



Truckee Meadows Community College

Faculty Senate Salary, Benefits and Budget Committee

MEETING MINUTES OCT. 18, 2019

SIER 111, 12–2 p.m.

Meeting called to order: 12:07 p.m.

In Attendance: Ron Marston (Chair), Amy Cavanaugh, Bill Gallegos, Meeghan Gray, Matt Leathen, Paula Reynolds

Absent: Fred Egenberger, Dayna DeFilippis, Elizabeth Humphrey, Matt Leathen (Proxy: Meeghan Gray), Neil Siegel

Guests: Amber Anaya, Diane Nicolet

Welcome

Chair Marston welcomed everyone and thanked them for attending.

Approval of the September 20, 2019 Minutes

It was noted there was a typo in the September 20, 2019 minutes under the section Faculty Annual Evaluation: “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 approve the September 20, 2019 minutes. Amy Cavanaugh and Bill Gallegos motioned and seconded respectively. The motion was approved, as amended.

Sabbatical Forms Review/Revision

A place on the form is needed for the applicant to place his or her abstract. Chair Marston suggested splitting the form into two boxes: one for the applicant’s abstract and one for the statement by the supervisor. A motion was made and seconded by Amy Cavanaugh and Meeghan Gray respectively and was approved unanimously.

There was also discussion concerning the number of sabbaticals granted versus the number of applicants received. TMCC had one qualifying applicant this year and one applicant who missed the first two deadlines, but has support of her dean to apply. The committee determined to have the sabbatical subcommittee grant or deny the late applicant.

Phase-in Retirement process and procedure

The committee is revisiting the process when an employee is denied. Chair Marston suggests the committee create a pre-approval form for Phase-In Retirement with a notification timeline. The form would provide rationale from a departmental perspective and would look similar to the sabbatical pre-application form. The committee collaborated on the creation of the form and timeline. It will come back at the next committee meeting for approval.

NSHE Taskforce on Performance Pay

Performance Pay is on the agenda and is headed to the next Board of Regents meeting.

Chair Marston also noted salary compression continues to be an issue and no legislators have committed to serving on the taskforce.

Rank Advancement Taskforce

Members who have agreed to serve are Bill Gallegos, Elizabeth Humphrey, and the Liberal Arts Dean Paul Allen. Reigning in the schedules of the VPAA, VPFA and the other members has been a difficult task. No meeting time has been set. Ron will reach out to the committee members to see if they would like to schedule a meeting, or perhaps wait until the NSHE performance pay taskforce has done some work.

Faculty Annual Evaluation Review/Revision

The annual plan submission date change for fall was suggested. The plan would be submitted to the dean by the first Monday of October so Chairs would have four weeks to review them. The committee did not have a quorum vote on this option as one member had to leave early to attend another meeting.

It was also discussed to have a form online that can expand and collapse as needed and can add the values. It was suggested to have the VPAA's office create this form or pay someone to create it.

Old Business

None

New Business

None

Meeting Adjourned: 2:05 p.m.

Next Meeting: Friday, 11.22.19