

## April 2024 Faculty Council Meeting Agenda

4/26/2024 @ 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\\_6Pt85J2daPWifc](https://mclennan.co1.qualtrics.com/jfe/form/SV_6Pt85J2daPWifc)

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

- Donna Mendoza, Health Professions
- Samantha Buerger: Health Professions
- Tiffanie Elbrecht: Health Professions
- Laurel Shrawder: Health Professions
- Shelley Blackwood: Health Professions
- Jeremy Land: LLC
- Danny Rodriguez: LLC
- Ken Walker: LLC
- Beth Grassman, LLC
- Stephen Swanson: LLC
- Kelli Nehring: LLC (adjunct)
- Cynthia Soll: Library
- Holly Webb: Mathematics
- Cindy Burns: Mathematics
- Mary Sides: Science
- Sholly Gunter: Science
- Jimmy Kessler: Science
- Liz Mitchell: Science (proxy for Laura Wright)
- Larry Salazar: Social & Behavioral Sciences
- Tammy Thompson: Social & Behavioral Sciences
- Kayla Willis: Human Services & Education
- Jacob Sammaron: Business Programs
- Steve Greathouse: Business Programs
- Deborah Williams: Business Programs
- Jan Robertson: Business Programs
- Zachary Cleere: ESEC
- Jarred Hankhouse: ESEC
- Bob Ammon: Health/Physical Education
- Michaela McCown: Faculty Council President
- Amy Antoninka: Faculty Council Vice President

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

- Andria Ramon: Social & Behavioral Sciences
- Marc Nicholas: Social & Behavioral Sciences
- Cynthia Morris: Social & Behavioral Sciences
- Jon Fox: Visual & Performing Arts
- Mandy Morrison: Visual & Performing Arts

- Kathleen Laundry: Visual & Performing Arts
- Kelly Parker: Visual & Performing Arts
- Becky Slonaker: Health Professions
- Linda Rynearson: Health Professions
- Bobby Patterson: Health Professions
- Natalie Oliver: Human Services & Education
- Mario Dominguez: Health Professions (adjunct)

**I. Call to Order: 11:01 AM**

**II. Review and Approval of March 2024 Minutes (Michaela)**

- a. Motion: Kayla Willis
- b. Second: Holly Webb
- c. Approved: 100%

**III. Announcements:**

- a. KWBU is looking for reviewers for Likely Stories – all you book lovers may want to check it out: <https://www.kwbu.org/2023-01-23/likely-stories-the-next-chapter>
- b. Bryant wants feedback on Maker’s Space:  
[https://docs.google.com/forms/d/e/1FAIpQLSc7VyhJm2dEci9RfFsve-I-kgvGOtuTKe043yUtq7wti1rAQ/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSc7VyhJm2dEci9RfFsve-I-kgvGOtuTKe043yUtq7wti1rAQ/viewform?usp=sf_link)

**IV. Old Business:**

- a. Discussion on Committee Updates
  - i. **Policy Committee: Tenure & Academic Freedom Policy**
    1. Policy Committee met on April 12. The focus was on the final section of the Academic Freedom, Responsibility, and Tenure policy - Faculty Dismissal. The Policy committee submitted their recommendations to Dr. Hills mid-April. Shelley Blackwood, Amy Antoninka, and Michaela McCown met with Dr. Hills and the Deans on April 19th to discuss the policy recommendations that the committee put together. Administration was very appreciative of the work that the committee put into these recommendations. The policy will then go through revisions of deans, administration and lawyers, and then to the Board. Much of what is currently in policy will become procedure once we go through with TASB. This policy needs approved by September 1 because of the law.

2. Code of Ethics is dated; we were asked to spend time this summer working on it and writing a code of ethics for the College. Anyone who wants to help be a part of this work, please reach out to Shelley, Michaela, or Amy.
  3. Big thanks to the policy Committee for all their work this year!
- ii. **Elections Committee:** Discussion on FC Elections
1. Michaela: Done with first round of new elections process. There were over 500 nominations, but it was more meaningful than the process has been in the past. The elections committee did a great job going through the extra material.
  2. Jimmy: This year was a process where everyone nominated got to choose whether they wanted on the ballot; everyone got an email to decide if they wanted to be on the ballot. Nominees in agreement were on primary ballot; majority was selected or a run-off occurred. This was time-consuming but perhaps more fair. The committee is open to comments and suggestions to continue improving the process.
  3. Holly: if we wanted to make it less work, could we send out by office/committee? We could get 2-3 people to work on each particular election and let everyone know we were done. Some people did more work than others. Divide the work.
  4. Michaela: That's a good idea, but we were trying to be intentional about reducing the number of emails to the nominees. We need to be clearer about the time commitment and recruit more members for the Election Committee in the future. Could Laura set up a notification for nominees to accept/decline?
  5. Jan Robertson: Does everyone realize that you have to have been on FC to nominate a person for FCVP? Michaela: It's in the description; we don't have a clear record of who has been on FC which makes nominations an ongoing challenge. We ask people to self-disclose if they are not eligible; rules for committee service vary and it can create complications
  6. Liz Mitchell: Sees the goal of it being more equitable: There were so many for Minnie Piper that I got "fatigued" after six or seven of them—is there a more streamlined way to take care of that? Many concerned with MP Award; nominator needed to submit a comment—some didn't, some were vague; what would be an equitable way to conduct the election? (Options: two nominees? Meaningful comments?). Could it be that each department submits a nominee? Some institutions do it that

way; could be more convoluted, sizes of departments could skew results; we can continue to improve the process.

7. Cindy Burns: We used to have nominators ask the potential nominee if they want to serve; is that something to return to? Could reduce number of nominations if people actually ask. We could also put the list of members currently serving on a particular committee on the form?
8. Jimmy and the elections committee will review ideas and will share recommendations for next year's committee; if you're on it now and are serving on FC next year, consider serving on EC again.
9. For the Due Process Committee, Michaela and Amy met with Dr. McKown to discuss: 6 names put forth (3 per year); Melody Flowers (2 years) and Paula Unger (3 years) will serve; Becky Parker will rotate off after one more year. Next year, three will be nominated and one will be selected. President chooses because it is her committee. Steven Swanson suggested having committee members complete a training in advance in case of the need for the committee to convene.

iii. **Compensation Committee:** Compensation Report Discussion

1. The compensation committee has a recommended report that did not receive any additional recommended changes when sent earlier this month. The committee is open for questions.
2. Do we have a timeline for replacing Dr. Benson? And do we have any indication about what will happen with this without Dr. Benson? The board has seen the recommendations in past packets. The Board cares about employees, but with Dr. Benson's departure there is more uncertainty regarding the process this year, therefore it is important to have a faculty voice in the process.
3. Kelli Nehring: Support and administrative staff met with Dr. McKown and they were instructed to do some research and determining their needs in terms of compensation. Looking to see what matters most: compensation, longevity pay, degree achievements, etc.; We will use similar terms; we want everyone's voice at the table. FC has traditionally had a strong voice, more awareness and more conversation. Staff may not have offered recommendations in the past—hard to piece things together; still working on how the information is presented and what goes into the decision.

4. Liz Mitchell: Any beat on how inflation will affect tuition or tax increases? A: That will likely happen at their budgeting meeting over the summer
  5. Poll:
    - a. Motion to approve compensation report: Cindy Burns
    - b. Second: Steve Greathouse/Jacob Samarron
    - c. Approved 100%
- iv. **Bookstore Committee:** The Bookstore Committee met on March 22. They are still working on summer book adoptions. They did discuss what Follett and the Business office decided to make use of the excess bookstore funds.
- v. **Student Success Committee Updates:**
1. Attendance was down at library workshops this semester; please provide feedback to the library to help better meet faculty needs. Library also needs help advertising these workshops – they already have their fall schedule so you can work it into your syllabus.
  2. In the developmental courses, students receive CR for Credit (passing) or NC for No Credit (failing). But students are seeing NC from financial aid as Non-Completion. Students are under the misconception that attending all classes even though they are failing is completion. Sandi is looking into changing this label on their end to align with what the grade really means.
  3. The biggest concern in the financial aid world right now is the new 24/25 FAFSA. There are lots of changes to the form itself and also changes in the way that the Department of Ed is going to calculate Pell Grants. Packets this year were delayed this year due to these changes. Currently, eligible students are paid a certain amount based on enrollment of less than half time, half time, three quarter time and full time. Starting in 24/25 it will be a different amount based on the exact number of hours that the student is enrolled in.
  4. Registration Rally and the Career Fair were both a huge success – thank you for your help in getting students to attend and for your support of these events.
  5. Student engagement is working on developing a training for the Advocacy Center – hopefully this will be added to PD Day.
  6. You should start to see Just in Time Resources automatically in your course shells this summer. The goal is to share one resource each week of the semester as they need them throughout the semester.

7. Graduation is coming up – please try to attend and say thank you to Holly, Kacy, and their team.
  8. Thank you to everyone for their hard work this semester – please try and make sure and thank one of our staff partners for their hard work before we leave for break!
- vi. **Book Cost Committee:** The Book Cost Committee, led by Rachel Kramer, has been meeting to evaluate the effectiveness of Equitable Access compared to Inclusive Access and OER. The Committee has developed a summary of recommendations, of which the main takeaway is that Equitable access will not be recommended institution-wide but may be appropriate for dual credit programs. Inclusive access and OER resources provide the best cost-savings for our students and are a better fit for our institution. The Committee also developed a few recommendations for how to best utilize excess funds from the bookstore that have previously been used for employee/dependent book scholarships.
- b. Teams Folder & Wrap-up
- i. Training: Friday, April 26 @ 10 am via Zoom and Monday, April 29<sup>th</sup> @ 4 pm in person
  - ii. Friday’s training was good—thank you to Mario Leal for leading it! A second one is scheduled for training. Committee leads need to put their work from this year in their associated folder before leaving for summer to help ensure everything is ready for next year; committee leads can also enlist committee members to help, especially if they are going to serve next year.
  - iii. You can start using Teams now!

## V. New Business

- a. How can we keep in touch with retirees?
  - i. Restricted email with smaller size email accounts? Perhaps an electronic newsletter with an opt-in system?
  - ii. Issues=in-house servers, storage space, and security: we’re required to do training, retirees could as well; if they’re retirees, maybe they would agree to having their account purged every year (and recertify for authenticity);
  - iii. Still real value for communicating with retirees. Students may also want to contact them.
- b. Graduation
  - i. Lots of emails about this — it is Saturday, May 4; only expected to attend one of the two ceremonies (10:00 am or 2:00 pm) depending on your pathway.
  - ii. Lunch at Papa Rollo’s in between ceremonies 11:45-1:15/1:30

1. Let Michaela know if you want to come so that Papa Rollo's has an estimated head count in advance. Another group has the area reserved starting at 2:00 so we need to be respectful and start clearing out by 1:30 so that Papa Rollo's can clear down our tables and set up for the new group in time
- iii. Regalia & Transportation—reach out today to Michaela so we can coordinate

## **VI. Open Conversation**

- a. Thank you to everyone who came out to the listening session on Friday. There were probably about seventy faculty members there who came on a Friday afternoon!
- b. Have already had emails sent to Chief Williams and Frank Patterson: worried about polling center in November election in close proximity to childcare center and about cultural grouchiness that may surround that event.
- c. We noticed the addition of hate and antisemitic speech to the Freedom of Speech policy, some points could be sticking points for some individuals teaching certain classes (e.g. critique of Israeli govt. and military).
- d. Would like a new liaison position for the Student Life Center; looking for new liaisons for next year as well.
- e. Last request: Be intentional about thanking a staff member as mentioned in previous FC meetings
- f. Thank you for a great year!

## **VII. Adjourn**

- a. Motion: Amy Antoninka
- b. Second: Holly Webb
- c. Approved 12:07

### **Anonymous Form Submission:**

Can we have support animals come to campus several times a semester to help reduce the stress of our students?

Response: You can connect with Jose Hinojosa about bringing your pet to campus for specific events such as De-stress Fest or Highlander Games. We are still gathering information on the possibility of more frequent events, but this may be more complex due to ensuring vaccination records, etc.