



Truckee Meadows Community College

Faculty Senate Salary, Benefits and Budget Committee

MEETING MINUTES NOV. 17, 2023

<https://tmcc-edu.zoom.us/j/96654257069?pwd=aGxoeFF4c1kNGxZMUZoREU1c2FFZz09Meeting> called to order: 12:00 p.m.

In Attendance: Brian Fletcher, Meeghan Gray, Andy Hughes, Matt Leathen, Ron Marston, Jackie McDonald, Haley Orthel-Clark, Douglas Plourde, Phil Smilanick, Bradley Summerhill (Chair)

Absent: Skyler Cruz, Ben Davis (Proxy: Meeghan Gray), Fred Lokken, Staci Miller (Proxy: Ron Marston)

Guests: Amber Anaya, Kelly Harlin, Mike Peyeri

Chair Report

The motion for consideration of Tenure has passed in the Senate and will head to the Planning Council.

The Budget Committee will take a month-to-month approach when assessing budget to actuals. The committee will meet for one hour on the second Wednesday of the month beginning January 10, 2024.

Brad will serve on the committee unless or until someone else would like to join. The committee will look at the RAP process, assess all needs across the college, shortfalls, personnel, growth, a 5-year investment plan, assigning years to dollars to meet needs, and to tie the strategic plan to priorities and needs. Once the committee convenes, the VPFG will ask who else should be on the committee.

Brad called for volunteers and received none. He then sought the SBBC's approval to serve until someone else would like to. The SBBC approved Brad to serve on the Budget Committee.

Approval of the October 20, 2023 Minutes

Meeghan Gray moved and Matt Leathen seconded to approve the October 20, 2023 minutes of the Salary, Benefits and Budget Committee. The committee approved the minutes, as amended.

A committee member requested, for historical purposes, to include the Tenure Award Motion and Salary Equity Policy in the minutes.

Old Business: Salary Increase Policy

The plan from the PAIDs Committee is a peer-review process that would provide raises to Academic Faculty. Twenty percent of Academic Faculty would be awarded. This is supported by administration; however, the peer-review process is not popular amongst faculty. Brad asked for input on the policy.

Salary Survey Results

Brad asked for input and what the committee wants him to present to Senate. Items mentioned were disinterest in peer-review, satisfactory ratings included for merit consideration, faculty wanting longevity but not at the expense of merit pay, and incorporating recommendations from the equity study. Brad sought the committee's permission to present policy recommendations as Information Item only to senate on Dec. 8, 2023. He received approval to present recommendations as discussed in committee. He received approval to meet with the VPFG and college leadership in order to plan out sustainable salary enhancement mechanisms.

New Business

None

Meeting Adjourned: 1:52 p.m.

Next Meeting: November 17, 2023 at 12 noon.