



Truckee Meadows Community College

Faculty Senate Salary, Benefits and Budget Committee

MEETING MINUTES SEPT. 20, 2019

SIER 111, 12–2 p.m.

Meeting called to order: 12:06 p.m.

In Attendance: Chair Marston, Amy Cavanaugh, Bill Gallegos, Meeghan Gray, Fred Egenberger, Matt Leathen, Paula Reynolds

Absent: Elizabeth Humphrey, Neil Siegel

Guests: Amber Anaya

Welcome

Chair Marston welcomed everyone and thanked them for attending.

Approval of the April 19, 2019 & August 23, 2019 Minutes

Chair Marston called for a motion to approve the April 19, 2019 minutes. Amy Cavanaugh and Matt Leathen motioned and seconded respectively. The motion passed with 2 abstentions.

Chair Marston called for a motion to approve the August 23, 2019 minutes. Amy Cavanaugh and Bill Gallegos motioned and seconded respectively. The motion passed with one abstention.

FS Travel Funds Approval

Travel fund approval was postponed at today's meeting as the deadline is today, September 20, 2019 until 5 p.m.

On Monday, September 23, 2019 Chair Marston conducted a motion via email with the committee to approve two travel applications that were received by the 5 p.m. deadline on September 20, 2019.

The applicants are: Hieu Do, \$700.55 and Karen Wikander, \$750.00.

Chair Marston called for a motion to approve travel funds for Hieu Do in the amount of \$700.55 and Karen Wikander in the amount of \$750.00. Meeghan Gray and Matt Leathen motioned and seconded respectively. The motion passed. The travelers will go to the October 4, 2019 consent agenda for Faculty Senate approval.

SBBC Bylaws review and revision

The committee reviewed the SBBC Bylaws to revise and consolidate committee composition requirements, duties, and wording for consistency and a better more-organized version.

Chair Marston called for a motion. Amy Cavanaugh and Meeghan Gray motioned and seconded respectively to approve the revisions to the SBBC Bylaws. The motion passed unanimously.

Rank Advancement Taskforce (RAT)

Chair Marston listed the confirmed members of the taskforce: Bill Gallegos and Beth Humphrey and plans to reach out to additional potential members such as division deans. The discussion circled around the recently formed NSHE taskforce on

performance pay and its potential impact on pay raises. Chair Marston stated there will be some overlap and noted there are no legislators who signed up for the NSHE committee. Chair Marston indicated that RAT will work to tie pay raises and titles to the annual evaluation and other performance metrics, TBD.

Faculty Annual Evaluation

There are two items the committee may review: the number of times an activity may be used and the total scoring.

The committee concluded they would like to see de-identified numbers and how various faculty are utilizing the number of times an activity may be used.

Chair Marston called for a motion to have the deans provide de-identified numbers from the self-evaluation final scores from AY 18-19. Amy Cavanaugh and Meeghan Gray motioned and seconded respectively. The motion passed unanimously.

Phase-in Retirement process and procedure review

Chair Marston suggested a review of the process and procedure of Phase-in Retirement and possibly create a written process. The committee discussed the process and procedure noting that because TMCC Phase-In Retirement is embedded into the NSHE Procedures and Guidelines Manual there is little latitude for us to change the policy. Faculty with specific issues may be best served by consulting with the attorney representing the Nevada Faculty Alliance (NFA). The committee also will consider creating a resolution in support of fair and consistent treatment of faculty applying for phase-ins at the next meeting.

Old Business

Travel allocations were discussed and Chair Marston confirmed we received funding and called for a motion to approve allocating half of each term's funds for the first deadline and the other half for the second deadline of the term (\$2,500.00 per term). Amy Cavanaugh and Bill Gallegos motioned and seconded respectively and the motion passed unanimously.

New Business

Chair Marston noted two agenda items for the next meeting of the SBBC:

1. Revision to the sabbatical pre-application notice
2. Phase-in Retirement Plan resolution

Meeting Adjourned: 1:55 p.m.

Next Meeting: Friday, 10.18.19.