



MEETING MINUTES OCT. 21, 2022

10:30 – 12:00 p.m. Virtual Meeting - Zoom

Meeting called to order: 10:31 a.m.

In attendance: Ben Davis (chair), Maggie Eirenschmalz, Felipe Gutierrez De Alba, Ashlyn Herold, Leslie Jia, Staci Miller, Juana Reynoza-Gomez, Micaela Rubalcava, Conrad Wong

Absent: Kate Kirkpatrick (Proxy: Staci Miller)

Guests: Amber Anaya, Jim New

Approval of 05/13/22 and 09/16/22 Minutes

Staci Miller moved and Micaela Rubalcava seconded to approve the May 13 and September 16, 2022 Administrative Faculty Committee Minutes. The motion passed unanimously.

Nevada Faculty Alliance (NFA) Contract Negotiations Update – Jim New, NFA Chapter President

Jim New joined today's meeting to update the committee on the NFA Contract negotiations. He will try to appoint an NFA representative to attend AF Committee meetings. Administrative Faculty are members of the bargaining unit. The negotiations have wrapped up and will be effective thru 2025. The ratification vote should occur next week and then the contract will go on the December Board of Regents meeting agenda. If approved, the changes will be in effect January 1, 2023. Jim also noted all faculty at TMCC have Weingarten Rights and are entitled to have an ally present in a meeting with a supervisor for any issue. The ally can be faculty or an NFA officer.

Questions from the committee concerned Administrative Faculty who are supervising other Administrative Faculty and what resources are available to them. Jim confirmed Administrative Faculty who supervise other administrative faculty cannot be NFA members, but do still have Weingarten Rights at meetings.

Jim provided a history of the NFA and its membership or affiliation with the American Association of University Professors (AAUP), the American Federation of Teachers (AFT), and the AFL-CIO. There is also an affiliate who represents non-teaching education professionals. Administrative Faculty could form their own local unit with 30% of the professional employees stating they are interested.

Annual Evaluations Project Finish Line

Ben updated the committee on the progress of the project. The forms were approved at the October 7, 2022 Faculty Senate Meeting and the motion form is awaiting the President's review/signature. Ben is working through the process with the Senate Chair and Administration. On November 14 he will present the changes at the President's Cabinet Meeting.

Position Reclassification

Maggie has gathered information from other institutions, but has not been able to find a process for Administrative Faculty at TMCC. Ben proposed to look into an adhoc committee for position reclassification.

Ben Davis moved and Maggie Eirenschmalz seconded to form an ad hoc committee for position reclassification. The committee approved the motion.

Maggie, Ben, and Staci volunteered to serve on the adhoc. It was suggested to check with HR to find out what may be in place for Administrative Faculty. Ashlyn suggested the committee discuss position descriptions across campus and noted the process is owned by the HR Office.

New Business

The committee discussed adding a diversity component to the Administrative Faculty Evaluation Forms and to the committee's charges as future business. Ben will meet with Juana and discuss this further.

Micaela announced in conjunction with the Year of Sustainability, there are display trees in the Student Center where you can note and display what you are doing in your workplace or classroom as a sustainable practice. The trees were rescued from the recent California fires.

Old Business

None

Committee Announcements

Next meeting November 18, 2022 , 10:30-12:00 p.m. via Zoom

Adjournment: 12:00 p.m.