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# MEETING MINUTES FEB. 22, 2019

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SIER 111 Noon–2 p.m.

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

**Guests:** Fred Egenberger, Anne Flesher

**Absent:** Kimberly Harn, Paul Seybold, Neil Siegel, Cheryl Olson

## Welcome

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Chair Marston welcomed everyone and thanked them for being there.

## Approval of the January 25, 2019 Minutes

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Motion to approve– Amy C., John C. – passed

## Faculty Compensation and Benefits

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Chair Marston updated the committee on an item from the last meeting regarding the draft of a resolution in support of the recommendations of the AB 202 committee, for the committee to discuss. Chair Marston drafted such a resolution on behalf of the executive board to get into the Feb. 8th Senate agenda. The resolution passed the Faculty Senate at the meeting. Chair Marston shared the resolution with the committee.

## FS Travel Funds update

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The travel fund resolution from last meeting passed the Faculty Senate on Feb. 8th. The resolution was to allow Administrative Faculty to apply for travel funds contingent upon an increase in travel funds from \$5000 to \$10,000. Ron will submit a RAP request for the additional funds.

## Faculty Annual Evaluation

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1. Update - most recent resolution was tabled at the February Senate meeting.
  - a. Professional Standards did not meet last week (February meeting) due to a snow day, and didn't pass anything at their January meeting either.
  - b. Chair Marston reminded the committee that the initial request from the Deans and VPAA was to set some limits on the number of times an activity can be used and to create a form that can be used consistently across the divisions.
  - c. Chair Marston shared input and suggestions from faculty regarding other edits to the annual plan:
    - i. The language regarding the dates from April to April should be cleaned up to include language that states something to the affect "activities done after April 1st may be used in the next academic year annual plan.

- ii. The language “in a timely manner” be included in responding to student requests. And add “accessibility” to item F in revising a course.
  - iii. More weight in teaching activities was another suggestion.
  - iv. The ability for faculty to use serving on a screening committee more than once. This needs to be its own activity item.
  - v. Under C/E.2:
    - 1. O and S can be combined
    - 2. H needs to say PUR
    - 3. ADD: Write a department APR
  - vi. An Excel version of the annual plan was also discussed.
2. Plan to set activity uses:
- a. The committee looked at the activity-uses spreadsheet on the Shared Drive to determine which activities should be set to be “1” by nature of the activity. The committee came to full consensus on eight activities that should be limited to a 1 use.
  - b. Chair Marston recommended waiting for information from the meeting between Melanie and the Deans next week, for some additional guidance, and will inform the committee of any new information shared with him.
3. Timeline - By the April meeting this committee needs to have made all its revisions and have them ready for the May Faculty Senate meeting. That includes working with Professional Standard and running any revisions by the VPAA prior to the May meeting.
4. Chair Marston will compile a list of suggested edits based on the input he receives from faculty for the committee to review at the next meeting.

## Compression/Equity/In-Rank Compensation

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### Update – IRAT committee

The IRAT committee (formerly RAT) did not meet last semester. The year prior, there was some progress made on a rank advancement process and policy. Rank advancement would involve title changes and require a change to the NSHE handbook, but In-Rank advancement could be more easily accomplished. Chair Marston will give an update to the committee next meeting, provided the IRAT committee meets between now and the next meeting. It seems there is an appetite with the BoR for In-Rank advancement.

## Faculty Compensation and Benefits

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### NSHE and State Legislature happenings

- 1. NRS 288 revision – NFA
  - a. Information on this revised statute was shared.
- 2. AB202 – BDR382 – SB214

- a. Chair Marston shared the latest SB 214 that posted on Monday, February 18th. He will update the committee on any action items that may need to be done.
3. PEBP benefits changes
    - a. This Wednesday, the system is going to the Budget Ways and Means Committee, and this meeting can be viewed online.
  4. Update on RPAC
    - a. The committee met on the 12th and will be putting a call out soon to get bids for different bookkeepers. Most likely TIAA will bid, but they will look for more. The next meeting is at DRI in May. They are not happy with TIAA at this time. TIAA doesn't do a good job of explaining all the options to participants. The fourth quarter fees didn't get charged appropriately. Read the emails that TIAA sends that explains the other investment options.
  5. Ron will follow up on the Summer School Pay resolution that passed the senate.

## Travel Funds

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There were three faculty who applied for Faculty Senate travel funds for Spring 2019 travel. Chair Marston shared the applications and the Excel Spreadsheet with the committee members via email, after the committee met. Total funds applied for was \$2,100. The allocation for spring is \$2,000. The committee voted to approve the following distribution of FS travel funds:

Candace Garlock - \$600

Dayna DeFilippis - \$700

Joylin Namie - \$700

**Meeting adjourned at 1:43 p.mm**

Next Meeting: Friday, 03.15.19