



Truckee Meadows Community College

Faculty Senate Salary, Benefits and Budget Committee

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## MEETING MINUTES MAR. 6, 2020

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SIER 112, 12–2 p.m.

**Meeting called to order:** 12:05 p.m.

**In Attendance:** Ron Marston (Chair), Dean Burton, Amy Cavanaugh, Dayna DeFilippis, Kristen Demay, Kevin Dugan, Tommie Guy, Meeghan Gray, Matt Leathen, Paula Reynolds

**Absent:** Candace Garlock, Julia Hammett (Proxy: Paula Reynolds), Beth Humphrey

**Guests:** Amber Anaya, Kerry Kuster, Bradley Summerhill

### Welcome

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Chair Marston welcomed everyone and thanked them for attending.

### Approval of the February 14, 2020 Minutes

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It was noted Dean Burton was Paula Reynolds' Proxy at the meeting.

*Amy Cavanaugh and Matt Leathen motioned and seconded respectively to approve the February 14, 2020 minutes as amended. The committee approved unanimously.*

### FS Travel Funds

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Chair Marston reported the website updates have been completed.

### Faculty Annual Evaluation Guidelines

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The committee discussed the words "collegial behavior" in the guidelines as it has been noted as an issue with other constituency groups on campus. Suggestions received were to replace the word "collegial" with "expected conduct per NSHE code." After much discussion and a review of the extensive list of prohibited behavior in Title 2, section 6.2, the committee determined that collegial behavior is nice to have, but unnecessary and too ambiguous for the guidelines.

*A motion was made and seconded by Kevin Dugan and Meeghan Gray respectively to delete the words in S1 "expected collegial behavior" and replace with "per NSHE code." The committee approved unanimously.*

### NSHE Taskforce on Performance Pay Administration and Support

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Thanks to Senate Chair Anne Flesher's timely updates, the committee was able to get a real-time report on the items the Board of Regents voted on that came from the PPAS taskforce. The Board of Regents approved the items which included a mandatory 1% budget carve-out to be used for merit pay for faculty.

### Textbook Authoring Policy

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SBBC was tasked by the Senate Chair to draft this policy. A lot of information was shared with the committee regarding prior work done at TMCC and elsewhere. NSHE and NRS language that might apply, and information about what other NSHE institutions are doing was also shared and discussed. Bradley Summerhill joined the meeting and discussed conflicting guidance he received as he worked to author a textbook and noted TMCC's

practice is different than other systems. Brad would like to see a policy that includes peer-review and a sign-off procedure for instructors who author textbooks. There was a productive discussion by the committee lasting over 1 1/2 hours. The committee suggested referring to NSHE language. Chair Marston made edits to the draft as the committee discussed and made suggestions. If approved by Senate the language could be included in a full textbook guidelines and policy document, and/or the TMCC Policy Manual.

*Amy Cavanaugh and Matt Leathen motioned and seconded respectively to pass the edits made in committee today to the Faculty Senate for approval. The motion passed.*

## Old Business

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None

## New Business

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Chair Marston mentioned the Student Government is working to entice faculty to use Open Educational Resources

**Meeting Adjourned:** 1:52 p.m.

Next Meeting: Friday, 04.10.2020