

## **December 2023 Faculty Council Meeting Minutes**

12/1/2023 @ 11:00 am in MAC 306

Any Faculty concerns or feedback can be shared with your FC representatives, FC leadership, or submitted Anonymous Feedback Form Link:

[https://mclennan.co1.qualtrics.com/jfe/form/SV\\_6Pt85J2daPWfWfc](https://mclennan.co1.qualtrics.com/jfe/form/SV_6Pt85J2daPWfWfc)

### **PARTICIPATING/ATTENDING MEMBERS:**

- Jeremy Land: LLC
- Stephen Swanson: LLC
- Ken Walker: LLC
- Holly Webb: Mathematics
- Sholly Gunter: Science
- Laura Wright: Science
- Jimmy Kessler: Science
- Tammy Thompson: Social & Behavioral Sciences
- Larry Salazar: Social & Behavioral Sciences
- Marc Nicholas: Social & Behavioral Sciences
- Kelly Parker: Visual & Performing Arts
- Kayla Willis: Human Services & Education
- Natalee Oliver: Human Services & Education
- Shelley Blackwood: Health Professions
- Tiffanie Elbrecht: Health Professions
- Samantha Buerger: Health Professions
- Becky Slonaker: Health Professions
- Bobby Patterson: Health Professions
- Laurel Shrawder: Health Professions
- Donna Mendoza: Health Professions
- Deborah Williams: Business Programs
- Jacob Sammaron: Business Programs
- Steve Greathouse: Business Programs
- Jan Robertson: Business Programs
- Jarred Hankhouse: ESEC
- Zachary Cleere: ESEC
- Bob Ammon: Health/Physical Education
- Michaela McCown: Faculty Council President
- Amy Antoninka: Faculty Council Vice President

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

- Elizabeth Grassman: LLC
- Danny Rodriguez: LLC
- Kelli Nehring: LLC (adjunct)
- Cynthia Soll: Library

- Cindy Burns: Mathematics
- Mary Sides: Science
- Andria Ramon: Social & Behavioral Sciences
- Cynthia Morris: Social & Behavioral Sciences
- Jon Fox: Visual & Performing Arts
- Mandy Morrison: Visual & Performing Arts
- Linda Ryneerson: Health Professions
- Mario Dominguez: Health Professions (adjunct)

**I. Call to Order**

**II. Review and Approval of November 2023 Minutes**

- a. Zach motioned
- b. Laura seconded
- c. Approved

**III. Old Business:**

**Bookstore Committee:**

The Bookstore Committee met on November 17<sup>th</sup>. We are doing well on adoptions, we are at about 91% for spring and 81% MM. Book deliveries are coming in. Bookstore will be open through the break from 8 am – noon through holidays. There is a Faculty/staff appreciation 25% shopping pass toward apparel and gifts. Expires Dec 31.

**Compensation Committee:**

No updates from Compensation Committee

**Elections Committee:**

Did not meet this last month; they have a meeting tentatively scheduled for early January and have reached out to Laura to start discussing the elections process in the spring.

**Policy Committee:**

Met on November 14<sup>th</sup> to review the sabbatical policy; you can find the link to their document [here](#). Sabbatical Leave recommendations from the committee include:

- A few small suggestions to correct grammar and flow were made throughout
- Section 2. B. - The committee suggests the addition of a statement that all applicants will be notified when the Sabbatical determination process is completed.
- Section 2. E. - The committee would like clarification regarding what would substantiate Sabbatical leave not being awarded for a given year.
- Section 3. - Simple wording suggestion was made.

- Section IV. A. - The wording of the section remains unclear and somewhat confusing to the committee, but also out of the purview of the committee to correct. More definition is needed to clarify the length and amount of load hours compensated in each term.
- Section IV. E - First, the wording could be simplified to say that Monthly pay will continue throughout the Sabbatical period. Second, it is unclear if the middle statement in this section is needed. "Continued satisfactory participation" is not defined anywhere else. The only evaluation is defined in section V and is at the end of the project.

The policy committee also received some answers regarding the TASB process for revising policy and procedures. Lindsey Vanek is heading up the conversation with TASB regarding that process. TASB will bring the legal guidelines for state and federal requirements into our policies. Most of what we have currently in use will become procedures.

### **Student Success Committee:**

The Student Success Committee met this last month and the liaisons have been doing lots of work on their own!

Reminder that librarians are available to help faculty in a multitude of ways – they can serve as embedded librarians, help conduct research tutorials, develop tailored resource guides for your class, and more! The library has so many resources, so if you need anything, please reach out! Let's help promote the library services across campus – our librarians can be great additions for committees, particularly any involving research.

The concern about feminine hygiene products has been referred to Dr. Hills, who would like us to engage with CREW to find solutions. Our CREW liaisons will connect with staff to brainstorm solutions.

The Student Success Committee liaisons will also be connecting with their partners to see how we can develop fliers for faculty to include in Brightspace course announcements. These will not be ready for release until Fall 2024 since spring course shells have already been created. Idea is to include a "hidden" folder in Brightspace Resource folder in each course shell so faculty can use them easily if desired but they also aren't burdensome.

There are lots of staff working over the break (and we know faculty usually is too) - if you're on campus and have a minute to stop by a department that works over the break and tell them hi, that is appreciated to continuing to develop the goodwill and relationships the student success committee has been building. Thanks for all the great collaboration and work you've been putting into these connections!

### **Workforce Committee:**

No updates from Compensation Committee

- a. Discussion on Committee Updates

- i. Video and summary notes works great to include in meeting packets.
- ii. Sabbatical Leave policy may be sent to Board for review in January – faculty should review recommendations from the policy committee.
- iii. Bobby (chair of workforce committee) mentioned that they are open to hear what needs to be considered; email him or anyone on the committee.
  - 1. Q: Workforce advising is an ongoing concern; FC will continue to discuss and encourage solutions with administration but there will not be a solution for the spring.
  - 2. Q: Would it be a possibility for the school to pay for the TCCTA insurance, especially if advising is required –could give stipend since not able to pay directly for it.
  - 3. Q: Book Cost Committee: Is there a guideline yet? There has been discussion within the committee that a lot of the concern regarding costs comes from dual credit partners.
    - a. We need to say that having resources for students is clearly stated; this may also relate to policy and what safeguards academic freedom
    - b. Needs for different professors are different and need freedom and choice in book selection.

#### IV. New Business:

- a. [Classroom Initiatives Document](#) for Strategic Management Retention Subcommittee
  - i. Dr. Laura Wichman asked us to add what we are doing in the classroom—though not necessarily involved in campus-wide initiative, may have other things that could be added. This may be dealt with differently in different departments. OIRE wants the information about what you are doing in your classrooms and what others may be doing
- b. Feedback on Classroom Technology Implementation (see attached document)
  - i. Deana Barnes: Can the college provide tablets for lecture, because laptops are not touch screens? A: trying to standardize what is provided, so the department can request it
    - 1. IT is working to establish a baseline and then they can augment that based on needs long-term. IT hopes that the departments will build it into their success plan/strategic plan/ULP; it will be easier to get funding for that if its in the ULPs.
  - ii. It would be helpful to have a new way to get permissions from faculty to update programs and laptops; IT is working on getting remote access for updates, its what they are doing with the new person by person approach;
    - 1. If they did the inventory then the remote access is possible
  - iii. Need more outlets in classrooms
  - iv. Need adapters to connect to the in-room desk software
  - v. It can be intrusive for IT folks to just show up; perhaps a scheduling arrangement would work better.
- c. [Active Minds](#) Discussion
  - i. This was mentioned at PD day and may be something that MCC wants to consider pursuing further.

- ii. Jeremy and Kayla will reach out to counseling center; Tina Lyles is looking into it as well
- iii. Student put mental health #1 on list
  - 1. Students-especially online-want remote access
  - 2. Our counseling center does remote
  - 3. Students could benefit from less formal groups with peers
- iv. We need to outreach to our advocates to our state representatives, city council, local representatives, and lobbyists; MCC should advocate for more mental health resources; also make sure campus policies take those seriously and change.
- v. Great counseling center; long waiting list; Kalya and Jeremy are looking at other options
- vi. Faculty may need more training to stop mental health issues
- d. Updates/Announcements:
  - i. Tartan Café; waiting for a cook
    - 1. At ESEC had food trucks for a while but they stopped coming; may not be able to make money there; expensive for students.
    - 2. Need to streamline hiring process for hiring support staff
  - ii. April Eclipse, Monday April 8, Waco will have many visitors; talk of having a remote workday that day.
  - iii. Dean of Students will hopefully hired in the Spring
  - iv. New room scheduler: Shardae Kelly is the new scheduler, reach out to her for needs
- e. Upswing Discussion:
  - i. Smart Thinking hired professors to give feedback within 24 hours, but have switched to Upswing. Can still submit, but will be handled in-house first. Feedback is inconsistent, and the time to receive feedback has been inconsistent. After a certain amount of time (48 hours?), it goes back to Upswing to review, so it takes even more time than previously.
  - ii. Q: ChatGPT v. Upswing? Smart Thinking was the initial thought, but it got switched out.
- f. Open conversation
  - i. Insurance:
    - 1. Folks are having challenges with dental and medical insurance—it has been hard finding available physicians because they get reimbursed so little
    - 2. Insurance gets worse and worse; won't cover physical therapy after surgery. Prescription coverage is also getting worse, and dental is not great as well.
    - 3. This may be due to decline in insurance in general, but we can ask if there could be any add ons.
  - ii. Faculty council leadership interest meeting
    - 1. Last year 2: general one on campus and one at Pinewood for all nominees
    - 2. Make both this year off-campus—people are more open to speak
    - 3. Nomination ballots go out 1<sup>st</sup> Wednesday in February

- a. If off campus what would be the best day? Maybe a Happy hour on MLK evening – had brief discussion but no decision. Will decide in January.

V. **Adjourn**

- a. Shelly motioned
- b. Ken Seconded
- c. All Approved

**Next Meeting Date: January 19 @ 11:00 am via Zoom**