



Truckee Meadows Community College

Faculty Senate Salary, Benefits & Budget Committee

MEETING MINUTES FOR NOV. 16, 2018

SIER 111 Noon – 2 p.m.

In attendance: Ron Marston (Chair), Amy Cavanaugh, John Coles, Kristen DeMay, Elizabeth Humphrey, Matt Leathen, Paula Reynolds, Jeff Olsen, Cheryl Olson, Paul Seybold, Neil Siegel

Guests: Melanie Purdy, Fred Egenberger, Anne Flesher

Absent: Jim Cotter, Kimberly Harn, Marcie Iannacchione, Heidi Julius, Mike Schulz, Gail Small

Welcome

Ron welcomed everyone and thanked them for being here.

Approval of the October 12, 2018 Minutes

Motion to approve, Amy C. - first, Paul S. – second. The motion passed.

Sabbatical Subcommittee

Update: Chair Marston reported that we may have fewer applicants than awards. It was discussed that new faculty may not be fully informed on the process of sabbaticals and when one can apply. Ron will look into a means to better inform faculty of the sabbatical process and guidelines.

FS Travel Funds Form

New travel form approved at the November 2, 2018 Faculty Senate Meeting

Academic faculty only: The issue came to light in the senate meeting that the current wording in the form states that only academic faculty can apply. The policy currently, as stated, applies only to tenure and tenure track faculty. This does not include administrative faculty or zero-rank faculty. Chair Marston suggested that the language could be more inclusive and the committee should consider opening the process to all faculty. Fred suggested that the funding allocations be prioritized; academic first then administrative. Discussion took place on whether “Administrative development-related travel” should be included on the list of what travel is not funded. Chair Marston suggested that if the committee wants to include academic and administrative (and zero rank) faculty, that the resolution include an increase to the Faculty Senate travel fund from \$5,000 to \$10,000. The committee agreed to table the discussion and to write a resolution after receiving some data from the other NSHE institutions. Faculty Senate Chair-Elect Flesher has asked Faculty Senate Chair Holmes to discuss this with the other NSHE Faculty Senate chairs. He confirmed that he will at BOR meeting in Las Vegas.

Faculty Annual Evaluation Form

Update from Professional Standards committee: Melanie Purdy presented the committee’s suggestion that there should be no limit on the number of times a faculty member can use an activity. Melanie presented a resolution from the PS committee to amend the Annual Evaluation form:

Referencing the NFA contract Article 12, the PS resolution changes the language in the total points instructions by adding the sentence: “The following points distribution is recommended.”, and under the Commendable and Excellent sections by

removing the word "must" under C1, C2, E1, and E2, and by adding a line for E1 and E2 that the points also include activities from C/E2 and C/E3.

The committee discussed whether they would also support this resolution. Amy C. mentioned that without a limiting factor, the current resolution, leaves it up to the deans and thus inconsistencies could arise. Paul S. asked if merit pay goes into effect, and does the NFA contract address that? The merit pay policy is in the TMCC Bylaws. Elizabeth H. mentioned that right now the NFA contract states what criteria can be used is up to the faculty, and she would not like to see that change. Chair Marston suggested that the committee conditionally support the resolution, and suggested the language "Based on the Professional Standards Committee's interpretation of the NFA contract, we support this, but it should be revisited as it relates to performance-based pay increases". The committee didn't care for the suggestion.

Motion to support the Professional Standards Committee's changes in the instructions to the annual evaluation. John C., Paul S. second. The motion passed with some abstentions.

Activity count spreadsheet: Results we reviewed. The committee may still revisit the results.

Other suggested changes to annual evaluation: No discussion on this item.

Summer Pay Policy Possible Resolution

This item was discussed at the last SBBC meeting. After some discussion the committee drafted a resolution:

Whereas:

Full time faculty at TMCC are paid 1.875% of their base salary for summer classes, as defined by the NSHE Procedures and Guidelines Manual Chapter 3 Section 6.a.

The academic year is defined as July 1-June 30, as defined by the NSHE Procedures and Guidelines Manual Chapter 6 Section 1.2.

Classes that begin after July 1 are in the same academic year as the following spring semester, not the previous spring semester.

Pay increases that change the base salary, such as COLA, Merit, tenure, rank or in-rank, educational achievement, or other increases, take place at the beginning of the academic year on July 1.

Therefore:

Effective July 1, 2019, all classes taught by full-time faculty that begin after July 1 should be paid at the rate effective on July 1.

Furthermore:

The NSHE Procedures and Guidelines Manual Chapter 3 Section 6.b states that part-time faculty teaching summer classes should be paid at the same rate as the spring semester of that academic year.

Therefore:

Effective July 1, 2019, all classes taught by part-time faculty that begin after July 1 should be paid at the rate effective on July 1.

Motion to approve, Amy C., second, Elizabeth H., Motion Passed (1 Abstain)

SBBC Committee Possible Tasks for Spring 2019

Priorities for Senate to take to BOR/Legislature
(COLA, Merit, Rank Advancement, In-Rank Advancement)

Thoughts for next meeting – come up with resolutions pertaining to, but not limited to:

faculty compensation

PEBP benefits

Adjournment: 2:03 p.m.

Next Meeting: Friday, January 25, 2019