



# FACULTY SENATE MEETING MINUTES

February 11, 2022

Faculty Senate Chair: <b>Virginia Irintcheva</b>	Faculty Senate Chair-Elect: <b>Amy Cavanaugh</b>	Past Chair <b>YeVonne Allen</b>
Executive Committee member, Academic Standards and Assessment Chair <b>Jinger Doe</b>	Executive Committee member, Curriculum Review Chair <b>Katie Kolbet</b>	Executive Committee member, Professional Standards Chair <b>Marynia Giren-Navarro</b>
Executive Committee member, Salary, Benefits and Budget Chair <b>Matt Leathen</b>	Administrative Faculty Committee Chair <b>Ashlyn Herold</b>	Library Committee Chair <b>John Kemp</b>
Part-Time Faculty Committee Chair <b>Pat Miller</b>	Recognition & Activities Committee Chair <b>Rebecca Eckland</b>	WebCollege Faculty Advisory Committee Chair <b>James Kuzhippala</b>
Senators At-Large: <b>Yuli Chavez Camarena</b> <b>Jennifer Pierce</b> <b>Adine Stormoen</b> <b>Sidney Sullivan</b>	Senator for Allied Health: <b>Heidi Himler</b> <b>Julie McMahan</b>	Senators for Technical Sciences: <b>Jeremy Coggin</b> <b>Wyatt Ziebell</b>
Senators for Biology: <b>James Kuzhippala</b> <b>Sharif Rumjahn</b>	Senators for Computer Technologies: <b>Steve Bale</b> <b>Topher Reynolds</b>	Senators for English: <b>Lenaya Andersen</b> <b>Karen Wikander</b>
Senators for History, Political Science & Law: <b>John Kemp</b> <b>Michael Miller</b>	Senators for Humanities: <b>Eric Bullis</b> <b>Gabriel Chavez</b>	Senators for Math: <b>Hieu Do</b> <b>Rebecca McCleary</b>
Senators for Physical Sciences: <b>Sameer Bhattarai</b> <b>Olga Katkova</b>	Senators for Social Sciences: <b>Marynia Giren-Navarro</b> <b>Haley Orthel-Clark</b>	Senators for Visual and Performing Arts: <b>Candace Garlock</b> <b>Rossitza Todorova</b>
Senators for Part-Time Faculty: <b>Tyler Ewing</b> <b>Heather Haddox</b>	Classified Council Representative <b>Sarah Gill</b>	Student Government Representative <b>Darian Richards</b>

**Absent:** Lenaya Andersen (Proxy: Karen Wikander), Yuli Chavez-Camarena (Proxy: Sidney Sullivan)

**Guests:** Jeffrey Alexander, Amber Anaya, Natalie Brown, Lisa Buehler, Ana Douglass, Julie Ellsworth, John Fitzsimmons, Anne Flesher, Sarah Gill, Karin Hilgersom, Kate Kirkpatrick, Archana Kumar, Estella Levario-Gutierrez, Ron Marston, Barb Painter, Natalie Russell, Joe Sanpietro, Nicole Scollard, Brandy Scarnati, Kim Studebaker

**The meeting was called to order at 12:30 p.m.**

## Chair's Report – Virginia Irintcheva

Chair Virginia opened her report reminding the senators to provide Faculty Senate updates to their constituencies and ask for input.

**Board of Regents / NSHE Update:** Chair Virginia attended a NSHE Strategic Planning listening session. The topics of the meeting were collaborative research, workforce development, and community partnerships. Virginia advocated for support for undergraduate research at the community college level. Virginia also noted along with workforce development, our transfer mission is very important and helps to pay for the workforce development programs.

Chair Virginia attended the TMCC Budget Priorities presentation to NSHE and presented the faculty priorities of fully-funded mandates for merit pay and COLA's, competitive salaries and benefits to keep and attract well-qualified employees, the increased workload due to the pandemic done with fewer resources. Virginia also advocated for vaccination mandates. She shared her remarks in today's Senate meeting packet.

**TMCC Updates:** Attended State NFA Retreat to discuss ways to identify, collaborate, and advocate for faculty issues. There will be a biannual meeting.

Virginia met with Elise Bunkowski and received a budget update: as of January 20, we have a budget deficit of \$3.7M from decreased enrollments. HERFF funds and salary savings will be used to cover this deficit.

The Merit Policy has been approved by the Chancellor and will not be voted on by the Board of Regents. There were minor edits to the TMCC Merit Policy to better align with NSHE's policy. The policy and edits will move through the constituency groups (Merit Pay Taskforce and Salary, Benefits and Budget Committee), then will come to the Faculty Senate in March, and finally will head to the Planning Council for a second reading.

There will be an equity salary study. The Administration and the Salary, Benefits and Budget Committee will work collaboratively to determine the best method. The plan is to proceed with the study this year. It is unclear if there will be funding for salary adjustments as a result of the study; however, at the very least the study will provide data to present for a salary increase at the next Legislative Session.

Questions concerned including part-time faculty salary adjustments and masking concerns.

## Chair-Elect's Report – Amy Cavanaugh

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The mask mandate has been lifted at NSHE institutions; however, you can make comment to the Board of Regents in support of reinstatement of the mask mandate. The COVID Team has met and sent an update. You may invite people to wear a mask, but cannot force them. The Sabbatical Subcommittee is meeting on February 18 at 10 a.m. to discuss possible changes to the sabbatical process. Faculty are invited to attend and provide suggestions and feedback. NFA Contract negotiations are coming up and the Senate is seeking input. Please reach out to your constituencies and find out what faculty would like to see in the NFA Contract. Senate Chair-Elect nominations will open following the March Faculty Senate Meeting.

## Past Chair's Report – YeVonne Allen

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There are masks at every campus site at the front desk if any student would like a mask. The NSHE Mental Health Taskforce may issue a Healthy Minds Survey. The taskforce also may ask for funds to have an NSHE Mental Health Officer.

YeVonne shared two links:

- A mental health first aid workshop is being presented by the Counseling Department on February 17 and 18: <https://www.tmcc.edu/professional-development/workshops/mental-health-first-aid-1>
- The AB450 Committee meeting information: <https://nshe.nevada.edu/leadership-policy/administration/public-affairs-and-advancement/ccwtp-committee/>

The Board of Regents will issue an anti-discrimination resolution in response to inappropriate comments made at a Board of Regents meeting. Past Chair YeVonne will be making public comment in support when the resolution is presented.

## Administrative Report – Dr. Karin Hilgersom, TMCC President

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Dr. Hilgersom opened her report reminding everyone the mask mandate has been dropped by NSHE.

The Legislative budget process is underway. TMCC Administration is committed to budget transparency. We are experiencing enrollment declines, budgets are not growing. There will be budget shortfalls for another couple of years, the Administration will work with the Salary, Benefits, and Budget committee openly and collegially.

Many decisions occur in the Summer due to the timing and calculation of WSCH by NSHE and the State, but administration will connect with the Faculty Senate as needed in the summer too.

Competition for students is growing. Increased competition for students among NSHE institutions is happening, and there is emerging corporate competition that we should keep an eye on too, such as Facebook's "Meta University."

Some NSHE institutions are using a concurrent enrollment model for dual enrollment which employs high school teachers with no Master's Degree in a specific discipline. TMCC will continue to protest this situation and honor the Dual Enrollment Resolution passed by Faculty Senate. Dr. Hilgersom asks the Faculty Senate to reach out to university faculty partners to get their thoughts and support for the dual enrollment model.

The tenure track faculty submitted fantastic portfolios and Dr. Hilgersom looks forward to their tenure being granted at the March Board of Regents meeting.

Dr. Hilgersom attended the ACCT National Legislative Summit in Washington, D.C. along with several of the Regents and the Chancellor. They were able to advocate with Nevada's Legislators and connect to Federal Legislation.

Topics discussed included expansion of the PELL Grant and free Community College.

Dr. Hilgersom also reported TMCC's SGA President, Darian Richards, attended and did a wonderful job. Earmarks are back and TMCC hopes to receive funding for the Redfield Health Science Center expansion.

## Administrative Report – Dr. Jeffrey Alexander, Vice President of Academic Affairs

Dr. Alexander will continue to advocate for the Dual Enrollment model and establishing a workforce fund through the AB450 Committee.

There are two new programs: Bachelor of Architecture and AS in Data Science. These programs are headed to the March Board of Regents.

Open Educational Resources (OER) are being used by faculty members. OER is not required. Additional assignments are available in Summer if any faculty are interested. Reference librarians can assist faculty with OER materials. Using OER materials could also help decrease the costs of attending school for students.

The Learning Commons has some announcements: Virtual reality headsets are available in the library, the Tutoring Center is open, and instructors are welcome to hold their office hours in the Tutoring Center.

The Outside Compensation Policy is in the [BOR Handbook 4.3.9](#) and HR are developing an online reporting form.

The Planning Council subcommittees need members for the Technology Committee and the Enrollment Management Committee.

## Merit Pay Task Force Update – Ron Marston

Ron provided a summary of the taskforce's work, the membership, taskforce minutes are available upon request. The next meeting is Thursday. This year, there are no substantive changes to the existing policy or scoring. Next year (22-23), discussions have started concerning the process and scoring. The Ideas will flow through the Merit Pay Taskforce, head to the appropriate Faculty Senate standing committee (Salary, Benefits and Budget Committee, Professional Standards, and Administrative Faculty Committee), faculty will be surveyed for input, the NFA will be consulted, and finally the changes will come to the Faculty Senate.

In July 2022, 1% of the budget is being used to provide salary increases according to the formula in the current Merit Pay Policy. There were no questions from the Senate.

## Approval of the December 10, 2021 Minutes

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**Motion:** To approve the Faculty Senate Minutes for December 10, 2021.

**Movant:** Chair-Elect Amy Cavanaugh

**Second:** Senator Olga Katkova

**Vote:** Motion passed with 25 ayes.

## Consent Agenda

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**Motion:** To approve the February 11, 2022 Consent Agenda.

**Movant:** Chair-Elect Amy Cavanaugh

**Second:** Senator Jeremy Coggin

**Vote:** Motion passed with 25 ayes.

## Standing Committee Reports

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- **Academic Standards and Assessment Committee – Jinger Doe**

The committee will continue its meetings on Zoom. The committee met on Jan. 21, 2022. The GELO Taskforce for Information Literacy has begun to meet. There is also a taskforce to update the quantitative reasoning rubric. The committee will next meet on Feb. 18, 2022 via Zoom.
- **Administrative Faculty Committee – Ashlyn Herold**

The committee met in December and approved recommended changes to the timeline for the Administrative Faculty annual evaluations. The committee is focusing on ensuring Administrative Faculty receive their evaluations. The committee will look at the evaluation for possible changes. The committee will seek input and collaborate with the Professional Standards Committee. The committee meets Feb. 18 and nominations will be collected for a new chair.
- **Curriculum Review Committee – Katie Kolbet**

Katie will continue to chair the committee. The committee approved the Diversity GELO's. Changes to the Curriculum Inventory Management system and webpages will be discussed at the next meeting. The deadline for submissions is today in order to make the next meeting's agenda. The committee next meets on March 4, 2022.
- **Learning Commons Committee – John Kemp**

The committee met on February 3, 2022 and discussed the Earth Day collaboration with the Sustainability Champions. Contact John if you have ideas for the event or would like to participate. The committee next meets March 3, 2022.
- **Part-Time Faculty Committee – Pat Miller**

The committee met this morning via Zoom. One of the part-time senators resigned and an election will be held to fill their seat. The survey results from the Part-Time Faculty Survey will continue to be shared with campus constituencies. The committee next meets on March 11, 2022.
- **Professional Standards – Marynia Giren-Navarro**

The committee reviewed an idea to separate the Annual Evaluation from the Annual Plan. This idea was not met with a lot of interest. A vote was made to add a mid-year check in section for the Deans to meet with faculty. The committee also voted to remove the required syllabi statements. Both of these items will come to the Faculty Senate in March. The next meeting of the Professional Standards Committee is March 11, 2022 via Zoom.
- **Recognition and Activities – Rebecca Eckland**

The committee met on February 1. The Distinguished Teaching and Distinguished Service Awards process has begun and the committee seeks volunteers to assist in observations and document review. The next meeting is March 1, 2022.
- **Salary, Benefits and Budget Committee – Matt Leathen**

The committee met on January 28. The application deadline for travel funds from Faculty Senate is February 18, 2022. PEPP updated insurance premiums and procedures for reimbursements for COVID testing kits. The next meeting of the Merit Pay Taskforce will focus on how the equity study will be conducted. There were no questions from the Senate concerning the Budget Transparency Resolution. Chair-Elect Amy Cavanaugh noted the beneficiary information for life insurance did not transfer when PEPP updated their portal and noted each employee needs to re-add their beneficiary.

*The Budget Transparency Resolution was passed by the Salary, Benefits and Budget Committee and is brought to the Faculty Senate today. The motion passed with 26 ayes.*

- **WebCollege Faculty Advisory Committee – James Kuzhippala**

The committee met prior to today's Faculty Senate meeting. The committee heard a presentation from the Library with all the services they provide for faculty and students. There was concern with Canvas quizzes. The new quiz implementation has been postponed. The committee continues to work on Online Faculty Standards 1.1. Nominations are being accepted for committee chair. The next meeting of the WebCollege Faculty Advisory Committee is March 11.

- **Student Government Association (SGA) – Darian Richards**

No report was given

- **Classified Council – Sarah Gill**

The council continues to discuss collective bargaining and becoming a recognized unit. Book scholarship for faculty using grant-in-aid is available. The Easter Egg Hunt is planned for Saturday, April 16. Employee of the Month nominations are being accepted. The next meeting for Classified Council is February 17, 2022.

## Old Business

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None

## New Business

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None

## Adjourn

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*It was moved by Chair-Elect Amy Cavanaugh and seconded by Senator Karen Wikander to adjourn the February 11, 2022 Faculty Senate Meeting. The motion passed with 21 ayes.*

**Meeting Adjourned:** 2:00 p.m.