Faculty Council Meeting minutes April 4, 2025

Mission: To educate our students - improving their lives and enriching our community.

In Attendance:

- Lori Watts English
- Susan Spooner, SBSCI
- Leslie Henderson, LLC
- Bob Ammon/PHED
- Charles Jaquith/EMS/Paramedicine
- Stephen Cook Fire Academy
- Jan Robertson, CIS & Multimedia
- Benjamin Mason, Theatre
- Anne Merchant, Science
- Ivanna Campbell, Science
- Joseph Ferguson - English
- Jon Fox - Music Industry Careers
- Karen Crump - Business/HITT, Paralegal
- Erik Emblem - SBS- GOVT
- Samantha Buerger, Associate Degree Nursing
- Tammy Tull-Business-Real Estate
- Danny Rodriguez, LLC
- John Spano Philosophy
- Jennifer Chapman, Child Studies/Education
- Maria McElroy, Associate Degree Nursing
- Peter Olson, Music (transfer)
- Lori Watts English
- Amy Antoninka, Philosophy
- Katie Stevens, LLC
- Natalee Oliver LTC
- Richard Driver, History
- Andrew Clayton, Government
- Mary Sides, Science
- Ken Walker, LLC
- Colin Porter, Library Services
- Donald Keltner, History
- Heather Davis, PTA
- Alex Shiu, Economics/Business
- Marighny Dutton, HP
- Bernard Smith, Science

Absent:

- Holly Webb, Math
- Alma Wlazlinski, Math
- Kayla Willis, FCVP

Call to order 11:01 a.m

I. Welcome Amy Antoninka

II. Please sign in - link was posted 4 times and everyone was reminded to sign-in

Old Business

I. Approve Minutes from the March FC Meeting

Amy Antoninka: There was one change to the meeting from Alex Shui, “rewording the minutes to read the federal reserve holding rates being steady may signal recession is coming”.
Andrew Clayton: Clarified one of the 2 votes to read: Once election results are in and reviewed by the committee, they will be released to all faculty.
Amy Antoninka: The other motion should read: all FC Election results will be posted to the FC webpage. Brenda Price is working on creating a place for the elcetions’ results.
John: made a motion to approve the minutes with the additional changes
Stephen Cook: seconded it.
Approved

II. Anonymous Feedback tool: Link:
https://mclennan.co1.qualtrics.com/jfe/form/SV_6Pt85J2daPWiWfc

III. Graduation Regalia:
Amy Antoninka: If you have regalia to share or need regalia, reach out to Kayla or me
Amy Antoninka: Thanked Tammy for letting us know we can rent this from the bookstore. Commencement will be at the Ferrell Center.

New Business

I. Reports from committees

A. Donald Keltner and Andrew Clayton: Elections
Andrew Clayton: The committee met last Friday and discussed who would be on the ballot and they voted. The only issue seen was on the PD arts and science portion of the ballot (only select 1 instead of 2). The committee conversed over e-mail and they decided to leave it and go forward with the ballot. He asked if there were any questions
Donald Keltner: Expressed that this would be a more precise solution than to start all over.
Tammy Tull: She does not receive anything and would like for someone to check on it because she wants to receive ballots.

Donald Keltner: It all comes from HR so she would need to reach out to them regarding this. He didn't know how to really contact regarding this ***(HR or Dr. Wichman)?***
Tammy Tull: Said she always had to email Dr. Wichman to get ballots.
Donald Keltner: Said he would reach out to HR about this
Dr. Richard Driver: Said he and some other colleagues have had some issues as well in previous cycles.
Amy Antoninka: Asked Dr. Ferguson to make a note to reach out to HR if they are having issues getting ballots.
Donald Keltner Be sure to check spam folders and to see if spam folders are set too high - make sure it is not there
Andrew Clayton: Recommended asking people in the departments so they can start clearing stuff up now to be ready for next semester. He said word of mouth or email to their departments are important to find out if they are receiving ballots.

Amy Antoninka Went back to a question by Clint Dennard, asking if clapping line is going to happen at May Commencement. She said that she will find out.
Clint Dennard: Wanted to give feedback to Commencement Committee
Amy Antoninka: Said that you can find out who is on the committees on "MYMCC" and reach out.
Andrew Clayton: He proposes to not clap because it was disingenuous because they are receiving a degree so there should be no clapping and lining up.
Amy Antoninka: Please ask your colleagues about this and then bring that to the meeting next month.
Tammy Tull: Said that it didn't go well and recommended we not do it.
Dr. Joseph Ferguson: Recommended an anonymous poll regarding this issue.
Amy Antoninka: Took it to the committee.
Jon Fox: Said people are polled out.
Clint Denard: Asked if there was anyone on the committee in the meeting that could give us some information regarding graduation.
Amy Antoninka: Said she has notes to send this to the committee to find out what the plans are regarding clapping.
Amy Antoninka: Took a poll on the chat to determine if we want a poll or not have a poll: the Nays had it so we won't have a poll. She emphasized she would check on it.

B. Mary Sides: Policy E-XXI

Mary Sides: Committee requested to take a look at making some changes to FC policy regarding FC leadership. Duties of FC leadership have changed and FCP and FCVP have more responsibilities, and need greater release time. There are a lot of meetings and responsibilities to attend to. Recommendations to look at it. Additional changes to the languages from elect to select because of how members are chosen in each division. Appreciated all the feedback from everyone. Policy E-XXI Proposed Revisions.
Amy Antoninka: Said we needed to have discussions before we can vote. She wanted to open it up for others to run in the future if they wanted. She opened the floor to talk about policy:
Tammy Tull: Do you have to take a release or not?

Amy Antoninka: If she teaches 5 courses, policy states she gets 1 course release 1 in fall and 1 in spring but doesn't have to take it. If she doesn't then will be counted as overload.
Tammy Tull: Said many don't take it because there is no one who can take her classes if they chose the release, so it isn't a viable option.
Heather Davis: Expanding on what Tammy said, many individuals in the workforce and directors would like to run but don't because of extra time, they don't have that time. They worry about their voice being heard accurately. Taking release isn't a viable option because of how it is set up. It intentionally does not allow many who would run to run because there is no way to fit it into their schedule.
Amy Antoninka: Thanked her and recognized that there are so many differences in looking at their workload and how they manage it.
Amy Antoninka: looked for suggestions: said that other duties that can go with the workforce like advising, accreditation agencies they work with, etc. Would an admin assistant or someone else be an option for helping out?
Stephen: When it started, nothing was deliberately done to push out the workforce. In the past 10 years he has seen more cooperation between the workforce and pure academic sides. He doesn't have a solution, but part of it is that if they got the release time, he knows that most in workforce education he is supposed to be there at least 26 hours a week and is actually there more because he has to get his stuff done. He said that they need to have their own house so that various state agencies don't just show up.
Tammy Tull: Vouched for what he said. She said it is difficult to find replacements
Stephen: No one leaves the fire department before retirement age. Not many jobs like this so it is hard to find a part and even full time person for the workforce department.
TammyTull: Not many would come teach these classes for the low pay
Andrew Clayton: Asked for clarification - Does not know the nature of the problem, so asking for clarification? Do they just swap each year on departments?
Heather Davis: When somebody is elected to FCP or FCVP, THEY GET release time of workload to be decreased. With a professional workload they are unable to get a decrease. The workload release would become a stipend for that semester. While money is nice and incentive, it is not about the added money. Giving more money doesn't help with them trying to figure out how to do their jobs and more. She would like to be part of the leadership because she has a good voice and is needed. Because of what is required of them on the workforce side, this isn't feasible. Their workload will be just increased which will take time away from their families and other areas. She feels admin support would be great. She has wanted one but never got one. In the workforce, classes are set. When VP sets meetings, it makes it hard to make it. They would like to do it but it is a great challenge in the way it is currently set up. Arts and Science is way different than workforce and flexibility.
Tammy Tull: For real estate program, all taught by her. All of her sections are maxed out. There is an option in the future to hire a part time that might free up some time. But that is not the same for others.
Amy Antoninka: She reiterated that it is important that all people across campus are treated fairly. Think about whether the idea everyone discussed is something we want to talk about.
Stephen: When the workforce program first came in, it was structured like academic programs. Some others have an admin load that other faculty don't deal with. For his programs, they

require different admin load, so that was not considered when these programs were put together. Things VPs are impressive people and feel they can help us put together something that will be viable. He does not think they are not non-responsive, he just does not think it was adequately explained.
Amy Antoninka: Thanked him and said she and others have had great and productive convos with others regarding this. But feel she could continue this convo regarding the workforce and make sure that all faculty are being treated well and are able to do their jobs to the fullest.
Jon Fox: Does finding a solution for workforce VP to be part of the FC? Do we recommend and ask for more release time from VP and President right now? Or do we just acknowledge they do need it and then we just come up with a solution?
Amy Antoninka: We can vote in May on proposed changes and also continue to make adjustments to make it more fair. Any questions regarding E-XXI, FC policy?
Amy Antoninka: According to policy FC discusses FC Policy revisions in one meeting and votes in the next. If it passes FC, the entire faculty vote on it, and then it is sent to Admin for approval.
John Fox: Is this internal or go to administration?
Amy Antoninka: We report to the VP of instruction and student engagement then to the President. The wording of the policy has been slightly amended to recognize that. The changes are in the email and the policy folder.
Andrew Clayton: Vote happens in May and then another vote to rest of faculty?
Amy Antoninka: Correct, that is how policy is written. Final approval is from the President of the college.

C. Alex Shui: Compensation Vote

Alex Shui: Went through the report last meeting and was posted in TEAMS. New ECMI number has not come out yet and still stays the same. The Federal Reserve chose to keep interest rates steady. Recommendation is the same: 5-6% for full-time faculty and 10% for part-time faculty.
Amy Antoninka: Posted link to compensation committee report and the revisions to policy if anyone wanted to take a look at it. Any thoughts regarding the compensation committee report? Are you reviewing the policy or are you ready to vote?
Report was approved by FC.
Amy Antoninka: Said this report will be presented first to the leadership team before it is presented to the board.

D. Other committees as needed

Amy Antoninka: Gave chance for other committees to share
Tammy Tull: Wanted to talk about bookstore: heads up- no positive that these changes will be accessible on Brightspace so be ready there might be issues with textbooks being accessed in august.
Donald Kettler: Details are lacking and still a lot to be worked out. Will not impact summer, only fall.

II. Next meeting May 2, 11 AM

Amy Antoninka: Next meeting May 2nd on zoom and potential on zoom if people wanted.

Adjourn:
Amy Antoninka asked for a motion to adjourn: Tammy made motion and Jon seconded at 12:22 PM