

McLennan Community College

Faculty Council 2020-2021: January 2021 Meeting

MEETING DATE: The McLennan Community College Faculty Council (FC) met Friday 1/7/2022.

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: 99782434115.

PARTICIPATING/ATTENDING MEMBERS:

- Alyssa Van Vleet: Health Professions
- Ashley Cruseturner: History
- Becky Parker: Faculty Council President (FCP)
- Bernard Smith: Science
- Beth Grassmann: Spanish
- Bill Lockhart: Sociology
- Bob Ammon: Health
- Claudette Jackson: English
- 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
- Jan Robertson: CIS & Multimedia
- Jenna Warf: Nursing
- John Seawright: Science
- Joseph Taylor: Theatre
- 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
- Tommy Lowrance: Business
- Travis Cox: Communication/Faculty Council Secretary (FCS)
- Vince Clark: Government/History
- Yumei Wu: Mathematics

NON-PARTICIPATING/ABSENT MEMBERS:

- Amy Winslow: Nursing
 - Heather Davis: Health Professions
 - Jarred Hankhouse: Criminal Justice
 - Katelyn Jaynes: Language, Literature & Communication
 - Katie Rice: Performing Arts
 - Sharon Lavery: Music
 - Thelda Jones: Nursing
 - Zachary Cleere: Paramedicine
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MEETING AGENDA:

- I. Call to Order:
 - a) Meeting was called to order by the Faculty Council President (FCP) at 10:00 am on January 7, 2022, via Zoom (Becky Parker's meeting room 99782434115).
- II. Review and approval of December minutes:
 - a) A motion to approve the November 2021 meeting minutes was made by Tommy Lowrance. Bill Lockhart seconded the motion. There was a poll done through zoom and the motion was passed. There were no dissenting votes.
- III. Committee Reports
 - a) Compensation
 - i. Becky Parker mentioned that she emailed the FC the Compensation subcommittee's report and proposal prior to the meeting.
 - ii. Scott Bryant mentioned that they kept their proposal brief as requested by administration, the proposal addresses current inflation rates and that an increase of 6.8%-7.23% would be needed to avoid an effective pay cut.
 - iii. Tommy Lowrance added that we should not expect a 7% COLA, but that these are the reality of the numbers and that this will ultimately result in a lag regardless of the Board's decision since these are the current numbers that will be adjusted in the future.
 - iv. The FCP emphasized that the Board has a history of trying to be competitive in the state for pay, Scott Bryant mentioned that they added text in the proposal to address current rankings across the state for perspective (MCC is currently ranked 5th for Texas Community Colleges out of 51 ranked colleges).
 - v. Bill Lockhart asked in chat about compensation per/experience issues that might impact our ranking due to the longevity of MCC faculty, the FCVP mentioned that there are different pay/salary schedules based on years of service and other factors, Scott Bryant indicated that ranking data does not account for compensation by years of service, the FCVP mentioned that several high paid long-term faculty recently left which might impact this ranking overall.

- vi. Ashley Cruseturner asked how the compensation is calculated and emphasized that understanding how this information is calculated can impact our ranking, the FCVP said she could ask the TCCTA how these rankings are calculated to clarify this information.
 - vii. Ashley Cruseturner moved to accept the Compensation Committee's proposal, Bill Lockhart seconded the motion, Scott Bryant mentioned that they should add a sentence to the final point of the proposal to add information on how ranking is calculated for clarity to the Board, a vote was done in chat to approve the proposal with the additional information, the motion passed, there were no dissenting votes.
- b) Policy
- i. Claudette Jackson mentioned that the Policy Committee addressed suggestions about both FCP and Sabbatical limits, the committee decided not to move forward with these changes and instead forwarded some suggestions to the Elections Committee for review on possible improvements to the voting process.
 - ii. The FCP commented that in the future we should readdress clarifying the overload policy.
- c) Workforce
- i. Nothing to report.
- d) Bookstore
- i. Donna Ewing reported that things are going well and that early adoptions are currently being taken care of, she also mentioned that in the future they may want this information earlier.
 - ii. The FCVP mentioned that they are going to ask for adoptions earlier to help with dealing with inclusive access fees/issues, she also mentioned that they have documents on how students access materials as a resource for faculty to distribute.
 - iii. John Seawright and several other faculty made brief comments on access issues and that this is impacted by specific publishers and content leading to confusion and inconsistency.
 - iv. The FCVP asked about the current state of curbside pickup and shipping that might be important for safety concerns, overall there seems to be ongoing issues with students understanding how to get course materials.
 - v. The FCP mentioned that more information could be added to the student resources on Brightspace.
- e) Student Success
- i. Nothing to report.
- f) Elections
- i. Nothing to report.
 - ii. Michaela McCown noted that there is currently no chair of this committee, but they would be meeting soon.
- g) COVID Concerns
- i. Michaela McCown mentioned that they are currently addressing current variant issues, a proposal to administration encouraged

virtual learning and teaching options while information is gathered on the current state of COVID, more testing options, better signage on campus, and other suggestions, she mentioned that recent communication to faculty by administration did not take these suggestions into account and felt concerned by lack of action.

- ii. The FCVP mentioned that the administration is in a challenging place based on policy and community interests, she mentioned that canceling the in-person faculty meeting reflects they are paying some attention, but this is something that will need to be monitored.
- iii. Donna Ewing stressed that community colleges function differently than universities since our students go home to families and this can impact spread.
- iv. John Seawright mentioned his disappointment in the lack of concern by administration for the dangers of this new variant.
- v. Claudette Jackson mentioned that staff concerns are not being taken as seriously as faculty concerns.
- vi. The FCVP asked about changes to the CDC quarantine guidelines, Michaela McCown said that MCC's policies have not yet been updated, Donna Ewing mentioned that hospitals are at capacity.
- vii. Elizabeth Painter asked about testing options and the possibility of offering these earlier in the day for students and faculty to catch cases early, the FCP asked about if earlier times would be reasonable, Elizabeth Painter indicated that this could be possible dependent on available personnel to administer the tests.
- viii. The FCVP asked about the Emergency Response Committee and representation by the FC, she mentioned that it would be valuable if we had a representative to get more information.
- ix. Daelynn Copeland indicated that the leadership is in a tight spot as they negotiate community and policy interests.
- x. Michaela McCown clarified the new CDC guidelines on quarantine shortening time but also requiring masks for 5 days after quarantine, enforcing the mask wearing portion would be challenging.
- xi. Donna Ewing mentioned that online teaching the first few weeks would be better the first few weeks and that we might want to push for this.
- xii. Michaela McCown mentioned that other schools have numeric tipping points to shift online and that we might want to clarify at what point MCC will change policy.
- xiii. The FCP mentioned that students currently have the option to enroll in online courses if they have concerns about coming to campus, Bernard Smith mentioned that some classes are not offered in alternative formats.

IV. Decision on Spring Meeting (Zoom/In-person)

- a) The FCP mentioned that based on the previous conversation that we should probably continue to meet via Zoom.

V. Old Business:

- a) The FCP mentioned that the Texas Senate drop policy was a temporary policy that is no longer being used.
- b) The FCP mentioned that the TCCTA meeting in March conflicts with the scheduled FC meeting and that shifting things would interfere with Spring Break, she mentioned some options including keeping the meeting as scheduled with missing faculty or shifting the meeting date around other conflicts, she asked how many faculty would be participating in TCCTA, the lack of faculty participating encouraged the FCP to keep the meeting as scheduled.
- c) The FCP addressed resources for students explaining different course formats, she mentioned she will forward this to faculty, Bernard Smith indicated in chat that student confusion occurs during the registration process, the FCP also clarified the requirements for blended courses.
- d) Michaela McCown mentioned the issue of shifting to stipends from release time for overloads and SACS concerns, the FCVP mentioned that the SACS concern is appropriate time allotment and that she is concerned that a lack of clarity on this can lead to larger issues, the FCP indicated that if faculty are feeling overworked they need to address this, Michaela McCown asked if stipends instead of release time will lead to a decrease in teaching quality, the FCVP clarified that we will have to see how SACS reacts to these changes, but that there might need to be greater clarity on the limits of expected ancillary work for faculty, Bernard Smith mentioned in chat that ancillary work should have time values attached, the FCP mentioned this is something that should be discussed in the future, Laurice Jones asked about release time and how this is calculated, the FCP and FCVP indicated that there is a lack of clarity in general and we need more information.

VI. New Business:

- a) Mark Crenwelge asked about use of the testing center for online classes, the FCP asked for more details on the issues faculty are facing in signing up for testing center use, Claudette Jackson indicated that they are currently understaffed.
- b) Tommy Lowrance asked about Brightspace shells and inputting accommodations, the FCVP said that some shells currently have students and others do not, but that there are Brightspace options that make accommodations easier to manage, Tommy Lowrance indicated that his challenge is lack of access to manage accommodations early on Brightspace, the FCVP demonstrated Brightspace accommodations tools that faculty can use to ease this process.

VII. Adjournment:

- a) The FCP mentioned that the next FC meeting will be February 4, at 10:00 am CST via Zoom.
- b) Tommy Lowrance motioned to adjourn. Joseph Taylor seconded the motion. The FCP adjourned the meeting at 12:00 pm.