

October 2023 Faculty Council Meeting Minutes

10/6/2023 @ 11:00 am via Zoom

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

PARTICIPATING/ATTENDING MEMBERS:

- Elizabeth Grassman: LLC
- Jeremy Land: LLC
- Danny Rodriguez: LLC
- Stephen Swanson: LLC
- Ken Walker: LLC
- Kelli Nehring: LLC (adjunct)
- Holly Webb: Mathematics
- Cindy Burns: Mathematics
- Jimmy Kessler: Science
- Tammy Thompson: Social & Behavioral Sciences
- Larry Salazar: Social & Behavioral Sciences
- Marc Nicholas: Social & Behavioral Sciences
- Cynthia Morris: Social & Behavioral Sciences
- Jon Fox: Visual & Performing Arts
- Kelly Parker: Visual & Performing Arts
- Kayla Willis: Human Services & Education
- Shelley Blackwood: Health Professions
- Tiffanie Elbrecht: Health Professions
- Samantha Buerger: Health Professions
- Becky Slonaker: Health Professions
- Linda Rynearson: Health Professions
- Mario Dominguez: Health Professions (adjunct)
- Bobby Patterson: Health Professions
- Laurel Shrawder: Health Professions
- Deborah Williams: Business Programs
- Jacob Sammaron: Business Programs
- Steve Greathouse: Business Programs
- Jan Robertson: Business Programs
- Zachary Cleere: ESEC
- Michaela McCown: Faculty Council President
- Amy Antoninka: Faculty Council Vice President

NON-PARTICIPATING/ABSENT MEMBERS:

- Cynthia Soll: Library

- Mary Sides: Science
- Sholly Gunter: Science
- Laura Wright: Science
- Andria Ramon: Social & Behavioral Sciences
- Mandy Morrison: Visual & Performing Arts
- Natalie Oliver: Human Services & Education
- Donna Mendoza: Health Professions
- Jarred Hankhouse: ESEC
- Bob Ammon: Health/Physical Education

I. Call to Order

II. Review and Approval of September 2023 Minutes (Michaela)

Motion: Kayla Willis

Second: Shelley Blackwood

Poll: Approve 100%

III. Old Business:

a. Committee Updates

- i. No questions about committee updates.
- ii. Cindy Burns selected as chair of compensation committee.

b. Retention Subcommittee Update & HIP Trainings (Mandy)

- i. Planning High Impact Practice (HIP) Trainings; HIP Champions Kayla, Jacob, and Jeremy shared some more information about the proposed trainings.
- ii. These trainings are in the process of being designed; HIP are things you may already be doing.

1. Training with CTL and a champion in area.
2. Present practices and how they can be used.
3. Collaborate with others and share HIPs to train/tweak your ideas.
4. There will be a training portion and workshop portion – will help share with each other.
5. Not asking people to redesign classes but show that you already do these things in your classes – to focus on these things and improve them. It doesn't have to be a huge project, but should focus on how it benefits students.

iii. Questions, Comments, & Concerns:

1. Faculty Summer Institute focused on HIPs; lots of folks are already doing HIPs.
2. Why is it necessary? It's been part of the conversation that we need to share the great things that people are doing in the classroom.
3. Some people could do more, but students also have more needs now.
4. HIPs improve student learning. We need to shift our mindset from requirement to collaboration that improves teaching. This collaborative training will help new instructors can hear from experienced instructors.
5. Will receive PD credit for the training.

6. Several folks asked why this training couldn't be on PD day; this would help bring in other parts of campus that are involved in making HIPs successful (for example librarians or CTL staff). Could PD or HIP training be optional – for example, only required to attend one or the other.
- c. Anonymous Survey Tool & Connecting with Representatives (Michaela)
 - i. We don't want to lose our personal touch: faculty can still reach out to reps but can have an option to make an anonymous comment.
 - ii. **Action: If you can reach out to your constituents and remind them of who you are, look at the link for FC, and let you know of any concerns, please do so!**

IV. New Business:

- a. New Book Cost Committee (Michaela)
 - i. Dr. Hills has requested that we create a new committee that looks at book costs and equitable costs. What are ways that we can make things more affordable? Part of this is part of the FAST program—which will start next year (reimbursement rate for dual-credit students lower than Free/Reduced students). Is it EA, IA, OER? We are looking for volunteers to serve on this committee—please let us know either directly or via the Google sign-up sheet.
 - ii. Questions, Comments, & Concerns:
 1. What is the focus of the group? Costs or books? LEAP and adaptability—books are a way to teach adaptation but comes with cost and runs counter to retention. Competing motivations and goals. Courses have different needs.
 2. How much lower can book costs go? IA has already brought costs down and it may not be able to go much lower. Limited options for students to get their books cheaper---physical vs. Online books. More options for physical books; no other options for online books.
 3. Students really cannot opt out of IA.
 4. Options about faculty created materials: OERs.
 5. The committee is an opportunity to share faculty views.
- b. Academic Freedom Discussion in relation to [SB 17](#) (Amy)
 - i. The speaker called it “a mess”, he wanted to emphasize that it absolutely prohibits DEI office; it does not infringe anything in your classroom: content, violate research, student activities.
 - ii. The main problem seems to be misinterpretation and fear about it that may restrict certain activities on campus.
 - iii. Issues that have been discussed: one was resolved happily, but one has some ambiguity around it.
 - iv. This is an ongoing issue, if you have an issue: censorship, might violate this bill, etc. please let us know.
 - v. Dr. Hills supports academic freedom strongly. He has been open to finding creative solutions.
 - vi. We will fight for you on this and why we are here. (Do not suffer in silence. We can put your issue side-by-side with SB17, if need be.)
- c. Pursuing Tenure (Amy)

- i. Academic freedom & Tenure go hand in hand.
 - ii. Tenure shows that you are committed to the institution and that academic freedom that shows student success.
 - iii. If you don't have tenure, faculty council leadership would strongly suggest you get it and move younger faculty members to do so.
 - iv. Tenure gives you the opportunity to feel like you are part of this institution and that your voice matters.
 - v. Tenure ensures you can't be dismissed without due cause. If you don't have tenure, and something happened, you do not have to go through a due process hearing. You do still have some rights, but it's just not the same process, at all.
- d. Paycheck Issues (Michaela)
 - i. Some folks have had issues with their paychecks. It is challenging for faculty to self-advocate because the information that goes into developing paychecks is located in WebAdvisor, Self-service, and Cereg.
 - ii. HR and Admin are not malicious. Please bring issues to HR; Missy said they will backpay through the fiscal year.
 - iii. If it crosses that fiscal year, it becomes a budgeting issue for several reasons.
 - iv. So, HR will create a chart that will help us find this information.
 - v. I would like to encourage all faculty to check this information ourselves.
 - vi. Questions, Comments, & Concerns:
 - 1. Load Sheets used to sign off on, but now they are coming later in the semester, so they are getting "locked in", if wrong.
 - 2. Zachary asked about how this would work if they are prorating the course? (They are supposed to ask you in advance if they prorate the course. This is happening in some areas but not in others)
 - 3. Kayla said she can send out a sheet that talks about this process.
- e. Restrooms & Nursing Rooms on Campus (Michaela)
 - i. There are not enough rooms for mothers to nurse on campus. Dr. Hills said he is working on that to standardize on campus. Accommodations and Title IX office is working to help find solutions for this.
 - ii. There is a suggestion to put feminine products in bathrooms on campus. We want our students to be comfortable.

ACTION: Student Success Committee assigned task of seeing which female bathrooms on campus have feminine hygiene products in them currently.
- f. Open conversation
 - i. HR Taskforce Considerations:
 - 1. Mike Campenni, Jan Robertson, and Elaine Fagner will continue to serve this upcoming year.
 - 2. The committee discussed thoughts on how to select those who serve the next academic year? We want FC or FC leadership to suggest members when that Taskforce operates – it would be helpful to have at least one member from FC.
 - 3. Per Dr. Benson, this committee will be in place for a while. But, only on an "as needed" basis.

- ii. Highlander Ranch Program Review recently happened, but how often do other program reviews happen (i.e. Athletics)?
- iii. There have been some concerns about the availability of the gym on campus.
 - 1. Is there any backup staff available when there aren't any student workers available?
 - 2. Use has been up over the last three years. Seems like it wouldn't be that hard to do. This was also an item and an issue last year.

V. Next Meeting: November 3, 2023 @ 11 am

Motion to Adjourn: John Fox

Second: Kayla Willis

Poll: Approve 100%