
FACULTY SENATE MEETING MINUTES

February 8, 2019

Faculty Senate Chair: Mike Holmes	Faculty Senate Chair-Elect: Anne Flesher	Executive Committee member, Academic Standards and Assessment Chair Mark Maynard
Executive Committee member, Curriculum Review Chair Virginia Irintcheva	Executive Committee member, Professional Standards Chair Melanie Purdy	Executive Committee member, Salary, Benefits and Budget Chair Ron Marston
Library Committee Chair Josh Shinn	Part-Time Faculty Committee Chair Marynia Giren-Navarro	Recognition & Activities Committee Chair Michelle Montoya
WebCollege Faculty Advisory Committee Dan Hooper	Senators At-Large: YeVonne Allen Amber Burroughs Kate Kirkpatrick Staci Miller	Senators for Allied Health: Heidi Himler Mike Schulz
Senators for Technical Sciences: Wes Evans Paul Seybold	Senators for Biology: Meeghan Gray Virginia Irintcheva	Senators for Computer Technology: Arnold Brock Cathy House
Senators for English: Elizabeth Humphrey Robert Lively	Senators for History, Political Science & Law: Fred Lokken Ben Scheible	Senators for Humanities: Elena Atanasiu Eric Bullis
Senators for Math: Hieu Do Becky Porter	Senators for Physical Sciences: Ed Corbett Judy Fredrickson	Senators for Social Sciences: Julia Hammett Micaela Rubalcava
Senators for Visual and Performing Arts: Ron Marston Ted Owens	Senators for Part-Time Faculty: Edwin Lyngar Andre Walton	
Classified Council Representative Cynthia Olivo	Student Government Representative Ahtziry Vasquez	

Absent: Fred Lokken (Proxy: Ben Scheible), Cynthia Olivo (Proxy: Hallie Madole), Michelle Montoya (Proxy: Olga Katkova) Andre Walton (Proxy: Edwin Lyngar), Ahtziry Vasquez (Proxy: Keziah Dutt)

Guests: Amber Anaya, Terina Casserto, Gwen Clancy, Ana Douglas, Fred Egenberger, Roni Fox, Dr. Karin Hilgersom, Jonathan Lam, Dr. Marie Murgolo, Jim New, Chancellor Thom Reilly, Brian Ruf, Tina Ruff, Nicole Scollard, Neil Siegel, Joan Steinman

The meeting was called to order at 12:29 p.m.

Chair Mike Holmes called the meeting to order introducing Chancellor Thom Reilly and thanking the facilities team for their quick work to get the meeting room ready for senate.

Approval of Meeting Minutes December 7, 2018

Motion: To approve the minutes for December 7, 2018

Movant: Senator Wes Evans

Second: Senator Ron Marston

Vote: Passed unanimously

Consent Agenda

Motion: To approve the Consent Agenda as amended adding Jack Sato's name to the Administrative Faculty Committee membership as a new member.

Movant: Senator Ben Scheible

Second: Senator Wes Evans

Vote: Passed unanimously

Administrative Report – Dr. Karin Hilgersom

Dr. Hilgersom reported we had a great start to the Spring term with enrollment up 4%. We will likely end the year at 2%. She noted that this year is not a count year, our first priority is retention, and to layer it into class time.

Dr. Hilgersom congratulated Paul Seybold, Mark Maynard, Karen Wikander, Kelli Carter, Brian Addington, Virginia Irintcheva, Robert Lively, and Eric Bullis. These individuals have been recommended to the Board of Regents for tenure. Dr. Hilgersom thanked the tenure nominees for their service and excellence.

The proposed targets and report for the Student Success Summit were approved and accepted by the Board of Regents. An upcoming summit, Closing the Achievement Gap, will occur on April 12. This summit will focus on under-represented populations. TMCC has been working on this goal with the largest under represented group Latinos/Latinas and are following their achievement rates. Please send any input or ideas on increasing achievement rates to leadership.

Administrative Report - Vice President Academic Affairs, Dr. Marie Murgolo

Dr. Murgolo provided an accreditation update. The Northwest Commission on Colleges and Universities (NWCCU) has accepted all three required accreditation reports. We have fulfilled all the remaining recommendations and are now accredited as an institution at a baccalaureate level. Dr. Murgolo acknowledged and thanked Melissa Deadmond for her efforts in reporting.

One of the items that came out of the feedback is more curriculum mapping needs to be done showing inputs and outputs with course outcomes linked to student outcomes.

Dr. Murgolo also provided some comparisons of student attainment of transfer students in 2014 from TMCC to other UNR students. TMCC transfer students had 13.6 % attainment and UNR had 11.8%. The GPA of UNR students was 3.35 and TMCC Students was 3.43. The two-year transfer graduation rates in 2016 for UNR were 15.5% and TMCC transfer students had 21.7%. The GPA for native UNR students was 3.13 and the GPA for TMCC transfer students was 3.37. President Johnson of UNR assisted in gathering this data.

The four-year transfer graduation rate of the 2014 cohort was 53.7% for UNR and 66.8% for TMCC. The GPA was 3.23 for UNR and 3.27 for TMCC.

NSHE Chancellor Thom Reilly

Chancellor Reilly provided an update on the budget and legislative process. It is early in the legislative session. The adopted budget approved by Governor Sandoval was \$120M. Governor Sisolak is carrying the budget through. NSHE proposed placing money into one-time dollars to generate programs. NSHE's concern is to ensure funding is in place for tutoring/advising and researchers who are hired/laid off if there is not future funding. A pilot program that was not approved was for performance pay and \$15M funding for summer school. Governor Sisolak is looking to get funding for summer school. Chancellor Reilly listed the funding items that comprised the \$120M budget: caseload growth, prison education at CSN, Health Sciences Building at CSN and other capital projects at CSN. The UNLV Engineering building request was not approved.

NSHE has received approximately 45 questions about budget items from legislators. NSHE is looking to carve out items to avoid double-dipping into the budget. The next hearing is February 27 to further drill down the line items. There was also a

supplemental request for faculty compensation which NSHE took a strong position to show it is a priority item. Chancellor Reilly offered time for questions.

Senator Ben Scheible asked if NSHE employees are included in Governor Sisolak's recommendation. Chancellor Reilly said yes, we would receive a 3% increase this year, nothing the following year and another increase the third year.

Senator Ron Marston asked what the PURS increase is. Chancellor Reilly said he thought it is 1.45%.

Senator Kate Kirkpatrick asked if the Nevada Promise Scholarship would continue to be funded. Chancellor Reilly said yes, it is and he has asked for \$6M for the program. He also noted the Millennial Scholarship has no ongoing funding source, which is a concern for NSHE.

Chair-Elect Anne Flesher asked what is what is most impactful to help advocate for faculty and salary compression with the Board of Regents and the legislature? Chancellor Reilly said the board has made it a priority. The legislature is a concern. NSHE needs a legislator or committee to champion/sponsor the bills put to the floor in legislature. The legislators need to know the full story behind compression and to have legislators hear from students and faculty.

Chair's Report – Mike Holmes

Chair Holmes noted proxies today: Edwin Lyngar for Andre Walton and Ben Scheible for Fred Lokken.

The faculty senate chairs worked with the NFA representatives at the state level, met with the governor, and attended budget presentation prior to the legislative session. Issues discussed were ways to move away from an increased empathy regarding salary compression issues and salary increases. The governor was clear we need to act through our president, the chancellor, and the Board of Regents to champion for faculty. UNLV has created a draft proposal in conjunction with the system intuitions for a legislative action plan to support faculty. Ron Marston drafted a resolution (Exhibit C) based on this information. Chair Holmes also recommended students attend and speak at legislature to advocate for scholarships and competitive benefits/salaries for faculty positions. It creates a more meaningful exchange rather than a faculty member stating they cannot buy a home or car. Template letters will be created for faculty to write to senators and assembly representatives so they can evaluate the pulse of their respective constituencies. There will be many committee meetings to discuss the budget presentation. The meeting schedule and suggestions will be published so we can show interest and presence. The system senates may or may not be asked to represent the system.

Chair Holmes reported Kyle Dalpe is serving at NSHE as Interim Executive Director of Legislative Affairs. This is a win-win for TMCC and NSHE as Kyle has been heavily involved in the industry and workforce programs at the Edison campus and is well-known at the NSHE offices.

The system senate chairs are working together to coordinate and share minutes and committee structures of their respective institutions.

There will be incremental increases to re-establish benefits that were lost due to the great recession.

PEBP has a surplus of \$20M comprised of reserves and unused claim monies. They are discussing with chairs ideas to utilize this surplus wisely. There is a possibility of smaller deductibles and better regional coverage.

Chair Holmes next entertained a motion for the TMCC Faculty Senate Resolution on Faculty Compensation (Exhibit C) supporting the current NSHE budget request, including the supplemental funding request that includes funding to address salary compression and in-rank advancement. Senators Ron Marston and Ben Scheible motioned and seconded respectively. Senator Ron Marston introduced the resolution and provided background.

Senator Scheible suggested an amendment to strengthen the resolution to state "support legislation which authorizes..." and strike "BDR 34-382" which limits the resolution. Senator Marston countered Senator Scheible's suggestion and requested the amendment to state "support BDR 34-382 or legislation which authorizes..." Both senators agreed to Senator Ron Marston's counter suggestion.



EXHIBIT C

TMCC Faculty Senate Resolution on Faculty Compensation

- Whereas, the Gallagher Compensation Study commissioned by NSHE in 2018 recommended that NSHE salary schedules should be reviewed on an annual basis *"...in order to reflect necessary increases in the minimum, job rates, and maximums appropriate for each job..."*
- Whereas, The AB-202 Committee to Conduct a Study Concerning the Cost and Affordability of Higher Education's first Recommendation in its 2018 report is to:
"...request legislation to establish the structure for a comprehensive and sustainable faculty compensation system, including regular in-rank salary increases. The BDR should address compression in faculty salaries in order to promote the recruitment and retention of high-quality faculty for the Nevada System of Higher Education (NSHE)."
- Whereas, there has been no state funding since before the recession ten years ago for a sustainable process or method for NSHE institutions to address salary compression, inequity, or any form of performance-based salary increases

We, the Faculty Senate of Truckee Meadows Community College:

- Support the current NSHE budget request, including the supplemental funding request that includes funding to address salary compression and in-rank advancement.
- Support Bill Draft Request BDR 34-382 *or legislation* which *"authorizes the Nevada System of Higher Education to create a faculty compensation system that includes regular in-rank salary increases."*
- Request that any legislation drafted that funds NSHE salary enhancements or adjustments, including salary compression, inequity, rank or in-rank advancement, or performance based pay, allow the individual institutions the flexibility to implement salary adjustments according to the respective needs of the institutions.

Motion: To approve the TMCC Faculty Senate Resolution on Faculty Compensation with the amended change to the bullet point containing red font "support BDR 34-382 or legislation which authorizes..."

Movant: Senator Ron Marston

Second: Senator Ben Scheible

Vote: Passed with one abstention

Chair Holmes finished out his report asking for anyone who wants to serve on the budget committee to please contact him or Chair-Elect Flesher for information. Jim New, VPFA said the committee meets quarterly and there will be a responsibility to review the RAP requests before the meeting with the meeting lasting 2 to 2.5 hours.

Chair-Elect's Report – Anne Flesher

Chair-Elect Flesher reported on the inaugural meeting of the Administrative Faculty Committee which had a large turnout and the committee would also like to have more representation from the academic faculty. The next meeting is scheduled for February 15 and they hope to announce the new standing committee chair.

Chair-Elect Flesher provided a follow-up on the alldiscussions ListServ. There will be an email from marketing that will detail the new list servs and their proper uses.

Anne announced nominations will begin for the senate chair-elect position at the next Faculty Senate meeting. Please contact Chair Holmes or Chair-Elect Flesher if you are interested or should have any questions.

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

The committee met today and discussed the part-time award ceremony which will occur at the end of April or early May. They are looking to make the ceremony larger, more social, and include food. The committee is also finalizing a report in conjunction with administration for longevity pay increases. There will be an email or survey to part-time faculty to show their preferences for longevity pay. The Part-Time Faculty of the Month Award is ongoing and nominations are accepted at the TMCC Faculty Senate webpage.

Many of the part-time faculty are utilizing the Professional Development workshops offered by Cathy Brewster. Cathy has received a lot of praise for these workshops from students of the faculty who have attended.

Marynia also reported a Facebook page is being created for part-time faculty and HR is working on grant-in-aid for the part-time faculty.

- **Academic Standards & Assessment – Mark Maynard**

Chair Mark Maynard reported the WICHE Passport subcommittee is continuing with mapping and linking program and course learning outcomes to the WICHE Passport learning outcomes while also mapping to the UNR Silvercore and TMCC General Education outcomes. A draft of the TMCC Academic Policy will be presented in the ASA for comments and editing and then to the faculty senate. The Spring PUR assessment schedule has been set and the committee will be contacting the Chairs, Deans and committee members. A rubric has been developed to assess the PURS and create efficiency. Many ASA committee members will be attending The American Association for Colleges conference in February and voted to cancel the February meeting. The next meeting of the ASA is 9-11 a.m. on March 1, 2019.

- **Curriculum Review Committee – Virginia Irintcheva**

The committee continues to work to approve the courses and programs. The committee is also discussing ways to make the process more user-friendly. The committee also discussed whether both the course objectives and student learning outcomes need to be on the submissions. Please send any input or ideas to Virginia. The next meeting is March 8, 2019.

- **Library Committee – Josh Shinn**

The committee met yesterday. A women's history month event is tentatively scheduled for March 28. The committee is looking for leading inspirational women to speak on the panel. There will be an Earth Day event on April 18. The Edison Campus is having an open house 6:30-8:30 p.m. on February 20, 2019. Featured at the open house are the robotics lab and a welding project you can make that evening.

- **Professional Standards – Ron Marston on behalf of Melanie Purdy**

Ron Marston had three items to report on behalf of Professional Standards. Melissa Deadmond, Associate Dean of Assessment and Planning attended the most recent meeting of Professional Standards. She discussed the e-Lumen process and some of the issues experienced by end-users. Dr. Deadmond is troubleshooting through the issues. The annual plan was also discussed by the committee and they are working on the number of times an activity can be used and having the performance number scores be recommendations rather requirements. The Salary, Benefits and Budget committee does not support recommendations over requirements. The committee will have a resolution to present at the next senate meeting. The committee will be creating rubrics or definitions for rating terms used for tenure track faculty. They will be defining what does satisfactory, commendable, and excellent mean. Those terms are not defined anywhere officially. The committee next meets February 15, 2019.

- **Salary, Benefits & Budget Committee – Ron Marston**

Chair Ron Marston presented Exhibit D: Resolution on Annual Evaluation. The language on the top half of the page is what was presented at the last senate meeting by Professional Standards. Chair Marston reviewed what was presented. The bottom half is what the SBBC voted and approved to send to senate. The SBBC supports the number of times an activity can be used be determined by faculty. The SBBC does not support the citation of NFA's Article 12 as it is subject to interpretation. The SBBC does not support recommendations or changes to the

Excellent 1 and 2. The Professional Standards will bring another resolution to the next senate meeting to request senate support. Discussion ensued and Dr. Hilgersom noted her goal is to support recommendations but would prefer not to be stuck in the middle if the deans cannot support these changes. She further noted a shared governance model should be used. Dr. Marie Murgolo suggested to have a meeting with the deans to obtain their input as more changes have occurred. Chair Marston agreed with both suggestions.

Motion: To postpone the resolution on the Annual Evaluation for the faculty senate to fully evaluate the versions from both the Professional Standards and Salary, Benefits and Budget committees.

Movant: Senator Virginia Irintcheva

Second: Senator Ron Marston

Vote: Passed unanimously

Chair Marston introduced Exhibit E: Resolution on Faculty Senate Travel Funds. The committee is asking that administrative faculty and zero-rank faculty is included in requesting travel funds and to increase the travel fund from \$5K to \$10K. Chair Marston asked Jim New, VPFA where the money will come from. Mr. New believes this is from a self-supporting fund. Dr. Hilgersom agrees in supporting this request. A RAP request will need to be made.

Motion: The Salary Benefits and Budget Committee resolves that the Faculty Senate Travel Fund allocation be increased from \$5,000 per year to \$10,000 per year, and that the allocation process be revised to include administrative faculty and zero-rank faculty. The inclusion of the administrative faculty and zero-rank is contingent upon the corresponding \$5000 increase of the allocation.

Vote: Passed unanimously

- **Recognition & Activities – Olga Katkova for Michelle Montoya**

Olga Katkova presented the Distinguished Faculty Teaching and Service Awards. There are 10 nominees for service and 7 for teaching who have accepted. Olga is forming a committee to assist in evaluating the nominees. Please say yes to her email requests. All documents must be submitted by the nominees no later than February 24. On March 29 all material will be reviewed by the committee. On April 29th the finalists will be chosen and on April 30 the winners will be announced. The prizes will be awarded at commencement.

- **WebCollege Faculty Advisory – Dan Hooper**

The committee met this morning. Chair Hooper reported there is a new website to schedule in-person proctor exams. The committee reviewed Hugh Frasier's research in online courses. Brandy Scarnati will be offering canvas/website development training on February 11. You can sign up on the Professional development website. The next meeting is March 8.

- **Student Government Association – Keziah Dutt for Ahtziry Vasquez**

Keziah Dutt attended in Ahtziry's place to listen in. No report was given.

- **Classified Council – Hallie Madole for Cynthia Olivo**

Halle Madole reported the Easter Egg Hunt is coming in April and there will be an email to TMCC for donations next week. The age group will be 0-12.

Old Business

None

New Business

Senator Kate Kirkpatrick announced TMCC was nominated as a best place to work by Melanie Purdy. The award is given by The Nevada HR Association.

Senator Micaela Rubalcava announced A FREE food event is coming April 2, 2019 from 9:30 a.m. – 12:15 p.m. This year the students will be in charge of the event. A planning meeting will be at 3 p.m. today in SIER 117.

Chair Holmes asked if the live stream will be available for future viewing. The Faculty Senate Administrative Assistant will find out if the stream can be saved for later viewing. The senate also retains audio recordings of each meeting.

Chair Holmes announced next month's senate meeting will be at the Edison campus and we will be using the big floor. There will be a tour of the facilities as well. Chair Holmes ended the meeting congratulating and noting many of the faculty recommended to the Board of Regents for tenure also serve as senators.

Meeting adjourned: 2:03 p.m.