

McLennan Community College

Faculty Council 2022-2023: January 2023 Meeting

MEETING DATE: The McLennan Community College Faculty Council (FC) met Friday, 1/27/2023 at 9am.

LOCATION: Faculty Council met in person in the Math/Wellness Building, Room 101. The meeting was also held via Zoom video conferencing for those who needed a virtual option 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
- Cynthia Soll: Library Services
- Edgar Sierra: Music
- Elaine Fagner: Faculty Council President (FCP)
- Jan Robertson: CIS & Multimedia
- Jenna Hofer: LLC
- Jeremy Leatham: English (LLC)
- John Spano: Social & Behavioral Sciences
- Joseph Taylor: Visual & Performing Arts
- Laura Wright: Science/Faculty Council Secretary (FCS)
- Mark Crenwelge: Mathematics
- Melody Flowers: Social & Behavioral Sciences
- 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
- 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

- Crystal Johnson: Office Technology/HITT/Paralegal
- Daelynn Copeland: Child Studies & Education, Human Services & Education
- David Choate: Health Professions
- Deborah Williams, HITT
- Donald Keltner: History
- Donna Mendoza: Health Professions
- Jarred Hankhouse: Criminal Justice
- Jenna Warf: Nursing
- Jessica Zbeida: English
- Lacey Chapman: Sociology (Social & Behavioral Sciences)
- Laura Hays: Human Services & Education
- Lindsey Shelmedine Lungas: Emergency Services Education
- Liz Painter: Nursing
- Meredith Brown: Health Professions
- Shelley Blackwood: Associate Degree Nursing
- Shelly Rogers-Sharer: Social & Behavioral Sciences

MEETING AGENDA:

I. Call to Order:

- a) Meeting was called to order by the Faculty Council President (FCP) at 9:00 am on January 27, 2023, in person in Math/Wellness Rm 101 and 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 Melody Flowers to approve the October 2022 meeting minutes and was seconded by Reid Markowski. A poll was conducted in person and via Zoom and was 100% approved.

III. Old Business

- a) Letter of Appreciation for raises provided to Administration and Board (Elaine) – the Board was deeply appreciative of the letter written by the Compensation Committee on behalf of FC.
- b) Committee Reports
 - Bookstore Committee (BC) –
 1. The BC did not meet this month.
 2. FCP brought up the programming glitch on the part of both MCC and Follett with Inclusive Access earlier this semester, which resulted in many students not being able to receive course books and materials. This happens every semester, however due to a staffing issue they were not able to fix it this semester. Follett has promised this would not happen again.

3. Anne Merchant asked via Zoom chat if there was someone at the bookstore who can help a student access their materials because they are not having success with the Pearson rep. FCPV responded to try Kaitlin at the bookstore.
4. Melody Flowers asked how the new book access (Inclusive Ed) would work and if essentially it averaged the cost of books. FCP said yes the price of books would be averaged among all students based on the semester/hour fee. For students in programs that don't need many books, this fee may be high, but for students in the nursing program where books are very expensive, it will bring the cost down. FCP said no decisions have been made yet, and FCP told Fred to make sure faculty are well informed and have a voice in the process before moving forward. If students opt out because the price is too high, then they opt out for all of their classes that semester.
5. Reid Markowski asked when students will learn about this change and how they can opt out of this process. FCP said the biggest hurdle would be informing students, and it would be on faculty to inform students. FCP said Follett will do a large campaign to help get the word out to students. FCP mentioned this has been launched at many other institutions in Texas and has been successful.
6. One FC member mentioned that this would increase the profits for textbook companies and has been coming down the pipeline for a while, and will significantly impact humanities students who have less expensive books. FCP said the MCC will assess how these students would be affected, and that there will always be an opt-out option.
7. Bernie Smith asked how opting out would affect the price point change. FCP said that Follett has a formula that they use from other campuses to determine how they come up with their cost per institution. The price decreases for larger populations. FCP said that less than 2% opt out of this program.
8. One FC member said that this will become a culture of convenience that will cost students more money.
9. Cynthia asked if this will diminish OER efforts. FCP said OER will not be impacted because administration wants to continue to encourage OER.
10. One FC member asked if faculty would be penalized for telling students if opting out will be the cheaper option for them. FCP said faculty need to be transparent that if they opt-out for your class, then it might affect their textbook costs for other classes.
11. One FC member noted that nursing students who pay \$2000/year are likely going to benefit more than liberal arts

students who have more OER materials. FCP said Follett had data that liberal arts majors would benefit highly from this, and that Follett is already making a profit, so it brings the dollar amount for students down. FCP noted that we need more information for faculty about how the formula will be developed so that we can have peace of mind before we get on board with this.

12. FCP said dual credit students will be automatically enrolled, however the college will have to negotiate with the dual credit partners on how this will work.
 13. Peter Olson asked if the fee is per credit hour or per course. FCP answered that it is a fee per credit hour.
 14. FCP polled the room to see who uses online, physical, and OER texts – about 50% use physical texts, less than 5% who use OER texts. About 25-30% of FC using IA.
 15. FCP said that she will try to get an administrator to give us a presentation on how this works. Melody Flowers agreed because we are the ones who will be answering student questions, not the administration and not Follett.
- Elections Committee (EC) –
 1. FCP said the new elections process starts immediately.
 2. FCVP said there will be an interest meeting at 11:00am after the FC meeting to talk about the general process for getting on FC and voting for FCVP.
 - Policy Committee (PC) –
 1. The policy committee has not met since the last meeting.
 - Compensation Committee (CC) –
 1. Scott Bryant said they will develop a draft compensation report in the next two weeks so that FC can vote on it at the next FC meeting. FCP will send it up the chain once it is approved.
 2. An FC member brought up that staff and professional staff received a 12% raise, but faculty only received a 6% raise. FCP said there is a group of faculty members who feel hurt by this.
 3. An FC member said that support staff received an average of 10.45%, administrative staff received 12.86%, and faculty received an average of 6.71%. FCP that step credit and longevity raises were included in this figure, so faculty really

only received a 6% raise. Because these are averages, some staff received significantly less than this and some significantly more. FCP said that Dr. McKown would like anyone who is feeling bad about their compensation to come talk her directly about it so she can explain.

4. An FC member asked if it would be intimidating for a support staff member to talk to Dr. McKown about their compensation. FCP said no because there is a staff representative.
 5. An FC member brought up asking these questions at Coffee and Conversation with Dr. Hills.
 6. An FC member said that a lot of faculty would be intimidated to talk to Dr. McKown about this, and if there was a way to address this anonymously.
 7. An FC member asked that part of the problem is the perception that the president, VPs, and deans received a large jump in salary and there is no way for us to know.
 8. An FC member agreed that this is a problem because administration are not transparent about their compensation, and so that there is blowback because there was not enough information about how this was done. FCP said that we need to be careful about this is done so as not to derail what we are asking for in the future.
 9. Scott Bryant asked if CC could have more time because last year the issue was there is a large gap in time between when the report is due and where inflation goes up a lot.
 10. Scott Bryant asked FC what they would like to see in the report, and that inflation for the end of December 2022 was about 6.5%. The report is not due until May of this year, so there is time to provide feedback.
- Student Success Committee (SSC) -
 1. The SSC did not meet since the last FC meeting.
 - Workforce Committee (WC) –
 1. FCP mentioned that the Board passed a resolution at the last Board meeting to fix the HVAC system in the ESEC.

- Tenure Ad-hoc Committee –
 1. This committee did not meet since the last meeting.

IV. New Business

- a) Updates from FCP
 - i. Care Team –
 1. FCP said that Claudette Jackson has moved off the Care Team, but there is a core central team that is on it. Elizabeth Mitchell is the faculty representative on Care Team.
 - ii. Centralized scheduling –
 1. FCP said that there will be an administrative person under Fred Hills who will be the central scheduler for all MCC classes. This is to make sure classrooms are used more efficiently and that course loads are distributed among faculty fairly.
 2. FCP said this may cause issues for faculty members who prefer overloads.
 3. Several FC members brought up potential issues this may cause, such as faculty members being forced to teach online vs F2F, centralized scheduler not knowing the nuances within departments on how classes are offered, and miscommunication between levels regarding class type preferences (online vs. in person), overload distribution, schedule preferences, and room needs. FCP said she did not know the answers but was bringing this up so that we could ask these questions.
- b) Open Conversation for Faculty Council
 - i. An FC member asked when Webadvisor would officially go away. FCP replied that it was already supposed to have gone away and that the company itself is going away, however she was not quite sure of the answer to this, but for right now it is what we are using.
 - ii. An FC member asked if more faculty trainings offered via Zoom. FCP mentioned that she had trouble in her own trainings that she offered in-person with a Zoom option, that she because she didn't record the meeting or have a Zoom sign-in sheet, the administration would not give the Zoom attendees credit. FCP also asked if she could record the trainings for people to watch later, however, administration said no credit could be given since there was no way to know if anyone watched the recording. FCP said right now credit for ZPODs through can only be given if they are

listed that way, however, if someone is Zooming in to a F2F ZPOD, they cannot receive credit.

- iii. FCP also asked FC how they felt about having more faculty gatherings and other events like PD Day accessible on Zoom. FCP noted that there were both many responses for both yes and no. FCP asked members with no responses their reasoning.
- iv. One FC member said they said no because they come to campus every single day, and that when meetings don't have everyone in person, it loses a lot of the synergy.
- v. Another FC member who said no said that juggling both at the same time was too hard to manage.
- vi. Another FC member said they prefer either all F2F or all Zoom, but they didn't like the split. They also said that Zoom was hard for them because they feel that it is too easy to get distracted and not engage fully with the meeting at hand.
- vii. Another FC member said that faculty members are the customer of PD, so PD should be offered in the way that faculty members want.
- viii. Another FC member said that administration is pushing for more online classes to serve students, however feels like the administration does not like it when faculty who teach online courses teach their classes remotely because they are losing power over faculty.
- ix. FCP mentioned that she feels that part of the centralized scheduling is to provide a schedule that promotes F2F on campus.
- x. FCP mentioned that there are some staff that are working remotely for a few days per week, but administration is having a hard time monitoring how they are spending their time when they are working remotely, and that it is not just faculty, it is all employees on campus.
- xi. An FC member said as long as you are getting the job done, why does it matter.
- xii. FCP mentioned some faculty members have been online full time for several years that are now getting less sections and being asked to come to campus even if it is not geographically possible for them to do so.
- xiii. One FC member asked how advisors decide to place students in certain classes rather than telling them to take a course because it is easy or if it is not needed in the degree plan. FCP's answer was that this was why pathways were created, so that students don't take extraneous courses that aren't for credit toward their degree.
- xiv. An FC member mentioned that many students do not know where to find which classes they need for their degree plan.

- xv. An FC member mentioned that students might be able to run a degree audit on their own online but didn't know how - FCP & FCVP would look into.
- xvi. Another FC member mentioned that the information presented on pathways is less intuitive for students than just being handed a degree plan with which classes they should take. FCP said that most students need to get advised each semester before registering, however even though the advisors know what they need to take, the students don't
- xvii. An FC member mentioned that when they were in college, they only had one advising session and knew what classes they need to take for all four years.
- xviii. An FC member said via Zoom chat, that there used to be paper copies of degree plans in the advising office and that most colleges do not require advising each semester unlike MCC. FCVP said that it just depends on the student and program whether they need to be advised each semester.
- xix. An FC member said they noticed when advising students, if there are too many options for electives it overwhelms students and they have trouble knowing what to take.
- xx. Another FC member said they do not think the Learning Framework courses are doing a good job of helping students because it doesn't empower students to pick classes. FCP said that won't change because the Learning Framework curriculum is part of the pathways.

- c) Format of the next FC meeting will be via Zoom on Friday, 2/24/2023 @ 9:00 am. FCP asked if FC was in favor of being on Zoom, all were in favor.

V. Adjournment:

- a) Zachary Cleere motioned to adjourn. Tommy Lowrance seconded the motion. A vote was given. There were no dissenting votes. The FCP adjourned the meeting at 10:32 am.