

# FACULTY SENATE MEETING MINUTES

April 8, 2022

Faculty Senate Chair:  
**Virginia Irintcheva**

Executive Committee member,  
Academic Standards and Assessment  
Chair  
**Jinger Doe**

Executive Committee member, Salary,  
Benefits and Budget Chair  
**Matt Leathen**

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

Senators At-Large:  
**Yuli Chavez Camarena**  
**Jennifer Pierce**  
**Adine Stormoen**  
**Sidney Sullivan**

Senators for Biology:  
**James Kuzhippala**  
**Sharif Rumjahn**

Senators for History, Political Science  
& Law: **John Kemp**  
**Michael Miller**

Senators for Physical Sciences:  
**Sameer Bhattarai**  
**Olga Katkova**

Senators for Part-Time Faculty:  
**Heather Haddox**  
**Amanda Williams**

Faculty Senate Chair-Elect:  
**Amy Cavanaugh**

Executive Committee member,  
Curriculum Review Chair  
**Katie Kolbet**

Administrative Faculty Committee Chair  
**Ashlyn Herold**

Recognition & Activities Committee Chair  
**Rebecca Eckland**

Senator for Allied Health:  
**Heidi Himler**  
**Julie McMahan**

Senators for Computer Technologies:  
**Steve Bale**  
**Topher Reynolds**

Senators for Humanities:  
**Rick Bullis**  
**Gabriel Chavez**

Senators for Social Sciences:  
**Marynia Giren-Navarro**  
**Haley Orthel-Clark**

Classified Council Representative  
**Sarah Gill**

Past Chair  
**YeVonne Allen**

Executive Committee member,  
Professional Standards Chair  
**Marynia Giren-Navarro**

Learning Commons Committee Chair  
**John Kemp**

WebCollege Faculty Advisory  
Committee Chair **James Kuzhippala**

Senators for Technical Sciences:  
**Jeremy Coggin**  
**Wyatt Ziebell**

Senators for English:  
**Lenaya Andersen**  
**Karen Wikander**

Senators for Math:  
**Hieu Do**  
**Rebecca McCleary**

Senators for Visual and Performing  
Arts: **Candace Garlock**  
**Rossitza Todorova**

Student Government Representative  
**Darian Richards**

**Absent:** Lenaya Andersen (Proxy: Karen Wikander), Steve Bale

**Guests:** Jeffrey Alexander, Frank Amankonah, Amber Anaya, Sam Byington, Cheli Cuevas, Maggie Eirenschmalz, Anne Flesher, Jamie Gudino, Karin Hilgersom, Estella Levario-Gutierrez, Ron Marston, Jackie McDonald, Karen McKenna, Natalie Russell, Gretchen Sawyer, Nicole Scollard, Cheryl Scott, Kim Studebaker, Kristin Temme

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

## Chair's Report – Virginia Irintcheva

**Board of Regents / NSHE Update:** A lot of public comment was given at the Special Meeting of the Board of Regents on April 1 surrounding Chancellor Rose's resignation. The Council of Chairs met with Officer in Charge Crystal Abba and Andrew Clinger. Their current priorities are the biennial budget request and ranking capital improvement projects, as well as the AB 450 committee. There will be a special BOR meeting this month to rank the capital projects. The Community College Workforce Training and Programs Committee is working on a grant to provide tuition for "free college" for students in specific designated programs as long as money is available, so this does not become an unfunded mandate. Strategic planning is continuing. The Council of Chairs is meeting with the BOR chair Kathy McAdoo to provide input on possible acting vs. interim chair options next Friday. The council of Chairs were assured there will be an acting or interim chancellor in place for the Legislative Session.

**TMCC Updates:** Elections have started for the senate as well as the Math and English Department Chair elections. Rick Bullis has accepted his nomination for Chair-Elect. Elections open on April 11. Virginia Met with Helen Scott and Tanner Sims in the Testing Center, as we continue to try to improve the user experience for the testing form and testing center operations. Virginia has invited them to the May Faculty Senate Meeting to provide updates and discuss changes.

## Chair-Elect's Report – Amy Cavanaugh

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The work of the Sabbatical Subcommittee to reenvision the sabbatical process is ongoing and they will send their final draft to the Salary, Benefits and Budget Committee for approval.

## Past Chair's Report – YeVonne Allen

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Heidi Himler has joined the Stance Against Bullying Taskforce. YeVonne attended the listening session for the Strategic Plan. Topics discussed were equity and understanding that all of higher education is workforce development, the funding formula, and faculty wages.

The Equity, Inclusion and Sustainability Office is joining YeVonne's department in Retention and Support Services.

The Community College and Workforce Training Committee will meet Wednesday, April 13 at 3 p.m. Public comment is available. <https://nshe.nevada.edu/wp-content/uploads/file/cc-wf-training-committee/2022/apr-13/AB-450-agenda-04-13-22.pdf>

## Administrative Report – Karin Hilgersom, TMCC President

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Dr. Hilgersom congratulated Rick Bullis on his nomination for Senate Chair-Elect.

Chair McAdoo is meeting with stakeholder groups including the presidents and has a goal to provide a name for the acting or interim chancellor to the board for approval at the June board meeting. Vice Chancellor Crystal Abba is the officer in charge. Andrew Clinger will be the delegate if Vice Chancellor Abba is not available.

Prior to the departure of Chancellor Rose, she started a dialog related to the Formula Funding Model that will continue. Public testimony is welcome at the Community College and Workforce Training Committee. Dr. Hilgersom provided a history of the capacity enhancement dollars. They began as a way to implement workforce programs and student support. The funding, \$2.5M annually, will not be renewed. NSHE and presidents are advocating for a workforce investment fund, a fund that is calculated outside of the funding formula. This funding would support Governor Sisolak's free community college tuition initiative, the surrounding support services, and would keep it from becoming an unfunded mandate. It would be beneficial if the committee heard from faculty and advisors.

The Eastview project cannot move forward unless we receive a commitment from the state. Many of the K-12 schools and universities are upgrading their facilities. A concern is to have TMCC's facilities match these newer spaces. There is \$5M set aside from the contingency fund for potential cost escalations.

A Request for Proposal is being prepared for the Equity Study. This will be reviewed with Matt Leathen and the Salary, Benefits and Budget Committee.

The Dual enrollment discussions continue and TMCC will meet with the UNR management team concerning instructor qualifications of high school instructors teaching dual enrollment courses. The president will continue to advocate for appropriate faculty credentials alongside faculty senators who are also concerned.

## Administrative Report – Jeffrey Alexander, Vice President of Academic Affairs

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Dr. Alexander attended the opening training for the upcoming NFA Contract Negotiations. The Student Government Association elections are coming. TMCC students did well at the Skills USA Competition and received gold medals in culinary, welding, machining, diesel, and commercial baking. In July, many of the gold medalists will head to the national competition in Atlanta. The new Outside Compensation Policy is in effect and forms will be forthcoming from HR in May or June. The policy concerns teaching and professional services such as consulting or instruction in academic circles. Dean Flesher will host a state-wide math conference on April 22, 2022. There are faculty searches underway campus-wide. Sarah Krutz is the new instructional designer in the WebCollege. Dr. Alexander thanked Heather Haddox for her work on a Spring Retention Seminar for the EPY 101: Educational, Career, and Personal Development course. An orientation is being planned with Professional Development for a Part-Time Faculty Instructor Orientation and Dr. Alexander welcomes any instructor input.

## Eastview Presentation - Gretchen Sawyer, Executive Director Foundation and Grants

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Gretchen showed the PowerPoint Presentation and video of the project. Highlights from the video are the learning spaces: Action Link Area, Culinary, Theatre, and Hospitality and Tourism. The Action Link area will include robotics, coding, engineering and a makerspace. The culinary area will include a restaurant, advanced workspaces, and areas to hold competitions, social gatherings, and workshops. TMCC's Culinary Program is the only program in Northern Nevada. The theatre will seat 300 and will also have an outdoor theater space along with spaces for students to learn lighting, sound, and stagecraft. Certificate programs for stage and event technicians will be offered. The Hospitality and Tourism program is the only one in Northern Nevada and will work with the University of Las Vegas' hospitality program along with the other programs that will be offered in the Eastview Building.

This project will need \$30M in funding from the State to make it happen. The total cost is \$45M. Until state funding is secured we cannot start construction. Questions concerned how we will fund new faculty and what the likelihood of securing state funding is. Gretchen noted we would start with existing faculty and grow from there. The likelihood of obtaining state funding is fair as TMCC has not had any state support since the 90's for a project. TMCC is also awaiting the ranking from the Board of Regents on this project.

## Approval of the March 11, 2022 Minutes

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**Motion:** To approve the Faculty Senate Minutes for March 11, 2022.

**Movant:** Chair-Elect Amy Cavanaugh

**Second:** Senator Olga Katkova

**Vote:** Motion passed with 26 ayes.

## Consent Agenda

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**Motion:** To approve the April 8, 2022 Consent Agenda.

**Movant:** Senator Jeremy Coggin

**Second:** Senator Karen Wikander

**Vote:** Motion passed with 25 ayes.

## Standing Committee Reports

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

The last meetings were March 25 and April 8. The Diversity General Education Taskforce continues its work on the rubric. The Information Literacy Taskforce will be passing on their outcomes to the next ASA meeting. The committee approved the Academic Calendar and brings it to the Senate for approval today.

*To approve the Academic Calendar. The motion passed with 26 ayes.*

- **Administrative Faculty Committee – Ashlyn Herold**

Ben Davis has been elected as the new Administrative Faculty Committee Chair. Evaluation forms for Administrative Faculty have been collected from the other NSHE institutions. The committee will review at their next meeting. The survey for Administrative Faculty for the Merit Pay Policy has closed. The next meeting is April 15, 2022.

- **Curriculum Review Committee – Katie Kolbet**

Amy provided Katie's report. The next meeting is May 6, 2022 and the final date for submissions for courses and programs is Friday, April 15, 2022.

- **Learning Commons Committee – John Kemp**

The committee met yesterday and the Earth Day Event was the topic of discussion. Organizations will be attending and participating in the event. John praised the work done by the committee to bring the organizations to TMCC's event. Neil Siegel joined the meeting and suggested a future event featuring a panel discussion on information/disinformation through the library resources. The next meeting is in the Fall.

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

The committee met today and will continue to meet on Zoom. They discussed input for the annual plan/evaluation form. The committee also discussed the VPAA's training for the Deans and items to include in the training. Marynia will send the committee's recommendations for the digital tenure binder to Virginia. The committee will continue to discuss the Clinical Evaluation Form. Canvas visits from Deans or supervisors were also discussed. Faculty have no way to see when Deans visit and Canvas does not leave a report to show a Dean was in the module. Marynia will also work with the WebCollege Faculty Advisory Committee on this issue.

Marynia brought a motion forward from the Professional Standards Committee for a mid-year check-in meeting with the dean to be added to the annual evaluation.

Original Motion: "To implement a mid-year check-in meeting only in instances where the dean believes that the agreed upon annual plan performance rating might not be met. To provide 2 check boxes; issues or no issues. Attached documentation is required when issues are found. Have evaluation training provided to the deans."

This generated a hearty discussion. Questions and concerns were where the check boxes would be located and which form, where would the documentation would be attached, how would the dean would be notified if there were issues, whether or not there would be an increased workload for department chairs, issues can appear or disappear throughout the year, when would the mid-year meeting would occur, potential NFA Contract issues, not everyone wants or needs a meeting, and the tone of the resolution implies that the meeting would be a negative experience.

An amendment was suggested by Chair-Elect Amy Cavanaugh: "To add a check-box to the section of the Annual Plan titled "Annual Plan Approval/Signatures." The check box options would be "The Dean has no issues with the Annual Plan at this time." Or "The Dean has issues with the Annual Plan, see attached documentation." This proposal did not gain traction.

The second suggestion Chair-Elect Amy Cavanaugh had was to suggest a motion that the dean should reach out to the faculty member to discuss those concerns.

*Due to the discussion, concerns, and questions this motion generated, Chair-Elect Amy Cavanaugh moved and Karen Wikander seconded to refer the motion back to committee. The motion passed with 24 ayes.*

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

The committee met this morning. They discussed some of the issues of part-time faculty and finding solutions. There are two part-time senator seats open for AY 22-23. The next meeting is May 13, 2022.

- **Recognition and Activities – Rebecca Eckland**

The committee met on April 5, 2022. Professional of the Month nominations are open and include both academic and administrative faculty. The next meeting of the committee is May 3, 2022.

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

Virginia reported for Matt today. The committee met on March 25, 2022. The committee will continue meeting on Zoom. The survey results of Academic and Administrative Faculty regarding Merit Pay are included in today's Faculty Senate folder for informational purposes. The committee is discussing workload and salary issues at their next meeting on April 29, 2022 at noon.

The committee approved the Equity Study Resolution and bring it to senate today for approval. Senate Chair Virginia noted the administration is working with the SBBC and this resolution reinforces the shared governance.

Whereas the most recent Equity Salary Study completed by TMCC was in 2017 by Ulibarri-Mason Global HR LP. Whereas the NSHE Procedures and Guidelines Manual – Chapter 3 – Section 3.3.d establishes “Each institution shall adopt an Equity Salary Adjustment Plan agreed upon by the faculty senate and the president. The Plan must include but is not limited to the following:

1. Providing for an initial and thereafter, biannual review of the salaries of academic faculty to determine whether a faculty member’s salary is appropriate as compared to the salaries of other faculty at the institution based upon years of experience and educational attainment.
2. Identify institutional resources to fund equity adjustments.
3. Providing for appropriate adjustment of salaries which may be phased-in incrementally depending on funding resources.
4. The salary equity study may be performed by institution personnel or the institution may hire an outside consultant as agreed upon by the president and the faculty senate.
5. The results of an equity study shall be provided to the faculty senate.
6. A faculty member may request an equity review of his or her salary.
7. Reporting annually to the Board of Regents regarding the progress made in implementing salary equity adjustments identified in an equity study.”

Whereas a 6-year gap in Equity Salary Adjustments is expected to create significant compression and inversion inequities in TMCC Faculty Salaries.

Be it resolved that the top budget priority of the TMCC Faculty Senate is to complete an Equity Salary Study in the next academic year and fund an Equity Salary Adjustment for July 1, 2023.

*To approve the Equity Study Resolution. The motion passed with 24 ayes.*

- **WebCollege Faculty Advisory Committee – James Kuzhippala**  
Sarah Krutz is the new Instructional Designer in the WebCollege. The committee is discussing canvas course access and continues to review the Online Instructional Standards. The WCFAC will work closely with Professional Standards. The next meeting is May 13, 2022.
- **Student Government Association (SGA) – Darian Richards**  
Jamie Gudino provided the SGA Report today. A presentation was made to the Planning Council by Sarah Jabir for resources for students, President Richards attended the CTE event, RFS Executive Director Forums, and interviewed senators for open SGA seats. The SGA has provided hand spray to all campuses and have partnered with the counseling office for mental health awareness.
- **Classified Council – Sarah Gill**  
The Easter Egg Hunt is coming on Saturday, April 16 from 10 a.m. to 1 p.m. Candy and plastic eggs are still needed. The council is calling for Employee of the Year nominations for Classified Staff. The deadline is April 15 at Midnight. Nominations are open for the AY 22-23 Classified Council Board. Nominations close April 15.

## Old Business

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None

## New Business

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None

## Adjourn

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*It was moved by Chair-Elect Amy Cavanaugh and seconded by Topher Reynolds to adjourn the April 8, 2022 Faculty Senate Meeting. The motion passed with 17 ayes.*

**Meeting Adjourned:** 2:31 p.m.