



Truckee Meadows Community College

Faculty Senate Salary, Benefits and Budget Committee

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## MEETING MINUTES MAR. 25, 2022

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**Meeting called to order:** 12:00 p.m.

**In Attendance:** Kevin Dugan, Candace Garlock, Meeghan Gray, Heidi Julius, Matt Leathen (Chair), Ron Marston, Mark Maynard, Douglas Plourde, Phil Smilanick, Brad Summerhill

**Absent:** Kristin DeMay, Brian Fletcher, Heidi Himler, Staci Miller, Jim New

**Guests:** Amber Anaya, Ricky Genz, David Rhodes

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### Welcome

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Chair Matt Leathen welcomed everyone to today's meeting.

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### Approval of the February 25, 2022 Minutes

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A correction was made to the minutes to change TIP funds to CIP funds.

*Ron Marston moved and Heidi Julius seconded to approve the January 28, 2022 meeting minutes as amended. The motion was approved.*

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### Modality of Meetings 2022-2023 – Zoom or In-Person

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*Ron Marston moved and Doug Plourde seconded to continue meeting via Zoom for AY 22-23. The motion was approved.*

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### Committee and Budget Updates

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**Admin and Finance Structure Review Committee:** The report has been sent to the TMCC President with the recommendation to continue one more year with the current structure.

**Sabbatical Subcommittee:** The subcommittee met this morning and continued to work on the application process. It was suggested to expand options for faculty to explore further in their fields and make the process faculty-centered rather than personnel centered. The subcommittee next meets on April 15.

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### Merit Policy Survey

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Matt attended the Administrative Faculty Committee and reviewed the policy survey. The Administrative Faculty Committee approved the survey to be sent out.

Matt reviewed the policy results from academic faculty surveyed. There were 90 responses of approximately 150 people surveyed. Many respondents were neutral and many comments were received. The committee discussed how to share the survey results and decided to include it at the next Faculty Senate Meeting as an informational item.

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### Equity Study

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Elise asked the SBBC to provide language and would like the committee's approval of using contingency funding. It was noted where the funding comes from is not the committee's concern. The budget office is preparing an RFP. It was suggested to have the study done in the next academic year with pay adjustments in 2023. The committee wants to do the study this year. It was also suggested to pair with another college to share costs.

*Brad Summerhill moved and Kevin Dugan seconded to send the Equity Study Resolution to the Senate for the April 8, 2022 meeting. The motion passed.*

## Old Business

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None

## New Business

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The NFA is seeking feedback for possible contract changes. Suggestions from the committee were a compensation policy for low enrollment such as a per student compensation policy, higher compensation for 300 level classes, independent study rates, the summer school policy, counting towards contract hours not overload, issues with overloads versus contract hours, and a definition and policy for low enrollment.

## Adjournment

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**Meeting Adjourned:** 1:34 p.m.

Next Meeting: 12-2 p.m., April 29, 2022 via Zoom