



Truckee Meadows Community College

Faculty Senate Salary, Benefits and Budget Committee

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## MEETING MINUTES NOV. 22, 2019

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SIER 112, 12–2 p.m.

**Meeting called to order:** 12:12 p.m.

**In Attendance:** Ron Marston (Chair), Meeghan Gray, Dayna DeFilippis, Tommie Guy, Matt Leathen, Paula Reynolds

**Absent:** Amy Cavanaugh (Proxy: Meeghan Gray), Bill Gallegos, Neil Siegel

**Guests:** Amber Anaya, Mike Holmes, Diane Nicolet, Nancy Thiele

### Welcome

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Chair Marston welcomed everyone and thanked them for attending. Meeghan noted she is proxy for Amy Cavanaugh.

### Approval of the October 18, 2019 Minutes

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It was noted Matt Leathen had Meeghan Grey as a proxy for him and Fred Egenberger was listed as both present and absent. Fred was absent. *Meeghan Gray and Matt Leathen motioned and seconded respectively to approve the October 18, 2019 minutes as amended. The committee approved unanimously.*

### Travel Request

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Dave Boden applied for senate travel funds in October for the November deadline. Chair Marston conducted an online vote via email to approve Dave's request and get him on the senate consent agenda for December. He was approved by the committee with four voting, all in favor.

### Phase-in Retirement process and procedure

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The President and HR Director have tentatively approved the process and form. *A motion was made and seconded by Matt Leathen and Meeghan Gray respectively to approve the process and form with check boxes added. The committee voted unanimously to approve the process and form as amended.*

### NSHE Handbook revision, Salary Schedules

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A handbook revision will be on the December Board of Regents agenda that will change how salary schedules are being derived. The revision proposes schedules will be created by an outside consultant that would be effective by January 2022. The current mandate is to hire at a 2.5% pay increase for each year of experience, which causes salary compression. That language is stricken from the proposed revision which is both good and bad as it would reduce salary compression but would also hinder faculty from getting pay raises or adjustments.

### NSHE Performance Pay Taskforce

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There has been little movement on this taskforce and no legislators have joined.

## Faculty Annual Evaluation Review/Revision

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**De-Identified Data:** The committee has received the de-identified data from Human Resources. There were 151 evaluations included in the de-identified data with 18 being the minimum score needed for an Excellent II. The data showed a majority of the faculty go above and beyond the minimum required for Excellent II for service to the school and students. There were 122 of 151 faculty who achieved Excellent II. The question the committee considered is whether we want to revise the scoring system. It was suggested to strike Commendable II. Chair Marston noted we have a set of draft guidelines from the deans for each activity. The committee will be providing input on the guidelines in the Spring. Other suggestions received were to provide more points for teaching over service as people tend to focus on what will give them the most points and add an Excellent 3, 4, 5 to acknowledge the individuals that far exceed the minimum for Excellent II. The goal will be to continue this discussion in the Spring and pass any changes to the guidelines by the second meeting of the next semester.

**Deans Initiatives:** Chair Marston showed a hardcopy draft of the Deans guidelines. The committee briefly reviewed the document. Suggestions received were to have the writing mirror the NFA Contract and to resolve the issues in the tutoring center.

## Old Business

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**NFA Contract Update:** The contract is on the December Board of Regents agenda to be ratified. The NFA membership approved the contract.

**Committee Membership:** It was suggested to have Human Resources attend the SBBC meetings.

## New Business

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None

**Meeting Adjourned:** 2:05 p.m.

Next Meeting: Friday, 01.24.20