

Collin College Faculty Council
CHEC 139
April 15, 2016

1. **Lunch 12:30 p.m.**

2. **President Neil Matkin, Dr. Sherry Schumann, Dr. Brenda Kihl**
 - Dr. Matkin recounted the information on the future campuses in Wiley, Celina, and, eventually, Farmersville.
 - He listed improvements in firefighting facilities and a weather tower that will be a host radar facility. Raytheon cooperated on this project.
 - He discussed the implementation of Canvas.
 - The Strategic Plan will be revisited in order to make it workable.
 - In response to a faculty question about upward evaluations, Dr. Matkin held his position that all surveys need to hold the responder accountable to avoid the random insults that result when the responder remains anonymous. He emphasized trust in response to the faculty concern about retaliation.
 - Another faculty member drew a comparison to student evaluations, and a discussion followed.
 - On realignment, to deal with issues that arise, the faculty suggested that we have an ombudsman. Dr. Matkin thought this a good idea, particularly following one faculty member's admission that retaliation has occurred in dean/faculty member interaction.
 - In a discussion on the concealed carry gun issue, Dr. Matkin reiterated our obligation to abide by the law and questioned the survey's effectiveness, given the way the State law reads. Discussion followed about minutiae of the application of the law.
 - Dr. Matkin encouraged the faculty to become involved in the next Board of Trustees election and upcoming bond issue.
 - A discussion of the tax and debt issues of the college included Dr. Matkin's disclosure of the college's \$17 million debt and a November 16 bond issue in response. In the same discussion, he mentioned a move toward including Rockwall in the area served by Collin.
 - Regarding the 50-50 ratio of associates to full-time faculty, Dr. Matkin explained that the college will look at a district-wide distribution rather than a campus-by-campus measure. In that view, faculty could serve any campus, and we would reach the 50-50 goal.
 - Dr. Matkin discussed the possibilities for aging faculty to opt for more online classes.
 - Mandated new-student orientation will begin in the fall of 2016. On this subject, he also noted that the college will do something about the students who come for two weeks and then never come back—nothing final yet.
 - Dr. Matkin addressed a faculty question about appointing Mark Garcia as head of Distance Learning. He pointed out that Garcia had emerged as a

leader in the evaluation of the LMS and has earned the faculty's respect, leading to his being appointed as the head of the LMS transition. It is a two-year appointment.

- In response to a question about the \$25 million reserve insurance fund for retirees, now \$30 million. He is not sure about the future of the fund, but the BoT has not mentioned redistribution of those funds. He said he would follow up on the future of the insurance fund future.
- In a discussion of the significance of the university from which a job applicant obtained his or her degree, Dr. Matkin discounted the importance of the school unless there are specific jobs where unique training is involved. He stood firm in his belief that hiring should be based on the person, not on the quality of the university from which s/he obtained the degree.
- In discussing realignment, the question came up about matching associate deans to disciplines in which they have expertise; Dr. Matkin said the committees are working on placement.
- Dr. Matkin encouraged greater diversity in future hires.

Dr. Schumann spoke next

- She confirmed the mandatory orientation for the fall and said the first-year experience issue will follow.
- Dr. Schumann showed a cautionary short film using tea to emphasize No Means No awareness.
- She announced the shift to making the Dean of Students District wide and other deans of student enrollment will work with students in individual campuses.
- Dual credit enrollment orientation will be administered through the high schools, and students there will be required to go through the orientation. Face-to-face is preferred in the high schools, and online will be available as well. A possibility is to require two hours face-to-face and thirty minutes online.
- Dr. Schumann discussed changes in admission policy that are in process.
- In answer to a question about pop-ups to avoid students registering at the wrong campus by mistake (creating impossible schedules), Dr. Schumann said that pop-up technology costs \$30 million, so it is not a possibility.

Dr. Kihl spoke next.

- Regarding academic alignment, she discussed the progress of the hiring committees. They are screening the 140 applicants (so far), meeting the March 28 deadline. She described the interview process that will end with the associate deans starting at the college on July 11 for their intensive training. The training will continue throughout the year. Details of their schedule will be available once the schedule is determined.
- Regarding appointments in specific disciplines, Dr. Kihl said the decisions will be made holistically based on the individual talents.
- Discipline leads will be District wide.

- As for the associate deans, if any one of them does not work out, a replacement will be sought.
- Dr. Kihl repeated the job description of the deans: improve programs, visionary approaches for the program, etc.
- In answer to the question about how many internal candidates there were, she said thirty had applied.
- As for assistants to the associate deans, the committees are still looking at that arrangement. One approach that has been suggested is cooperation among divisions for the utmost efficient use of the assistants.
- Dr. Kihl addressed faculty concerns about the process, promising to listen to faculty concerns and to keep faculty advised about the process and the outcomes.
- Following much discussion about faculty being included in interviews, Dr. Kihl and Dr. Matkin agreed to look into making the interviews available to faculty.

3. **Call to Order at 2:15**

4. **Roll Call – absences and proxies noted:**

Executive Council

President: Regina Hughes

Vice President: Amina El-Ashmawy

Treasurer: Kay Mizell

Secretary: Peggy Brown

Central Park

Cindy Briggs (15-17)

Tiffany Cartwright (14-16)

Gina Perkins (15-17)

Toni McMillen proxy

Kelly Reynolds (15-17)

Preston Ridge

George Jackson (15-17)

Nick Morgan (14-16)

Kim Nyman (14-16)

Lupita Tinnen (15-17)

Kat Balch (15-17)

Spring Creek

Betsy Brody (14-16)

Michael Phillips proxy

Peggy Brown (14-16)

Mike Cohick (14-16)

Chris Grooms (15-17)

Absent

Tony Howard (15-17)

Joan Jenkins (15-17)
Barbara Lusk Stern (15-17)
Paula Miller (14-16)
Kay Mizell (14-16)

Associate Faculty

Ashok Kumar (14-16)

5. **Approval of March Minutes:** Howard moved and Nyman seconded that minutes be approved. Unanimous approval.

6. **Treasurer's Report:**

Scholarship fund for 2016: \$8,444.00
Sunshine Fund: \$167.00

7. **Vice President's Report:** Amina El-Ashmawy.

No Report

8. **President's Report:** Regina Hughes

- LMS: Update/Distance Learning Special Committee: Michael Dickson has been hired to help in the transition; the committee will meet April 22 from 12:00 – 5:00 p.m. with Dr. Matkin, Dr. Kihl, and Mark Garcia involved.
- Appointment of Professor Mark Garcia as Dean of Strategic Initiatives: Administration Immersion Program. He will send out weekly emails about the progress of the Distance Learning transition.
- **BB Clean-up Workshops for Canvas in April hosted by eLC:**
President Hughes urged all faculty to attend the workshops in order to be ready for implementing courses on Canvas.

Marketable Skills Conference (April 12-13)

- President Hughes was asked to attend this conference in Austin. Dani Day, Jon Hardesty, Jim Barko, and Wendy Gunderson also attended.
- At the conference, Hughes discovered that our college practices are laudable, when compared with other colleges. We need to help students with content and process in achieving necessary marketable skills. She recommended the following sites:
- <http://www.thecb.state.tx.us/files//dmfile/MarketableSkillsReport2015.pdf>
<http://www.gallup.com/poll/168848/life-college-matters-life-college.aspx>
<http://www.thecb.state.tx.us/files//dmfile/NCHEMSStudyBrochure.pdf>

BOT Reports:

- **March BOT:** Faculty contracts approved. The BOT honored them prior to the regularly scheduled meeting. The next scheduled meeting is April 26.

9. **Committee Reports: See Appendices for detailed committee reports.**

- **Committee on Technology** – Andrea Szlachtowski, Raja Khoury, Mervat Karout, Co-Chairs: No report.
- **Committee on Policy** – Nick Morgan, Chair.
 - Morgan clarified that his is not the gun committee; it is the Campus Carry and Safety Committee—the goal of the committee.
 - Texas A&M has released a plan that differs considerably from the one published by U T Austin. A&M will have limits on where guns will be allowed, but they will be allowed in professors’ offices.
 - Morgan urged expanding the committee to a District-wide group.
 - Proposals include various safety issues in the classrooms.
 - Questioned if we should move faster than the August 2017 deadline.
 - Encouraged the FC to be a leader as the letter of the law moves forward but cautioned about moving too quickly.
 - He asked for feedback from the faculty.
 - Timing was questioned, to which Morgan responded with a reference to the tea metaphor presented earlier by Dr. Schumann (essentially about not forcing issues).
- **Committee for the Common Good** -Toni McMillen and Kat Balch, Co-Chairs.
 - National Day of Service: please email McMillen or Balch with “Service Activities” in line (suggestions for service).
- **Committee on Faculty Council Procedures and Nominations** – Dan Lipscomb, Chair.
 - Election for FC representatives is concluded—went well as an electronic ballot with highest percentage participation at 58%.
 - Faculty question: what happens if the associate dean position causes a mass exodus from FC? Lipscomb answered that the procedures manual tells us what to do if vacancies occur. Procedures are in place.
 - Introduced Patricia Coble—new Associate Faculty representative to the FC; she is an eighteen-year veteran at the college.
- **Committee on Teaching and Learning** – Marti Rosenfield, Chair
 - Hughes referred to the attached report.
 - William’s reported that the Labs Subcommittee evaluation of the lab equity management system of compensation is ongoing,
 - Our college does not have a good record in compensating faculty for labs.

- His subcommittee recommends that we have a committee assigned by a dean or faculty to vote on procedures in management of the labs. Disparity occurs now.
 - The subcommittee recommends equal standards and equal pay. Labs take more time but are paid 80% pay for more work required in a lab.
 - El-Ashmawy commented on the need for standard evaluations of lab personnel.
 - On foreign languages, the committee acknowledged the lack of consistency in lab compensation.
 - Hughes commended the subcommittee and recognized the importance of this organizational work.
- **Committee on Academic Freedom** – Joan Jenkins, Chair – No report.
 - **Committee on Associate Faculty** – Ashok Kumar, Chair – No report.

10. District Committees

- **All College Council** – TBD – No report.
- **Council on Excellence** – Mindi Bailey, Chair.
 - Bailey reported that the BoT approved the contracts presented at the BoT meeting in March. The new schedule for multi-year contracts is in place.
 - Work proceeds on associate dean training to instruct them about CoE packet information.
 - Deans' signatures will remain on the contracts this time.
 - Packets are being revised; the annual self-evaluation will serve as the accountability document and provide Board Report information.
 - Will limit accomplishments to one page of a prioritized list of the faculty member's most significant activities.
 - There will be three categories: professional development and publications; student support; leadership and college involvement.
 - Abe Johnson and Jon Hardesty were scheduled to address CoE on future review of Work Force faculty. CoE needs more information.
 - UTD scholarship information is going out—Bailey urged more faculty members to take advantage of the opportunity and apply for the scholarship to study in the PhD program at UTD.
 - The five finalists for outstanding professor will be announced at the April 26 BoT meeting.
 - CoE ballot (corrected) has been distributed – faculty should check the clutter box in Outlook (Help Desk is going to send out information on the Clutter function). Election box closes at 2:00 on Friday, April 22. If any elected faculty member chooses not to accept, the next in line will be chosen.

- Question: does administration really need the board report? Bailey responded that we all work hard and accomplish more than the BoT can imagine; that makes the reports beneficial for the faculty. Our prioritized list shows Board members what we value—it gives us a voice. The new effort to simplify will make the document even more valuable.
 - **COAT** – Mike McConachie, Co-chair
 - Committee is working on a handbook.
 - If faculty has read for COAT in the past, McConachie invited them to participate in upcoming readings—this can count as summer service.
 - See attached report for details.
 - Emerging Scholars ceremony will be held on April 21 at 5:30 p.m. There are 162 emerging scholars, and 300 students, families, and friends will attend.
 - It has been recommended that the ceremony be rotated among campuses. However, the committee is made up of SCC faculty. If anyone is interested in taking over, that person should shadow McConachie next year.
 - **SOBI** – Gian Aryani
 - There will be a SOBI seminar on April 28 at PRC.
 - Discussed referrals: mental health, ADD, is #1 complaint.
 - Faculty can get follow-up on referrals.
11. **New Business:**
- Hughes acknowledged new members and those that were re-elected.
12. **Motion to Adjourn:** Howard moved and Tinnen seconded to adjourn. Unanimous approval. Adjourned at 3:30 p.m.

Respectfully submitted,
Peggy Brown, Secretary

Approved 5/1/2016 by Faculty Council President, Regina M. Hughes