

# FACULTY SENATE MEETING MINUTES

February 3, 2017

Faculty Senate Chair: <b>Cheryl Cardoza</b>	Faculty Senate Chair-Elect: <b>Mike Holmes</b>	Executive Committee member, Academic Standards and Assessment Chair <b>Brian Ruf</b>
Executive Committee member, Curriculum Review Chair <b>Haley Orthel-Clark</b>	Executive Committee member, Professional Standards Chair <b>Scott Huber</b>	Executive Committee member, Salary, Benefits and Budgetary Concerns Chair <b>Steve Bale</b>
Library Committee Chair <b>Corina Weidinger</b>	Part-Time Faculty Issues Committee Chair <b>Marynia Giren-Navarro</b>	Recognition & Activities Committee Chair <b>Olga Katkova</b>
Senators At-Large: <b>Yevonne Allen</b> <b>Erin Frock</b> <b>Kate Kirkpatrick</b> <b>Brandy Scarnati</b>	Senators for Allied Health: <b>Julie Muhle</b> <b>Patti Sanford</b>	Senators for Applied Industrial Technology: <b>Clifford Bartl</b> <b>Mike Schulz</b>
Senators for Biology: <b>Meeghan Gray</b> <b>Dan Williams</b>	Senator for Business Division: <b>Ben Scheible</b>	Senators for Computer Technology: <b>Ed Corbett</b> <b>Judy Fredrickson</b>
Senators for English: <b>Elizabeth Baines</b> <b>Robert Lively</b>	Senator for History, Political Science & Law: <b>Fred Lokken</b>	Senators for Humanities: <b>Tom Cardoza</b> <b>Wade Hampton</b>
Senators for Math: <b>Anne Flesher</b> <b>Blisin Hestiyas</b>	Senator for Physical Sciences: <b>Dave Boden</b> <b>Patrick Guiberson</b>	Senators for Social Sciences: <b>Haley Orthel-Clark</b> <b>Micaela Rubalcava</b>
Senator for Visual and Performing Arts: <b>Candace Garlock</b> <b>Corina Weidinger</b>		

**Absent:** Fred Lokken

**Guests:** Dr. Barbara Buchanan, Kyle Dalpe, Jim New, Melissa Deal, Julia Hammett, Cassandra Hawthorne, Hieu Do, Veronica Fox, Dan Hooper, Thomas Kearns, Ron Marston, Barb Painter, Ted Plaggemeyer, Dolores Wonder

**The meeting was called to order at 12:35 p.m.**

## Approval of Meeting Minutes from Dec 16, 2016

Senator Boden objected to the section of the December minutes in Barbara Buchanan's report and asked that it be amended. The minutes read: "She also met with Ted Plaggemeyer about the move of engineering." Senator Boden contended that the meeting with Ted Plaggemeyer was about other things. Cheryl Cardoza suggested amending the sentence to read: "She also met with Ted Plaggemeyer." That amendment was agreed to by the Movant and the Second and the vote proceeded.

**Motion:** To approve the meeting minutes from Dec 16, 2016 as amended.

**Movant:** Senator Ben Scheible

**Second:** Senator Candace Garlock

**Vote:** Passed unanimously

## Consent Agenda

---

**Motion:** To approve the consent agenda as submitted.

**Movant:** Senator Ben Scheible

**Second:** Senator Candace Garlock

**Vote:** Passed unanimously.

## Chair Report—Cheryl Cardoza

---

- **Welcome:** Cheryl announced that Steve Bale had resigned his position as Senator of Computer Technologies, and welcomed Ed Corbett who is now taking on those duties. Cheryl reminded faculty that the President's inauguration was taking place that day at 3:30.

- **Board of Regents Update:**

- **Intellectual Property policy:** Cheryl was pleased to announce that the IP policy, after criticisms from Faculty Senate chairs is going better. Vice Chancellor Crystal Abba got the committee in charge of the policy and the Faculty Senate leaders in a room together to work out the issues. The result is a much better policy. She pointed out that the code language that gave NSHE all ownership of all Intellectual Property had been stricken and that the policy that defined specific ownership was expanded. The system listened to the senate leaders about their concerns and addressed them in a viable policy that is fair to both faculty and institutions. They moved from NSHE owning everything to NSHE owning only certain things and Faculty retaining ownership of traditional and creative works.

- **Resolutions:** The Faculty Senate Chairs want to move resolutions through their senates to comment on two major omissions in the Governor's budget: Health Benefits and Merit increases. Though UNLV made a single resolution, TMCC's Faculty Senate Executive Board felt that two separate resolutions keeping the topics separate would be stronger.

- **Merit:** Because the Governor did not include the NSHE request for an increase in merit, Cheryl Cardoza presented a resolution requesting an increase in "funding for merit pay and cost of living allowances." Ben Scheible requested the resolution be amended to say "for Nevada State Employees *and Nevada System of Higher Education Employees.*" The amendment by both Movant and Second.

**Motion:** To approve the Resolution on Merit as amended.

**Movant:** Senator Micaela Rubalcava

**Second:** Senator Mike Schultz

**Vote:** Passed unanimously

- **Healthcare Benefits:** Cheryl presented the resolution protesting "continuing, harmful reductions in healthcare and other benefits and increases in deductibles and premiums." Ben Scheible also requested an amendment to the resolution to read "State of Nevada employees *and Nevada System of Higher Education Employees.*" Both Movant and Second approved the amendment.

**Motion:** To approve the Resolution on Healthcare Benefits as amended.

**Movant:** Senator Kate Kirkpatrick

**Second:** Senator Wade Hampton

**Vote:** Passed unanimously

- **Dean of Sciences Search:** Cheryl announced that Dean Bowen has taken a position in Maryland. She described the process of searching for interim Dean of Sciences first, and then moving to a national search. The search should be completed by February 21, 2017.

- **Administrative Assistant Search:** Chair Cardoza reminded Senators that Tara Lewis is no longer an employee at TMCC, and ask that any issues or concerns be addressed to Cheryl Cardoza and Pamela Thomas. Both Cheryl and Pamela are monitoring the Senate account. The Executive Board will be in charge of searching for a new AA according to our Bylaws. The Budget Office helped Faculty Senate secure funding to keep Pamela until we find a replacement for Tara. Pamela works 29 hours a week, so there will be times the Faculty Senate office will be closed. Tara's email has been changed. Any emails sent to her will come back asking you to email Cheryl or Pamela.
- **Loss of a Colleague:** Carlo Ferguson-McIntyre passed away on the first day of the semester. He will be missed tremendously. A celebration of life was held February 2, 2017, at 3:30 p.m. It was attended by students, faculty and staff. Counseling services has offered any help for those who are grieving about Carlo.

**Motion:** To put together a statement of commendation for Carlo Ferguson McIntyre and request Emeritus status for him

**Movant:** Senator Thomas Cardoza

**Second:** Senator Wade Hampton

**Vote:** Passed unanimously

## Chair-Elect Report—Mike Holmes

---

Chair-Elect Holmes noted that the bulk of his report was in the Resolution Action item, so he passed on making a report. He did share a new word he learned in New Zealand: "Bula." It means hello, how are you, glad to see you again, what's going on. It's like an all-encompassing thing.

## Action Items

---

- **Web College Advisory Committee Bylaws: Second Read**

Cheryl introduced the first action item: to approve the Web College Advisory Committee Bylaws. Senators felt this was a good move.

**Motion:** To approve the bylaws instituting a new Web College Advisory Committee as a Standing Committee on the Faculty Senate

**Movant:** Senator Haley Orthel-Clark

**Second:** Senator Wade Hampton

**Vote:** Passed unanimously

Cheryl announced that with that vote, Senate now has a Web College Advisory Committee. Brandy Scarnati stated that the committee already has two co-Chairs: Crystal Swank and Julie Armbricht.

- **Reorganization Approval:**

Mike started the discussion by reiterating the process so far. He pointed out that the Organizational Unit Change Form, the finalized narrative that was provided by the President, is what everyone received at the last Ad Hoc Committee meeting. The committee met last week to review and discuss this document. Members mostly agreed with everything in the document with the exception of two outstanding: The dispositions of the Engineering Program and the Math and Tutoring Center. There was discussion on the comments received from the Engineering and Math faculty that there had been a synergy developed because of complementary enrollment which increased enrollments in both programs. There had not been anything resolved one way or the other according to Mike. The documents still move the program into the Technical Sciences Division. The Ad-Hoc Committee suggested that policy needed revising, putting someone at the administrative level in charge with some kind of a timeline for presenting final documents to the Ad-Hoc Committee or future Committees to lessen confusion. Defining a process would make this process stronger and Faculty Senate's role as a recommending body would be clearer. The NSHE form was considered a provisional submission that could be revised. Today's vote will determine whether Faculty Senate approves and how.

Cheryl recognized Ted Plaggemeyer so he could make a case against moving Engineering. He argued that moving Engineering would break up the Physical Sciences Department which works well given the need for Physics and Math as part of an Engineering degree. He pointed out that when he started there was a Pre-Engineering Emphasis which was mostly General Education with an Engineering twist. This did not meet prerequisites for Engineering Degrees at UNR, so he instituted an Engineering AS emphasis. He pointed out the successes of the program which serves 125 students 61% of which are designated transfer students. The reorganization proposal is aiming for an Industrial Engineering emphasis. Ted argued that this is more of a management position over engineers. He suggested that the best route to get this would be to create a Manufacturing emphasis that focuses on managerial skills. He ended with a plea to keep Engineering with Physical Sciences and offered to assist in creating a Manufacturing emphasis that would fill the need for the Industrial Engineering emphasis.

Judy Fredrickson pointed out that this issue is similar to the problem with keeping Computer Science with Computer Technologies. UNR includes Computer Sciences in their Engineering Department.

VPAA Dr. Buchanan spoke about the meeting with Ted and Lance where Ted was clear he didn't think it was a good idea to move Engineering. She acknowledged that there was consternation about whether UNR would accept an Engineering degree from the Technical Sciences Division. She also pointed out that the division would have transfer degrees after reorganization including the two B.A.S. degrees. She mentioned meeting with Joe Kline at UNR who didn't think it would be a problem to have degrees from the Technical Sciences division. What she did fear is such a small department trying to meet demands for all the different Engineering types. Industry leaders in Reno have identified Industrial Engineering as a need in the market here.

Dean Kyle Dalpe remarked that the plan was to change the name of the division to Technical Sciences and Engineering. He also pointed out that the reorganization did not entail physical moves of those departments to Edison.

Senator Fredrickson pointed out that it is an odd mixture: theoretical degree programs with applied technical programs. The theoretical programs lead to transfer degrees, while the applied programs lead to jobs.

Senator Anne Flesher agreed with Ted and Judy because she teaches the calculus classes needed for their disciplines. She felt that the division between applied and theoretical programs is very real and makes this move problematic. She suggested keeping both Engineering and Computer Science under Physical Sciences.

Chair-Elect Holmes asked about the Learning Commons. Dr. Buchanan said that it would go under Dean Channing, but that the Math Skills Lab would stay in the sciences. They will meet next week to determine paths for the Math Skills lab. Mike also mentioned that Faculty Senate would review Senate seat allocations based on the Reorganization.

**Motion:** That Engineering be retained in the Physical Sciences Department

**Movant:** Senator Dave Boden

**Second:** Senator Haley Orthel-Clark

**Vote:** 21 Senators voted in favor; 1 voted against; 4 abstained

Senator Beth Baines asked what happens to Computer Sciences. Cheryl pointed out that the motion did not include Computer Sciences which has agreed to move to the Technical Sciences Division.

**Motion:** To request that reorganization include moving Computer Sciences to the Physical Sciences Department with Engineering

**Movant:** Senator Anne Flesher

**Second:** Senator Robert Lively

**Vote:** 20 Senators voted in favor; 1 voted against; 5 abstained

Cheryl requested a motion to actually approve the Reorganization plan given the two motions just passed. Judy asked if this would impact the titles of the deans and was told that dean and division titles would be adjusted to reflect the new organization.

**Motion:** To approve the Reorganization plan with the exception of moving Computer Sciences and keeping Engineering in the Physical Sciences Department

**Movant:** Senator Cliff Bartl

**Second:** Senator Micaela Rubalcava

**Vote:** Passed unanimously

## NFA Report—Julia Hammett

---

Julia reported that the NFA State Board meeting discussed changes in PERS. She announced that Kent Irvin is watching 25 different bills that impact college education and/or workers. NFA negotiations with CSN are stalled because of an influx in lawyers. NFA expects that negotiations could take a year. There was talk at the State Board meeting about getting rid of performance based merit and returning to a step system. Julia mentioned that the President seemed interested in that option. She thanked Faculty Senate for the resolutions on merit and healthcare benefits. Julia pointed out that there were issues at Planning Council about the Sports/Fitness Complex advocated by the students. When faculty voiced concerns about the increase in fees and affordability, the President accused NFA and Faculty Senate of pitting faculty against students. Julia mentioned the Equity Study and its progress, including goals to relieve salary compression and review Academic Faculty job descriptions to reclassify faculty according to job complexity. There was an emphasis on transparency but Julia felt that any reassignments should look at Faculty comments before being instituted. The state board meeting also approved a value statement: that we should maintain a safe and respectful work environment and support all walks of life. She announced that dues are now up. New member forms are available outside Julia's office. The next meeting will be held on Friday, February 10 from 2–4 p.m.

## Administrative Report—Vice President Barbara Buchanan

---

Barbara also expressed her grief at the loss of Carlo Ferguson McIntyre. She thanked Cheryl for covering the Dean of Sciences Search process in her report. Dr. Buchanan turned to the equity study. Jim New was recognized. He reported that the work is progressing and that the costs are not significant, that the recommendations from the study should be affordable for the college and be funded. The complexity resides with adjustments for Administrative faculty who have a new salary schedule with narrowed pay ranges. The consultants have agreed to an extended contract and will move forward. The costs for the new contract is an additional \$3–5,000. Senator Yevonne Allen asked if there was an Administrative Grade Rubric. Vice President New said he would distribute that shortly. Cheryl Cardoza asked if there were efforts to get faculty to 83.3% of the median University Salary Schedule figure. Jim pleaded ignorance about how it would work, but does support the concept. Barbara continued her report with an invitation to the President's inauguration. She reported that Sierra Nevada College and Nevada State College will get space on TMCC campuses to help guide students with 3+1 and 2+1 degrees. She praised the work of Melissa Deadmond, Natalie Brown and Staci Miller for making sure that 139 of our degree pathways match UNR. They are working on a number of new transfer articulation agreements to achieve the goals. Dr. Buchanan announced that she has posted some critical faculty positions including six in nursing that will bring our nursing program back up to where it was years ago. She mentioned the new RAP process Jim New is proposing that will take midyear requests as well as making once a year allotments. Jim discussed the move to WorkDay and how that will help us move to a more fluid RAP process. The president has authorized a professional classification audit to determine changes when duties are added to a job. The consultants will do reclassifications for \$200 per request. President wants to approve a policy for doing this and is working with Roni Fox in HR.

## Legislative Session Report—Dean Kyle Dalpe

---

Kyle offered a presentation on the Legislative Session and what we can do to help. The session takes place over 120 days from February 6 through June 5. The Budget is the number one concern. The college's strategy is to support NSHE's agenda. Luckily, the Governor's budget started with Higher Education right off the bat. Kyle explained the base budget, caseload growth, CTE enhancements and the Silver State Opportunity Grant. He mentioned that the governor included a \$1 million capacity enhancement for Gateway support: English, Math, and Science. Kyle mentioned that more money is

needed for the Millennium Scholarships and for the WINN enhancement. The good news is that the Governor did not ask for a 5% reduction from higher education. His email address for Legislative matters is govrelations@tmcc.edu. He pointed out places in the Budget website for the state that can help you monitor the budget and any important bills in the works. He said faculty could help by providing testimony, by coordinating visits and discussions at TMCC, and by talking to people you know. Senator Cardoza asked for a copy of the PowerPoint. Scott Huber thanked Kyle for his report. Senators discussed issues with PEPB cuts in benefits and increases in deductibles and premiums. Ben Scheible pointed out that we need to balance new hiring with taking care of existing faculty. Dr. Buchanan argued that the Equity Study should address some of that. Jim New agreed that we need a better mechanism to support existing faculty. Some mentioned the need to move back to the step system as merit is inconsistent and problematic.

## Committee Reports

---

- **Professional Standards – Scott Huber**

Scott Huber reported that the President spoke at Professional Standards on changing the 5-year phase-in for retirement to 2 years. He pointed out that UNR has 3 years and that 2 years is not enough. The turnaround dollars seem to be more important than the humans in the equation. The committee felt that the 5-year plan was a benefit offered on hire and that faculty have planned according to that promise. Junior faculty see benefits getting whittled away. The president's decision creates inequity among faculty. The committee also discussed guidelines for photographs and videos in the classroom. They are working on guidelines for the syllabus for this. Jim New presented the budget to the committee. Scott added that the Executive Board discussed the Fitness/Sports complex and the survey involved. The number of respondents and the way the data is being used are not consistent with research protocols. Several faculty took an informal survey asking about how many students support the \$9 increase. 67% of those surveyed did not want the increase.

- **Salary, Benefits & Budgetary Concerns Committee – Steve Bale**

The next committee meeting is scheduled for Friday, February 10. The committee will discuss the annual plan.

- **Range Enhancement Task Force – Steve Bale**

There has been no meeting yet. Stay tuned for announcements on when that task force will meet.

- **Academic Standards and Assessment – Brian Ruf**

The last meeting was on January 20, but was canceled due to the rescheduling of the Welcome Back. The next meeting is February 10 and will focus on PURs for Entrepreneurship and Sociology. The meeting takes place from 10–1 in Sierra 209.

- **Recognition & Activities – Olga Katkova**

Olga reported that the next meeting will take place on Thursday, February 9 in RDMT 255. They will discuss nominees for the Teaching and Service awards. Sandra Martinez is chairing that committee. Nominations for the Professional of the Month for February are due by Monday. Olga announced that this is her last semester as Chair of Recognition and Activities. Michelle Montoya has been elected the new chair.

- **Library Committee – Corina Weidinger**

Because of Carlo's Celebration of Life, the Library Committee meeting was rescheduled. The next meeting will be Thursday, February 9. She mentioned the upcoming Getting Published panel. Speakers will include students and the owner of Sundance Bookstore. It will take place on February 23 in Sierra 108. Flyers are available. Upcoming panels include an Opiate Epidemic panel and a Poetry reading.

- **Curriculum Review Committee – Haley Orthel-Clark**

The committee met on the 27 of January. They discussed policies for courses to bypass the curriculum committee. These were passed in the consent agenda. The General Education review procedure has been revised. Like regular course review, there will be a comprehensive review prior to the meeting and a discussion at the meeting. General Education courses will not go on the consent agenda as discussion is needed. LeapFrog is expected to be ready for Fall 2017. There will be Professional Development opportunities in March for that. The next meeting is scheduled for February 24.

- **Student Government Association – David Turner II**

David was not present at the meeting.

- **Classified Council – Cassandra Hawthorne for Valerie Kelly**

Cassandra reported that the Classified Council did not meet last month. They are soliciting nominations for Employee of the Year. Please nominate.

- **Part-Time Faculty Issues – Marynia Giren-Navarro**

Marynia reported that the PT Faculty Survey will start on February 13 and run for three weeks. She asked that all Chairs and Coordinators encourage taking the survey. John Fredericks reported that the Spring open house was well attended. Part-time mixers are generally held when grades are due. The PT Faculty of the Month for December will be awarded next week. Cathy Brewster presented on the Getting Results program for PT faculty. She has \$300 stipends for attendees. Theresa Golden updated the committee on the Learning Commons and how it will meet Part-time Faculty needs. Office space is the main need from that area. The Newsletter has room in it for information. Please submit information if you have some. Marynia then passed out the bylaws amendment to include a PT Faculty Senator on Faculty Senate. This would be the first read of this amendment. A second read and vote will take place next meeting.

## Unfinished Business

---

None.

## New Business

---

- Steve Bale pointed out that there are issues with the directory. Jim New is not in there because he is Interim. We need to think about who is in the directory and who is not.
- Thomas Cardoza argued that retention and completion are connected to textbook affordability. Books should cost \$40 per credit or less.
- Kate Kirkpatrick announced there will be a photographer if you need a new photo. Cheryl Cardoza reminded faculty that a new ID card is needed now to access the copiers.
- Dave Boden agreed with Scott Huber about issues with the Phase-In changes. Wade thought we should put pressure on the Administration to change it. Ron Marston suggested that there be a written policy so that there is no confusion. Dave thought the process included an arbitrary application of review. Thomas Cardoza asked if we could make a motion to ask that the new Phase-In practices start in January 2018 to give people time to adjust.

**Motion:** The directive to reduce maximum retirement phase-in time should start January 2018

**Movant:** Senator Dave Boden

**Second:** Senator Wade Hampton

**Vote:** Passed unanimously

**Adjournment at 2:50 p.m.**