



# MEETING MINUTES FOR NOV. 18, 2016

**In attendance:** Steve Bale (chair), John Bailey, John Coles, Kristen DeMay, Ana Douglass, Hugh Fraser, Dan Hooper, Matthew Leathen, Jeff Olsen, Rebecca Porter, , Brian Wells.

**Excused:** Ellen House, Rosemary Rinaldi, Dan Williams

**Absent:** Gail Ferrell, Lars, Jensen, Tammy Johnson, Ted Lambert, Kreg Mebust, Steve Streeper

**Guests:** Pamela Thomas, Rich Olson

**Meeting called to order:** 12:07p.m.

## October 7, 2016 Minutes

A motion was called to approve the October 7, 2016 minutes. A motion was made, seconded, and the minutes were approved unanimously.

## The Wage Enhancement Task Force

The taskforce has seven members including Chair Bale. They consist of 3 administrators Dr. Barbara Buchanan, Dr. Lance Bowen & Jim New. I offered the President a position and she declined. The three faculty members include Brian Wells, Anna Douglas, and Steven Streeper. The Task force has asked that Chair Bale to add another faculty member to represent newly tenured faculty.

**Chair Bale:** We have a prospect on the up and coming generation. He has selected a name but has not approached this person. I was asked to select a female. AS we progress in the Taskforce, I will announce to the Committee what is going on or I will other people make reports. This morning I asked Brian Well to make a short report.

**Brian Wells:** My summary is that there was a discussion about the makeup of the Taskforce to ensure we have presentation. There was also a discussion on whether or not to tie to merit or the annual college. There was the discussion about quantitative vs. qualitative evaluations. There was also a discussion about these that should be added to the base salary.

**Chair Bale:** They have taken over the task of the range enhancement. Under the Board of Regents Code and policy procedures, it is actually called the Policy Procedure manual that identifies the different way we can receive wages.

- One way to get a raise is to get an advance degree of a different level. We used to call these columns not rows.
- As a tenure track faculty Member you always get a raise.
- A System whereby the State Office can allocate a COLA.
- Cost of Living Increase that we received this July 2015 a 1%. We then received another increase of 2% this past July 2016. Then it is taken away to cover insurance increase.
- When I 1st got here as full-time faculty member the retirement contributions were at 10.5% and now it has increased to 14.5%.

- The next way we get a raise is through merit. Under our past Faculty Senate Chair Ron Marston, a Merit Committee based defining this whole new process for using the Annual Plan and Merit so it was an automatic on got satisfactory, we now had ranking using Commendable 1, Commendable 2 then Excellent 1 & 2. The Merit you receive is based on this ranking.
- This was based on assuming this would be funded by the Legislature. The Governor decided not to fund merit. We are getting ready for another Legislative Session in January/February and goes through May 1st. We are looking at less money.
- It also states the each Institution can come up with a methodology for not moving between but ranges or ranks but can move within. As long as each Institutions President signs off and the Institution is willing to fund it. It'll go. This what we are doing. I had talked to all the leaders involved, which are the President and the Vice Presidents and discuss the methodology and make sure that we are not wasting out time.

## Annual Plan

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- Hugh has done a lot of work and brought forward some discussion items and ideas. I don't think that a pure solution that is finished and honed. I sent out to you 2 documents, the document did not send out is available here. It is basically advantages of option 1 and options 2.
- This morning the Task Force began taking on the Annual Plan and will be revising it. There was unanimous support that we go forward. People have recognized that there are elements that are broke. Considering that we may want to do as a summary element I also want to make a very clear statement.
- It is not clear whether or not we want to tie this range enhancement to the Annual Plan in detail.
- Suggestion made of making this completely electronic rather than maintained in a file somewhere.
- Created an excel spreadsheet using the Annual Plan, putting some check boxes. 1 box to check all and boxes for each so that you can check mark those individually.
- This would take the 9-page document down to 2 pages.
- Chair Bale will create this document and have it ready for the SBBC Committee at the Dec. 2 meeting in 2 weeks. To get the input and suggestions from the Committee.
- This is the 1st round of creating simplicity.

### Hugh Fraser:

- Discussion with the President regarding where the raises would fit into the budget reduction/budget planning. The Task is how to create a merit system when you have a limited amount of money and who is going to get the merit increases?
- Range enhancement is not the total picture. Range enhancement is getting another degree or tenure. It's automatic that allow you to gain a little bit more money.
- Kola which the state will give us. The state decides whether to do this and funds it.
- Merit increase is tied to the Annual Plan. Although we may not receive this for a while, we have system has been created and in place. This is also funded by the legislature and cannot allocate money they don't give us. The President mentioned that there will probably never be enough money to 125 faculty raises.

- My attempt was to create an Annual Plan that is independent and objective system based on a point system that is developed and approved by the faculty that is easy to administer and does not require the involvement of committees, deans or chairs.
- Promotion is tied to the Annual Plan in terms of what the rating is but also other elements to determine whether you have this creating a system of professor, assistant professor associate professor, and some method of getting an increase. This is what the Task force is doing. The promotional increases are a whole different system of evaluation.

Lively conversation regarding Annual Plan, point values, merit, promotional and whether these could be objective over who would police, enforce or how specific they should be.

**Chair Bale:** When we meet again in 2 weeks, I want us to talk about come up with what are some of the philosophical changes that we can make to the Annual Plan that permit us to a better job, from a self-policing point of view with moderate intervention from a Dean from time to time is they see a discrepancy that better represents and differentiates between mediocre and excellent.

At the Community College level 97% of our budget is pre-allocated for factory salaries, benefits, and building up keep, water, sewer and Part-Timers. If we go over that 3% we have to cut sections and kick part-timers out the door or cut sections and kick full timers out the door.

Committee member stated that the Legislature, Senate and the Assembly are telling us by not funding us they believe that there is some cheating going on with the system. If we provide a structure that they would understand, then maybe we would make headway in getting the funding we need.

The question of who monitors and when was brought up as a concern.

Suggestion of changing or using stronger language with Regents, Legislature and Senate. Will this help?

Chair Bale will put together and send out a spreadsheet and other documents. He has asked the Committee to play with the spreadsheet and see what they think of the information for the next meeting.

## Grants

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Chair Bale is trying to get the Grant Office to come in and talk to the Committee about how they can facilitate help for faculty using grants.

## Other Committee Issues

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Chair Bale wished everyone a Happy Thanksgiving next week. Next meeting will be Dec. 2, 2016, Noon in Sierra 111

Meeting adjourned at 1:47 p.m.