



Academic, Governance, and Strategic Planning Council Recap

CHEC 407 March 24, 2022

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

Members absent: Nicole Darmawi, Floyd Nickerson, Dr. Neil Matkin

Agenda Item with Guest Presenter

Discussion Items:

- Spring Graduation – **Jay Corwin**

Sending out a graduation announcement email to all full-time faculty that attending graduation is optional, but all available are welcome to attend. It will be the first graduation that includes graduates receiving their bachelor degrees. The email will go out with enough time that those faculty who need to order regalia will have time to do so.

Action Items

- “Open Doors Week” – **Abe Johnson**
 - *Faculty Development through two-way reflection*
 - Handout: Proposal – Open Doors Week

A draft proposal was presented that includes a pilot program for a small number of faculty to have other faculty sit in on a class to listen and then come back to discuss. The proposal is geared to provide an opportunity for faculty to watch others and learn about other teaching styles in a collegiate way as well as provide feedback to those observed. Faculty that are one of the people in the pilot could expect visitors on a certain day. Having a week of open door, seeing that environment, could be the beginning of establishing more of an open door policy anytime a colleague wants to observe and learn. AGS Council members should send feedback to Allison and Abe, who will flesh out the details.

Discussion Items

- Moving Toward 50/50 Full Time/Adjunct Ratios for Faculty – **Roger Ward**
 - *I understand the reasons the board and administration have set those goals but faculty have raised a number of questions regarding the process but also the impact on specific disciplines and modalities of teaching. I think a discussion of this would be helpful to alleviate anxiety among some faculty while also raising some potential faculty concerns with regard to the process.*

Our goal is to work towards a 50/50 ratio, not at the campus level but at the district level. There will be some exceptions, including workforce courses. The 50/50 ratio refers to the percentage of contact hours taught by each group of faculty. For faculty teaching overloads, those classes still count as FT teaching. The SACSCOC perspective is that institutions have an adequate number of FT faculty to support the goals and mission of the institution. Keeping with that, our overall goal is to have an adequate number of faculty available to move the college forward and have classes covered. If the percentage for FT faculty is too high, that becomes problematic because we may not have a sufficient number of classes available for FT faculty to have full loads. Another possible issue that may result from high FT faculty loads is faculty availability to meet College Service and Professional Development requirements.

- **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*
 - Second draft to be reviewed and discussed at meeting. Draft compiled from feedback received from AGS Council members.

The group worked together to create draft 5.3. AGS Council members are tasked to review the draft and provide edits so that it can be finalized in April.

- **Faculty Hiring Process – Abe Johnson & Roger Ward**
 - *Follow-up*

Dr. Johnson took all provided suggestions and incorporated them into a final hiring process document. The process will be posted on the HR website and sent to all departments, deans, associate deans, and discipline leads so everyone is on the same page. The process for FT hiring will also be incorporated into the process for AF hiring.

- **Overloading Online Sections and the Practice of Pay Per Head – Abe Johnson**
Stopping pay-per-head for additional students added to online sections

Dr. Johnson provided a first draft document of data. The discussion evolved into a variety of topics but without resolution. Dr. Johnson will come back with more observations and another draft.

Feedback Items

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

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**
 - Segal Reports will be discussed as part of the April meeting as the reports are still being completed. Floyd Nickerson is out of town and will not be in attendance at the March 24 meeting.

Round Robin

Follow-up items: 1) about the graphic for the faculty contract process, we were going to discuss it during the possible January meeting, but we didn't meet. This graphic representation was reviewed by COE and is designed to help individuals see the full process illustrated. 2) The 60% withdrawal went as a consent agenda item before the Board. 3) Looked at whether or not the college would be closed for the week of Spring Break. End result after meeting with Dr. Matkin, but this isn't a calendar question but rather a benefits question. The college will look at Spring Break changes as a separate matter. But the 60% conversation did already go before the Board. 4) Per request, we will take another look at Study Grants. They went away as an option but we will gather information on how to bring it back without running into some of the issues we had before. Will look at that in April. 5) Melissa, need to look at course banking as well. 6) Last piece – SACSCOC has to do an onsite visit with one member of the virtual visit – the chair of that committee has to

come in person to verify the sites. The one individual will be here April 4, 5, & 6. We were required to submit any changes that have occurred since that time (based on the specific standards referenced). There have been some changes in administrators so we submitted the JDs, resumes, and evaluations for each, as applicable. Also, sent updated program coordinators and updated faculty roster for each site. Submitted all required materials. This practice has helped us recognize some system changes that will need to be addressed, especially with the change to Workday. Preparation for the reaffirmation takes several years, so Dr. Hardesty will start going to different groups to get the information and help he needs. 7) No way we can address all of the Segal project at the April meeting, but will be a good bit of that meeting. **(Note: SS – pending receipt of reports from Segal)**

PR is doing a website redesign. Working on integrating the current pages into the new format. Maybe will provide a short sneak peak during the April meeting.

OAB is still reviewing online courses. Amped up the timeline to every 10 days instead of 2 weeks. Don't know can continue that, but trying to make sure that everyone who created courses for funding get that funding.

Academic Affairs is meeting to create the task force for accepting transcripts with foreign credits.

Faculty Council elections are under way. As an FYI, FC Academic Freedom committee is considering a resolution on any potential legislation that might try to take a divisive concepts approach, and what are considering that is already in Board policy.

Staff Council voted and amended a number of bylaws. Total headcount from 30 to 35 to account for growth of college. Two years for staff council president and vice president. About to roll out the random acts of core values across the district. Finishing up video with PR. Trying to look at people doing a great job with core values. Doing a meet-and-greet across the district to have more direct communication.

The innovation challenge grant is doing a road show due to reimagining the process.

Business Office staff is traveling to the different campuses so people can meet them, as these staff members rarely get to meet anyone.

CAB just finished curriculum proposals, ensuring they met the timeline of when information was due for the catalog. Considering putting a 2-term limit on CAB representatives, as many people want to get to serve and it takes a year to learn.

The Segal project is making progress, as some drafts have been provided, but some are still pending. They are committed to get it to us ASAP. Hoping to get information to this group at the April meeting. On-going process.

CoE elections will start next Monday. Have 12 or 13 openings in the various areas. A new cycle is starting for contracts, and HR will provide an updated listing. CoE will be looking at contract groups and see what is needed to get professional development and college service. The process will look different but want faculty to be successful in their multi-year review.