Faculty Minutes for June 17th at 1:00

Please introduce yourself in the chat and let us know what you teach.

First Full Faculty Meeting 8/17 at 1:00

Faculty Execs

**President—Kimberlee Ball**

**Vice-President—Casey Garcia**

**Secretary—Ralph Angeles**

**Student Emergency Committee Chairperson—Erin Ranft**

**Faculty Emergency Committee Chairperson—Shirley Ennis**

**Professional Development Committee Chairperson—Julie Duncan**

**Awards Committee Chairperson—Janice Hartgrove-Freile**

I met with Dr. Blanson yesterday and I asked him if there was anything he would like to share with y’all and he knew right away that he wanted to thank all of the faculty for doing such an amazing job of transitioning to online courses- so quickly and so well. He said all of our faculty were able to make the transition. It really shows where our hearts are and we are. We did what needed to be done to support our students and he is really appreciative of that.

I'd like to get some stuff out of my office sometime this summer.

Contact your dean- it is not impossible but there is an approval process

And, even if we are teaching online in the fall, will we have to come into our offices?

To the best of my understanding- only people who need to be on campus should be.

Help for students who typically come to campus and need access to computers and internet to complete online courses.

Working on and hope to have a parking lot open by July. Would like to open computer labs, library and testing center for the fall- but only time will tell. There are health and safety precautions, and these can probably be created and enforced but making it work is a conversation that is occurring because student success is the number one goal.

I am an adjunct faculty in Chemistry Department. My main concern finishing up Spring semester was with testing. In the Fall I am planning to use Respondus Monitor for testing. In that case students need to have a windows/mac computer with a webcam. My question is will students be able to borrow a laptop from the LSC? Can any student borrow a laptop or are there any criteria? If students borrow laptops from LSC, will they have programs like Respondus Monitor, Lockdown browser preinstalled?

Talk to the dean. There will be some computers available and there are some resources to help provide students with computers now through the Student Emergency Fund- until funds run out and then through other discretionary funds.

1. Poor communication from the Senate; lack of minutes; lack of minutes on webpages.

There was an issue with marketing- I think they were simply overwhelmed- they are doing much better now and I am working with Alana Aleman to get the missing minutes for February 2020 and spring of 2019 but other minutes are on the website now and we will continue to make sure that minutes are available as quickly as possible.

2. Bureaucracy of System "faculty load" "project" and how shifting to online increases faculty load but with no increased salary.

The shift to online was time consuming- but to my knowledge nothing is being said right now. I think there are conversations about the delayed end of the semester being paid- I think.

3. Poor Enrollment and Advising policies ... enrolling students who are not prepared for online instruction

The system is working to create a more functional online preparedness training for students. Most students would prefer to take classes face to face but right now- in many cases it is not an option and we as faculty need to be as empathetic and supportive as possible for our online students.

4. Lack of mental health support for students, even online, under the crisis

Mental health services is a system wide concern. There are some resources on the website and other charitable organizations such as the Food bank and NAM for our area but we need a phone tree of people to call in cases of emergency because our students are more likely to reach out to faculty when they are in crisis and faculty need to know what to do when that happens.

Here is the link to what is currently available:

<https://www.lonestar.edu/mental-health.htm>

5. Again, online instruction: D2L is awful. Other colleges use other services, without the headaches of D2L.

There is a contract with D2L when it comes up for review as it has in the past- faculty are invited to investigate and explore the LMS before contracts are signed.

If the college will have \*any\* hybrid courses in the fall semester, having faculty and students on campus, the college \*must\* require a full-time LVN or RN on campus, daily, for temperature tests, immediate pre-diagnosis of sick faculty and students. On-campus full-time health professional must be a core requirement for teaching on campus. No exceptions. This is what the school districts are doing. Universities already provide health professionals. Especially since many students come from poor communities with \*no\* health clinic, the college will act as the only resource for students to check their health.

At the moment and for the current foreseeable future there are nurses on campus who take temperatures.

Protocol for getting into the building requires completion of a form in paper or via an app- any incorrect answers and that person will not be allowed on campus. The nurse checks the temperatures of everyone- anyone with 100.4 or more are not allowed to enter and must go home for the day. The temperature is only taken once and right now there are some people who are overheated from being outside and their temperature is abnormally high- they are not allowed to retake their temperature because it isn’t safe to keep people who are registering fevers hanging around. Masks are handed out and there are plenty. The first day back you will be given masks, probably a pack of them. You will wear them from your car and back to your car. You may change them as often as you feel you need to- and definitely change them if they are wet.

Once inside there are also rules in place and everyone must complete training before coming to campus.

The history of the campus is entirely white: W. W. Thorne Dr; Winship Bldg. Pictures of administrators (all presidents) are white. The history of African American and Hispanic and Asian faculty have been erased through the 45+ years of the college. We should re-name the Academic Bldg with the name of significant \*former\* non-white faculty and include increased photos of faculty of African-American, Hispanic, and Asian faculty. This would show our students the ideal of professional faculty in the U.S.

I (Kimberlee) am going to submit a proposal concerning pictures of more of our professionals of color to be put on the walls.

As faculty we can make sure to utilize sources written by people of color- using videos that show people of color serving as experts- highlighting the work of people of color in our fields. Using more writings and works that are by and about people of color as well.

We also can be thinking about the visible inequities in our success and completion rates and what can we do as faculty to better support our students of color with their learning needs.

One thing I forgot to mention is that we can promote and offer classes such as Mexican-American Literature; Mexican American History; and others that are already part of our course catalog but are rarely offered because they do not normally make. African-American history is on the schedule to be added to the course catalog and hopefully that will happen with a quickness after the upcoming curriculum day.

\*\*Main concern: faculty who are willing to return to campus will end up not only taking all the health risk, but also will end up dealing with all the hassle/stress/uncertainties that go along with being on campus in this situation --policing masks/social distancing --risking losing our jobs by accidentally getting too close to a student or letting our mask slip or whatever...it is easy to be distracted with students talking to you. --dealing with all the student interactions (students coming by offices for help etc) for not only our students, but also the students of faculty who opted to teach at home. --having to create Plan A and Plan B for our classes in case we get shifted online or some students get sick and can't come...online faculty only need 1 version of their class (not saying online is easy, but it is definitely more predictable this semester).

Faculty are taking a risk coming back to campus. There are protocols and rules including everyone must wear a mask ( even when or if you lecture). Class times are staggered and the health and well being of the students/ staff/ faculty/ administrators are a top priority. There is always risk but it is a safer environment than most other places you might go (I think of Walmart).

There is a chance that hybrid classes may end up going to fully online if there is a new wave of Covid- that is nothing that can be controlled. I personally am preparing for that contingency ahead of time. And also working to think about how to create social distanced student engaged activities.

There was a question along these lines in the chat about labs and working in close contact with each other. In the work force classes pictures that I have seen- lab stations are spread out. There may be a moment when a faculty member is too close; or two students are too close. Do your best to be mindful and aware of the risks- and remind students who may also forget.

Coming on campus is a risk and if you do not feel safe coming to campus- please contact your dean to see what can be arranged for you to do. But there are also really big benefits to coming back as well. Seeing students- who are so excited to be back and getting to see faculty members from a safe distance. All things considered- it’s a pretty safe environment to be in.

\*\*Related concern: the new workload guidelines say that faculty teaching on campus will do 0% professional development or institutional service.... I'm sorry, but that is not realistic. Those who have the most time-intensive institutional service commitments cannot just drop them and hand them over to someone working from home. That may be okay for routine committee assignments that don't require much, but try that with a student club! Or a technology-intensive commitment, in which the previous person would need to train the new person, and then keep helping them after they take over. And how are we supposed to revamp our classes for hybrid or dual modalities without engaging in PD? (Not necessarily travel, but webinars or whatever) What will end up happening is that the on-campus faculty (some of whom are likely to be among the most dedicated to our campus/students, willing to take health risk to return) will end up doing the same institutional service and professional development as before (likely more), they'll just be doing it for "free," without getting credit for it in their workload. Has it occurred to anyone that faculty working from home also won't have gas/toll/car maintenance expenses? This pandemic gave me a raise....I don't have to pay for that stuff anymore! The fall will be extremely inequitable in terms of workload. There were already a lot of faculty workload inequities, they will be much worse now. This will not be good for morale.

It is my understanding that face to face faculty will not be required to take professional development courses because of the increased workload of dividing courses into subsections and suddenly a 3 hours course becomes a 9 hour course. I do not believe that the 0% professional development is intended to remain in place.

The workload task force was tasked with the job of making sure there is equity across face to face/ hybrid and online- but in the midst of their work- Covid hit and they worked to determine what equity would look like in a world where you teach a class of 30 and cannot have more than 10 in a room at a time. I have had the benefit of having the document and the breakdown explained to me on several occasions, but it will not stick in my brain.

Having discussed it further with other Faculty SEnate Presidents who worked to create the document- it was never intended as a mandate only as a recommendation and they realize that there are serious inequity issues for face to face instructors- it was something they wanted to emphasize because it is very real.

I misunderstood part of this question as I was reading it and so I said professional development is available through North Harris and through the system- free professional development. If you are interested in any of these programs, please feel free to contact me.

There were questions about the hybrid versus face to face as well

Hybrid is 50/50. They meet for half the class time- and the class time is an opportunity for students to get that instruction from the professors. Or lecture- I am still investigating because I have never taught a hybrid course before.

Faculty evaluations:

There is an Online Taskforce that is working to create a uniform process for evaluating online courses.

Zoom meetings and web-ex meetings were mentioned in the chat

Some professors are using web-ex for office hours; some have used zoom for meetings.

Student clubs- probably not happening in the fall.

Department reps- we want each department to have an election and elect a department rep as many of our current department reps are officers. We want all the departments to be represented and we want department reps to bring the concerns of their department to the faculty senate and for those reps to then return to their department with the information. Department reps are very important in helping ensure that faculty concerns are resolved when possible because the goal of faculty is to promote student success.

Status of course as online/ face to face or hybrid; please contact your department chair.

Thank you all so much for your time