Faculty Council Meeting Minutes

March 7, 2025

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

In attendance:

- Holly Webb -Math
- Karen Crump-Business/HITT/Paralegal
- Samantha Buerger, Associate Degree Nursing
- Kayla Willis, FCVP
- Amy Antoninka, Philosophy, FCP
- Bob Ammon/PHED
- John Spano, Philosophy
- Joseph Ferguson, English
- Natalee Oliver, LTC
- Charles Jaquith EMS
- Benjamin Mason, Theatre
- Donald Keltner, History / SBS
- Ivanna Campbell, Science
- Tammy Tull, Business-Real Estate
- Anne Merchant- Science
- Leslie Henderson - LLC/Comm. Studies
- Peter Olson, music (transfer)
- Jennifer Chapman, Child Studies/Education (HSE)
- Colin Porter, Library Services
- Erik Emblem - GOVT
- Jan Robertson - CIS & Multimedia
- Andrew Clayton- Government
- Mary Sides, Science
- Lori Watts, English
- Maria McElroy, Associate Degree Nursing
- Heather Davis - PTA
- Richard Driver - HIST
- Clint Dennard, Proxy for Susan Spooner, Psychology
- Bobby Patterson, HP
- Alex Shiu, Business
- Bernard Smith, Science

Absent:

- Alma Wlazlinski-Math
- Stephen Cook-Fire Academy
- Glenn Downing, VPA
- Marighny Dutton, HP
- Ken Walker, LLC
- Jon Fox, VPA
- Danny Rodriguez, English
- Katie Stevens, LLC
- Stephan Rohatyn, Human Services

Call to order Amy Antoninka 11:01 am

I. Welcome: Amy
II. Please sign in to chat and the Google Docs link.
III. Guest: Chris Qualls, Interim Executive Director MCC Foundation: MCC Foundation and its impact.
    A. The MCC Foundation started in 1990 to raise financial support for MCC scholarships, PD and capital campaigns.
    B. Endowed funds: A gift invested by the Foundation.
        1. The Foundation has about 800 endowed scholarships.
        2. There is a minimum endowment limit of about $20,000. Those funds will continue to grow at pace with inflation. Only 4.5% of a 5-year rolling average of the fund is spent, the rest is reinvested.
        3. Paulanne's Pantry and the Emergency Fund are endowed.
    C. Un-endowed funds are spent, not invested. These don't last in perpetuity but make an immediate impact.
    D. Some departments have funds.
        1. Heifers were recently purchased for the agriculture department.
    E. Opportunities for employee giving are ongoing.
        1. Etrieve employee giving forms have been launched.
        2. Employees can choose from almost 1000 funds to which they can contribute.
        3. Gifts in kind are accepted by the foundation. (Use this for out-of-pocket classroom expenses) The foundation can provide a gift acknowledgment letter (receipt) for tax purposes.
        4. Currently about 25% to 33% of employees give regularly to the foundation,
        5. For a gift in kind send a receipt or as much detail as possible to the foundation.
        6. Amy: Employee giving supports many projects including feminine hygiene products
    G. Contact Chris with questions.

Old Business

I. Approve Minutes from the February FC Meeting
    A. Joseph: Motion to accept as is. Second Charles
    B. Approved by poll.
II. Anonymous Feedback tool: Link: Please use and share with colleagues. https://mclennan.co1.qualtrics.com/jfe/form/SVh_6Pt85J2daPWiWfc
III. Faculty Evaluations: Any feedback that we still need to communicate with Dr. Eggleston?
    A. Amy: Synopsis of Dr. Eggleston's updates about faculty evaluation. The process will be more efficient and focused on growth and support for faculty. To be conversational and to highlight faculty excellence.
        1. No comparative data will be used in evaluations.
        2. The Likert scale has been removed.

3. Faculty will be rated as "Approved" or "Needs Improvement". Chad anticipates that evaluators will use "Needs Improvement" sparingly.
4. Comparative data will be available to chairs and deans to look at when there is a big disparity or something that seems odd.
5. Jan: When will evaluations start? Tammy: Evals will be due May 31.
6. Clint: Will a core value write up still be needed? Amy: Yes, you will need to comment on each value.
7. Jan: I need a reminder of how to access evaluations.
8. Amy: They are on Neo Ed and the links will be sent out.
9. Lori Watts: Does the evaluation seem simpler than last time?
10. Amy: It may be shorter. Chad said it should not take longer than 4 hours.

IV. Learning Framework:
   A. Amy: History of Learning Framework covered. It has not produced student success. Stake-holders should think through what it could become. How can we address issues for education faculty and students? Feedback is needed about how to improve Learning Framework. Chad is open to suggestions.
   B. Questions or feedback? Please reach out to Chad, or Kayla and Amy with Feedback on Learning Framework.

V. Late registration update: Holly and Kacy have talked with various parties (division chairs, advising, some faculty members) and will continue to follow the current policy—late registration until Wednesday at 5 PM. They also recognize specific needs and will work with different divisions to meet their needs and unique student situations.
   A. Mary: Is the policy for 16 week and 8-week classes?
      1. Amy-Yes. We will talk with Holly about the different needs of these classes.

VI. RSI -More than 80% of faculty members have completed the form. Please, fill out the form if you have not.

VII. Graduation Regalia: if you have regalia to share or need regalia reach out to Amy or Kayla

New Business

I. Reports from committees
   A. Donald Keltner: Elections
      1. Middle round opens March 19. A list format.
      2. A reminder will be sent on March 20 and another on March 25.
      3. Contact Laura Wichman if you have technical problems.
      4. A list of candidates in TEAMS under files.
      5. Andrew: Motion that we post all of the election results to faculty council webpage. Second: Holly Motion carries.
      6. Holly: Motion to send out election results to all faculty members. Second Donald. Motion carries.
   B. Mary Sides: Policy
      1. Laura is continuing to work on TASB intellectual property policy.

2. Mary will post meeting minutes on TEAMS. and the committee will move forward with needed revisions to policy.

C. Alex Shui: Compensation Committee
   1. The committee has been collecting data on inflation and the CPI (consumer price index). Inflation is currently 3%. The federal reserve holding rates steady may signal that inflation is coming.
   2. ECI (economic cost index) is a better measure of wage inflation. It is included for December 24.
   3. The average annual raise for community colleges is 4.5%. MCC is 3rd in state for full-time salaries and 6th in the state for part-time salary.
   4. Focusing on ECI, the committee recommended an increase of 5%-6% for full-time and higher for part-time faculty.
   5. Donald: When does the ECI change? Alex: It changes Quarterly.
   6. Andrew: Thanks to the committee. Will the committee report be updated at the end of the quarter? Alex: We can update if needed.
   7. Amy: We just need to get it to the board before the budget workshop. What is the threshold needed of ECI increase to revisit the report?
   8. Alex: Numbers have been trending upward by about 0.1 per quarter. If it doesn't change drastically, I would say the report doesn't need to change.
   9. Please look at the report closely and prepare to vote, next meeting.

D. Colin: CREW -
   1. Shepherd's Heart will be here Thursday during Spring Break. if you want to volunteer.
   2. After May 31 Consumables will have to be funded differently. More info to follow.
   3. This is a good time for students to see if they can receive SNAP funds. Signs are up around campus that students can scan.
   4. Swap meet for CREW after spring break. Donate small items and clothing.

II. Contingency protocols and preparedness

A. As part of our ongoing commitment to supporting all members of our campus community and to ensure that faculty, staff, and students are well-informed about their rights and what to do in a range of possible scenarios, we are forming an Ad Hoc committee about appropriate procedures should immigration enforcement officers come to campus.

B. This committee will work closely with Chief Williams, members of faculty, staff, student associations, and community groups to ensure we are doing our due diligence to protect vulnerable members of our community and provide clear guidance that aligns with legal requirements, including FERPA protections. The goal is to provide clear, accurate information and resources, so that faculty, staff, and students understand their roles and how to respond.

C. Amy and Kayla have talked at length with Chief Williams and others to clarify some of the process; the committee will continue the work and add to it.

1. ICE should be told to contact the MCC Police Department before taking any other action.
2. If an ICE agent (or anyone else who is not with MCC Police) shows up at your classroom do not let them in and call the police: 8911. It would violate FERPA to do otherwise.
3. Chief Williams will contact Leadership, who may contact the College's legal counsel.
4. Students need to know their rights. They do not have to give any information to ICE, police, or other law enforcement other than their name and date of birth. They can refuse and should decline to answer all other questions. "Red cards," that list a person's rights, are available to students in the Student Life Center and at https://www.americangateways.org/ and more will be available soon. You may give red cards to students.

D. Melody Flowers has offered to chair the Ad Hoc committee of faculty and staff members. Please reach out to me or to Melody Flowers if you would like to be a part of it.
   1. Richard: Any information or instruction from the leadership team regarding pronoun use? Any state-directives?
   2. Amy: No, the executive order seems to apply to passports only. We have not heard any directives from the state.
   3. Tammy: DEI state audit completed, one video taken down from on-boarding.
   4. Lori: If an ICE officer shows up with an MCC police officer we would have to comply. It means the warrant is appropriate and signed by the correct people.

III. STEP Credit Form: Ready to go on SoftDocs. Pre-Approval Form: https://mcccentral.etrieve.cloud/Index#/form/181. Final Approval Form: https://mcccentral.etrieve.cloud/Index#/form/195.
   A. Kayla: You will be able to get updates on SoftDocs history and in email throughout the process.
   B. Thanks to ISS and Michaela and Kayla.

IV. Reminders: Career Fair, April 10, https://www.mclennan.edu/news/2024%20News/career-fair.html ; Suit up, March 26, https://www.mclennan.edu/calendar.html?trumbaEmbed=view%3Devent%26eventid%3D165691706

V. Next meeting April 4, 11 AM

Open Discussion

I. Mary: Motion to Adjourn
Donald: second.
Adjourn 12:23 PM