



Academic, Governance, and Strategic Planning Council Recap

CHEC 407 ~~February 24, 2022~~

Rescheduled due to Inclement Weather - March 1, 2022

Members present: Dr. Neil Matkin, Dr. Sherry Schumann, Dr. Wendy Commons, Kathy Fant, Melissa Irby, Dr. Abe Johnson, Dr. Kerry Loinette, Steve Matthews, Floyd Nickerson, Gen Northup, Monica Velazquez, Allison Venuto, Roger Ward, Dr. Mary Weis, Sarah Densmore (note taker)

Members absent: Nicole Darmawi, Kim Davison

Action Items

- Faculty Hiring Process – **Abe Johnson & Roger Ward**
 - *Previous meetings held between Dr. Johnson and Roger Ward. Draft procedures presented to Council.*
 - *Handout Faculty Hiring Procedures Draft Feb 22*

Per information presented by faculty membership, there has been inconsistency district-wide by Deans and Associate Deans in regards to the hiring process. Dr. Johnson and Mr. Ward worked together to come up with a draft process after hearing from multiple groups. AGS reviewed draft process and discussed effective communication regarding candidate outcomes, interview, and teaching presentation attendance. Revision reflecting feedback to be presented at the next AGS meeting. Waiting to hire new faculty until the process is fully determined and approved. Also discussed temporary full-time position process (which will potentially be a component of the new adjunct faculty pool process- see below).

- Adjunct Faculty Hiring – **Roger Ward**

Strategic Initiative group is working on a process for adjunct faculty. An app has been created and is in beta testing phase. AF who are vetted and go through the process get into a district-wide list. AF can select a preferred campus and what courses they are eligible to teach. Associate Deans can see their selections and approve it, and then AF can move into a teaching status. App still under edits.

- Overloading Online Sections and the Practice of Pay Per Head – **Abe Johnson**
 - *Currently, when we have to add students (up to 3) to an online section due to reasons like waitlist, student demand not enough for a section with at least 15 students – we pay per head for the additional students added. This is not the practice for face to face classes. Discussion and possible action item regarding the pay per head for additional students in an online class.*

Overloads happen if there are not enough students to create a section - try to fit students where we can. Dr. Johnson will put together a proposal to have consistency for overload. He will get more data on the total number of classes affected. Faculty will continue to be asked regarding whether or not they are willing to have an overloaded class in instances where an overload is needed.

Next steps: Dr. Johnson will bring back both items, with any revisions, changes, or information needed as agenda items at the March 24 meeting.

Discussion Items

- Defining Shared Governance - **All**
 - *Continue the review of materials and discussion on the topic of Shared Governance in preparation for recommending a definition or policy on Shared Governance specific to Collin College as presented by a member of the Board OEP Committee*

- 4 documents distributed for reference prior to November meeting
 - *AAUP Shared Governance, AAUP on AGB Statement on Governance, AGB Board of Directors' Statement on Shared Governance, How to Make Shared Governance Work: Some Best Practices*
- First draft(s) to be reviewed and discussed at meeting. Drafts prepared by Dr. Wendy Commons and Kim Davison.

Dr. Commons and Ms. Davison created draft definitions and policies and then combined the drafts together, and this document was distributed for review by the AGS Council. Council members are to review the document and provide their edits/recommendations to Dr. Schumann before the next meeting. SACSCOC is putting together a committee this year to look at shared governance. They may not define it, but may require that each school has a policy. May have to edit it to align with SACSCOC once they come out with their new policy, if one is adopted.

Next steps: Will continue review and revision of the Shared Governance item at the meeting on March 24.

- Proposal to Establish a Committee to Study the Acceptance of Foreign College/University Credits by Collin College – **Kerry Loinette**
 - *The Academic Affairs Advisory Council has met and discussed the idea of developing a process at the college to accept credits earned at foreign colleges and universities into our programs. Currently, the college does not accept credit from foreign colleges or universities to apply toward Collin College degrees or certificates. The purpose of this proposal is to discuss establishing a committee to review how other institutions address this.*
 - Handout that provides an overview of the discussions that have happened thus far
 - *Proposal to Establish a Committee to Study Acceptance of Foreign Credits*

This request was brought forward from the science community due to an increasingly difficult need to investigate a process to accept foreign transcripts for students. Need to look at how other institutions look at this problem and their solutions. Trying to get many divergent voices at the table. It could lead to student completions and student success.

Action: Council members agreed to the proposal to establish a task force to review other institutions' methods in regards to accepting foreign credits from students.

- Code of Ethics – **Roger Ward**
 - *Some faculty have pointed out that in spring 2020, the Board adopted a Code of Ethics for faculty and staff. The Faculty Council had approved a Code of Ethics in 2019 yet faculty were not consulted regarding the Board-approved Code of Ethics nor were they informed of the approval of that Code of Ethics which forms a basis for discipline "including termination of employment." They are also concerned by the broader language of the Standards of Conduct under DH (local) in Board policy.*

The current Code of Ethics policy was adopted by TASB from TCCTA in 1998. It became part of our policy in 2004. The Code for faculty/staff was in policy but somehow got removed. We don't know how our footnote in the policy was dropped. The College put it back in with two minor edits. Because all employees interface with students, it included ALL employees. Concern by faculty members is that some of the language is so broad or vague that anything could be a fire-able offense. However, the piece that is being referenced about violations as being broad has been policy since 2004.

According to Mr. Ward, in 2019, faculty council adopted a Code of Ethics for faculty. FC passed a resolution for it but Mr. Ward doesn't know where it went from adoption.

Next steps: Roger Ward will communicate with Faculty Council about the background regarding the Code of Ethics and will let Monica Velazquez know if there are any additional questions or concerns.

Feedback Items

- **Course Banking – Roger Ward**
 - *A number of years back the college allowed for course banking (working overloads without pay to reduce course loads in a future semester). Faculty want to reinstitute a system like that. This would allow faculty to plan for a big event (pregnancy, family care, research/writing) by teaching extra ahead of that event and teaching a reduced load at the time of the event.*

Request for faculty to be allowed to bank courses by working extra courses now and not getting paid for them, so that later they can work less and still be paid the same.

Next steps: Floyd Nickerson and Melissa Irby to follow-up. Recommendation to open the conversation, look into it more, determine the rules and regulations.

- **Transportation Fees for Students – (Follow-up to Nov. 17 agenda item presented by Nicole Darmawi on behalf of SGA) – Sherry Schumann**
 - Provide feedback and share data from research related to Transportation Between Campuses

IRO looked at students going to other campuses and found that there aren't a large number of students living in student housing that are taking classes at multiple campuses. Some courses are specific to one campus. But in some instances, a student could have taken a course at Plano and chose to take it at a different campus. Students living in student housing often have difficulty with transportation, so looked specifically at those students and what courses they take. Travel between campuses still needs to be reviewed and some courses will only be able to be offered at a specific campus due to logistics.

Next steps: Will revisit when Nicole Darmawi is able to attend.

Topics Proposed as On-going Agenda Items for the AGS Council for 2021-2022

Not previously addressed in agenda:

- CougarLEAP (Human Resources) Initiatives – **Floyd Nickerson**
 - *Faculty Council has asked for an update on the climate survey and the associated consulting report from Segal. Along with that, they would like AGS Council to begin discussions regarding discipline, grievance, and contract renewal procedures.*

Next steps: Segal is wrapping up the project this month and will provide final reports. Reports will be shared with the AGS Council when they are available.

Round Robin

AV – employee appreciation events on Thursday at every campus from 11 – 1. If you are willing to take your set-up to your home campus, that would be fantastic.