



Truckee Meadows Community College

Faculty Senate Salary, Benefits and Budget Committee

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## MEETING MINUTES JAN. 24, 2020

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SIER 112, 12–2 p.m.

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

**In Attendance:** Ron Marston (Chair), Dean Burton, Amy Cavanaugh, Dayna DeFilippis, Kevin Dugan, Fred Egenberger, Candace Garlock, Beth Humphrey, Meeghan Gray, Julia Hammett, Matt Leathen, Paula Reynolds

**Absent:** None

**Guests:** Amber Anaya, Cheryl Cardoza, Anne Flesher, Lars Jensen, Melanie Purdy, Nancy Thiele

### Welcome

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Chair Marston welcomed everyone and thanked them for attending and welcomed new members.

### Approval of the November 22, 2019 Minutes

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*Meeghan Gray and Matt Leathen motioned and seconded respectively to approve the November 22, 2019 minutes as amended. The committee approved unanimously.*

### Travel Funds Requests

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There were six applicants with one applicant requesting funds outside of the Spring Semester travel dates. Chair Marston asked the committee if we want to approve all requests or ask the one traveler requesting funds to re-apply in Fall 2020. There was also a traveler who is attending an institutional-based activity. Chair Marston questioned whether it is also an opportunity for professional development and pointed out that the travel policy for senate funding contradicts itself by asking how the travel advances TMCC while also stating we do not support institutional travel. There was no discussion or argument against Chair Marston's observation.

*A motion was called to approve all travelers except the traveler requesting funds outside of the Spring Semester travel dates. Amy Cavanaugh and Meeghan Gray motioned and seconded respectively and the motion passed with one abstention.*

### Faculty Annual Evaluation

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The guidelines were sent to department chairs to share with faculty in December. Chair Marston received very little feedback from other departments/faculty. Chair Marston also noted these are guidelines for the deans and faculty, and that no edits are being made to the annual evaluation form. The committee members and guests discussed the guidelines and a lot of feedback was given. It was suggested to strike the directive that a specific item cannot be double-counted. There was also heavy discussion about the words "significant" versus "relevant". Suggestions were to say "deemed significant" or "agreed upon with the dean" which would show the faculty member they may advocate for themselves on an activity and there would be a documented conversation. Chair Marston proceeded through the document activity by activity and the committee discussed each one and edits were made when agreed upon.

*A motion was made and seconded by Amy Cavanaugh and Meeghan Gray to approve the Annual Plan Guidelines. There were no oppositions or abstentions and the motion passed.*

## NSHE Taskforce on Performance Pay Administration and Support

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NSHE met December 19 and a 1% merit pay was discussed to be built into the institution budgets. Nothing concrete has been decided at this time.

## SBBC Priorities for Spring 2020

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Due to time constraints the committee did not get to this agenda item.

Amy Cavanaugh requested to get on the February 2020 agenda to provide an RPAC update.

**Meeting Adjourned:** 2:07 p.m.

Next Meeting: Friday, 02.14.2020