
Note: For related information on diversity, equity, and inclusion initiatives, see CFE for contractor discipline, DAA for employees, DH for employee discipline, and FA for students.

**Diversity, Equity,
and Inclusion Office**

Except as required by federal law, the College District shall not:

1. Establish or maintain a diversity, equity, and inclusion office; or
2. Hire or assign an employee or contract with a third party to perform the duties of a diversity, equity, and inclusion office.

"Diversity, equity, and inclusion office" means an office, division, or other unit of the College District established for the purpose of:

1. Influencing hiring or employment practices at the College District with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws;
2. Promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity;
3. Promoting policies or procedures designed or implemented in reference to race, color, or ethnicity, other than policies or procedures approved in writing by the College District's general counsel and the Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law; or
4. Conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, other than trainings, programs, or activities developed by an attorney and approved in writing by the College District's general counsel and the Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.

Exceptions

Nothing in this section may be construed to limit or prohibit the College District or a College District employee from, for purposes of applying for a grant or complying with the terms of accreditation by an accrediting agency, submitting to the grantor or accrediting agency a statement that:

1. Highlights the College District's work in supporting first-generation college students, low-income students, or underserved student populations; or

2. Certifies compliance with state and federal antidiscrimination laws.

The prohibitions do not apply to:

1. Academic course instruction;
2. Scholarly research or a creative work by College District employees or students;
3. An activity of a student organization registered with or recognized by the College District;
4. Guest speakers or performers on short-term engagements;
5. A policy, practice, procedure, program, or activity to enhance student academic achievement or postgraduate outcomes that is designed and implemented without regard to race, sex, color, or ethnicity;
6. Data collection; or
7. Student recruitment or admissions.

Faculty Council *Overview*

The faculty may have a representative faculty organization. In accordance with Senate Bill 37, in Section 51.3522 of the Texas Education Code:

1. The faculty council must adequately represent each college and school of the institution, and
 - a. Require the members to be faculty members;
 - b. Limit the number of members to no more than 60, with at least two representatives from each college or school, including:
 - i. One member from each college or school appointed by the chief executive officer of the college; and
 - ii. The remaining members elected by a vote of the faculty of the member's respective college or school.
2. The faculty council is advisory only and may not be delegated the final decision-making authority on any matter.

3. The faculty council shall represent the entire faculty of McLennan Community College and advise the administration regarding matters related to the general welfare of the institution.
4. The faculty council may not issue any statement or publish a report using the institution's official seal, trademark, or resources funded by the institution on any matter not directly related to the faculty council's duties to advise the institution's administration.
5. Service on the faculty council is an additional duty of the faculty member's employment. Members of the council are not entitled to compensation or reimbursement of expenses for their role as members of the faculty council unless the expense is on behalf of and approved by the institution of higher education.
6. A member of the faculty council appointed by the chief executive officer of the college in accordance with Section (1)(b)(i) may serve up to six consecutive one-year terms and then may only be reappointed after the second anniversary of the last day of the member's most recent term. A member of the faculty council elected by a vote of the faculty of the member's respective college or school serves a two-year term, staggered in a manner that allows approximately one-half of the elected members to be elected each year, and may only be reelected after the second anniversary of the last day of the member's most recent term.
7. A faculty member serving on the faculty council may be immediately removed from the council for failing to conduct the member's responsibilities within the council's parameters, failing to attend council meetings, or engaging in other similar misconduct. A member of the faculty council may be removed on the recommendation of the institution's provost (or equivalent of the institution's chief academic officer) and approval by the chief executive officer of the institution.
8. The chief executive officer of McLennan Community College shall appoint a faculty council chair, vice chair, and secretary from the members of the faculty council.
9. The presiding officer of the faculty council shall preside over meetings of the faculty council and represent the council in official communications with the institution's administration.

10. The faculty council shall conduct meetings at which a quorum is present in a manner that is open to the public and in accordance with procedures prescribed by the chief executive officer of the college.
11. The faculty council shall broadcast over the Internet live video and audio, as applicable, of each open meeting of the faculty council if more than 50 percent of the members of the council are in attendance.
12. The faculty council shall adopt rules for establishing a quorum.
13. The following shall be made available to the public on the McLennan Community College Internet website not later than the seventh day before a meeting of the faculty council:
 - a. An agenda for the meeting with sufficient detail to indicate the items that are to be discussed or that will be subject to a vote; and
 - b. Any curriculum proposals reviewed by the council that will be discussed or voted on at the meeting.
14. The names of the members in attendance must be recorded at a meeting in which the faculty council conducts business related to:
 - a. A vote of no confidence regarding an institution administrator; or
 - b. Policies related to curriculum and academic standards.
15. These policies may not be construed to limit a faculty member of McLennan Community College from exercising the faculty member's right to freedom of association protected by the United States Constitution or the Texas Constitution.

*Selection of
Members*

The Council consists of representatives 1) elected from the eligible faculty members of instructional departments and programs (hereafter referred to as Units, which are specifically identified and named below) and 2) appointed by the College President. Its membership may not exceed 60 faculty members. An eligible faculty

member is one employed by the College in a full-time teaching position in which the instructional (or instruction-related) duties constitute over half the duties of that member. The members of the Council are charged with the responsibility of representing all of the faculty in their Unit. To this end, members should maintain communications with all their constituents, serving as a liaison between them and the Council.

Each Unit shall elect, by a vote, one representative per nine eligible faculty members within each Unit. Each Unit shall elect its representative(s) in accordance with the procedures established by the College President.

In the event an elected representative cannot fulfill his/her elected term or is removed for any reason (set forth below in this policy), the supervisor of the Unit with the vacancy may appoint a representative to serve the remainder of the unexpired elected term.

In addition to the elected representatives, the College President shall appoint a single member from each Unit to the Faculty Council. These appointments will be made following the elections and in consultation with the Office of the Vice President, Instruction & Student Engagement. Although the President has the right to appoint any faculty member the President may choose, attention will be given to the results of the election in each Unit.

A member of the Faculty Council appointed by the College President may serve up to six consecutive one-year terms and then may only be reappointed after the second anniversary of the last day of the member's most recent appointed term. A member of the Faculty Council elected by a vote of the faculty of the member's respective Unit serves a two-year term, staggered in a manner that allows approximately one-half of the elected members to be elected each year, and may only be reelected after the second anniversary of the last day of the member's most recent elected term.

A faculty member serving on the Council may be immediately removed from the Council by the Council Chair for failing to conduct the member's responsibilities within the Council's parameters, failing to attend Council meetings, or engaging in other similar misconduct. Any elected member who misses two meetings in an academic year without providing advance notice of an appropriate reason to the Council Chair shall be removed from the Council by the Council Chair. The Council Chair shall notify the removed representative's supervisor and the Vice President, Instruction & Student Engagement of any removal and vacancy. Further, the Vice President, Instruction & Student Engagement may remove any member of the Faculty Council with the approval of the President of the College.

There are eight Units at McLennan Community College from which members are appointed and elected. These are:

1. Business
2. Emergency Services Education
3. Health Professions
4. Human Services and Education
5. Language, Literature, and Communication
6. Math and Science
7. Social and Behavioral Science
8. Visual and Performing Arts

The table below provides an example of the potential makeup of the Faculty Council (numbers below are for AY 2025-2026). In any given academic year, the total full-time faculty changes, and thus the size of the Faculty Council itself will adjust accordingly.

Unit	Full-Time Faculty Total	Eligible Elected Reps (Total/9)	Appointed Reps	Total
Business	22	2	1	3
Emergency Services Education	8	1	1	2
Health Professions	46	5	1	6
Human Services and Education	16	2	1	3
LLC	25	3	1	4
Math and Science	42	5	1	6
SBS	24	3	1	4
VPA	19	2	1	3
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Procedures

The College President shall adopt such procedures as the College President deems necessary to implement the terms and provisions of this policy, including but limited to procedures to fully address the conduct and timing of elections.