



MEETING MINUTES FOR JAN. 25, 2019

SIER 111 Noon–2:00 pm

In Attendance: Ron Marston (Chair), Amy Cavanaugh, John Coles, Kristen DeMay, Elizabeth Humphrey, Marcie Iannacchione, Heidi Julius, Matt Leathen, Paula Reynolds, Jeff Olsen, Cheryl Olson

Guests: Melanie Purdy, Fred Egenberger, Anne Flesher

Absent: Kimberly Harn, Paul Seybold, Neil Siegel

Welcome

Chair Marston welcomed everyone and thanked them for being there.

Approval of the November 16, 2018 Minutes

Motion to approve with corrections (Heidi was not listed as absent) – Amy C., Cheryl – passed, with one abstention (Heidi)

FS Travel Funds

Inclusion of Administrative Faculty: Discussion took place on whether the committee wants to open the process and funding to Administrative Faculty, which essentially doubles to number of faculty that can apply for it. If so it might be a good time to also ask for an increase in the faculty senate travel funds allocation.

Increased funding: Discussion took place regarding increasing the funding from \$5,000 to \$10,000 per year, and also looking at how the money is distributed over the year. What is the optimal way to allocate the funding? At the next meeting, this committee will discuss and approve spring funds, and then at the last meeting of the semester this committee will approve summer funding and will know then if there are any leftover funds for the spring or semester. Discussion took place on disbursing that extra money, if available, equally across the applicants over the year, or looking at the proportion of funding received compared to the total expense of the travel, and awarding the extra money accordingly. Amy suggested revising the language on the website to say, if awarded funding, applicants may receive additional funding at the end of the fiscal year if extra money is available.

Resolution:

Whereas: The Faculty Senate represents academic and administrative faculty.

Whereas: Professional development is equally important to all professional staff, which includes both academic and administrative faculty.

Whereas: Currently Faculty Senate Travel Funds are only allocated for tenure and tenure-track faculty.

Be it Resolved: The Salary Benefits and Budget Committee resolves that the Faculty Senate Travel Fund allocation be increased from \$5,000 per year to \$10,000 per year, and that the allocation process be revised to include administrative faculty and zero-rank faculty. The inclusion of the administrative faculty and zero-rank is contingent upon the corresponding \$5,000 increase of the allocation.

Motion to approve resolution: Amy C., second: Beth H. – motion passed unanimously

Travel funding at other NSHE institutions: Discussion took place on what other institutions have for their Faculty Senate Fund, of which Chair Marston had little information to share, as none has been shared with him.

Faculty Annual Evaluation

The Resolution from PS regarding the Annual Evaluation from their November 2018 meeting was tabled at FS meeting, and both PS and SBBC were instructed to revisit their respective resolutions.

Chair Marston reminded the committee that at the November meeting, this committee voted to agree with the PS resolution. Chair Marston also updated the committee on the discussion from the December 2018 Faculty Senate meeting. He noted, that although this committee agreed to support the resolution, that he as a Senator did not support it, because of the part of the resolution that changes the language of the performance scoring criteria to be just recommendations, which makes them confusing and meaningless.

Chair Marston suggested the committee consider supporting the first part of the resolution that says "*...the Faculty member will determine the number of times an activity will be used/performed*", but not the reference to the NFA contract, Article 12 (because that language can be interpreted as not referring to how many times an activity can be used), and not the language that changes the required points to be a recommendation.

Motion to approve a recommendation to keep only the Purple Language (*the Faculty member will determine the number of times an activity will be used/performed, per the NFA contract Article 12...*) and no other colors. – John C., second, Beth H.

Friendly amendment by Chair Marston: strike the "*per the NFA contract Article 12.*"

John C. accepted Chair Marston's friendly request (to his motion). – Motion passed unanimously

Update from Professional Standards committee:

Nothing came from Professional Standard regarding this resolution at last week's Professional Standard Committee.

Other suggested changes to annual evaluation:

This committee needs to look at small revisions and wording in the Annual Plan next meeting.

Summer Pay Policy

Summer compensation formula?

Fred gave the committee and update on what he knew from the budget office. State funding of Summer school was one item that was put forward from the NSHE budget office. The Governor's budget that was submitted to the legislature did not include the component that summer school become part of the state budget. It was proposed by the NSHE, but not picked up by the Governor. It could come back into the budget at the end of legislature session.

It was agreed to table this discussion until the end of the legislative session.

Compression/Equity/In-Rank compensation

Possible funding from legislative session

Chair Marston updated the committee on the letter sent from the Faculty Senate Chairs to the PEBP Board.

Resolution regarding faculty compensation

(COLA, Merit, Rank Advancement, In-Rank Advancement)

Chair Marston will draft a language for a resolution for this committee to review for next meeting. (with 3 whereases and 2 therefores)

Meeting adjourned: 1:45 p.m.

Next Meeting: Friday, Feb. 22, 2019