



MEETING MINUTES MAR. 31, 2023

Meeting called to order: 12:03 p.m.

In Attendance: Kevin Dugan, Brian Fletcher, Meeghan Gray, Andy Hughes, Heidi Julius, Matthew Leathen (Chair), Ron Marston, Mark Maynard, Staci Miller, Jim New, Doug Plourde, Brad Summerhill

Absent: Ana Douglass, Fred Lokken, Phil Smilanick (Proxy: Brad Summerhill)

Guests: Amber Anaya, Julia Hammett

Welcome

Chair Matt Leathen welcomed everyone to today's meeting.

Approval of the February 24, 2023 Minutes

Ron Marston moved and Heidi Julius seconded to approve the February 24, 2023 Minutes of the Salary, Benefits and Budget Committee. The committee approved the minutes.

Sabbatical Subcommittee Chair

Amy Cavanaugh volunteered and her name will be placed on the May Faculty Senate Consent Agenda.

Travel Funding Resolution

Matt reported additional monies have been moved to the Faculty Senate account and we will be funding all who applied and still plan to travel (two people cancelled their plans). The Faculty Senate Office will distribute funds to the departments of the travelers. The committee also discussed re-approving the travelers and submitting them to the April Faculty Senate Consent Agenda. An email vote was done. Mark Maynard moved and Staci Miller seconded to approve the supplemental RAP for travel requests. The motion passed with 11 ayes.

Matt also shared the travel resolution coming to the April Faculty Senate Meeting. Ron Marston moved and Meeghan Gray seconded to approve the resolution as edited during discussion. The motion passed.

SBBC Travel Funding Support Resolution

Whereas TMCC's Vision is to be "a leader in innovative education, meeting student and community needs" and has a stated Value of "Nurturing a climate of innovative and creative thought."

Whereas TMCC employee engagement with the larger academic and professional community is a critical component of professional development. Regular opportunities to attend professional meetings is necessary to nurture a climate of innovative and creative thought to meet ever changing student and community needs.

Whereas TMCC cut travel funding at the start of the Covid Pandemic in response to budget concerns and widespread cancellations of in-person professional meetings.

Whereas in FY 2023, the TMCC Faculty Senate travel funding was reduced from \$10,000 to \$5,000. Department funding was reduced from \$300 to \$0 per professional staff position for travel. The Faculty Senate received 13 travel funding applications and were unable to fully fund the requests.

Whereas TMCC would better embody its Vision or Values by restoring travel funding, and employee morale would be improved by an ongoing commitment to professional development.

Be it resolved that

The Faculty Senate thanks the leadership for fully funding the current travel applications submitted to Faculty Senate for support in FY23.

The Faculty Senate requests the restoration of \$10,000 per academic year for Faculty Senate travel funding.

The Faculty Senate encourages the restoration and inflation adjusted increase in travel funding for TMCC employees within operating budget funds.

Budget Updates

VP of Finance and Government Relations Search: The search time has been extended in order to have a larger applicant pool.

Salary Equity Study: A report will be completed April 10 – May 14, and finalized by June. The study is ongoing.

Legislative Update: Bonuses for NSHE Professional Employees were included in the budget and has passed in the Legislature.

The NFA's Collective Bargaining Bill had some amendments added and the legislative work session has been delayed for the committee to review the amendments.

SJR7 has some traction and if passed, would change the constitutional authority of NSHE. A separate consolidation bill is being considered. If passed, the community colleges would be formed into their own organization. This bill has not received much movement.

BPLAT-Budget Planning and Legislative Action Taskforce: There have been two meetings since the last SBBC meeting and the minutes were sent out campus-wide.

Salary Advancement Policy

Matt reviewed the status of the policy and had Brad highlight proposed changes to the developing policy.

- A tenure bump from 2.5% top 5%,
- Modify the timeline for years of service to 7, 12, and 17 years beginning at tenure track date of hire,
- Clarify the language, provide a specific dollar amount that is announced in October and effective in April,
- A letter to be sent from the PAIDs committee detailing why the applicant denied and what to improve upon,
- Use existing appeals and grievance processes.

The committee discussed whether the faculty want the policy, creating a survey for faculty, and making sure the policy aligns with the NFA Contract.

Known issues and questions the committee expressed were divisiveness and retroactive pay not being included.

Suggestions the committee offered were to provide longevity pay, commit monies set aside this year to equity adjustments, a detailed survey with a series of yes/no questions, hold a town hall or PD workshop, wait until the equity study has completed, find out whether faculty prefer a 2% for everyone or a few people receive more, titling the

enhancement 'benchmark enhancement' instead of 'salary enhancement', and to send the survey in the Fall after the results of the equity study.

Brad requested each committee member to send him questions for the survey. Ron and Brad will create a workshop proposal for the Fall Professional Development Days. The committee will continue to edit the policy.

Old Business

Matt mentioned the low staffing model will be May 15 thru July 24, 2023.

New Business

The committee was asked whether they want to communicate to the President to fund the equity adjustments first with a resolution. The committee decided to wait until they can review the results of the equity study.

Adjournment

Ron Marston moved and Heidi Julius seconded to adjourn today's SBBC meeting. The motion passed.

Meeting Adjourned: 2:05 p.m.

Next Meeting: April 28, 2023, 12-2 p.m. via Zoom