

McLennan Community College

Faculty Council 2021-2022: September 2021 Meeting

MEETING DATE: The McLennan Community College Faculty Council (FC) met Friday 9/3/2021.

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: 91849327822.

PARTICIPATING/ATTENDING MEMBERS:

- Alyssa Van Vleet: Health Professions
- Amy Winslow: Nursing
- Ashley Cruseturner: History
- Becky Parker: Faculty Council President (FCP)
- Bernard Smith: Science
- Beth Grassmann: Spanish
- Bill Lockhart: Sociology
- Claudette Jackson: English
- Daelynn Copeland: Child Studies and Education
- David Fleuriet: Mental Health/Social Work
- Deborah Williams: HITT
- Donna Ewing: Biology
- Elaine Fagner: Faculty Council Vice President (FCVP)
- Heather Davis: Health Professions
- Jan Robertson: CIS & Multimedia
- Jarred Hankhouse: Criminal Justice
- Jenna Warf: Nursing
- 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 Kenan: Library Services
- Sharon Lavery: Music
- Tommy Lowrance: Business
- Travis Cox: Communication/Faculty Council Secretary (FCS)

- Yumei Wu: Mathematics
- Zachary Cleere: Paramedicine

NON-PARTICIPATING/ABSENT MEMBERS:

- Bob Ammon: Health
- Crystal Johnson: Office Tech/HITT/Hospitality
- Elizabeth Painter: Nursing
- Katelyn Jaynes: Language, Literature & Communication
- Laura Hays: Human Services & Education
- Thelma Faye Jones: Nursing
- Vince Clark: Government/History

MEETING AGENDA:

- I. Call to Order:
 - a) Meeting was called to order by the Faculty Council President (FCP) at 10:00 am on September 3, 2021, via Zoom (Becky Parker's meeting room 91849327822).

- II. Review and approval of minutes from April Meeting:
 - a) A motion to approve the April 2021 meeting minutes was made by Joseph Taylor. Daelynn Copeland 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. Election of Faculty Council Secretary:
 - a) The FCP opened the floor for nominations. The FCVP noted that Travis Cox volunteered to be the Secretary in chat.

Voting Action: Joseph Taylor made a motion to nominate Travis Cox as the 2021-2022 Faculty Council Secretary (FCS). Jarred Hankhouse seconded the motion. A poll was conducted in chat. There were no dissenting votes.

- IV. Sub-committees for Upcoming Year:
 - a) The FCP provided an overview of the various committees and encouraged FC members to sign up
 - b) Bill Lockhart asked a question about the history and role of FC members on committees run by other college entities, Ashley Cruseturner responded by indicating that there was a shift in participation and agency in these external meetings during his time as FCVP.
 - c) The FCVP mentioned some new challenges for the Bookstore committee due to interim management that can impact faculty, Ashley Cruseturner shared a success story about the Bookstore taking care of a shortage in his department.

- V. Bridge form Faculty Council to Constituents:

- a) The FCP asked for comments and feedback on how FC members go about sharing FC information with constituents.
- b) Joseph Taylor mentioned in chat that he emails faculty in his department following meetings for feedback.
- c) Mark Crenwelge similarly mentioned that he forwards meeting minutes for faculty.
- d) The FCP clarified that FC meetings are not closed meetings and that anyone is welcome.
- e) David Fleuriet stated that he brings up relevant FC issues during weekly faculty meetings and this was echoed by several other participants.

VI. State of the College:

- a) 3% Faculty Raise:
 - i. The FCP mentioned the 3% faculty raise and the positivity by administration and board members in supporting this raise. The FCP also mentioned some issues related to the 2% support staff raise. The FCP thanked the compensation committee for their work that supported these changes.
- b) COVID Protocols:
 - i. The FCP mentioned the current state of COVID protocols on campus in relation to Fred Hills email to faculty, in particular the value of seating charts and notes about faculty options to increase safety in the classroom.
 - ii. John Seawright raised a question about the FC's voice in the conversation about these protocols with administration, the FCP mentioned that we do have a voice and that this meeting is our opportunity to discuss what our position or a committee should be created to address faculty concerns regarding these protocols
 - iii. The FCVP mentioned that any concerns can be addressed to the FCP, the FCVP, as well as Johnette McKown who has an open door policy for those that want to discuss COVID protocols on campus.
 - iv. Donna Ewing mentioned her conversation with Frank Patterson about her concerns, stressed the important of having both political as well as medical conversations about these issues, and volunteered to be on a committee
 - v. Tommy Lowrance mentioned a positive conversation with Johnette McKown in which she was proactive in providing additional safety measures in his classroom and office, the FCVP followed up by mentioning that there are still funds available to specifically address COVID related safety measures.
 - vi. Michaela McCown discussed COVID concerns brought up by her students, concerns regarding uniformity in response from faculty, and emphasizing COVID spread on campus, Molly Hunt asked a question about using the hyflex course option and student pushback to masking, Michaela mentioned that the number needing the hyflex option was working fine due to the small number that needed it, the

- FCVP asked if the class capacity issue was due to space in the room or desks and other room materials.
- vii. The FCVP mentioned that she was having some issues with dealing with the physical plant and the importance of using the appropriate chain of communication to get needed supplies and support.
 - viii. The FCVP mentioned a question in chat about requiring COVID training in the future to which there was no clear answer as well as a question about asthma and masking which was discussed in chat with various opinions.
 - ix. Heather Davis discussed the current health professions approach that is balancing MCC protocols with clinical protocols at BS&W and other institutions, with face-to-face requirements and time constraints, potential COVID spread could have a significant impact on these courses, also shared concern about not being able to require masks until the power of MCC is behind her requiring them.
 - x. Tommy Lowrance asked a question about the feasibility of a campus mask mandate due to governmental regulations and funding issues.
 - xi. Ashley Cruseturner mentioned that we should be cautious about making a unified statement as the FC council when there are differing opinions and perspectives among faculty.
 - xii. Jarred Hankhouse followed this by mentioning that many faculty and students do not wear masks and to be aware of potential backlash.
 - xiii. Daelynn Copeland suggested in chat that we send an anonymous poll to faculty to more accurately determine faculty opinion.
 - xiv. Donna Ewing reemphasized the need for something to be done regardless of people's interest in personal freedom and mentioned the value of having a medical discussion.
 - xv. Sharon Lavery asked in chat about the actual safety provided by mandates based on mixed reports, Donna Ewing emphasized in chat that masks and vaccines are tools regardless of efficacy.
 - xvi. John Seawright asked a question about the possibility of certain course sections being "mask mandate" sections to better meet the varying opinions, the FCP mentioned this might be something that could be discussed for Spring term.
 - xvii. The FCVP asked the FC to consider what faculty want to see changed Spring term and in the future as opposed to focusing on the COVID changes that have impacted Fall term.
 - xviii. The FCP returned to the idea of creating a FC subcommittee to address these issues. The FCVP emphasized that this committee needs to represent the full spectrum of opinions. The FCP stated that she will take the names of volunteers from chat and set up a meeting to discuss how to proceed with this subcommittee, the FCP also emphasized the value of individuals sharing their experiences directly with administration in the meantime.
 - xix. Michaela McCown emphasized the importance of caring for the community at MCC and more broadly.

- c) Outside Employment Report:
 - i. The FCP discussed the new requirement to file a report on outside employment, this change in requirement is linked with the need to document this previously existing policy for accreditation purposes.
 - ii. The FCVP emphasized that this requirement is not to invade into personal business, but to ensure faculty commitment to their position at MCC.
 - iii. Bill Lockhart asked a question the scope of this required reporting and if it pertains to other work done at MCC, the FCP followed up by stating that anything that provides a pay check needs to be reported.
- d) Overloads:
 - i. The FCP discussed changes to overload regulations due to accreditation issues that might prevent or curtail faculty's ability to teach overloads, division directors will need to justify overloads to avoid changes in policy, the FCVP emphasized that it will not be faculty responsibility to provide this justification.
 - ii. John Seawright asked about the potential for having more overloads to deal with the changing enrollment and section/cohort needs brought on by COVID, the FCP mentioned while this idea is valid, the policy issue is more about justification than actual number of/types of sections to determine need for adjunct teaching, Bernard Smith emphasized that this is about justification, not motivation to change how things have been done.
 - iii. Several faculty in chat mentioned that the overload issue is more about number of preps than about number of sections.
 - iv. Molly Hunt asked how 8-week courses would be impacted by this change, the FCP mentioned that it would be counted along with your semester load as usual.
 - v. Tommy Lowrance asked about changes to overload pay that should be addressed, the FCP briefly talked about the changes and suggested the policy committee address this, the FCVP mentioned concern about discrepancy in policy and perception across campus related to this brought up in chat.
 - vi. The FCP mentioned the importance of seeing your load sheets and follow up with your department if you have not.
- VII. Tenure Celebration Event:
 - a) The FCP reminded the FC about the Tenure Celebration Event scheduled for Friday, September 10th, there was an emphasis on the value of using events like this to build community and look for updates in case there are changes.
- VIII. New Business:
 - a) The FCP mentioned the issues brought up in the meeting of how online course pay is calculated and COVID protocols/committee work as new business.
 - b) Bill Lockhart mentioned in chat the importance of discussing the impact of hyflex courses on instructor workload, the FCP asked about faculty

experience with this format, Michaela McCown mentioned that she has had success so far but that there will be more challenges when there is a need for more active interaction between course participants, there were also some comments by Mark Crenwelge and others about the difference between hyflex being an instructor choice versus assigning specific courses as hyflex.

- c) The FCVP discussed modifications to the FC subcommittee chart including the new “COVID Concerns” committee and the assignment initial meeting facilitators.

IX. Adjournment:

- a) The FCP mentioned that the next FC meeting will be Friday, October 8 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) A motion to adjourn the meeting was made by Joseph Taylor. John Seawright seconded the motion. A poll was conducted in chat. There were no dissenting votes.
- c) The FCP adjourned the meeting at 11:25 am.