



Truckee Meadows Community College

Faculty Senate Salary, Benefits and Budgetary Concerns Committee

MEETING MINUTES FOR MAR. 30, 2018

SIER 111 1–3 p.m.

In attendance: Ron Marston (Chair), Jim Cotter, Dan Hooper, Heidi Julius, Jeff Olson, Gail Small (via phone), Matt Leathen, Neil Siegel

Absent: Kristen DeMay, Elizabeth Humphrey, Robert Kirchman

Guests: Amber Anaya

Meeting called to order: 1 p.m.

Welcome

Chair Ron Marston opened the meeting welcoming all attendees.

Approval of the February 23, 2018 Meeting Minutes

Ron Marston called for a motion to approve the February 23, 2018 minutes. The minutes were motioned, seconded, and approved unanimously with one abstention.

Revisions to the Annual Evaluation Plan (Annual Plan)

Ron reviewed changes made to the survey noting that Item N was added at the request of the VPAA. She requested a summary of goals section. It was suggested that leaving it in the evaluation would obligate the evaluatee to fill in. Another member noted its redundancy and suggested replacing the "additional comments" section with this requested item. It was also noted that many deans ask faculty to make comments in the comments section. It was agreed to add additional wording to the to the additional comments section which will state "additional comments/goals." Ron pulled Item N.

Ron also reviewed the Summary of Proposed Revisions and called for a motion to approve the revisions. It was motioned and seconded by Matt Leathen and Jim Cotter respectively. The motion was approved unanimously with no abstentions or opposition.

Ron reviewed the Annual Evaluation Revisions Information Sheet. This was also reviewed with Elena Bubnova. Gail Small suggested a N/A button. Jim Cotter countered that N/A does not apply and "neutral" would work on the survey. Matt Leathen suggested if we receive negative results from the survey we can come back with a granular list of items for faculty rather than a summary of changes. Matt further suggested providing a listing of changes with the evaluation document. Ron also reviewed the activity weights and noted the survey will ask if the concept is supported along with a list of activities and weights. Ron will check how many activities there are. In relation to performance values, the items that have more approval will be supported. Jim Cotter suggested ask in the survey: "To what level do you prefer the 3 levels versus 5 levels?" Jim also suggested to have input from evaluator replace the question "To what level do you support the arbitration process against the Dean's score?" It was also suggested to have an electronic version with extra room to fill in responses. Ron noted he filled out the new and old form to compare his scores. He received a 16 on the old form and a 31 on the new form. Both scores qualify him as Excellent 2.

Ron called for a motion to approve the survey structure and move forward. Matt Leathen and Heidi Julius motioned and seconded respectively and committee approved the motion unanimously. The survey will be sent next week.

Rank Advancement Taskforce

Ron reported Marie Murgolo-Poore shared the taskforce's proposals with other college presidents and Cheryl Cardoza shared the document with other faculty senate chairs. The taskforce's work will continue in the next semester.

Other SBBC Committee Tasks

The RAP Request Process and Summer Pay formula will be continued in the next semester. The main change with the PEBP benefits is a reduced premium will be in effect for the high premium plan.

Adjournment by 3 p.m.

The meeting adjourned at 2:20 p.m.

Next meeting Friday, April 20, 2018 in SIER 111 at Noon–2 p.m.