

McLennan Community College

Faculty Council 2021-2022: October 2021 Meeting

MEETING DATE: The McLennan Community College Faculty Council (FC) met Friday 10/8/2021.

LOCATION: Faculty Council met virtually via Zoom video conferencing due continued mindfulness to COVID safety precautions in Becky B. Parker's personal meeting room ID: 97541408902.

PARTICIPATING/ATTENDING MEMBERS:

- Alyssa Van Vleet: Health Professions
- Amy Winslow: Nursing
- Ashley Cruseturner: History
- Becky Parker: Faculty Council President (FCP)
- Bernard Smith: Science
- Bill Lockhart: Sociology
- Crystal Johnson: Office Tech/HITT/Hospitality
- Daelynn Copeland: Child Studies and Education
- David Fleuriet: Mental Health/Social Work
- Donna Ewing: Biology
- Elaine Fagner: Faculty Council Vice President (FCVP)
- Elizabeth Painter: Nursing
- Emily Stottlemire: Child Studies and Education
- Heather Davis: Health Professions
- Jan Robertson: CIS & Multimedia
- Jarred Hankhouse: Criminal Justice
- John Seawright: Science
- Joseph Taylor: Theatre
- Katie Rice: Performing Arts
- Laurice Jones: English
- Marcie Rierson: Surgical Technology
- Mark Crenwelge: Mathematics
- Michaela McCown: Science
- Misty Edwards: Psychology
- Molly Hunt: English
- Richard Driver: History
- Scott Bryant: Business
- Sharon Lavery: Music
- Thelda Jones: Nursing
- Tommy Lowrance: Business
- Travis Cox: Communication/Faculty Council Secretary (FCS)
- Vince Clark: Government/History

- Yumei Wu: Mathematics
- Zachary Cleere: Paramedicine

NON-PARTICIPATING/ABSENT MEMBERS:

- Beth Grassmann: Spanish
- Bob Ammon: Health
- Claudette Jackson: English
- Jenna Warf: Nursing
- Katelyn Jaynes: Language, Literature & Communication

MEETING AGENDA:

- I. Call to Order:
 - a) Meeting was called to order by the Faculty Council President (FCP) at 10:00 am on October 8, 2021, via Zoom (Becky Parker's meeting room 97541408902).
- II. Review and approval of minutes from September Meeting:
 - a) The FCP mentioned the need to amend the September meeting minutes to include the attendance of Bob Ammon and Vince Clark.
 - b) A motion to approve the September 2021 meeting minutes was made by Ashley Cruseturner. Joseph Taylor seconded the motion. The FCP sent out a poll to all members and the motion was passed by the FC. There were no dissenting votes.
- III. Speaker: Missy Kittner, Director Human Resources:
 - a) The FCP introduced Missy Kittner and Frank Patterson as guests that were invited, at the prompting of the COVID Concerns subcommittee, to provide more information on the current state of COVID related issues on campus.
 - b) Part-time/Overload/Summer Pay disbursement:
 - i. Missy Kittner addressed the proposal for adjunct and overload pay to be disbursed over 5 payments, she discussed the challenges associated with this proposed change in terms of when these payments would need to occur in relationship to the academic calendar and registration timing.
 - ii. Missy Kittner further explained that delaying payments to account for registration timing would alternatively classify the payments as "nonqualified deferred compensation" which is a type of compensation not offered to MCC employees, would MCC's risk of IRS auditing, and would be accompanied by risks to faculty pay.
 - iii. Missy Kittner also discussed an alternative of shifting adjunct and overload pay to a bi-weekly model.
 - c) COVID Self-reporting/quarantine:
 - i. Missy Kittner discussed the importance of self-reporting and that this has been happening too slowly, she also discussed different quarantine needs/options outlined by the self-reporting system and the importance of taking time off depending on symptoms.

- d) Floating Holidays:
 - i. Missy Kittner discussed the new floating holiday policy and that is for faculty and staff as well as how to report the holiday, she mentioned that this does not apply to adjunct and part-time faculty.
 - ii. Laurice Jones asked about how this applies to online teaching, Missy Kittner mentioned that sick time should always be reported, but this applies less to online teaching.
- IV. Speaker: Frank Patterson:
 - a) COVID Testing:
 - i. Frank Patterson mentioned rapid testing on campus and the importance of travel testing, Becky Parker asked about the process for testing, Frank Patterson discussed the type of test performed and the location of on campus testing.
 - ii. Jarrad Hankhouse asked if the need for travel testing is only for school related travel of personal travel, Frank Patterson clarified that this was only for school travel.
 - iii. Bill Lockhart asked about incubation periods, Frank Patterson clarified different windows in which symptoms occur
 - iv. Elaine Fagner asked if testing would be available during break in chat, Missy Kittner indicated that there would not be testing over break.
 - v. Missy Kittner reemphasized the importance of self-assessment and the need to have both faculty and students self-report and that faculty should not tell students to quarantine.
 - vi. Bill Lockhart asked in chat about whether vaccines were necessary if a student already had COVID, Frank Patterson discussed varied perspectives on that issue and the importance of determining when they had the virus, Michaela McCown mentioned the importance of understanding COVID variants and the value of vaccines.
 - vii. Ashley Cruseturner asked how many on campus have tested positive in chat, Missy Kittner stated that 130 faculty/staff and 495 students have tested positive.
 - viii. Frank Patterson emphasized that we are trending in a positive direction as well as improvements that have been seen in the county and state, he also reminded faculty about the final vaccine clinic.
 - ix. Ashley Cruseturner asked about opinions regarding the need for faculty to get boosters, Frank Patterson indicated that it is encouraged based on meeting CDC criteria.
 - x. Michaela McCown thanked Frank Patterson and the administration for offering rapid testing, Frank Patterson followed with her personal concern about an increase over the holidays and its symptomatic similarities with the flu that should require ongoing testing, he also mentioned that value of MCC students helping to run the testing clinics.

V. SACS Visit

- a) Becky Parker mentioned that the November 1-4 SACS visit will be virtual and that faculty might be asked to participate virtually at various points in the process.
- b) Becky Parker mentioned the ongoing issue associated with SACS concern with fairness in how overloads are assigned and the need for justification, Elaine Fagner followed up on the complaint to SACS about overload assignments and the importance of issues going through the chain of command.

VI. Committee Reports

a) Policy

- i. Becky Parker mentioned a survey that is going to be sent out to determine faculty perspective on overload/summer/adjunct pay issues, Travis Cox clarified what would be covered in the survey and how it will help the policy subcommittee move forward, Travis Cox also asked for FC email shortcuts to be updated for this year, Becky Parker said she would get them updated soon.

b) Workforce

- i. Nothing to report.

c) Elections

- i. Nothing to report.

d) Student Success

- i. Nothing to report.

e) Compensation

- i. Nothing to report.

f) Bookstore

- i. Donna Ewing discussed the change in command at the bookstore as well as current issues with inclusive access, Elaine Fagner clarified that today is the last day to adopt inclusive access for the Spring.

g) COVID Concerns

- i. Micheala McCown mentioned the varied perspectives that exist and the consensus that more faculty input should be taken in developing solutions, she also mentioned confusing communication in the past and steps being taken to clarify COVID information, she mentioned the importance of updating the COVID training video, she acknowledged the positive response by administration at trying to meet faculty and student needs including testing, she mentioned a potential for lower caps in the Spring.
- ii. Becky Parker mentioned the issue of making COVID testing available to family members per Frank Patterson's recommendation and proposed that the FC should vote to support this recommendation.
- iii. **Voting Action:** Tommy Lowrance made a motion to approve Becky Parker's proposal for the FC to support Frank Patterson's recommendation to make COVID testing available to faculty family

members. Michaela McCown seconded the motion. A poll was conducted in chat. There were no dissenting votes.

- iv. Elaine Fagner asked a question about class size issues moving forward, Tommy Lowrance and Daelynn Copeland mentioned ongoing issues with helping students that add late and potential class size changes, Becky Parker mentioned that this is going to impact class sizes not being raised without warning, not lowering class sizes from their existing levels.
- v. Daelynn Copeland asked about State Bill 165 and potential 6 drop rule changes during COVID, Becky Parker mentioned she would follow up on this.
- vi. Mark Crenwelge asked about emails regarding students in quarantine and a lack of clarity in how this information is communicated, Michaela McCown confirmed that this is an issue for her as well, Emily Stottlemire clarified what was included in initial and follow up emails, Elaine Fagner and Becky Parker mentioned they would follow up on this.

VII. Old Business

a) Overload Payout Changes

- i. Becky Parker mentioned ongoing issues over the last few years with past discussion of and potential changes to overload payout.

b) Tenure Celebration Event

- i. Becky Parker mentioned that the celebration went well and was appreciated despite relatively low attendance, this might lead to changes to when the celebration is held in the future.

VIII. New Business:

a) Becky Parker mentioned that State Bill 165, email communication with faculty about quarantine, and the survey from the policy subcommittee are new business.

b) Becky Parker also mentioned that the remainder of the FC meetings this term will take place via Zoom and that there would be discussion at a later meeting regarding how the FC wants to proceed Spring term.

IX. Adjournment:

a) The FCP mentioned that the next FC meeting will be Friday, November 5 at 10:00 am CST and that if any FC subcommittees have reports to make that they submit them in advance of the next meeting for review by the FC.

b) Elaine Fagner reminder the FC about the SharePoint folder as a source of information.

c) A motion to adjourn the meeting was made by David Fleuriet. Joseph Taylor seconded the motion. A poll was conducted in chat. There were no dissenting votes.

d) The FCP adjourned the meeting at 11:28 am.