

McLennan Community College

Faculty Council 2022-2023: November 2022 Meeting

MEETING DATE: The McLennan Community College Faculty Council (FC) met Friday 12/2/2022 at 9:00 am.

LOCATION: Faculty Council met virtually via Zoom video conferencing due to continued mindfulness regarding COVID safety precautions and to meet college sustainability goals in Elaine Fagner's personal meeting room ID: 84348032179.

PARTICIPATING/ATTENDING MEMBERS:

- Anne Merchant: Science
- Bernard Smith: Science
- Bob Ammon: Physical Education
- Catie Capp-Hays: Mental Health & Social Work
- Crystal Johnson: Office Technology/HITT/Paralegal
- Daelynn Copeland: Child Studies & Education, Human Services & Education
- David Choate: Health Professions
- Deborah Williams, HITT
- Donna Mendoza: Health Professions
- Edgar Sierra: Music
- Elaine Fagner: Faculty Council President (FCP)
- Jan Robertson: CIS & Multimedia
- Jarred Hankhouse: Criminal Justice
- Jenna Hoefler: LLC
- Jenna Warf: Nursing
- Jeremy Leatham: English (LLC)
- Jessica Zbeida: English
- John Spano: Social & Behavioral Sciences
- Joseph Taylor: Visual & Performing Arts
- Lacey Chapman: Sociology (Social & Behavioral Sciences)
- Laura Wright: Science/Faculty Council Secretary (FCS)
- Liz Painter: Nursing
- Mark Crenwelge: Mathematics
- Melody Flowers: Social & Behavioral Sciences
- Meredith Brown: Health Professions
- Michaela McCown: Science/Faculty Council Vice President (FCVP)
- Mike Campenni: Social & Behavioral Sciences
- Peter Olson: Visual and Performing Arts Adjuncts
- Raymond Kessler: Science
- Reid Makowsky: LLC
- Scott Bryant: Business
- Shelley Blackwood: Associate Degree Nursing

- Shelly Rogers-Sharer: Social & Behavioral Sciences
- Thomas Lowrance: Business Programs
- Tim Martin: Nursing
- Yumei Wu: Mathematics
- Zachary Cleere: EMS/Paramedic

NON-PARTICIPATING/ABSENT MEMBERS:

- Abriel Garrick: Adjunct – English
- Amber Bracken: Literature, Languages, & Communications
- Andrew Clayton: Government
- Cynthia Soll: Library Services
- Lindsey Shelmedine Lungas: Emergency Services Education
- Tiffanie Elbrecht: ADN

MEETING AGENDA:

I. Call to Order:

- a) Meeting was called to order by the Faculty Council President (FCP) at 9:00 am on December 2, 2022, via Zoom (Elaine Fagner’s meeting room 84348032179).

II. Review and approval of October 2022 minutes from FY22 – 23:

- a) A motion was made by Crystal Johnson to approve the October 2022 meeting minutes and was seconded by Joseph Taylor. A poll was conducted via Zoom and was 100% approved.

III. Old Business

- a) Action/Vote item: Letter of Appreciation for raises
 - i. Scott Bryant mentioned that the Compensation Committee’s goal was to create a short letter that showed the Board the faculty’s appreciation for the raises and that the Compensation Committee is open to feedback.
 - ii. Jarred Hankhouse brought up a concern that faculty were showing appreciation for not getting the full raise they were asking for so it might set a standard for not getting more next time.
 - iii. Crystal Johnson said the purpose was more to show appreciation for the Board having to make a tough budget decision, not the raise itself.
 - iv. FCP said we need to think about how we write our compensation report for this year keeping these concerns in mind and what we need to focus on, as last year a firm number wasn’t given in the compensation report.

- v. Daelynn Copeland mentioned that property taxes for individuals went up but the taxes that MCC takes went down and is wondering how that affects faculty compensation.
- vi. Crystal Johnson mentioned via Zoom chat that the administration said that faculty got more than a 6% raise when step credit was factored in, however, faculty have to pay to earn step credit and higher education is the only field where employees have to pay to receive a raise, and that the step credit process takes years.
- vii. FCP each year the Board has to decide about taxation, and have to keep their constituents happy as well as consider the needs of the college. The college gave several suggestions for tax scenarios, and the Board tried to make a sustainable decision for supporting equitable employee raises across all categories with low tax rates.
- viii. Anne Merchant mentioned via Zoom chat that she was grateful for the 6% increase, not all faculty members can get salary increases through step credit or years of service.
- ix. Daelynn Copeland said she wondered if the Board understood that not all faculty can get raises through step credit or years of services due to the saturation points on the salary schedule, and due to no experience increase for longer-term faculty members.
- x. FCP said that this was discussed in the Board meeting and that Dr. McKown is the Board's employee and is the only one who has approval to engage with the Board regularly. FCP mentioned that the Board does have some misconceptions on how faculty are paid, for instance for the summer/overload salary schedule. FCP mentioned that she, Mike Campenni, and Jan Robertson are on a task force to help explain this.
- xi. Scott Bryant mentioned that the concerns brought up are valid and will be factored into this year's compensation report.
- xii. FCP mentioned that this was the purpose of the faculty compensation survey.
- xiii. A motion was made by Tim Martin to approve the letter, it was seconded by Jessica Zbeida. 76% voted in favor and the motion passed.

b) Items FCP and FCVP discussed with Dr. Hills since last meeting

i. Step Credit Process

- 1. FCP reported the issue with the faculty member brought up in the October meeting has been resolved. However, the process needs to change, and they are trying to get this changed to a more transparent, electronic system that both faculty and administrators can follow. Faculty should follow up on step credit requests with their supervisors to make sure they are being approved until the new system can be implemented

ii. ACE/SLOs and Pathways

1. FCP mentioned that she attended a conference about Pathways, everything we do at MCC is linked to Pathways. FCP said it was done at all community colleges in Texas. FCP said that this will be something that faculty will be challenged with.

c) Committee Reports

- Bookstore Committee (BC) –
 1. Bookstore committee met one month ago and there were no concerns, but there is an issue brought up by FCVP that will be discussed at the next meeting.
- Elections Committee (EC) –
 1. Reid Makowsky mentioned making the new FC election process clear to faculty and mentioned making a video to explain the process.
 2. He also mentioned that they discussed ways to get more faculty members involved in FC, such as mentors/mentees, socials, etc.
 3. FCVP mentioned inviting Mentors/Mentees to the Jan 27 FC meeting, and that they are also planning a social for the Mentor/Mentee to meet with FC after the meeting at 11am
 4. FCVP mentioned another meeting with FC on February 23 off campus for FC to explain to faculty.
 5. FCP mentioned that the administration wanted a change to the name of the Student Success committee to what it currently is, so that policy will come through at the beginning of the year.
- Policy Committee (PC) –
 1. Jessica Zbeida reported that the language of the sabbatical leave policy has changed regarding travel and will probably be reviewed in the January meeting.
 2. She mentioned not being able to meet with the Tenure Ad-hoc committee.
 3. She mentioned that they had discussed the NISOD nomination process and the PD Day process.
- Compensation Committee (CC) –
 1. Scott Bryant said most of the work has been on the letter of appreciation.
 2. He mentioned that the next item on the agenda will be coming up with a number for salary raise for next year. He said that the TCCTA has released its most recent salary report.
- Workforce Committee (WC) –

1. Jan Robertson reported that they did not have the chance to meet this last month.
 2. FCP reported that program directors on 9-month contracts will now have the same stipend as program directors on 12-month contracts.
- Tenure Ad-hoc Committee –
 1. FCP reported that we know from TCCTA which colleges have tenure track and which do not, so they are going to work on finding out their policies to compare to MCC's tenure policy.
 2. Melody Flowers said out of 49 community colleges in Texas, 13 have a tenure process. She mentioned that she is wanting to make sure that the tenure process has the protection that we as faculty need.
 3. Jessica Zbeida offered to help and to broaden the comparison to community colleges outside of Texas.
 - Student Success Committee (SSC) –
 1. FCVP encouraged FC members to email her if they have anything that they want the SSC to look at, and the next SSC meeting would be early in the Spring semester.

IV. New Business

- a) Open Conversation for Faculty Council
 - i. An FC member asked how the Faculty Due Process Hearing and about how the committee was formed, and if there was transparency in its formation.
 1. FCP explained that the process was transparent, and that there were two special elections last spring. The first was for an advisory committee, which will now be a permanent committee going forward. In the new elections process, we will vote to replace a rotating member each year. This is outlined in the tenure policy. This committee was composed of three tenured faculty members elected by the general faculty body in a special election. They recommended to the administration that this go to a hearing.
 2. There was a second election in which only tenured faculty could be elected to another special committee for the hearing. Eight tenured faculty were nominated in a general election and five were selected to serve from that group at random by the Administration. Normally the hearings are closed, however the faculty member in question made it public. The committee voted in favor that there was just cause for

termination of the faculty member based on them violating faculty tenure policy. FCP said that the process was very fair, heartfelt, and conducted professionally. More information cannot be given because current litigation is pending. FCP said that this lawsuit and another one is the reasons for the tenure ad-hoc committee, and the reason that FC is working on changes to the advisory committee process and the hearing committee process. FCP also said that this is also the reason FC created a tenure ad-hoc committee this year, to amend the tenure policy.

3. Another member said that Tenure ad-hoc is working on a way to amend policy to protect faculty. It is because of the lawsuit that there was a hearing committee in the first place.
 4. Another member said to be careful on the tenure policy.
 5. FCP mentioned that the policy won't be updated until the case is finished.
- ii. An FC member asked if there was a way to rebut a step credit denial
1. FCP said to ask their supervisor for written feedback why it was denied, and that sometimes it is how the original request was worded.
 2. The FC member said it was repeatedly denied. FCP said to take it up the chain.
 3. FCVP said if similar step credit was approved, to keep that documentation so that if similar credit is denied in the future, it can be shown that it has been accepted in the past.
 4. FC members discussed an online PD/step credit approval tracking system, such as an online dashboard, or using Soft Docs.
- iii. An FC member mentioned ESEC building has not had HVAC system fixed
1. Another member said that their AC has been on while it is cold outside, and that the rooms are 50 degrees. They also mentioned that the heater comes in the summer.
 2. Another member mentioned that they need to replace the current HVAC system, however this would involve voiding a pricey warranty and then take bids on a new system.
- b) State of the College for Faculty and General Announcements.
- i. FCP mentioned that faculty need to continue doing the best job we can to show that we deserve the raises.
 - ii. FCP mentioned that faculty should get their ACE/SLOs done, and that she learned at the Pathway conference how important they are.

- iii. FCP mentioned having FC donate to Brad Turner's father's scholarship fund.
- c) Format of the next FC meeting will be in person on 1/27/2023 @ 9:00 am.
 - i. There are some conflicts with the program directors' meeting. However, FC chose to keep the same date and time.
 - ii. In Zoom chat, everyone voted to be in person for the next meeting. Afterward, at 11, FC will have a meeting to explain elections and the role of FCP and FCVP for faculty.
- d) FCVP encouraged everyone to include safety reminders in the classroom and to other faculty members.

V. Adjournment:

- a) Jessica Zbeida motioned to adjourn. Donna Mendoza seconded the motion. There was a vote given via Zoom poll. There were no dissenting votes. The FCP adjourned the meeting at 10:04 am.