



Truckee Meadows Community College

Faculty Senate Salary, Benefits and Budgetary Concerns Committee

MEETING MINUTES FOR DEC. 1, 2017

In attendance: Ron Marston (Chair), Jim Cotter, Kristen DeMay, Dan Hooper, Elizabeth Humphrey, Robert Kirchman, Matt Leathern, Jeff Olson, Dan Williams

Absent: William Gallegos

Guests: Amber Anaya

Meeting called to order: 12:03 p.m.

Welcome

Chair Ron Marston opened the meeting welcoming all attendees.

Approval of the October 20, 2017 Meeting Minutes

Ron Marston made changes to the minutes adding more detail to the Rank Advancement Taskforce (RAT) update.

Ron Marston called for a motion to approve the October 20, 2017 minutes as amended. Elizabeth Humphrey and Kristin DeMay motioned and seconded respectively and the minutes were approved unanimously.

Dates for Travel Fund Requests for 2018

The dates for travel fund requests for 2018 have been updated on the webpage. There was discussion on how the money is budgeted. Ron stated \$2,000 is allotted for Fall and Spring and \$1,000 for summer. If all of the funds are not used in a season of the academic year it can roll over to the next season.

Revisions to the Annual Evaluation Form (Annual Plan)

There were no new ideas from the Professional Standards Committee review of the draft and Ron did not receive much contention on the weights used for activities. Ron opened the floor for discussion. It was asked who is responsible for the counselors and librarians form. Kristen DeMay said counseling follows the main faculty form. Ron will get the librarian and counselor forms to compare to the main evaluation form as a starting point for discussion. It was also suggested to add an activity for course content or library orientations. Ron will also bring the merit dispute policy for the SBBC to review as a means for creating a grievance policy. It was also suggested to add a small instruction box on the form. Other suggestions were to add a CAR activity at 2.0 as some instructors only do CARS. Another activity could be added for GEAR at a 1.5 rating.

Rank Advancement Policy Taskforce (RAT) Update

Ron reported RAT felt the Annual Evaluation Plan was not rigorous enough to be used as a tool for rank advancement. It was unanimously agreed a motion was created to share with RAT, to show the SBBC and PS commitment to improve the rigor of the annual evaluation process.

Statement from the SBBC for the RAT committee:

The faculty annual evaluation process is a well-established tool for measuring faculty performance. The SBBC is working with Professional Standards to further improve the rigor of the annual evaluation process. Therefore, the SBBC committee recommends that the annual evaluation be a significant component among the criteria for rank advancement.

TIAA Businesses Practices

Dan Williams, who serves on NSHE's Retirement Plan Advisory Committee (RPAC), assisted Ron in providing an update on TIAA's business practices. Dan also announced he is retiring and strongly recommended getting another representative from TMCC appointed in his place. There have been reports of TIAA pushing financial products on employees when they are completing transactions for members. This product push is coming from the retail side of TIAA not the institutional side, who employees of NSHE work with most. The institutional side are the people who come to the schools and appointments are periodically offered by HR. RPAC is reviewing these reports and have also put out an RFP for investing services.

Other SBBC Committee Tasks

Ron located the summer pay formula policy and has saved it in the SBBC Google drive. This will be put on the agenda for next semester. Ron asked the committee to review the policy and think about how we would like to present this plan to faculty.

Adjournment by 2 p.m.

The meeting adjourned at 2:06 p.m.

Next meeting Friday, January 26, 2018 at Noon. SIER 111