

McLennan Community College

Faculty Council 2022-2023: February 2023 Meeting

MEETING DATE: The McLennan Community College Faculty Council (FC) met Friday, 2/24/2023 at 9am.

LOCATION: Faculty Council via Zoom video conferencing in Elaine Fagner's personal meeting room ID: 84348032179.

PARTICIPATING/ATTENDING MEMBERS:

- Amber Bracken: Literature, Languages, & Communications
- Anne Merchant: Science
- Bernard Smith: Science
- Bob Ammon: Physical Education
- Catie Capp-Hays: Mental Health & Social Work
- Crystal Johnson: Office Technology/HITT/Paralegal
- Cynthia Soll: Library Services
- Donna Mendoza: Health Professions
- Edgar Sierra: Music
- Elaine Fagner: Faculty Council President (FCP)
- Jarred Hankhouse: Criminal Justice
- Jan Robertson: CIS & Multimedia
- Jenna Warf: Nursing
- Jessica Zbeida: English
- Jenna Hofer: LLC
- Jeremy Leatham: English (LLC)
- John Spano: Social & Behavioral Sciences
- Joseph Taylor: Visual & Performing Arts
- Laura Wright: Science/Faculty Council Secretary (FCS)
- Liz Painter: Nursing
- Mark Crenwelge: Mathematics
- Meredith Brown: Health Professions
- Michaela McCown: Science/Faculty Council Vice President (FCVP)
- Mike Campenni: Social & Behavioral Sciences
- Peter Olson: Visual and Performing Arts Adjuncts
- Reid Makowsky: LLC
- Scott Bryant: Business
- Shelly Rogers-Sharer: Social & Behavioral Sciences
- Thomas Lowrance: Business Programs
- Tiffanie Elbrecht: ADN
- Tim Martin: Nursing
- Yumei Wu: Mathematics
- Zachary Cleere: EMS/Paramedic

NON-PARTICIPATING/ABSENT MEMBERS:

- Abriel Garrick: Adjunct – English
 - Andrew Clayton: Government
 - Daelynn Copeland: Child Studies & Education, Human Services & Education
 - David Choate: Health Professions
 - Deborah Williams, HITT
 - Lacey Chapman: Sociology (Social & Behavioral Sciences)
 - Lindsey Shelmedine Lungas: Emergency Services Education
 - Melody Flowers: Social & Behavioral Sciences
 - Raymond Kessler: Science
 - Shelley Blackwood: Associate Degree Nursing
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MEETING AGENDA:

I. Call to Order:

- a) Meeting was called to order by the Faculty Council President (FCP) at 9:00 via Zoom (Elaine Fagner's meeting room 84348032179).

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

- a) A motion was made by Jessica Zbeida to approve the January 2022 meeting minutes and was seconded by Joseph Taylor. A poll was conducted in person and via Zoom and was 100% approved.

III. Update to Course Evaluation Numbers to improve data analysis (Laura Wichman)

- a) Laura Wichman made a video explaining the change to course evaluations to FC, FC members will share the video directly with constituents.
- b) <https://youtu.be/ra2emNObu8U>

IV. Old Business

- a) Committee Reports
 - Bookstore Committee (BC) –
 1. John Spano shared that the Inclusive Access glitch was addressed in their committee meeting last month. The bookstore said to contact them if faculty continue to have issues.
 2. Kaitlyn no longer works at the bookstore, it is now Melissa.
 3. Emails to contact the bookstore:
 - a. Melissa, textbook manager: 0482text@follett.com
 - b. Carl, assistant manager: 0482asm@follett.com
 - c. Leonard, manager: 0482mgr@follett.com
 4. If faculty have any issues with Inclusive Access in particular, to cc both Jodi and Brad.

- Elections Committee (EC) –
 1. Reid Makowsky said they had talked to the nominees the night before they held an interest meeting at Pinewood, where three former presidents spoke to potential candidates.
 2. FCVP said that they will be emailing all nominees who haven't said no yet to confirm if they want to run.
 3. FCVP encouraged the nominees who were not able to attend to contact her with any questions.
 4. FCVP and Reid Makowsky were hopeful that this new election process will increase the participation of new members from different areas of campus.
 5. FCVP mentioned that there isn't a list of eligible faculty, which would make the nomination process more streamlined. They are working with the library to get the list of eligible people to run for FCVP in the future by looking at past meeting minutes.

- Policy Committee (PC) –
 1. Jessica Zbeida said they didn't have many updates but are still working with the tenure committee.
 2. Jessica Zbeida encouraged faculty with any policy-related issues to bring them to the PC.

- Student Success Committee (SSC) -
 1. FCVP said that Starlen Roddy came to the last SSC meeting and discussed a new Everyday Inclusion app for DEI issues. She said the app was easy to use, and they have a 1-year trial version of the app. Starlen said that they can use data trends from the app to see which DEI issues are most important at the time.
 2. FCVP mentioned that Starlen Roddy would be happy to come talk to FC in a future meeting.
 3. FCVP mentioned that CTL has access to a program called Rev that does captioning for videos with 95% accuracy. She encouraged anyone needing help with captioning to contact Claire Wilkison in CTL. MCC has a contract for a certain amount of captioning to be done through Rev, and we are not meeting that volume.
 4. Anne Merchant asked if we send our videos to CTL or if it is a program for us to do it ourselves. FCVP replied they do it for you and can either access your Brightspace shell to find the videos, or you can send them direct links to your videos and you can upload them to your own shell.
 5. Yumei Wei mentioned that they can also teach you how to do it on your own through Yuja or YouTube.

- Workforce Committee (WC) –

1. Jan Robertson said there was no meeting this month.
 2. Zachary Cleere said that he will talk to Jodi Tindell to either schedule food trucks for the ESEC or have the cafeteria deliver food or have a food ordering service each morning for students. They also said that they are looking into providing refrigerators for students who bring their food to school.
 3. Zachary Cleere also mentioned that Waco Transit is working out a deal with them to provide transportation to students out to the ESEC.
 4. Jarred Hankhouse mentioned that any students who currently have issues finding transportation to the ESEC should talk to Shanna and she will help them find a short-term solution.
- Tenure Ad-hoc Committee –
 1. FCP said they are still in the research phase and that this will probably be a longer-term issue and will not be changed within this year.
 2. Jarred Hankhouse asked if the administration was open to changing the policy. FCP said it is not our policy, it is an MCC instructional policy. FC makes the recommendations and administration decides if they will change the policy. FCP said that they are open.
 3. FCVP said that administration sees the need for more clarity, but how willing they are to change depends on what recommendations FC makes.
 4. FCP said some things cannot be changed to tenure policy until a pending legal issue related to a prior employee is resolved.
 5. FCP said the procedure of getting tenure will also need to be revised to a cleaner system. Currently, the process takes 7 years, which is a large amount of time, and that there needs to be more transparency in how the approval process works.
 - Compensation Committee (CC)
 1. FCP clarified that COLA means cost of living adjustment.
 2. Scott Bryant that there are staff positions that are advertised that are paying more than some faculty positions. The CC has decided that they do not need to address this at this time because this is due to the market and MCC needing to offer competitive pay for those positions.
 3. Scott Bryant said that the CC put a single line item in their report that years of service credit should be the same across the board for all faculty. For instance, if someone has been at MCC for 35 years, they should get the same increase as someone who has been at MCC for 15 years. It is only one line in the proposal to bring it to the attention of the

administration, however the CC welcomes feedback from faculty on this item.

4. Scott Bryant said that the inflation for the 12-month period that ended in August 2022, inflation was 8.9%. On September 1, 2022, faculty received a 5% raise that did not include step credit or years of service. Currently, inflation is 6.9% so faculty would need about 10.8% to have the same purchasing power we had 2 years ago. Scott Bryant asked for feedback from faculty council members on whether the report should request a 10.8% increase, an increase of the current inflation rate of 6.9%, or some other amount faculty feels is appropriate.
5. Scott Bryant mentioned that employers are not obligated to give a COLA, and that the 5% COLA that faculty received last year did not meet inflation and we lost purchasing power.
6. Scott Bryant mentioned that both things are true, faculty are grateful for the raise but that we also lost purchasing power.
7. An FC member asked via chat about those faculty members who have less than 30 years of experience but are capped on the salary schedule from receiving years of service increases because they do not have enough step credit.
8. An FC member asked why we may only ask for a raise to make up for last year, but we are 4 years behind the purchasing power, and brought up that staff received a 12% raise last year.
9. An FC member said that we should ask for 10.8% and that the administration doesn't view annual increases as COLAs. She also recommended adding a chart of our historical raises vs what the CPI was for each of those years.
10. An FC member said that faculty have never received as much as they asked for, so he wondered if anyone is listening.
11. An FC member asked via chat if faculty have ever received what we requested. Scott Bryant said that he does not know, but that the report CC sends is symbolic and can maybe influence the raises we get, even if we do not have any real power.
12. An FC member mentioned via chat that there was 10% increase for staff.
13. Scott Bryant said that the staff raise was an average, and that some staff are on the low end still not very underpaid.
14. An FC member said via chat that there needs to be a balance between staff and faculty, and not to pit the two groups against each other.
15. An FC member mentioned via chat that many staff do not make a living wage.

16. An FC member mentioned via chat that the average increase was 12.86% for professional staff and that staff, professional staff, and faculty are three different pay scales.
17. FCP said that Dr. McKown and Steven Benson do not view our increases last year as 5%, that they view it as about 6% because there is a years of service increase, and that some faculty have the option for step credit. Staff and professional staff do not have a longevity or step credit option included in their salary scale.
18. An FC member said that she views all of the compensation for the different groups as a value statement, in terms of budget. She said that the number in the report represents our value, and that we should leave the number as is in the report.
19. FCP said that in order to give us a raise, MCC needs to find the funds to pay us, and currently enrollment is down. She said there are perpetual raises and one-time raises, and that the salary schedule is perpetual, and must be funded every year. She said that this year, they will not be able to come up with the money, and the board chose not to increase taxes this year. FCP mentioned that there have been a few times the board has given faculty the raises they asked for. She also mentioned that the board has mentioned giving faculty their increases in phases like they do with staff, however, the problem with this is that it is impossible to ever get caught up.
20. FCP mentioned via chat that historically FC have recognized staff's needs in their reports, however, now support staff and professional staff now each have their own councils and are handling their own salary requests.
21. An FC member mentioned via chat that including step and longevity raises in the COLA is a serious problem.
22. An FC member mentioned via chat that if we ask for 6.7% that it sets a precedent to say that step and years of service credit are part of our raises.
23. Scott Bryant said that most people seem to feel strongly that step credit and longevity should be separate from the COLA, but that we would probably have more credibility with administration if we said that inflation is 8.9%, last year we received 6.7%, so that we are behind 2.2%.
24. An FC member said that is probably their viewpoint, but that it is a problem because the longevity and step credit increases are merit-based, and the COLA is a one-time increase that is supposed to match or be better than inflation to make MCC a more attractive place to work. The FC member said that by giving us less purchasing power, they value us less, but that they most likely do not have the funds

- to give us the COLA increase. However, that does not mean they shouldn't try.
25. An FC member mentioned via chat that while there is only so much the board and administration can do, it is important for faculty in self-governance to be clear about the data and analysis.
 26. FCP mentioned that the reason that staff received such a large increase last year was because they were so far below market value, they were leaving to find other jobs. She said that if faculty start leaving to find other jobs, they might be forced to do the same for faculty.
 27. An FC member mentioned via chat that replacing faculty would cost more, and that they are bringing in new faculty with salaries well above those of the current faculty. The FC member mentioned that it would be cheaper in the long run to pay us our fair value.
 28. An FC member said that they are saying that faculty are valued less than staff are.
 29. FCP agreed with him and that FCVP and FCP have been discussing this with the administration. She mentioned that we are now in the position that staff used to be in. She said that FC needs to give feedback to the Compensation Committee before spring break.
 30. An FC member asked if it makes sense to add up what we have lost over the past 4 years.
 31. An FC member said no, it does not, because if you look at the rest of the state, we received twice the average as most other community colleges. The FC member said that we should continue to ask for a raise to catch up to inflation, but to be aware that there are no funds by the state right now. FCP said that we are not funded by the state very much, the FC member said that the state sets rules on how we can be funded.
 32. An FC member mentioned via chat that the TCCTA ranking us 3rd in the state is based on average salary and asked if there was any data comparing starting salaries and at other points on the years of service scale. The FC member said that if we are still 3rd in the state, then we may not have much of an argument for a large COLA.
 33. An FC member mentioned via chat that they agreed that it is hard to make an argument when we are among the best paid in the state.
 34. FCP said that about 70% of our revenue is from enrollment, and that asking for a raise to catch up to how far we are behind will be perceived as snarky by the administration.
 35. An FC member asked why the board didn't raise the tax rates to help keep up with the fact that they are falling behind in being able to pay faculty.

36. FCP said that we need to keep in mind that the board members are elected from individual districts in our county, so they are under pressure to keep their constituents happy by not raising taxes. In addition, the board gives three levels of raises, and that gives an overview of how the funds affect the overall budget. The staff raises were so large this year that they had to cut into the emergency fund to pay for the raises.
37. FCVP said that she could see how conflicted the board members were about keeping their constituents happy with low taxes. The administration had suggested three options, and the board argued for lower than what the administration wanted, forcing the administration to dip into the emergency fund.
38. FCP said that the administration fought for faculty, but that the board was trying to get the staff caught up, and that faculty have a way to increase their own salaries with step credit and longevity.
39. Scott Bryant said that regarding the discussion on how far we should go back on how to get caught up, that if we go back too far, we start to lose credibility.
40. An FC member agreed, and said that we are already asking for a large number, so that going back too far gives the perception that we are resentful.
41. An FC member said that we also have to keep in mind that no other college received the raises we received.
42. FCP said that maybe as a compromise, she and FCVP can take this to Dr. McKown, Dr. Hills, and Dr. Benson, to have a discussion with, but not include in the report. She said they could ask if they use a similar type of data to determine the salary for staff and support staff, and then acknowledge the raises in the report to the board that we acknowledge the raises we received. She said that the report matters because it is included in the board documents.
43. An FC member said that we should ask for the maximum amount we think is fair, with the understanding that we probably will not get it, because we are supposed to be advocating for ourselves. The FC member said it shouldn't be a confrontation to ask for more money, and that he hopes that is not how it comes across when we put together the report.
44. An FC member asked via chat if the board understands what step credit is and that faculty have to pay money in order to receive step credit. FCP responded that most of them do understand.
45. FCP said what the CC brings in March will be the final draft, so FC needs to decide now how much they want to recommend to the board for next year's raises.

46. An FC member asked if the 10.8% would be an actual recommendation and not simply a number we are pointing out as the loss of purchasing power we received.
47. FCP said yes, and that last year FC asked for a range rather than a simple number, and so that only the bottom of the range was looked at. FCP said she is not sure which is better, but that we need to say it in a way that doesn't come across as ungrateful, because psychology matters.
48. An FC member said that we know that they won't give us the full 10.8%, however the range last time was better, and that they recommended that the raise be between the state's rate of inflation and the national rate. The FC member suggested that if we approached it from the standpoint of just keeping up with the CPI for this year, we would still receive a decent raise.
49. An FC member asked via chat what would happen if we do not give them a number, but just provide the information on CPI and inflation.
50. An FC member asked via chat if we could mention the 10.8% but then ask for a lower number.
51. FCP said we could try not giving a number, but at least ask for a range that meets the CPI and doesn't include step credit and longevity.
52. An FC member mentioned via chat that they did not think board members understand step credit, and that because the step credit caps out at certain places on the schedule, not only do they have to pay for step credit but also longevity credit.
53. An FC member mentioned via chat that faculty with PhDs don't receive step credit. FCP responded that their steps were funded with a terminal degree.
54. FCVP mentioned via chat to perhaps mention the 10.8% figure, but ask for the minimum inflation at the state level just for this year.
55. An FC member said that we are arguing two different approaches, and that in the past FC has not had much success arguing for the COLA. The FC member said that in the past, one FCP said that because medical and healthcare costs went up, in addition to COLA, that the board accepted that and agreed to the raise for that year. The FC member said this would require a lot of work on the part of the FCP and FCVP.
56. FCP said to email Scott Bryant to discuss recommendations for finalizing the budget proposal. She mentioned that the board also needs to hear about what things cost us, that childcare, groceries, utilities, gas to be able to come to campus, are all very expensive right now.

57. FCP said that FC should send the CC their recommendations for the report before spring break.

V. New Business

a) Updates from FCP

i. Potential FC comment survey tool

1. The other two councils have this tool that people can talk about concerns or praises, FCP wants to know if we should ask about that for faculty.
2. Crystal Johnson mentioned that these survey tools are completely anonymous unless you want to put your name in, however if it is anonymous, they sometimes can't help because they don't know who to address.
3. FCP asked for an informal survey on whether they wanted FCP to ask about this.
4. Mark Crenwelge asked who the results would go to, FCP said they would go to her and the FCVP.

ii. Registration Extravaganza –

1. FCP said faculty are frontline for getting people to register for courses, so to keep encouraging students to register.

iii. Centralized scheduling

1. FCP said the scheduling process will stay the same, and the centralized scheduler will help to deal with anomalies with IA, etc.

iv. Faculty Evaluations –

1. FCVP said some departments have had consistent evaluations and some have not. She said that they are working on this to make sure everyone gets evaluated according to policy.

v. Updates to IT Webpage

1. FCVP asked everyone about suggestions for Laura Crapps about the new IT Webpage. No one had issues.

b) Format of the next FC meeting will be via Zoom on Friday, 3/31/2023 @ 9:00 am. FCP asked if FC was in favor of being on Zoom, all were in favor.

VI. Adjournment:

a) Jessica Zbeida motioned to adjourn. Anne Merchant and Crystal Johnson seconded the motion. A vote was given. There were no dissenting votes. The FCP adjourned the meeting at 10:36 am.