



Truckee Meadows Community College

Faculty Senate Salary, Benefits and Budget Committee

MEETING MINUTES SEPT. 22, 2023

Meeting called to order: 12:00 p.m.

In Attendance: Skyler Cruz, Brian Fletcher, Meeghan Gray, Shea King, Fred Lokken, Ron Marston, Jackie McDonald, Haley Orthel-Clark, Douglas Plourde, Phil Smilanick, Brad Summerhill (Chair)

Absent: Ben Davis (Proxy: Kate Kirkpatrick), Andy Hughes, Matt Leathen (Proxy: Meeghan Gray), Mark Maynard (Proxy: Brad Summerhill), Staci Miller (Proxy: Ron Marston)

Guests: Amber Anaya

Chair's Report

Brad reported incentive payments are coming per the memo received from NSHE. The NFA is proposing to remove charge 3 from the committee's list of charges. Brad will talk to Jim New.

Equity Update – Nicole Scollard

Nicole reported the data is being finalized and she is meeting with Dr. Hilgersom on Monday. Once she has approval notification letters and payroll arrangements will commence. Nicole reported 86 Academic Faculty will receive an increase (21 new minimums and 65 compensation adjustments) and 29 Administrative Faculty will receive an increase (16 new minimums and 13 compensation adjustments). COLA was included in the Equity Study. Brad noted he would invite Mike Peyerl to the October meeting for further questions.

Approval of the August 18, 2023 Minutes

Doug Plourde moved and Ron Marston seconded to approve the August 18, 2023 minutes of the Salary, Benefits and Budget Committee. The committee approved the minutes.

Consent Agenda September 22, 2023

Ron Marston moved and Meegan Grey seconded to approve the September 22, 2023 Consent Agenda of the Salary, Benefits and Budget Committee.

Salary Equity Adjustment Policy – Ron Marston

Ron Marston noted there is a requirement in the BOR Procedures and Guidelines Manual [Chapter 3, Section 3](#) for the policy to exist at each institution. TMCC does not currently have a policy in place. Ron would like to start a discussion and create a resolution to be placed in TMCC's Institutional Bylaws. Brad suggested to have a resolution prepared for the October meeting and have it sent to the committee listserv for everyone to review by October 13.

Salary Increase Policy

The committee agreed to move this old business for the October meeting.

Faculty Salary Survey

Brad opened discussion and suggested the committee move through the survey and discuss questions if needed. The committee will review results of the survey November 17 and present to the Faculty Senate December 8.

The committee discussed whether or not to allow the respondent to go back and change answers. The committee felt the ability to go back was important.

The committee went through the sections of the survey and made edits in many of the sections and removed some of the questions. There was no discussion on the demographic questions. Minor changes were made on questions concerning longevity. Questions concerning merit were discussed on whether to award exclusive merit to those who have higher scores. The committee also discussed open-ended questions and whether to have binary or scaled answers.

Kate Kirkpatrick moved and Meeghan Grey seconded to extend the meeting 30 minutes. The committee passed the motion.

The committee agreed to use a scale. Brad made edits and circulated the draft survey for an email vote which the committee approved.

Old Business / New Business

These items were not discussed at today's meeting.

Meeting Adjourned: 2:32 p.m.

Next Meeting: October 20, 2023 at 12 noon.