



Truckee Meadows Community College

Faculty Senate Salary, Benefits and Budget Committee

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## MEETING MINUTES FEB. 14, 2020

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SIER 112, 12–2 p.m.

**Meeting called to order:** 12:08 p.m.

**In Attendance:** Ron Marston (Chair), Dean Burton, Amy Cavanaugh, Dayna DeFilippis, Kristen Demay, Kevin Dugan, Fred Egenberger, Candace Garlock, Meeghan Gray, Julia Hammett, Beth Humphrey, Matt Leathen

**Absent:** Paula Reynolds (Proxy: Dean Burton)

**Guests:** Amber Anaya

### Welcome

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Chair Marston welcomed everyone and thanked them for attending.

### Approval of the January 24, 2020 Minutes

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*Candace Garlock and Amy Cavanaugh motioned and seconded respectively to approve the January 24, 2020 minutes. The committee approved unanimously.*

### RPAC (Retirement Plan Advisory Committee) Update

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Amy Cavanaugh provided an RPAC update. The committee meets quarterly and has 3 TMCC representatives (Amy Cavanaugh, Brad Summerhill, and Dan Williams). The retirement plan overall is doing well. A value fund is underperforming at the moment, but this type of fund tends to do well during times of recession and evens out over time. RPAC asked the plan administrators/record keepers for research on passively managed global funds.

RPAC has concern with TIAA (the plan record keeper) wanting to use participant data, pushing certain plans over others, and not presenting overall data. They are holding off on making any changes, but are comparing TIAA against VOYA, Fidelity, AIG, and Morningstar. A positive aspect of the current agreement with TIAA is the participant and fee structures are low. The committee also met with a company that compares annuity plans to find the best fit for each participant. A committee member noted AIG received government bailout assistance during the 2008 recession.

### FS Travel Funds

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There was a discussion about the language and guidelines on the website for Faculty Senate Travel Funds. Administrative Faculty who travel are often traveling for institutional travel which TMCC funds. Administrative development travel and professional development courses such as advanced Workday seminars or fees for webinars are professional development related and could be moved to items Faculty Senate travel funds cover. Chair Marston reviewed the travel policy with the committee and made several text edits to the instructions and submission form.

*A motion to approve the changes was made and seconded by Amy Cavanaugh and Meeghan Gray respectively and an amendment was made to add an explanation of the travel deadline dates. Both the motion and amendment passed.*

## Faculty Annual Evaluation

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The annual evaluation guidelines came back to the committee with the deans edits. Chair Marston reminded the committee that the Annual Evaluation process isn't solely owned by the faculty or the administration, and that Article 12.3.2 in the NFA Contract states: *"The criteria set forth in the annual plan are the result of a collaborative effort by the administration and Faculty Senate."* Chair Marston reviewed the edits with the committee line by line, editing some of the dean's edits, and added the current edits from the committee to the document. An item which received a lot of discussion was the request for a synopsis of student evaluations on the faculty's annual evaluation. The deans have the authority and ability to view evaluations and instructors will not have current evaluations by the time they need to submit their annual evaluation.

*A motion was made and seconded by Amy Cavanaugh and Julia Hammett respectively to approve the changes made at the February 14, 2020 Salary, Benefits and Budget committee meeting. The motion passed.*

## NSHE Taskforce on Performance Pay Administration and Support (PPAS)

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The PPAS taskforce met in December and suggestions made in the taskforce are headed to the March Board of Regents meeting. A 1% merit pay for faculty was one of the main suggestions headed to the Board of Regents.

## Old Business

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The updated Phase-In Retirement Policy and form have been updated and posted on the TMCC website.

## SBBC Priorities for Spring 2020

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If performance pay were to be reintroduced the Rank Advancement Taskforce (RAT) may be resurrected.

**Meeting Adjourned:** 1:50 p.m.

Next Meeting: Friday, 03.06.2020