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**Collin College Faculty Council**

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**Oct. 18, 2019, 1:00, McKinney Conf. Center | Meeting called to order by President Kat Balch**

**Faculty Council Representatives for 2019 - 2020**

Frisco Campus	McKinney Campus	Plano Campus
Rachel Bzostek-Walker(2018 – 20)	Seema Endley (2018 – 20)	Hannah Adams (2019 – 21)
Randy Collins (2018 – 20)	Joe Jaynes (2018 – 20) Proxy by Judi Wohed	Doug Boliver (2018 – 20)
Diana Gingo (2018 – 20) by Proxy Barbara Hanson	Toni McMillen (2018 – 20)	Peggy Brown (2019 – 21)
Suzanne Jones (2018 – 20)	**Tony Airhart (2019 – 21)	Mike Cohick (2019 – 21)
Jason Morgan (2018 – 20) Proxy by Brian	Jason Snyder (2019 – 21)	Bridgette Kirkpatrick (2018 – 20)
Kim Nyman (2019 – 21) by	Vijaya Velamakanni (2019 – 21)	Michael McConachie (2018 – 20)
Sunita Rangarajan (2019 – 21)		Kay Mizell (2019 – 21)
Debra St. John (2019 – 21)		Marta Moore (2018 – 20)
		Barbara Stern (2018 – 20) Proxy by Barbara
		Larry Stern (2019 – 21)
		Roger Ward (2019 – 21)
		Stephen Whitley (2018 – 20)
Associate Faculty Representatives		
Bonnie Ford (2018 – 20) by Proxy Toni McMillen	Susan Owens (2018 – 20)	John P. Williams (2018 – 20) Proxy by Susan Owens

\*\*Tony Airhart was elected to serve Fall 2019 as a one-semester sabbatical replacement for Lorena Rodriguez

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**Approval of Minutes**

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Secretary: Toni McMillen, Roll Call  
Diana motions; Mike seconds; minutes approved

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## **Board Reports**

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### Treasurer's Report: Bonnie Ford

FT Faculty Scholarships are at \$15,089.59, but scholarships for 2019-2020 have not been deducted yet. They should be clearing before Thanksgiving.

Meeting Expenses: 4967.74

General Supplies: 960.00

### Vice-President's Report: Aaron West encourages Faculty to attend the Military Ball.

### President's Report: Kat Balch

#### Welcome New Faculty

- New faculty were asked to attend. New faculty are encouraged to attend the Faculty Council Meetings and to participate. Thank you for your time.

#### Lift-Up Campaign Begins:

- This year's campaign begins 11/4/2019 and faculty volunteers are needed

#### The Online Teaching Module: Quality Matters

- The module is being revised to be more robust in preparation for 21<sup>st</sup> Century needs and expectations and will include a four-hour training
- Changes will include updated APA compliance rules and training
- Marc Garcia and Ann Blackmon will be the primary contacts
- Online faculty will recertify or have new modules to complete
- This is in progress and is not necessarily available right now to everyone

#### Adjunct Faculty Academy Round 2

- Please encourage adjunct faculty to attend
- More work will be done on the interview process which is very beneficial
- Bonnie Ford asks that information for adjunct training be sent forward earlier than one or two weeks ahead so that people can plan their attendance
- Rachel mentions putting the training for adjuncts online or in CANVAS

#### Director of Professional Development:

- This new position is being created to help us to find outside training and to better help us to organize the best dates and times for in-house training
- This process also encourages the instructor who attends professional development to bring back their learned knowledge from conferences and to share that knowledge
- Rebecca Orr reports that this position was created to help us offer more training opportunities to full-time and adjunct faculty
- Judy Wohead mentions that this is an evolution of the grant put together by Kimberly Harris for the Innovation Challenge which was a concept for supplying ongoing support to faculty members

#### SB18 Updated Procedures for Common Outdoor Areas and College Facilities:

- BOT: The Board of Trustees Manual is being updated regarding the use of college and district facilities

- In light of changes in the rules for how others can use our facilities for promoting concepts of free speech, our rules have updated to say that the visitors must remain 100 feet away from a door or window
- Hate speech is not allowed as it can instigate violence

Town Hall for Campus Carry and School Marshal Program:

- The Dean of Students and SGA wanted to do a round of sessions on each campus
- See an email from Bill Taylor for listed dates and times
- Bill Taylor defined campus carry and the program itself
- Some in attendance expressed concerns about the new student housing and campus carry

Pathways:

- Members of the Collin College Team will attend the Pathways Institute Conference in San Antonio in November

Secretary: Toni L. McMillen

**Standing Faculty Council Committees**

Academic Freedom: Roger Ward and Diana Gingo-Chairs, No Report

Associate Faculty: John P. Williams, Chair-No Report

Committee for the Common Good: Vijaya Velamakanni, Chair-If you know anyone who is retiring this year, please send their names to Vijaya. The committee will be meeting right after the meeting today to begin to plan the reception for the Spring Retiree Ceremony.

Recognition of the PBF Volunteer Coordinator: (Plano Balloon Festival) The Faculty Council acknowledged the achievements of Volunteer Coordinator T.J. Pickens who attended this session. The committee recognized his stellar performance in garnering well over the goal for volunteers for this year's festival.

Policy: Debra St. John and Aaron West, Chairs

**Faculty Amendment to the Collin College Non-Discrimination Policy**

We, the faculty of Collin College, in accordance with our core values of learning, service and involvement, creativity and innovation, dignity and respect, academic excellence, and integrity, would like to propose an amendment to Collin College non-discrimination policy.

The current non-discrimination policy of Collin College which reads as follows:

*Collin College prohibits discrimination, including harassment, against any student on the basis of race, color, national origin, disability, religion, age, or any other basis prohibited by law. Retaliation against anyone involved in the complaint process is a violation of Collin College policy and is prohibited.*

*Discrimination against a student is defined as conduct directed at a student on the basis of race, color, national origin, disability, religion, age, or on any other basis prohibited by law, that adversely affects the student.<sup>i</sup>*

Four Texas cities now prohibit discrimination in public and private employment based on gender identity and sexual orientation: Austin, Dallas, Fort Worth, and San Antonio. Plano prohibits discrimination based on sexual orientation.<sup>ii</sup> Several colleges and universities in the Dallas-Fort Worth area also specifically prohibit discrimination based on gender identity and sexual orientation, including the University of North Texas, University of Texas at Arlington, Southern Methodist University, and the University of Texas at Dallas.<sup>iii</sup> Alamo Colleges, Lone Star Community College, Dallas County Community College District, Tyler Junior College, and Austin Independent School district all have non-discrimination policy including gender, gender identity and sexual orientation.<sup>iv</sup> Tarrant County College prohibits discrimination on the basis of sexual orientation.<sup>v</sup> Collin College should not fall behind these cities and these institutions of higher education in its anti-discrimination policies. (See documentation footnotes at the end of meeting notes).

#### Proposal:

Therefore, we the faculty of Collin College, propose the non-discrimination policy should read as follows:

Collin College prohibits discrimination, including harassment, against any student on the basis of race, color, national origin, gender, gender identity or expression, sexual orientation, disability, religion, age, or any other basis prohibited by law. Retaliation against anyone involved in the complaint process is a violation of Collin College policy and is prohibited.

#### Committee Response:

- The committee discussed that this could be a beginning point or a stepping stone to more amendments in the future. The committee also discussed how we might also wish to examine the Faculty handbook in the future as well.
- The committee looked to see where other statements about discrimination based on gender were found in Collin materials. One such area was the Fire Safety Report.
- The committee called to bring the specific wording recommendation forward for a vote. Judy motions; Jason Snyder seconds, Mike Cohick calls to question. Three voters abstained. The motion passed with a majority vote.

Procedures and Nominations: Procedures and Nominations: Dan Lipscomb, Chair- Dan Lipscomb will be working with the Provosts to discuss Collin College growth and the need to add faculty representatives to Faculty Council. He plans on meeting with Tony Jenkins to see how changes and shifts will impact the totals. We currently have a 19-1 ratio with 6 representatives to 428 Faculty. However, we

already know that we need 4-6 new reps at the Allen Campus. Other factors to consider is should we go ahead and add adjunct representatives now or later for the new campuses.

Teaching and Learning: Suzanne Jones, Chair-No Report-No Report

Technology: Mervat Karout and Sunita Rangarajan, Chairs- The committee met Oct. 4, and they created three subcommittees tasked with exploring the technology available to the Faculty at the College. The subcommittees are the Canvas App Subcommittee, Office 365 subcommittee tasked with exploring OneDrive, OneNote, ClassNote as well as Forms and another. Office 365 subcommittee tasked with exploring SharePoint, Teams and Sway. The subcommittees will meet and create a document summarizing the benefit of each App then present it to the Faculty at the College.

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## **AD Hoc Faculty Council Committees**

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Ad Hoc Faculty Recognition Committee: Cathy Thurman, Chair

The Proposal:

- Additionally, the committee generated a plan that involved the following:  
Honorees would have completed two multi-year contracts or nine years total. If a faculty passed away with a similar total they would be automatically honored.
- Another aspect of this plan would lead to consideration for years of service form part-time faculty.

The Committee Discussion:

- For PF faculty, what makes faculty distinguished? Just teaching here for several years does not mean they are distinguished.
- What is the difference between the professor emeritus program and the distinguished faculty recognition we are proposing?
- What will the physical look of the plaque be? How many people will be recognized on each campus each year?
- Should we continue this proposal, or let the professor emeritus & retirement reception each year be our recognition?

Resolution:

- Cathy asks the committee to respond to the idea of moving forward or tabling this idea.
- The committee discussed the feasibility of moving ideas forward, examining alternatives, or tabling the idea due to the new emeritus program to see what this type of recognition actually brings before we create another concept for honoring retirees.
- The committee members were torn between the honest effort and great concept to honor retirees in a meaningful manner and examining the levels of discernment it might take to truly honor distinguished faculty.
- The Faculty committee appreciates the work of Cathy Thurman and the committee; however, the group could not meet consensus at this time and resolved to see what the Emeritus program would bring about in the next few years.
- Thus, this topic is tabled for now and can be readdressed at a later date if desired.

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## **District Committees:**

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COE: Rebecca Orr, Chair of COE-COE will be working on multi-year contract reviews in a few weeks. Additionally, they will be examining what growth may be needed in COE in conjunction with the expansion of Collin College.

Staff Council: Shayne Apple introduced himself as the new representative. He is the associate registrar at the McKinney Campus. He reminds the members to attend the military ball. Kat mentions a challenge put forth regarding the upcoming Chili Cook-Off.

CAB: Kathy Fant, Chair-Met Sept. 27<sup>th</sup>. Collin has a new banking and financial degree that is being reviewed which will fill a need in the community. Additionally, we are looking at three engineering degrees: electrical, civil, and mechanical areas.

COAT: Aaron West, Chair-No Report

SOBI: Rachel Bzostek Walker, Chair-No Report

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## **New Business**

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- Military Ball
  - -Aaron West encourages faculty to attend the Military Ball to honor our past and present military
- Farmersville Groundbreaking TBA
- New Faculty Recognized
- Fulbright Scholars-Nov. 5th

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## Meeting Adjourned

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Call to Adjourn Mike McConachie, Seconded by Debra St. John; Meeting Adjourned

***Next Meeting: Nov. 15<sup>th</sup> CHEC, Board Room 139***

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<sup>i</sup> “Collin College Definitions of Prohibited Conduct,”

[https://www.collin.edu/studentresources/deanofstudents/pdf\\_documents/Definitions%20of%20Prohibited%20Conduct.pdf](https://www.collin.edu/studentresources/deanofstudents/pdf_documents/Definitions%20of%20Prohibited%20Conduct.pdf)

<sup>ii</sup> City of Austin, “”Discrimination in Employment Generally,”

[https://library.municode.com/tx/austin/codes/code\\_of\\_ordinances?nodeId=TIT5CIRI\\_CH5-3DIEMGE](https://library.municode.com/tx/austin/codes/code_of_ordinances?nodeId=TIT5CIRI_CH5-3DIEMGE);

City of Dallas, “Unlawful Discriminatory Practices Relating to Sexual Orientation and Gender Identity and Expression,”

[https://dallascityhall.com/departments/fairhousing/PublishingImages/Pages/fair\\_housing\\_links/Chapter%2046%20Unlawful%20Discriminatory%20Practices%20Relating%20to%20Sexual%20Orientation%20and%20Gender%20Identity%20and%20Expression.pdf](https://dallascityhall.com/departments/fairhousing/PublishingImages/Pages/fair_housing_links/Chapter%2046%20Unlawful%20Discriminatory%20Practices%20Relating%20to%20Sexual%20Orientation%20and%20Gender%20Identity%20and%20Expression.pdf);

City of Fort Worth, “Code of Ordinances,”

[http://library.amlegal.com/nxt/gateway.dll/Texas/ftworth\\_tx/cityoffortworthtexascodeofordinances?f=templates\\$fn=default.htm\\$3.0\\$vid=amlegal:fortworth\\_tx](http://library.amlegal.com/nxt/gateway.dll/Texas/ftworth_tx/cityoffortworthtexascodeofordinances?f=templates$fn=default.htm$3.0$vid=amlegal:fortworth_tx);

City of Plano, “Frequently Asked Questions About the Equal Rights Ordinance,”

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<https://www.plano.gov/DocumentCenter/View/11487/Equal-Rights-Ordinance-Questions-and-Answers?bidId=>;

City of San Antonio, “Non-Discrimination Policies,”

[https://library.municode.com/tx/san\\_antonio/codes/code\\_of\\_ordinances?nodeId=PTIICO\\_CH2A\\_D\\_ARTXNSCPO\\_DIV1GE\\_S2-552APOFBOCO](https://library.municode.com/tx/san_antonio/codes/code_of_ordinances?nodeId=PTIICO_CH2A_D_ARTXNSCPO_DIV1GE_S2-552APOFBOCO)

<sup>iii</sup> University of North Texas, “Prohibition of Discrimination, Harassment, and Retaliation, Policy 16.004; <https://policy.unt.edu/policy/16-004>; University of Texas At Arlington, “Policy E1-P07,” <https://www.uta.edu/policy/hop/5-513>;

Southern Methodist University, “Statement of Non-Discrimination,”

<https://www.smu.edu/LegalDisclosures/Nondiscrimination>; University of Texas at Dallas, “Policy Statement: Non-Discrimination (UTDBP3090),” <https://policy.utdallas.edu/utdbp3090>.

<sup>iv</sup> Alamo Colleges, “District Policy on Nondiscrimination”, <http://www.txtns.org/inclusive-policies/policies-in-central-texas/>; Lone Star Community College “LSCS Board Policy,

<https://www.lonestar.edu/Equal-Opportunity-Information-Inquiries.htm>; Dallas County Community College District, “Equal Opportunity System,”

<https://www.dcccd.edu/au/howeare/pages/default.aspx>; Tyler Junior College, “EEO/Statement of Non-discrimination,” <https://www.tjc.edu/terms>; Austin Independent School District, “Freedom From Discrimination, Harassment and Retaliation”,

<https://www.boarddocs.com/tx/austinisd/Board.nsf/files/9Q4L79551BF0/%24file/Attachment%201%20-%20FFH%28LOCAL%29%20-%20Student%20Welfare%2C%20Freedom%20from%20Discrimination%2C%20Harassment%2C%20and%20Retaliation.pdf>

<sup>v</sup> Tarrant County College, “Non-Discrimination Statement,”

<https://www.tccd.edu/about/legal/nondiscrimination-statement/>.