



Truckee Meadows Community College

Faculty Senate Salary, Benefits & Budget Committee

MEETING MINUTES MAR. 15, 2019

SIER 111 12:00 pm – 2:00 pm

In Attendance: Chair Marston, Amy Cavanaugh, John Coles, Kristen DeMay, Anne Flesher, Paula Reynolds, Jeffrey Olsen, Matt Leathen (late)

Absent: Fred Egenberger, Kimberly Harn, Elizabeth Humphrey, Heidi Julius, Cheryl Olson, Neil Siegel

Guests: Melanie Purdy

Welcome

Chair Marston welcomed everyone and thanked them for being there.

Approval of the February 22, 2019 Minutes

Note: Quorum wasn't established until an hour into the meeting, with the arrival of a late member. Minutes were voted on then. Motion: Amy C. (with edits), John C. second – passed

FS Travel Funds

- a. Update – RAP
 - i. Chair Marston submitted a RAP request for the extra \$5000/year. The budget committee meets mid-April and it is on the agenda. He will inform the committee next meeting if that is approved.
- b. Discussion – distribution amount and timeline
 - i. Option 1: Divide the allocation over two semesters instead of three as it exists (with summer). The fall date range could include July 1st – December 31st and the spring date could include January 1st – June 30th. The application due dates would be in September and March so that the committee can vote at the October/November Meeting and at the April meeting to make the consent agenda at the end of each semester.
 - ii. Option 2: To keep it as is.
 - iii. Option 3: To look at past data, and project the fractional amount of the total funds that each applicant gets until the pot is exhausted, allowing for people to apply over the course a year. Everyone would get the same amount, and if we run out in Spring no more funds would be distributed, or a smaller amount than in Fall would be distributed.

Robust discussion about the pros/cons of the various options. No vote was taken and the committee will attempt discussion and vote at the April meeting.

Faculty Annual Evaluation

- a. A complete list of suggested edits was distributed at the meeting and discussed.

Motion - Amy C., second - John C. to approve the suggested edits: items 1, 3, 4, 5, 6, 8, 9, and 10 on the list. Motion passed with 1 abstain. The following edits were approved by the committee:

- iv. Language: Change *Indicate Performance Period (from Apr. 2 through Apr. 1)* to: *Evaluation Academic Year _____ Note: The Evaluation is for the academic year from July 1st to June 30th, however activities performed after April 1st may be used on the following year's plan if they weren't accounted for within that year's activities.*
 - v. Language: Change *Performance Achieved* (in 4th column) to: *Performance Multiplier*, with a note or instructions indicating how many times an activity can be used.
 - vi. New Activity: C/E2.j *In addition to S.5, serve on a screening committee.* value = 1.5
 - vii. New Activity: C/E1.d *Teach an additional class as an overload.* value = 1.0
 - viii. New Activity: C/E2.j *Write or significantly revise a department APR.* value = 1.5
 - ix. Activity revision (in bold): *S2.g Respond to student requests, appeals and information needs **in a timely manner.***
 - x. Activity revision (in bold): *C/E.p Revamp in a significant way an existing class (new textbook(s), assignments, **accessibility**, etc.)*
 - xi. Activity revision (in bold): *C/E2.h Chair a program/unit review **(PUR)** self-study committee.*
- b. Other suggested edits to be discussed at the April meeting:
- xii. Look at logical groupings and order of activities on the plan.
 - xiii. Rank the most important activities that have a likelihood to be used multiple times, or those that have a necessity to be used multiple times, and value to the college.
 - xiv. Language: Revise Instructions language to be more clear about who the Evaluation goes to and when.
Note: Chair Marston will propose some language revision and bring this back to the committee at the April meeting.
 - xv. C/E 1.b Strike "not requiring institutional approval."
 - xvi. C/E 1.f combine with C/E 1.p - and keep a weight of 2.
 - xvii. Move Activity C/E1.p to C/E1.g (Revamp in a significant way an existing class (new textbook[s], assignments, etc.)
 - xviii. Move Activity C/E2.k to C/E2.e (*Chair a Faculty tenure-track probationary committee*)
 - xix. Activity combine and move: C/E2 o and s. o) can be eliminated (covered by s): (*As appropriate, participate in a PUR as outlined in the PUR approved cycle.*) Move to i) (the activity should be a weight = 1.5)
- c. The Committee reviewed the spreadsheet on the number of times an activity can be used. Chair Marston asked the committee to revisit the issue and set reasonable limits for activities that can be discussed at the April meeting.
- d. One suggestion to deal with multiple activity uses is to use the "Other Activities as agreed upon the Dean" It should be expandable and have a limit.
- e. Melanie Purdy, Professional Standards Chair, shared the language revision that was passed at Professional Standards earlier in the day, which did not include the "recommended" language. Melanie also shared the language revision to the instructions that passed Professional Standards.

Update - Compression/Equity/In-Rank compensation

- a. IRAT committee scheduled to meet on April 16. Chair Marston will update at the next meeting.

Update - Faculty Compensation and Benefits

- a. There hasn't been any movement or changes to the compensation related items listed below. More to come at the April meeting.
 - xx. NRS 288 revision – NFA
 - xxi. AB202 – BDR382 – SB214
 - xxii. PEBP benefits changes

Meeting Adjourned: 2:10 p.m.

Next Meeting: Friday, April 19, 2019