

# McLennan Community College

## Faculty Council 2022-2023: September 2022 Meeting

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**MEETING DATE:** The McLennan Community College Faculty Council (FC) met Friday 9/23/2022 at 9am

**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:**

- Amber Bracken: Literature, Languages, & Communications
- Andrew Gayton: Government
- Anne Merchant: Science
- Bernard Smith: Science
- Bob Ammon: Physical Education
- Catie Capp-Hays: Mental Health & Social Work
- Crysta Johnson: Office Technology/ H T T / Paralegal
- Cynthia Sdl: Library Services
- Daelynn Copeland: Child Studies & Education, Human Services & Education
- David Choate: Health Professions
- Donna Mendoza: Health Professions
- Edgar Serra: Music
- Elaine Fagner: Faculty Council President (FCP)
- Jan Robertson: GS & Multi-media
- Jenna Hofer: LLC
- Jenna Warf: Nursing
- Jeremy Leatham: English (LLC)
- Jessica Zbeida: English
- John Spano: Social & Behavioral Sciences
- Joseph Taylor: Visual & Performing Arts
- Laura Wright: Science/Faculty Council Secretary (FCS)
- Liz Painter: Nursing
- Mark Genwedge: Mathematics
- Melody Flowers: Social & Behavioral Sciences
- Meredith Brown: Health Professions
- Michaela McCown: Science/Faculty Council Vice President (FCVP)
- Mike Campenri: Social & Behavioral Sciences
- Peter Olson: Visual and Performing Arts Adjuncts
- Reid Makowsky: LLC
- Scott Bryant: Business
- Shelley Backwood: Associate Degree Nursing
- Shelly Rogers-Sharer: Social & Behavioral Sciences
- Thomas Lowance: Business Programs

- Tim Martin: Nursing
- Tiffarie Ebrecht: AND
- Yumei Wu: Mathematics

#### **NON-PARTICIPATING ABSENT MEMBERS:**

- Abriel Garrick: Adjunct – English
- Donald Keltner: History
- Jarred Hankhouse: Criminal Justice
- Lacey Chapman: Sociology (Social & Behavioral Sciences)
- Laura Hays: Human Services & Education
- Lindsey Shelmedine Lungas: Emergency Services Education
- Raymond Kessler: Science
- Zachary Geere: EMS/Paramedic

#### **MEETING AGENDA:**

- I. Call to Order:
  - a) Meeting was called to order by the Faculty Council President (FCP) at 9:00 am on September 23, 2022, via Zoom (Eaine Fagner's meeting room 84348032179).
- II. Review and approval of August 2022 minutes from FY22 – 23:
  - a) A motion was made to approve the August 2022 meeting minutes and was seconded. A pdl was conducted via Zoom and there were no dissenting votes.
- III. Old Business
  - a) Discussion on Faculty Council Policy changes for election process and other policy items
    - i. FCP mentioned that Math had suggested changing the vote count from “50% + 1 votes” to “more than 50% votes”, and that this change was accepted.
    - ii. A motion to approve the policy change was made by Jessica Zbeida, and seconded by Shelly Blackwood, Joseph Taylor, and Yumei Wu.
    - iii. Amber Bracken brought up some inconsistent capitalization within the policy document. FCP said this would be fixed, and no one objected.
    - iv. A second motion to approve the changes with fixed capitalization was made by Jessica Zbeida and seconded by Shelly Blackwood. A pdl was conducted on Zoom and out of 33 FC members present, 33 voted to approve the changes. Both FCP and FCVP also voted to approve the changes.
  - b) Committee Reports
    - Elections Committee (EC) – FCP mentioned that the chair would have to work with her and Laura Wchman to get the survey out. FCVP asked if it would be helpful to have a video for FC members

to take to their constituents to help explain the proposed edition changes. FCP agreed.

- Policy Committee (PC) – FCP mentioned that PCs working on sabbatical leave and tenure policy. No one had any comments to add.
- Compensation Committee (CC) – Scott Bryant mentioned that CC is working on a brief survey to send out to faculty to gauge how faculty feels about compensation. He also mentioned CCs working on substitute pay, and also mentioned they are partnering with the Workforce committee to talk about the summer pay schedule. FCP suggested combining the editions survey with the compensation survey into one single survey, since both are short and to increase response rate. The polls function wasn't working, but most FC members agreed to this in the Zoom comments.
  1. Amber Bracken mentioned that in the proposed editions policy changes document, it states that if the FCP were to resign in the middle of the year, the FCP duties would be assumed by the FCVP. She asked if for the following year, would they then forfeit the next full year. FCP said it had never been clarified, and that it was intentionally left vague, so that that person would not have to serve the full two years if they did not want to. Mike Campenni shared that he had been in that exact situation and he didn't have any issues.
  2. Peter Olson mentioned that since adjuncts are less likely to complete surveys, and that adjuncts were more likely to respond if there was a question specifically for them. Mike Campenni pointed out that adjuncts might not answer out of fear that they may not be asked to come back in future semesters. FCP mentioned the possibility of wording the question so that faculty would not have to identify if they were adjuncts or not. Mike Campenni mentioned in the past there were times in the past that the adjunct salary schedule did not increase by the same percentage as the full-time pay scale.
- Bookstore Committee (BC) – John Spano mentioned their first meeting would be later this day.
  1. FCP mentioned that book adoptions would be early this year because of Indusive Access, and that FC should encourage constituents to start checking with the bookstore 8 weeks before the start of the semester to make sure the books are ordered.
- Student Success Committee (SS) – FCVP mentioned that she is working to establish the future meeting dates and that no one is currently in charge of SS.
  1. Melody Flowers mentioned that SS discussed student engagement in online classes, and that maybe this was more of an issue for the staff student support side, and that SS was waiting for the staff side to choose a chair.
- Workforce Committee (WC) – no questions or comments for WC.

- Tenure Ad-hoc Committee (TC) – no questions or comments for TC

- c) Tenure Celebration Report
  - i. FCP said that 10 faculty members were celebrated for receiving tenure, and that the members brought their family, and that it was a special celebration.

#### IV. New Business

- a) Faculty survey about pay/salary schedule satisfaction
  - i. Scott Bryant mentioned that the Compensation Committee is wanting feedback on faculty feelings about salary increases and a survey will go out to all faculty with the faculty council election.
- b) Substitute pay for faculty and adjuncts
  - i. FCP mentioned that substitute pay hasn't increased since 2009 and is less than the average minimum wage. The council requested that the FCP bring this up with Dr. Hills.
- c) Changing student pronouns and preferred names in Brightspace
  - i. FCVP gave the following instructions she received from Mario Leal about how students can change their name: Students who would like to update their preferred name should contact Admissions. They update the preferred name field in Colleague. Within 2 hours, email addresses and other information is updated. The student will receive an automated email telling them about the change. When we do the next Brightspace update, the name gets updated. So, it takes about 24 hours for the change to happen. This happens automatically after Admissions updates information. A student can also change their profile on Brightspace and add a nickname.
  - ii. FCP mentioned that this should be made more accessible to students, so that it is not only faculty's responsibility to give students the instructions to change their name.
  - iii. Amber Bracken mentioned she has a student who has changed their preferred name in Brightspace but not WebAdvisor.
  - iv. Anne Merchant asked in Zoom chat if students needed to go through Admissions to change their name, FCVP clarified yes they do.
  - v. Meredith Brown mentioned that when a student is dropped from the course in WebAdvisor but it takes a while for them to be dropped from Brightspace. FCP said this has been an ongoing issue.
  - vi. Anne Merchant mentioned via Zoom chat that the terminology should be changed from "preferred pronouns" to "pronouns" because the student views their pronouns as who they are, and that it can save lives by helping to make students feel welcomed and understood. FCP said she would bring it to Dr. Hills' attention.

#### V. State of the College for Faculty and General Announcements

- a) Accessing overload and stipend reports for faculty

- i. FCP mentioned that Laura Wichman had sent out instructions on this, and that she had found a discrepancy. She encouraged FC members to encourage faculty to check this to make sure they are getting paid appropriately.
- b) Open Conversation Time for Faculty Council
- i. A member asked if the MCC workout room could be card accessible to faculty members after hours if they sign a liability waiver, and that there are already cameras in there. FCP said this has come up in the past, but this was before cameras were in the gym. The member emphasized this would promote wellness on campus.
  - ii. A member mentioned that there has been an issue with Center for Teaching and Learning (CTL) not approving PGPs in time for faculty members who need to teach the courses in a given semester, and that CTL did not notify faculty that the deadlines for PGP submission has gone back to the pre-Covid deadlines, and that this has been especially detrimental to new faculty members who don't understand the PGP process, and that CTL has not provided certain faculty members with sandbox shells so that they can submit PGPs in time to get approval to teach their courses. The member also said that because the approval process takes so long, sandboxes can't be reused to submit new PGPs. The member mentioned one instance of a new faculty member who was reported to their department chair and their dean for punitive action for not having PGP approval for a class. FCP asked for a summary of these issues to bring to Dr. Hills.
  - iii. A member asked if CTL notifies faculty members if they have been approved to teach a course online.
  - iv. A member mentioned that some of the issues are happening between the program managers and CTL, and that CTL assumes that department heads, etc, are giving their faculty this information, and that CTL doesn't contact individual faculty but rather the department heads.
  - v. A member mentioned via a Zoom chat that 50% of the online course must be completed 2 months before the beginning of registration. They said that they were working on their spring online classes before their fall classes because of the timing of the PGP approval process.
  - vi. A member shared said that F2F courses don't need approval. A different member mentioned that CTL aren't experts on the subject matter taught. A third member mentioned that their online courses use third party software for assignments, which CTL can't see when viewing the course. A fourth member said they had issues with some comments from CTL not making sense for how they run their classes, unless it's an ADA or SACS issue.
  - vii. A member suggested maybe providing feedback after the first time the course is taught, once an instructor has an idea of what works and what doesn't.

- viii. A member asked how CTL has the power to write up a faculty member. FCP mentioned this may be because of a SACS requirement for distance learning courses, however is concerned about what it means to be written up, especially for a new faculty member who is still learning these processes. A different member brought up the impact this may have on the tenure process if a new faculty member has been written up, and that there are people who don't have classroom experience who are telling faculty members how to teach.
- ix. A member mentioned that the THECB requires PGPs for online classes.
- x. A member mentioned that in Quick Eval in Brightspace, they are seeing a higher number of students in their course than are actually enrolled, and is wondering if CTL is accessing the class without showing up on the class list. It was mentioned this could be S Leaders in the course. A member said a few years ago, CTL said they would be "ghosting" all the classes, and wondered if this was what was happening.
- xi. A member mentioned that the parking lot N by the CSC was historically designated faculty, staff, and community visitors. Now students are parking there, and the parking lot is getting very crowded, especially when there are events. Senior faculty members (over 50) are having to park further away and walk further distances. In addition, RSVP volunteers are also having to walk long distances to access the RSVP offices which are in the E wing. They would like to restore this lot to faculty, staff and visitors. FCP mentioned that this has been brought up to Dr. Hills and that she will follow up on it.
- xii. A member mentioned via Zoom chat that their reasoning for returning parking lot N to faculty, staff and visitors was that gates would not be necessary to do this, visitors to the campus have to park far away, students on other parts of campus don't get to park as close, the fountain entrance is considered the main entrance to the CSC, the CSC has ample student parking in the M Q P, and S lots, and that massage therapy clients need parking lot N to access the building.

#### VI. Adjournment:

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