

FACULTY SENATE MEETING MINUTES

November 12, 2021

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

Absent: Steve Bale, Heidi Himler (Proxy: Julie McMahan), Darian Richards

Guests: Jeffrey Alexander, Frank Amankonah, Amber Anaya, Sam Byington, Natalie Brown, Thomas Cardoza, Tara Connolly, Ana Douglass, Kat Dow, Brian Fletcher, Meeghan Gray, Robin Griffin, Tommie Guy, Blisin Hestiyas, Karin Hilgersom, Julia Hammett, Beth Humphrey, Dan Hooper, Martha Johnson-Olin, Emily King, Archana Kumar, Estella Levario-Gutierrez, Rob Lively, Ron Marston, Mark Maynard, Molly Maynard, Kreg Mebust, Chancellor Melody Rose, Tina Ruff, Joe Sanpietro, Cheryl Scott, Nicole Scollard, Kim Studebaker, Cameron Tuttle, Barb Walden, Jane Zhang, Patty (no last name was listed)

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

NSHE Update – Chancellor Melody Rose

Chancellor Rose opened her report with an update from today's Board of Regents Meeting. Regent Carol Del Carlo will serve as Chair and Regent Amy Carvalho will serve as Vice-Chair of the Board of Regents either until investigations are completed or June 30, 2021.

The Dual Enrollment Taskforce will make recommendations to the Board at the December Board of Regents meeting. System level strategic planning has begun with the first community session to be held in mid-December with 15-20 additional sessions across the state likely at NSHE institutions.

Chancellor Rose noted two other agenda items coming up at the December Board of Regents: staging of the budget process for FY 23 and beyond and institutional metrics will be presented by 3 institutions (UNLV, UNR, and CSN).

The NSHE website is updated frequently as the vaccination deadline of December 1 for employees approaches.

The AB450 Committee is nearly populated and will begin to meet soon. The legislation directs the Chancellor and a co-chair to form a committee to look at how to strengthen the community college connection with workforce development. The Chancellor will release the committee membership as soon as it is confirmed. The next preparation meeting for the committee will be December 1.

Chair Virginia opened the floor for questions.

Past-Chair YeVonne asked what the hopeful outcome of the system strategic master planning. Chancellor Rose noted a need to set intention and associate metrics and targets to the five strategic goals that are measurable. The five strategic goals may be reviewed as well.

Chair Virginia urged the Chancellor to not forget ongoing needs and concerns during the process as well.

It was asked to include part-time faculty in the strategic planning and to weave in how the part-time faculty can contribute to reaching the goals and objectives. Chancellor Rose hopes the part-time faculty will participate in the strategic planning conversation.

President Hilgersom thanked the Chancellor Rose for attending and appreciates her leadership.

Administrative Report – Dr. Karin Hilgersom, TMCC President

Dr. Hilgersom opened her report mentioning the email discussion related to the Joint Declaration noting this reaffirms TMCC's values of civility and professionalism. This was done with only good intentions and in consideration of concerns expressed to Administration and the faculty leadership in venues other than list serves. Words and free speech have consequences. Dr. Hilgersom shared her unfortunate experiences with two voice mails received in late October trying to bully and intimidate her. The declaration was intended as a way to encourage good will.

Dr. Hilgersom continued her report with the numerous positives occurring at TMCC. The temporary TMCC theater should be ready to open next Fall. Plans for the Eastview building are moving forward. Once the plans are approved at the December Board of Regents meeting, the President and the Foundation will begin a capital funding campaign. Other TMCC good things that were reported are the ARC²H Concept (Advocacy, Resource, Counseling and Career Hub) in Student Services, the architecture degree program implementation is progressing, the tech career fast track program, and the Division of Life Sciences, Allied Health and Public Safety are moving forward on skills certificates for fire suppression, sterile processing technician, dental assisting basic skills, and a skills certificate for veterinary assisting.

Administrative Report – Dr. Jeffery Alexander, TMCC Vice President Academic Affairs

Dr. Alexander provided an update from Academic Affairs. The team from Packback, the AI engagement Software used in conjunction with Canvas, reported that during the Fall 2021 semester TMCC students have the best engagement of any campus when using the software. The next Association of College and University Educators (ACUE) cohort is ready to begin in Spring 2022 with over 30 attendees signed up. A Professional Development Director search is underway and they will be the liaison for the ACUE program. Western Interstate Commission on Higher Education (WICHE) will hold their annual meeting in Colorado in March. Dr. Alexander is the Nevada representative to the WICHE alliance and will represent the State of Nevada. Dr. Alexander also visited the nursing department meeting and discussed hiring more nursing educators and other issues affecting the department. He is happy to join any other department's meeting upon invitation and hopes to continue meeting with all constituencies across TMCC.

Chair's Report – Virginia Irintcheva

NSHE Updates: The Board of Regents elected a new Chair (Regent Del Carlo) and a new Vice-Chair (Regent Carvalho) who will serve pro tempore.

TMCC Updates: As of Monday, all TMCC locations except Edison are over 85% vaccinated. The Dandini campus is over 88% vaccinated. The unvaccinated employee counts are as follows: 15 faculty (administrative and academic), 19 classified

employees, 119 LOA employees, and 22 exemption requests. There are 3,697 students who have submitted vaccination records and 300 students requesting exemptions.

Two main areas of focus are Annual Performance Evaluation concerns and the Additional Compensation Policy Draft. Chair Virginia and Chair-Elect Amy met with the NFA and the VPAA to discuss the annual plan and how it is being used. Non-substantive changes were discussed during the Executive Board and will be made once we have all changes approved. Substantive changes will be sent through the committees and Senate. This is an ongoing process and the evaluation will be updated at the end of the year. The Additional Compensation Policy draft has been scrapped and will not go to Planning Council for a second vote. The proposed policy was reviewed with the SBBC and Faculty Senate Leadership with concerns brought to the Joint Executive Board and it was agreed to rethink if a specific policy is needed beyond what is in the NSHE Handbook.

The Starfish Review Taskforce has been established and the taskforce are discussing who uses Starfish and how it is being used. The taskforce will report at the end of the next semester with their findings.

On October 12-14, 2022 the accreditors from the Northwest Commission on Colleges and Universities (NWCCU) will be visiting the campus for the year 7 evaluation.

The Joint Declaration of TMCC Faculty, Staff, and Administration on Safety, Mutual Respect, and Civil Discourse was created by Administration and the Faculty Senate Executive Board to foster goodwill and also represents free speech. The Joint Executive Board (JEB) is comprised of the Executive Board of the Faculty Senate and the executive leadership of the college. This body meets monthly to discuss relevant ongoing topics and bring faculty concerns to the table. The main question that has been asked is why now. There has been escalating rhetoric, anger, and threats of violence as disclosed by the President which JEB felt was important to address and bring attention to. The Senate Executive Board does not presume to speak on behalf of all faculty because this is not the intent of this statement. This is not a policy, resolution, a pledge of allegiance, or change of process, or public statement that will go beyond TMCC. This is a statement of goodwill from two groups at the college who happen to be in leadership and have to work together often. The point lost in the statement is that the administration also commits to being respectful and civil. It means proposing a solution and being able to listen even when you do not agree with one another. Chair Virginia opened the floor for discussion.

Noted concerns voiced were lack of context, why now, what is JEB, why this did not come through the Senate, concern over who and who did not sign the declaration, perceived consequences of signing or not signing, what are the incidents which created a need for this declaration, why is this not on the Faculty Senate webpages, will the statement remain on the website, and whether HR is addressing personnel issues.

Chair Virginia answered personnel issues cannot be disclosed and Human Resources is addressing reported issues. She also acknowledged the declaration did not include enough context. The first communication Chair Virginia received concerning the statement, was an email sent over the All Discussions Listserv. She requested to please reach out to her if you have questions or concerns before assuming bad intentions. JEB has not had a chance to discuss the declaration staying on the website or any edits. The statement was placed in the Equity and Inclusion's In It Together webpage versus the Faculty Senate webpages because it is not coming from Faculty Senate. Chair Virginia made it clear there is no requirement to sign the statement and no one is monitoring who has or has not signed.

A training was suggested as a way to move forward, such as a training similar to the Ally Workshop. Past-Chair YeVonne suggested revisiting the In it Together trainings and appreciates the conversation both in the list servs and in today's meeting. People should feel safe to speak up. She also noted she received a lot of thankfulness regarding the declaration. This is a first step and a positive thing. Chair YeVonne reminded the Senate of the Board of Regents Aspirational Statement of Value on Freedom of Expression excerpted from the handbook (4.1.38):

"Members of the NSHE community are encouraged to promote an atmosphere of mutual respect that is aligned with institutional values of inclusivity, diversity, and critical thinking. These values and this encouragement inform the vision of the community we aspire to be.

Faculty, students, staff, and others are free to criticize, contest, and condemn views expressed on campus; however, they may not obstruct, disrupt, suppress or otherwise interfere with the freedom of others to express views they reject or even loathe.

For members of the NSHE community, a proper response to ideas they find offensive, unwarranted, and dangerous is to engage in robust counter-speech that challenges the merits of those ideas and exposes them for what they are. To this end, NSHE and its institutions have a responsibility not only to promote a lively and fearless freedom of expression and deliberation, but also to protect that freedom when others attempt to restrict it."

It was also suggested to create a list of avenues for faculty to get assistance when an issue arises. Chair Virginia will add this to her list.

Chair-Elect's Report – Amy Cavanaugh

Chair-Elect Amy reported the committee will be reviewing sabbatical applications today and will forward on to the President.

Past-Chair Report – YeVonne Allen

Past-Chair YeVonne provided the current registration dates for Spring 21-22. Any encouragement in the classroom for students to register is appreciated. The SGA and the college are working on announcing additional vaccination mandate information. Please remind students to upload their vaccination proof or submit a waiver at studentvax.tmcc.edu.

Spring 2022 priority registration begins for continuing students - Mon, Nov. 8

Spring 2022 registration begins for continuing students with over 60 credits
Mon, Nov. 15

Spring 2022 registration begins for continuing students with over 30 credits
Tue, Nov. 16

Spring 2022 registration begins for continuing students with less than 30 credits
Wed, Nov. 17

Spring 2022 open registration begins for new students
Thu, Nov. 18

The NSHE Fall Student Leadership Summit is next week on Saturday, November 20, 2021. Please share the link for registration with any interested students. <https://www.wnc.edu/fall-leadership-summit/>

Dual Credit Taskforce has drafted a version of their final report headed to the state superintendent and Chancellor Rose. There is an established tiered fee structure for university and colleges. There is also a minimum qualification requirement of a Master's Degree. High school instructors must have Master's Degree to teach dual credit courses. There is also an aspirational qualification to have the Masters in the field being taught with hope to have accomplished in the next few years.

Updated NSHE Demographic reporting will begin to be tracked next year and will include sexual orientation and gender identity as a requirement with the passing of SB109.

Approval of the October 8, 2021 Minutes

Motion: To approve the Faculty Senate Minutes for October 8, 2021.

Movant: Senator James Kuzhippala

Second: Senator Eric Bullis

Vote: Motion passed with 24 ayes.

Consent Agenda

Motion: To approve the November 12, 2021 Consent Agenda.

Movant: Senator Eric Bullis

Second: Senator Candace Garlock

Vote: Motion passed with 24 ayes.

Standing Committee Reports

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

The committee last met on November 5 and wrapped up the PUR cycle for the Fall semester. The Diversity GELO Subcommittee met on November 10 and has finished work on recommendations for new diversity outcomes. These outcomes will be discussed at the next ASA meeting and then passed to the Curriculum Review Committee. The committee next meets on November 19 via Zoom.

- **Administrative Faculty Committee – Ashlyn Morneo**

The committee is continuing discussions about the distribution of merit and concerns whether supervisors realize they need to complete evaluations and the completion timeline in order to calculate merit.

A resolution will be forthcoming from the committee. The committee will continue to review and update the Annual Evaluation Forms, a training for supervisors, and the creation of a rubric. The committee next meets November 19 via Zoom.

- **Curriculum Review Committee – Katie Kolbet**

Today is the deadline for any changes for courses or programs for the catalog. The next meeting is December 3 via Zoom.

- **Learning Commons Committee – John Kemp**

The committee met on November 4. The Monster Panel presenters Joylin Namie and Laurel Santos did a fantastic job. The committee continues to plan the Afghan Withdrawal Panel for the Spring Semester. The retrieval system in the Learning Commons is extraordinary, please try it out. If there are any professors or instructors who can come in and help, the tutoring center would be grateful. Math instructors were especially requested. John also noted, we as an institution, need to communicate more with the other campus locations when things like the new retrieval system in the Learning Commons are implemented. The committee next meets February 3, 2022.

- **Professional Standards – Marynia Giren-Navarro**

The committee met today and continued the annual plan and evaluation discussion and the action items coming to Senate today. The committee will invite the VPAA to the next meeting to discuss training for the evaluators. The committee also discussed hiring an external evaluator to assist with form improvements. The proposed changes from the NFA, VPAA, and Executive Board for the annual plan were reviewed. The committee voted to change the wording to “on time.” The committee will also work with IT to find out how the points on the form can be calculated automatically. The committee next meets December 10, 2021.

Chair Virginia introduced the first motion from committee and noted all changes will be made all at one time versus multiple changes. There was no discussion.

To remove S1.a from the Annual Plan for Academic Librarians, and Counseling.

The motion passed with 24 ayes and 1 abstention.

Chair Virginia introduced the second motion from committee and opened the floor for discussion.

To move S2.h to Commendable and Excellent and have it as a value of 1-3.

Why particularly a value of 1-3. Marynia noted the value would be based upon whether the training is in-depth and or whether the evaluatee is making a smaller change.

Concerns noted were there should be more oversight and thought put into what should be addressed and how to make the standards less-subjective. Marynia suggested to have the WebCollege Faculty Advisory Committee create a more direct list of measurable required standards.

The motion passed with 20 ayes and 2 abstentions.

- **Part-Time Faculty Committee – Pat Miller**

The committee is working on communication amongst part-time faculty and how to alleviate feelings of isolation. A new Administrative Assistant, Gwendolyn Raubolt, was hired in the Academic Support Center. She will be an important point of contact for all part-time faculty. A Koffee Klatch was held recently and there was a productive conversation.

Chair Virginia suggested to reach out to Meeghan Gray in Biology to find out how she is working to include the part-time faculty members into the department.

- **Recognition and Activities – Rebecca Eckland**

The committee last met November 2. The Gratitude Tree is located in the Student Center and ready for you to decorate with gratitude leaves. The Professional of the Month Recognition is ongoing. Please continue to nominate. The Holliversary Party is December 6 and you are all invited, please RSVP. The committee next meets December 7, 2021

- **Salary, Benefits and Budget Committee – Matt Leathen**

The committee last met October 22. Chair Matt encouraged everyone to enroll in the voluntary long-term disability program. Open enrollment is Nov. 8-19, 2021. Chair Matt shared [the link to enroll](#) and the flyer was emailed to the senate body. The committee expanded the application window for faculty travel funds to include the entire academic year. The SBBC will review the sabbatical policy and the annual plan. The next meeting is November 19, 2021.

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

The committee met today. They discussed Online Faculty Standard 1.1. They hope to bring an action item to the next senate meeting. The committee next meets December 10, 2021.

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

No report was given today.

- **Classified Council – Sarah Gill**

The council recognized the Classified Employees of the Month for July (David Misner), August (Barb Evans), and September (Lana Reeves). The October Employee of the Month will be announced next week. The Regents Award for Classified was submitted. The Turkey and Ham Raffle and the Silent Auction are returning for the Holliversary. The next meeting is Thursday, November 18.

Old Business

None

New Business

None

Adjourn

Meeting Adjourned: 2:42 p.m.