
MEETING MINUTES FOR OCT. 20, 2017

In attendance: Ron Marston (Chair), Jim Cotter, Kristen DeMay, William Gallegos, Dan Hooper, Matt Leathern, Jeff Olson, Dan Williams

Absent: Elizabeth Humphrey, Robert Kirchman

Guests: Amber Anaya

Meeting called to order: 12:01 p.m.

Welcome

Chair Ron Marston opened the meeting welcoming all attendees.

Approval of the August and September 2017 Meeting Minutes

Chair Ron Marston called for a motion to approve the August 18, 2017 minutes, Dan Hooper and Matt Leathern motioned and seconded respectively and the minutes were approved unanimously.

Ron Marston noted one correction to be made to the September 22, 2017 minutes. On page 2, the words "activity weights" should replace the word "equality".

Chair Ron Marston called for a motion to approve the September 22, 2017 minutes as amended, Jim Cotter and Bill Gallegos motioned and seconded respectively and the minutes were approved unanimously.

Travel Fund Requests

There were six applicants requesting travel funds from Faculty Senate: Blisin Hestiyas, Dave Boden, John Coles, Paula Ferrenkopf, Tanya Farnung-Morrison and Virginia Irintcheva. Chair Ron Marston created a spreadsheet with the dollar amounts allotted to each traveler from the Faculty Senate travel budget. The spreadsheet shows each traveler receiving \$345.78 with the exception of one traveler who only requested \$271.00.

Chair Ron Marston called for a motion to approve the allocations of \$345.78 to five travelers and \$271.00 to one traveler (as requested). Dan Hooper and Kristen DeMay motioned and seconded respectively and the motion was approved unanimously.

Rank Advancement Policy Committee Update

Ron Marston provided an update to the SBBC. The Rank Advancement Policy Committee (RAT) met on September 28 and October 18. During the September 28 meeting the following was discussed:

- Membership, committee charges, timelines and implementation.
- Also decided at the September meeting: the policy will apply to tenure track and tenured faculty, there will be four levels of ranking (titles still being discussed), and ranks will begin at tenure.

In the October 18 RAT meeting there were discussions about:

- Keeping the 2.5% increase amount consistent for all faculty from year to year.
- It was decided that only tenured faculty would be eligible for Rank Advancement and that there would be three levels.
- Ideas for advancement criteria included requiring that faculty receive a commendable or excellent rank for a certain number of years, but that the criteria needed to be more rigorous than that.
- VPAA Murgolo-Poore suggested possibly using an Acue Certification for faculty as a rank advancement requirement.
- VPFA New stated that funds have been allocated in the budget for faculty advancement, upon leadership approval.
- An example of how rank advancement awards might be allocated for a given year would be: we have 20 slots with 18 qualifying persons and funding for 10. Those who qualify but who are not awarded due to funding will be given priority for receiving payment the following year.
- The committee discussed funding each of the three levels every year rather than funding the top level first, then the second then the third.
- Ron floated the idea of using Rank Advancement Units (RAU), which could be attached to activities or could be awarded in place of stipend or release for additional assignments.
- Also discussed was using a variable points system that would reward faculty early in his or her career more for teaching and professional development related activities, and more later in their career for leadership roles such as chairing a committee or serving on a NSHE committee.
- RAT's next meeting is scheduled for November 6. Once the draft is ready the RAT will be collecting input from faculty.

Revisions to the Annual Evaluation Form (Annual Plan)

Ron Marston reviewed the summary of changes along with input he received in the Professional Standards (PS) Committee meeting that occurred prior to today's SBBC meeting. Feedback received from the PS Committee was mostly supportive of adding weights and cautious about having the deans evaluate. A dispute/grievance policy was suggested. PS thought a rank advancement policy would be a good tool to work towards a higher rating and rate of pay as well as receive valuable feedback for growth. A review of the list of activities seemed appropriate to PS to determine appropriate performance values and remove possible redundancies. A user-friendly form that shows the final choices made after reviewing all choices was also suggested. The librarians and advisors version will need to be updated as well.

Other SBBC Committee Tasks

The summer pay formula has had no movement at this time due to other committee work being done. Ron Marston suggested reinstating an ad hoc committee to continue the summer pay formula discussion. He will research what became of the ad hoc committee's prior work.

Adjournment by 2 p.m.

The meeting adjourned at 12:56 p.m.

Next meeting Friday, December 1, 2017 at Noon