

# MEETING MINUTES FEB. 8, 2019

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10-11:30 a.m. RDMT 333

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

**In Attendance:** Lenaya Anderson, Susan Bluhm, Cathy Brewster, Gwen Clancy, Patricia Cullinan, Nick Dimeo, Kurt Ehlers, Hugh Fraser, Marynia Giren-Navarro (Chair), Jonathan Lam, Edwin Lyngar, Rob Lively, Bill Newhall, John Reid, Patti Sanford, Brandy Scarnati, Rossita Todorova

**Absent:** Elena Atanasiu, Israel Bgronini, Cheryl Camardo, Ed Corbett, Nancy Faires, Holly Gallup, Patrick Guiberson, Heather Haddox, John Kemp, Pat Miller, Elizabeth Morgan, Jon Reddick-Lau, Neil Siegel, Julie Stage-Rosenburg, Amanda Williams, Andre Walton

**Guests:** Donna Kamen

## Meeting Minutes November 2, 2018

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The committee approved the November 2, 2018 minutes unanimously.

### Issues to Discuss

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**P/T Awards Ceremony – Brandy Scarnati:** The recent part-time event was a success and Brandy thanked members for participating. Discussion ensued on moving forward with a Part-Time Award Ceremony in May. Cathy Brewster said the event should be a celebration of the part-timers, and it used to be a big event. In particular, having the department chair at the event was particularly meaningful. Cathy and other members note that President Hilgersom has pledged more money for the event in the past. Marynia mentioned that alcohol is problematic due to NSHE regulations. Two other committee members mentioned that the social aspects of such an event are important should be an important part of the event. Another committee member suggested the question/answer section was successful in open house and that perhaps we should consider adding that as well. Brandy summed up the discussion noting to still have awards, also have a social event, and she will ask President Hilgersom for more money. Brandy will start planning for a May event and will be in touch with the committee. Brandy's other announcements were: the support center is now located in Library, 2nd Floor, a new AA will take Cassandra's position – Sarah Peterson (?), she urged committee members to remind and assist part-time faculty in acquiring keys for classrooms and she tries to also email part-time instructors whenever possible.

**PTF Senators update – Edwin Lyngar:** Discussion of Grant-in-Aid for dependents: The issue is still not resolved. Marynia reported HR was not positive about the discussion at the December 2018 Faculty Senate meeting. Brandy Scarnati reported that HR is continuing to research the Grant-in-Aid issue.

**Longevity pay increase for PTF – Dr. Hilgersom & Roni Fox:** Longevity pay increase for PT was also discussed. Marynia met with President Hilgersom, Roni Fox, and VPFA Jim New. No solution has emerged that will make everyone happy. Money would have to come from TMCC's existing budget as no extra money will come from NSHE. Our expectation is that any increase would be a small thank you rather than a significant increase. There are three options to consider. Marynia suggested we should choose one option now so that we can start working toward it in the fall (rather than continuing to debate). Marynia also suggested the options be sent to the part-time faculty for them to vote on their favorite option. Marynia reported President Hilgersom suggested we begin to advocate for some kind of health insurance for part-time faculty. President Hilgersom told Marynia that an idea could be to offer the insurance as an option that would be paid by the instructor. Suggested cost was estimated at about \$700 per month. This is just a rough estimate. President Hilgersom entered the meeting at 11:08 a.m. and discussed P/T compensation issues with committee. Dr. Hilgersom

agreed we all want to improve compensation and working conditions for part-timers, but we have hundreds of part-time faculty. For example, a \$25 pay raise costs the college almost \$200,000. Dr. Hilgersom suggested that longevity should be our emphasis rather than a tiny increase for everyone. TMCC is very short on office space and the architects did not plan for expansion of part-time faculty. There is no set aside budget for extras for part-time faculty. Dr. Hilgersom asked to also survey the part-time faculty to find out how many hope to become full-time faculty members in the future.

TMCC administration very much wants to find a way to reward loyal part-time faculty, but it must be done in a way that is sustainable. Grant-in-aid for dependents may require a compromise that allows dependents to register but only after the enrollment of other students (space available only). The NSHE budget is finished/solidified 1.5 years before session, so it cannot be part of the 2019 Nevada Legislature funding decisions.

**P/T Faculty of the month:** Marynia reported that we have two nominations for next month and asked the committee to remind department chairs to have nominate and have their departments nominate.

**Professional Development Update – Cathy Brewster:** Cathy reminded everyone the Professional Development office has moved to the 1st floor of the Library. There are 12 currently signed up for the part-time certificate program which will start on March 13. Cathy received very positive feedback from participants in last year's program. Cathy now has access to 18-20 seat training room which can be reserved.

**Planning Council – Gwen Clancy:** Gwen reported discussion ensued about an eating space open to part-time faculty members. The issue was not resolved during the Planning Council meeting. Gwen requested any issues or ideas to bring to Planning Council. Marynia suggested the bringing up the longevity pay issue.

**Facebook Page – Marynia Giren-Navarro:** Marynia met with TMCC marketing and completed training for a TMCC Facebook page. It is a page and not a group. Marynia shared a Google Doc regarding plan for Social Media. She requested committee members comment on the plan as Marynia completes it. The page is another way to communicate to our part-time faculty. Bill Newhall suggested that we offer a co-admin role on the FB page to a part-time faculty member with knowledge and expertise in this area.

## Old Business

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The department web site issue has been resolved. It was passed as a recommendation only. Marynia offered to send an email to departments to urge part-time faculty inclusion. Bill Newhall suggested a message to explain the benefits of inclusion of part-time faculty on the web site and instructions for how to do it.

## New Business

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Current discussion on email received from HR regarding Monthly Termination of Positions without Recent Compensation ensued. Marynia reported that she received an email regarding people who had not worked recently and were to be terminated and forwarded the email thread to all members of the committee.

Roni Fox from HR responded in the email thread to a few questions about the email noting that most positions would not result in an employee having to re-apply or re-onboard; especially if the employee had previously on boarded in Workday and has worked within one year. She also noted that HR will be reviewing each termination with the department as well as the rehires. They are implementing this policy to reduce direct costs to the institution for employees no longer employed in the system. These costs often cannot be recovered after the fact.

**Meeting adjourned:** 11:38 p.m.