

Collin County Community College District
APPLICATION FOR SABBATICAL LEAVE



Instructions

Please complete this application by responding to all items. Attach requested documentation (in the order requested) and secure the appropriate signatures prior to submitting the application to the chair of the Sabbatical Leave Committee. **Please submit the original and 10 copies.**

Name Lisa Mellott "Elizabeth Mellott" CWID 110740773
Title Professor of Photography Division Fine Arts

Have you ever been granted a sabbatical? No If yes: Date: _____

Please provide a brief description of your previous sabbatical project:

Sabbatical Leave Period Being Requested

Dates: Beginning Date January 2016 Ending Date May 2016

Length: One semester [] Two semesters [] Other _____

Applicant's Agreement

ABSTRACT

Please give a summary description of the project and its significance in a language that can be readily understood by persons in areas of expertise other than your own. **PLEASE DO NOT EXCEED SPACE PROVIDED BELOW.** Photography as an art form and academic discipline is rooted in technology and must continuously grow alongside the metamorphoses of that technology. In line with the 2016 Collin College Strategic Plan, I propose a sabbatical that will research the inclusion and extent of new digital technology in photography programs with the goals of implementing new digital technology into photography courses, creating contemporary methodology in the classroom, establishing university transferable courses, and preparing articulation agreements. I know the importance of updated transferable courses and the benefit of articulation agreements to serve students in guidance towards degree completion. I will initiate the sabbatical research meeting with Collin College administrators in which I will collect data and refine the research criteria. I will proceed to conduct meetings with area university and college professors in order to interview, evaluate, and document area college and university photography departments' designs with particular interest in new digital technology in their courses and programs. To conclude the research, I will meet with working fine art and commercial professionals to research the use of new digital technology in the work field. I will then propose detailed plans to implement new digital technology into Collin College photography courses and establish articulation agreements. This sabbatical is designed to ensure the Collin College photography program is not only concurrent with area institutions but is also a leading educational program, serving students with contemporary techniques and avenues for degree completion.

If granted a sabbatical leave by Collin County Community College District (Collin College), I agree to return to Collin College for one full year upon completion of the sabbatical leave. I further agree to abide by the Sabbatical Leave Contract, and Sabbatical Leave Policies and Guidelines.

Applicant: Elizabeth Mellett Date: Dec 9, 2014

Verification of Eligibility

(This section should be completed by the Dean/Director/Supervisor after verifying the eligibility of the applicant with Human Resources.)

Collin College employee, Elizabeth Mellett [] is [] is not* eligible to be considered by the Sabbatical Committee for sabbatical leave.

- *Not eligible due to:
- [] Less than five (5) years of service
 - [] Prior sabbatical within last five (5) years
 - [] Other _____
 - [] Currently in non-exempt position
 - [] On Sabbatical Committee

Dean/Director/Supervisor: [Signature] Date: 12/11/2014

Approval Path

[] Recommended [] Not recommended

Justification: This opportunity will allow Elizabeth the ability to analyze the use of digital technology in the classroom.

Dean/Director/Supervisor: [Signature] Date: 12/11/2014

[] Recommended [] Not recommended

Justification: Comments Attached

Sabbatical Committee Chair: [Signature] Date: 2/16/15

[] Recommended [] Not recommended

Justification: See letter attached

Vice President/Provost: [Signature] Date: 3/23/15

[] Recommended [] Not recommended

Justification: _____

Senior Vice President: [Signature] Date: 3-24-15

[] Recommended [] Not recommended

Justification: _____

Interim District President: [Signature] Date: 3-24-15

Board of Trustees: [] Approved [] Not Approved Date: _____

Dates of Approved Sabbatical Leave:

Beginning Date: _____ Ending Date: _____

Sabbatical Research 2015, Elizabeth Mellott Proposal

Photography as an art form and academic discipline is rooted in technology and must continuously grow alongside the metamorphoses of that technology. Historically the process of creating a photograph has changed with each new development, such as roll film, color processing, and now with digital technology. The quandary of new digital technology has brought forth questions of new media, image capture, complexities and simplicities of cameras, and the mixture of traditional photographic processes with new digital processes. I propose a sabbatical that will research the inclusion and extent of new digital technology in photography programs with the goals of implementing new digital technology into Collin College photography courses, creating contemporary methodology in the classroom, establishing university transferable courses, and preparing articulation agreements. The sabbatical research is in alignment with the 2016 Collin College Strategic Plan preparing students for the current photography work force, focusing on Collin core values, nurturing a positive relationship between Collin College and area universities and creating avenues for degree completion. As the photography department's discipline lead, academic coach, photography department advisor and photography professor, I experience the importance of updated transferable courses and the benefit of articulation agreements to serve students in guidance towards degree completion. Collin College Photography students have one of two goals after completing their studies at Collin College: to transfer to a four-year university to obtain a Bachelor's degree in photography, or to begin a career as a photographer. The Collin College Photography Department focuses on both directions with the strategic plan to create curriculum that is both current in all areas of photography and is transferable. Digital technology is changing at a rapid pace and therefore affecting many areas of the photography program, including equipment, software, labs, and methodology. As a professor I attend numerous lectures, symposiums and exhibitions each year with the goal of staying current in the field. Yet, to complete thorough research, it is imperative to meet with area university photography professors to research their designs and approaches to these changes. A sabbatical would allow me the time to conduct a thorough research, and to create updated methodology that will prepare students to transfer to a photography program as a junior. Once a transferable contemporary program is established, I can begin the process to establish articulation agreements with area universities. In 2006, two of my photography colleagues established an articulation agreement with Texas A&M Commerce University, and the following year I established an agreement with Texas Woman's University. With changes not only in digital technology but also the recent changes in the Texas core, both of these established articulation agreements became obsolete. In the Fall of 2014, I began the process to update articulation agreements with both Texas Woman's University and Texas A&M Commerce University, and spoke with the University of Texas at Dallas, the University of Texas at Arlington, and the University of North Texas about creating new articulation agreements, yet I have not been successful in completing agreements due to time constraints. In order to complete the goal to implement new digital technology into Collin College photography courses, create contemporary methodology in the classroom, establish university transferable courses, and prepare articulation agreements, it is imperative to have an allotted amount of time

to dedicate to the research and meetings that are necessary. I will initiate the sabbatical research meeting with Collin College administrators in which I will collect data and refine the research criteria. I will proceed to conduct meetings with area university and college professors in order to interview, evaluate, and document area college and university photography departments' designs with particular interest in new digital technology in their courses and programs. To conclude the research, I will meet with working fine art and commercial professionals to research the use of new digital technology in the work field. I will then propose detailed plans to implement new digital technology into Collin College photography courses and establish articulation agreements. Data collected from the sabbatical research will be used not only for classroom methodology but also for planning program growth across campuses and budget proposals. This sabbatical is designed to ensure the Collin College photography program is not only concurrent with area institutions but is also a leading educational program, serving students with contemporary photography techniques and avenues for degree completion.

Time Line

Month 1: The first month I will schedule meetings with Tom Martin, Kathleen Fenton and Collin College's Articulation and Transfer Office. When meeting with Tom Martin, I will collect enrollment information. When meeting with Mrs. Fenton, I will collect information on completers and discuss transferable courses. When meeting with Collin College's Articulation and Transfer Office, I will collect information pertaining to the protocol used for articulation agreements, collect suggested personnel contacts at each institution, and fine tune the research questionnaire. When creating the questionnaire, I will request input from faculty, Kathleen Fenton, and Dean Cooksey. I will continue throughout the month visiting area universities to research lab spaces and conduct meetings with professors. When viewing photography lab spaces, I will observe digital labs, studios, traditional labs, alternative labs, and equipment. While meeting with professors, I will view student artwork and complete a questionnaire focusing on new digital technology in the courses and photography program as a whole. I will also begin the conversation about transferability of courses and articulation agreements. I will begin meetings with universities in the first month, and I anticipate additional time will be needed throughout the sabbatical to conduct follow up meetings, communicate with university photography professors and the university articulation office, and establish criteria for articulation agreements.

Week 1

- Tom Martin, Associate Vice President of Research and Institutional Effectiveness, Collin College, Plano, Texas
- Kathleen Fenton, Associate Dean of Research and Institutional Effectiveness Collin College, Plano, Texas
- Collin College Articulation and Transfer Office, Collin College, Plano, Texas
- Finalize questionnaire and data collection charts

Week 2

- Susan Grant, Professor of Photography, Texas Woman's University, Denton, Texas
- Dornith Doherty, Professor of Photography, University of North Texas, Denton, Texas

Week 3

- Leigh Merrill, Professor of Photography, Texas A&M Commerce, Commerce, Texas

Week 4

- Marilyn Waligore, Professor of Photography, University of Texas at Dallas, Irving, Texas
- Kenda North, Professor of Photography, University of Texas at Arlington, Arlington, Texas

Month 2: The second month I will visit area community colleges, in which I will both research lab spaces and conduct meetings with professors. When viewing photography lab spaces, I will observe digital labs, studios, traditional labs, alternative labs, and equipment. While meeting with professors I will view student artwork and complete a questionnaire focusing on new digital technology in the courses and photography program as a whole. The second month I will also continue progress on articulation agreements with universities.

Week 1

- Richard Doherty, Professor of Photography, Tarrant County College, Hurst, Texas

Week 2

- Kate Jenkins, Professor of Photography, Northlake College, Irving, Texas

Week 3

- Wayne Loucas, Professor of Photography, Richland College, Richland, Texas

Month 3: The third month I will visit working professionals in the fine art realm and in the commercial field. Through these meetings I will research the technical demands and expectations for professional photographers. During the month I will continue progress on articulation agreements with universities.

Week 1

- Jordon Roth, Director RO2 Art Gallery, Dallas, Texas. RO2 Art is a Dallas based gallery with three locations in Dallas County. RO2 Art exhibits contemporary artists, upcoming photographers and new media artists.

Week 2

- Gayle Reeves, Editor *Fort. Worth Weekly* magazine, Fort. Worth, Texas. Gayle Reeves is an editor that hires and assigns photographers for the magazine. Ms. Reeves has been working with photojournalists and the Fort Worth Weekly for over fifteen years and has experienced the change in photography with new technology.

Month 4: The fourth month, I will compile data, cross reference research findings, conduct follow up questions, design an overview of what was learned, and prepare a report with recommendations for inclusion of new digital technology in photography courses, inclusion of new digital technology in the photography program, and proposals for articulation agreements between Collin College photography department and area Universities. The final report will be prepared for dissemination with colleagues and the dean.

Bibliography

Bautista, Susan Smith. 2014. *Museums in the Digital Age: Changing Meanings of Place, Community, and Culture*. Lanham, Maryland: Altamira Press.

Benjamin, Walter. 2008. *The Work of Art in the Age of its Technological Reproducibility and other Writings on Media*. London, England: Harvard University Press.

Krensky, Beth. 2008. *Engaging Classrooms and Communities Through Art: A Guide to designing and implementing Community-Based Art Education*. Lanham, Maryland: Altamira Press.

La Grange, Ashley. 2005. *Basic Critical Theory for Photographers*. Burlington: Elsevier/Focal Press.

Lipkin, Jonathan. 2005. *Photography Reborn Image Making in the Digital Era*. New York, NY: Harry N Abrams Inc.

Marien, Mary W. 2002. *Photography: A Cultural History*. Upper River Saddle, N.J.: Prentice Hall.

Peres, Michael R. 2007. *The Focal Encyclopedia of Photography: Digital Imaging, Theory and Applications, History and Science*. Boston: Elsevier/Focal Press.

Perich, Shannon Thomas. 2011. *The Changing Face of Portrait Photography; From Daguerreotype to Digital*. Washington DC. National Museum of American History.

Taylor, Grant D. 2014. *When the Machine Made Art: The Troubled History of Computer Art*. New York, NY: Bloomsbury Academic.

Resources

Collin College Articulation and Transfer Links
<http://transferu.collin.edu>

Texas A&M University-Commerce Articulation and Transfer Links
www.tamuc.edu/.../transferAdmission
www.tamuc.edu/.../photography.aspx

Texas Woman's University Articulation and Transfer Links
www.twu.edu/admissions/transfer.asp
www.twu.edu/visual-arts/photography.asp

University of North Texas Articulation and Transfer Links
<http://registrar.unt.edu/transfer-guides>
<https://www.transferology.com/school/unt>
<http://art.unt.edu/studio-art/photography>

University of Texas at Arlington Articulation and Transfer Links

www.uta.edu/admissions/transfers

www.uta.edu/art/index.php/advising/degree_plans

www.uta.edu/art/index.php/undergrad/photography

University of Texas at Dallas

www.utdallas.edu/transferservices

Sample Questionnaire for professors

Digital Technology

1. What barriers do your students face with new digital technology equipment?
2. What skills do you expect students to have when they complete a beginning digital photography class?
3. What new digital technology skills do you expect students to have when transferring in from Collin College?

Labs

1. How does your lab incorporate new digital technology?
2. What equipment do you use?
3. What software do you use?
4. How often do you update software?
5. How do students create final work?

New Media

1. To what extent is new media introduced to a beginning digital photography class?

Image Capture

1. Do you include video capture in a beginning digital photography class?
2. If yes please answer A & B:
 - A. Which software program do you use?
 - B. What is the level of video capture equipment do you expect students to master in a beginning digital photography class?
3. Do you include smart phone capture in a beginning digital photography class?
4. If yes please answer A & B:
 - A. To what extent do you include smart phone capture?
 - B. Do you require post process application, image correction and print techniques?

Complexity of cameras

1. What level of camera equipment do you expect students to master in a beginning digital photography?
2. What level of camera equipment do you expect students to own in a beginning digital photography class?
3. What level of camera equipment would you recommend Collin College students know in order to transfer to your program?

Mixture of traditional photographic processes with new digital processes

1. What extent of traditional/digital combination process is included in a beginning digital photography class?

Sample Questionnaire for fine art professionals

1. Is there a level of new digital technology that is considered too amateur for exhibition (for example smart phone capture)?
2. For artists working in video capture, should they be prepared to supply display monitors? Are galleries equipping themselves for this format?
3. Have you noticed any limitations for artists working with new digital technology when looking for representation?
4. How are gallery/museum representatives discussing permanence of digital work with clients? Is permanence and archival properties a concern?
5. How are collectors (private and museum) working with video art files?
6. What skills do you consider lacking in beginning photographers?

Sample Questionnaire for commercial photography professionals

1. Are all camera formats being accepted for commercial photography work?
2. What new digital technology skills do you feel are necessary for photographers working in the commercial photography field?
3. What skills do you consider lacking in beginning photographers?
4. How can beginning photographers be best prepared for the competitive field of commercial photography?
5. What new digital technology equipment should photographers know?

Sample Date Collection Chart & Photography Department Improvement Plan

Individual charts will be created for the following areas:

New Digital Technology Equipment for students

Lab Spaces (digital, traditional, alternative and studio)

New Digital Technology Software Programs for students

Classroom Methodology pertaining to new digital technology

Institution	Data	Improvement Proposal
TWU		
UNT		
A&M		
UTD		
UTA		
TCC		
Northlake		
Richland		
RO2 Art		
Ft Worth Weekly		

2015 Sabbatical Leave Committee Recommendations

Committee Members:

Tracy Meyer, Chair
 Levi Bryant
 David Cullen
 Pamela Gaiter
 Shirley Terrell
 Elaine Zweig
 Nirisha Garimella
 Wendy Gunderson
 Jon Hardesty
 Gary Hodge

-	<u>Applicant</u>	-	-
-	<u>1</u>	<u>2</u>	<u>3</u>
<u>yes</u>	10	10	10
<u>no</u>	0	0	0
	Recommend	Recommend	Recommend

Notes For Each Applicant

Applicant 1:

- This sabbatical project does hit several of the priorities for sabbatical proposals. The project will support important research in how a faculty member's race/ethnicity/gender may affect student perceptions and could lead to the faculty member having difficulties with students in the classroom. In gathering this research and analyzing the data, we can gain at Collin, but also across the spectrum for community colleges, the knowledge of the differences, and how to address these differences so as to aid the faculty member(s) and benefit our students overall. Best practices strategies can be found and training can occur to help all those faced with these challenges. This research can help faculty 9at Collin and outside of Collin) who may have felt isolated to feel more involved in the college and academia as a whole, and expand the conversation regarding these issues to the community colleges.
- This project supports some of the initiatives and mission of the college. In relation to teaching/methodologies, the project will gather the data to help develop research-based strategies that will ultimately aid our faculty and students in the classroom. It may lead to new classroom teaching/learning pedagogies and develop new best practices that foster success in the classroom.
- The project will also allow for Professional Enrichment as the individual is able to conduct research related to teaching, and allow for more networking with others at community colleges in the area.

- This project can also improve the college systems by developing research-based strategies that can aid in student completion and having a better understanding of the classroom experiences for women of color may also lead to a greater more inclusive dialogue to help all faculty understand various problems of student perceptions and strategies for classroom management.
- Applicant's planned research will contribute to the body of work already completed and could serve to enhance awareness of needed improvement in the targeted area
- A very important and understudied topic.
- Faculty has sound research basis for study and methodology. Implications of study will benefit teaching professionals.
- It is a well laid out proposal on a much needed topic that will enhance the quality of teaching in the classroom and bring an awareness to faculty and staff about the complexities of diversity as it relates to teaching and learning.
- The professors project is potentially a significant contribution to the literature on the relationship between race and pedagogy and also will help to devise strategies for better teaching in the classroom. The project is well-conceived and is supported by a substantial bibliography relevant to the issues.
- This proposal appears to address three of the priorities that the College has adopted for us to consider when reviewing proposals. a.) It is clearly Discipline Research as the dynamics involved in the classroom environment are clearly related to the rich social interactions that occur in political discourse. b.) I think it certainly represents Professional Enrichment for the faculty member because the results of the study could provide insight into how to handle difficult situations in the classroom. c.) Finally, the proposal is closely related to Teaching Methodologies as the results could provide insight into the nature of disciplinary issues that may arise in classes taught by women of color. Any insights along these lines should be brought to the attention of the Academic Deans and the Associate Deans of Students as they assist faculty with how best to respond to disciplinary issues in the classroom.

Applicant 2:

- This project would fall under more than one of the priorities for sabbatical proposals. It will aid in Teaching/Methodologies as the individual states that being back on the other side of the learning, as a student, may aid the professor to better understand students, and being in classes he will be able to evaluate possible new methods of teaching as a student, and bring that experience back to Collin. So I do think that the proposal supports the teaching in the classroom. It falls directly under Professional Enrichment of scholarly research and pursuing advanced education related to current Collin position. By expanding on the areas of expertise, and in some ways going into more depth regarding American History, this project can aid the history department in discussing current trends in historical research and enhancing the reputation of the history department and the college through scholarly research and future publications, but it will also directly aid the students by having a professor who is more well-versed in the discipline than previously. As noted in the proposal, the process of going back to the classroom as a student can also allow the professor to be reminded on a very personal level, what it is like to be a student, and he can better relate to his students. The individual will benefit, of course, with a broader understanding of a subject about which he is passionate.

- This project will benefit the college by allowing an excellent faculty member who has served the college well for many years to complete course work needed to address the questions the SACSCOC team had regarding the professor's credentials. It will enhance the department with a professor who is gaining more pertinent knowledge for his discipline, and it may help to develop new strategies for the teaching of history as this professor sees again what the classroom is like from the other side of the desk.
- Application has support of college for unique situation
- I believe it is in the best interest of Collin College to grant a sabbatical for the faculty to earn the SACS approved credentials.
- This professor is well respected and provides scholarly content to all of his students. This sabbatical will enhance the knowledge and quality of his teaching so that more of Collin students can benefit from learning history as he continues to delivery it in such an engaging and inspiring manner.
- The courses this professor wishes to take at University of Texas at Dallas will contribute to improving their pedagogy and will enrich the learning experience of the students. The candidates proposal is in line with the highest standards of excellence at the college.
- This proposal appears to address two of the priorities the College asked us to consider as we reviewed the proposals. a.) This proposal is clearly related to Professional Enrichment for the faculty member involved. Given the finding that this faculty member's graduate course work was not considered acceptable by SACSCOC to teach History, I feel that this is a particularly good use of the Sabbatical Program to support faculty. The course work that the faculty member is proposing to complete will allow him to unquestioningly demonstrate his qualifications, and it will provide him with new insights to bring into the classroom once he completes the project. b.) This latter statement indicates that the proposal also relates to Discipline Research.

Applicant 3:

- This project seems two-fold. Part of it is to better understand the use of digital technology that can be used in Collin's photography department to enhance teaching and the classroom experience for our students. The second part is to aid our students by developing connections with area colleges and universities in their photography departments and ultimately, to help Collin students to obtain transferability of their Collin photography classes to areas schools to complete bachelor's degrees. Both of these are worthwhile pursuits that can benefit Collin College, and our students.
- I think this proposal falls under several of the priorities. It addresses the Teaching/
- Methodologies initiative as it will be documenting, evaluating and making recommendations for the use of enhanced technology for the photography classes, which may change the pedagogy for those classes. It calls under the area of classroom research on finding new modalities for program delivery. It also falls under Discipline Research as it will relate directly to Collin's

curriculum in the photography department, and with use of new technology, it may aid in course completion. It also falls under Using Technology as the proposal has the individual researching the digital technology and conducting research regarding the application of this technology. This also falls somewhat under Professional Enrichment as this information gathered will aid the professor in his/her current teaching of the discipline.

- Timely and pertinent research
- Valuable for the growth of the program and the success of students
- Faculty has articulated a clear plan on how the proposal will be implemented and how it benefits the college.
- This sabbatical will continue to allow Collin College to be an innovating college with this increased knowledge and application of technology. This sabbatical will also benefit our partnership with other colleges as our students will be well prepared and knowledgeable about the changing industry in this field.
- The professors project is aimed at improving pedagogical techniques through consultation with local colleges and universities to discuss their needs and methodologies. As an outcome, the professor hopes to devise curriculum and resources that will better prepare students for future studies at 4 year institutions. This proposal fits well with Collin's aim of providing excellence for our students.
- This proposal appears to address four of the priorities that the College has established for Sabbatical Leave. a.) It is clearly related to Teaching Methodologies as the applicant will be able to more directly align the curricula at Collin that at area transfer partner schools and community colleges, particularly in relation to the incorporation of digital media. b.) The proposal is aligned with Classroom Research as it should allow the faculty member to begin developing plans for how best to implement the ideas that are identified through classroom activities, assessment practices, etc. c.) The proposal aligns with Discipline Research in the exploration of the digital "angle" being embedded into the College's photography courses. d.) Finally, this proposal aligns with Improving College Systems in that the ultimate goal is to develop updated articulation agreements with our transfer partners for photography students within the region. This should help to facilitate the improvement of program completion and successful student transfer.



Memorandum

March 20, 2015

To: Dr. Colleen Smith, Interim District President
From: Dr. Sherry Schumann, Vice President/Provost Central Park Campus
Dr. Brenda Kihl, Vice President/Provost Preston Ridge Campus
Dr. Mary McRae, Vice President/Provost Spring Creek Campus

Re: Recommendations for Sabbatical Leave for Academic Year 2015-2016

After review of the three applications for Sabbatical Leave for 2015-2016, the Vice President/Provosts are in agreement with the Sabbatical Leave Committee and recommend approval of sabbatical leave in fall semester, 2015, for Dr. Sam Tullock, and in spring semester, 2016, for Professor Millie D. Black and Professor Elizabeth Mellott.

Dr. Sam Tullock has requested sabbatical leave to complete coursework at the University of Texas at Dallas to advance proficiency in History and to complete the necessary graduate hours to fulfill accreditation requirements to teach History. The committee recommended approval on the basis of the potential contribution to personal and professional enrichment for the faculty member, advancement of teaching methodologies, and discipline research.

Professor Millie D. Black has requested sabbatical leave to conduct qualitative research. Her study, "Women of Color in Academe: Exploring Issues of Classroom Authority, Teaching Credibility, and Effective Pedagogy at Community Colleges," builds on previous research studying the impact of race-ethnicity and gender on teaching expectations. The committee recommended approval and identified the potential of the study to contribute to teaching methodologies and the body of work, to improve college systems by developing research-based strategies to assist faculty in classroom management, to support professional enrichment of the faculty member and to share findings through faculty professional development.

Professor Elizabeth Mellott has requested sabbatical leave to research inclusion and extent of new digital technologies in photography programs with the goal of implementing new digital technology in Collin College photography courses, establishing university transferable courses, and preparing articulation agreements. The committee recommended approval on the basis of the proposal addressing several of the identified priorities for sabbatical leave to include new teaching methodologies, discipline research, and improving College systems by updating articulation agreements. It is recommended that the plan for Week 1 be moved to the term just prior to leave.

Collin College

Courtyard Center

4800 Preston Park Blvd., Plano, Texas 75093

P | 972.985.3790 www.collin.edu

CCCCD does not discriminate on the basis of race, color, religion, age, sex, national origin, disability or veteran status.