankhouse: Criminal Justice
- Jessica Hazel: Business/Accounting
- John Seawright: Science
- Joseph Taylor: Theatre
- Justin Lawson: EMS/Paramedicine
- Leigh Ann Long: Psychology
- Mandy Morrison: Music
- Mark Crenwelge: Mathematics
- Sharon Kenan: Library
- Tisha Monsey, Completion Center (non-voting member)
- Travis Cox: Communications Studies
- Yolanda Gonzalez: English
- Yumei Wu: Mathematics

NON-PARTICIPATING/ABSENT MEMBERS:

- Bailey Cole: Theatre/Adjunct
- Beth Grassman: Spanish
- Donna Ewing: Science
- Gabriela Gutierrez: Spanish
- Kimberly McCoy: Nursing
- Helen Moore: Nursing
- Lesley Plemons: Health Information Technology (represented by Crystal Johnson)
- Marcie Rierson: Surgical Technology
- Marighny Dutton: Respiratory Care Technology

GUESTS ATTENDING:

- Alyssa Van Vleet: Health Professions
- Paula Unger, Title V Director

MEETING AGENDA:

1. Meeting was called to order by the Faculty Council President (FCP) at 10:00 am on November 6, 2020 via Zoom (Brad Turner's meeting room 2542998408).
2. **MOTION/VOTING ITEM:** A motion to approve the October 2020 meeting minutes was made by John Seawright and Joseph Taylor seconded the motion. The FCP sent out a poll to all members and the motion was passed by Faculty Council (FC). There were no dissenting votes.
3. **Question and Answer about Title V and Paula Unger:** Paula Unger is the Director for the Title V grant/project. She presented to the Board of Trustees at the October meeting and her video was included in the FCP update to FC. This grant only is available to institutions with a specific percentage of Hispanic-serving population. Paula noted that she did not write the grant and indicated the College was informed by the Department of Education of its award.

Paula stated that the Supplemental Instruction (SI) Program was piloted last Fall with great success. She shared that the plan is to start with development education and expand it to gateway courses. Paula said that the grant funding started in October 2020 and several positions will be funded by the grant. In the first year of the grant, there will be extra funds that will roll over into the Fall 2021 semester because some of the specific positions funded by the grant have not been filled.

There will be a peer leader for multiple courses and Paula requested that faculty submit recommendations for student leaders. These positions will require training for the various areas. The goal is to have these students be Hispanic but some position may include other minority leaders. There will be a push for more Hispanic-friendly

signage across in Spanish. A question was asked about compensation for student leaders and Paula stated that the pay will likely be above minimum wage.

For SI leaders, the students must have an “A” for the course in which they are helping with. The training program will inform the student on what they need to do and where the boundaries are for their role.

4. Changes to the Elections Policy:

FCP sent out updates in the form of videos from each committee chair to FC members prior to the meeting. The Election Committee requests a policy change moving the annual elections to a date earlier in the semester for the following reasons:

- a. The dates that Faculty Council terms run have changed for the FCVP to begin her/his term;
- b. An earlier election will give the FCVP-elect more time to prepare to take office; and
- c. The month of April is a busy time in the semester and more faculty members may take the time to consider the issues and vote in March as compared to April.

Specific language changes include the following: *“Primary elections will take place on the first Wednesday following the week of Spring Break every year and will continue to be open for the next seven continuous calendar days. Final (run-off) elections will take place no later than ten (10) days after primary elections closing date and will continue to be open for the next seven (7) continuous calendar days.”*

MOTION/VOTING ITEM: A motion to approve the election policy section for FC was made by Elaine Fagner and Bernard Smith seconded the motion. The FCP sent out a poll to all members and the motion was passed by FC. There were no dissenting votes.

5. Evaluation of the Faculty Job Description:

FCP sent out a FC update video, which contained an overview about the Faculty Job Description. The Faculty Job Description contains the basic responsibilities of a faculty member at McLennan Community College (MCC) and is broken into five major parts: 1) overview of the purpose of a faculty’s job; 2) scope of a faculty member’s role including instruction; 3) professional development; 4) service to the College and Community; and 5) a section pertaining to faculty members being required to comply with MCC policies and core values.

Comments from committee members indicated that the accountability items in the job description was to address comments made from the Administration. Specific wording was removed that would commit faculty to specific things such as serving on committees. The revised document removed the plural reference.

MOTION/VOTING ITEM: A motion to approve the draft Faculty Job Description with specific wording to the bullet point for working across departments to improve student

success and retention for FC was made by Elaine Fagner and seconded by John Seawright.

6. Questions about Sub-Committees:

FCP sent out updates in the form of videos from each committee chair.

- **Policy:** No questions were asked about the committee update video contents.
- **Compensation:** No questions were asked about the committee update video contents.
- **Bookstore:** A question came up about who faculty contacts for Bookstore issues. The email that was included in the video is the correct point of contact. The correct email is 0482txt@fheg.follett.com.
- **Elections:** No questions were asked about the committee update video contents.
- **Student Success:** The FCP stated that this committee has not done much because he and Paul Hoffman are discussing specific items to address.
- **Workforce:** No questions were asked about the committee update video contents. A comment was made about online ZPOD courses to help Workforce faculty to complete certificates because these employees are typically teaching during the times the courses are offered.

ACTION ITEM: The FCP will ask Dr. Fills why ZPOD certificate courses are not offered as online courses that can be taken by an employee at any time, rather than a specified time.

- **Job Description:** No questions were asked about the committee update video contents.
- **“Ad Hoc”:** The FCP shared that there is no updates for this committee at this time.

7. Discussion about Faculty Scorecards:

FCP sent out an overview of the Faculty Scorecard overview video made by Dr. Laura Wichman. Members commented on the name of the scorecard. Several questions and comments came up about why these are being implemented.

ACTION ITEM: The FCP will make a comment about the vernacular of the scorecard name. The FCP will ask about the reasons this has been done and to inquire if the scorecard is a piece of a new evaluation process for faculty.

8. Evaluation and Discussion for the need of FC Representation for Title V initiatives:

The FCP asked if the members felt that FC representation needs to be on the Title V team. The FCP is currently on that committee/team. A comment was made about what the representation would look like.

ACTION ITEM: The FCP will inquire about what the representation by FC would look like on the Title V committee/team.

9. Discussion of the Workforce Advisory Committee report:

The FCP opened the floor for discussion about this report. He indicated that the group met with the Administrators and that FC should continue to keep working on this issue. The FCP suggested that not all faculty should be required to advise. If a faculty member wants to be trained to be an advisor, they should go through the process of being trained. The FCP encouraged faculty to talk to their supervisors and Deans about their feelings regarding advising, pay, and other issues related to advising.

Various members discussed the responsibility, time commitment, and other demands of advising and shared concerns about compensation for advising. Another member asked why there is not a limit on the number of hours a faculty member is expected to advise. The member noted that faculty have a number on the hours we are expected to teach for a full load. Why/how can we put a number on the other hours we are expected to work? The FCP emphasized that the report shared the same concerns about “equitable concerns” for those faculty members who are expected to advise as part of your job.

10. Discussion about recent changes to the Attendance Policy:

John Seawright brought a faculty member’s comments about the new policy regarding the section about the 25% drop date and grading criteria. Specifically, the faculty member was concerned about the passing versus non-passing grade issued to the student if they miss more than 25% and receive a grade they have at the time this percentage was reached. He clarified that dual credit students need to have an actual numerical grade making this policy change potentially challenging for that population of students.

The FCP shared Dr. Hill’s interpretation of the changes. Multiple FC members shared concerns about the revision and how it relates to the grades. In addition, FC members had concerns about transferability of courses for students.

ACTION ITEM: The FCP will discuss these concerns with Dr. Hills. Specifically, FC wants clarification on why this specific change was made and the possibility of evaluating the student drop section of the attendance policy update.

11. Presenters to the Board of Trustees

The FCP asked for suggestions on faculty who have not done teaching moments. This will resume for future meetings. The presentation should be about 5 minutes long with a period for questions and answers. The whole thing should last no more than 10 minutes from start to finish. A member suggested that the Minnie Piper and NISOD winners be added to the list.

12. COVID Absences

A member shared another faculty's concerns about students coming to class who are in quarantine. Specifically, a concern was voiced about the tracking of students who are in quarantine and how counting absences for a quarantined student impacts them.

ACTION ITEM: The FCP will follow up on the inconsistent approach to address students in quarantine with Dr. Fred Hills. The FCP will suggest an attendance option for students in quarantine in the attendance roster.

13. Feedback and suggestions on the state of Faculty Council

The FCP opened the floor for discussion about the state of FC. No items were discussed.

14. Discussion on the State of the College

The FCP opened the floor for discussion about the state of the college. A FC member shared that the food trucks are gone by the time they finish teaching.

15. Meeting Adjournment

FCP reminded that the next meeting is in "prep week" during January.

MOTION/VOTING ITEM: A motion to adjourn the meeting was made by John Seawright. Joseph Taylor seconded the motion. The FCP adjourned the meeting at 11:51 am.