

FACULTY SENATE MEETING MINUTES

March 15, 2024

Faculty Senate Chair: Rick Bullis	Faculty Senate Chair-elect: Jinger Doe	Past Chair Amy Cavanaugh
Executive Committee member, Academic Standards and Assessment Chair Jon Lau	Executive Committee member, Curriculum Review Chair Katie Kolbet	Executive Committee member, Professional Standards Chair Karen Wikander
Executive Committee member, Salary, Benefits and Budget Chair Bradley Summerhill	Administrative Faculty Committee Chair Ben Davis	Learning Commons Committee Chair Fred Lokken
Part-Time Faculty Committee Chair Edwin Lyngar	Recognition & Activities Committee Chair Tara Connolly	WebCollege Faculty Advisory Committee Chair Frank Amankonah
Senators At-Large: Amber Burroughs Tara Connolly Ben Davis Katie Paul	Senators for Allied Health: Julie McMahon Rori Wilkis	Senators for Computer Technology Steve Bale
Senators for Biology: Laura Briggs Jon Lau	Senators for English: Martha Johnson-Olin Joe Sanpietro	Senators for History, Political Science & Law: John Kemp Dustin Moore
Senators for Humanities: Gabriel Chavez Nancy Faires	Senators for Math: Frank Amankonah Lars Jensen	Senators for Physical Sciences: Michael Leonard Dan Loranz
Senators for Social Sciences: Marynia Giren-Navarro Joylin Namie	Senators for Technical Sciences: Jeremy Coggin Kelly Oswald	Senators for Visual and Performing Arts: Ron Marston Ted Owens
Senators for Part-Time Faculty: Cara Dopf Jessikah Kipf	Classified Council Representative Viola Pellissier	Student Government Representative Brayson Gomez

Absent: Steve Bale, Gabriel Chavez (Proxy: Dan Bouweraerts), Jinger Doe (Proxy: Rori Wilkis), Cara Dopf (Proxy: Jessikah Kipf), Nancy Faires, Katie Kolbet, Fred Lokken, Ted Owens, Katie Paul (Proxy: Amber Burroughs), Karen Wikander (Proxy: Jim New)

Guests: YeVonne Allen, Jeffrey Alexander, Amber Anaya, Skyler Cruz, Karin Hilgersom, John Hughes, Crista Jorgensen, Bri Lee, Mike Peyeri, Nicole Scollard

The meeting was called to order at 12:31 p.m.

Approval of March 15, 2024 Faculty Senate Agenda

Motion: To approve the March 15, 2024 Faculty Senate Agenda.

Movant: Senator Ron Marston

Second: Senator Frank Amankonah

Vote: Motion passed.

Approval of the February 9, 2024 Minutes

Motion: To approve the Faculty Senate Minutes for February 9, 2024.

Movant: Senator Jeremy Coggin

Second: Senator Tara Connolly

Vote: Motion passed.

Consent Agenda

Motion: To approve the March 15, 2024 Faculty Senate Consent Agenda

Movant: Senator Tara Connolly

Second: Senator Joe Sanpietro

Vote: Motion passed.

Chair's Report – Rick Bullis

Planning Council Updates: The AI Taskforce is now an official committee of the Planning Council and TMCC admitted 140 students from the recently closed Northern Nevada Career College. A big thank you to Admissions and Records in getting them registered.

TMCC and Board of Regents Updates: A 5% Tenure bump begins with this year's newly tenured faculty Dr. Frank Amankonah (Math), Karla Henricksen (Math), Minsung Jung (Math), Julie McMahon (Vet Technology), and Joe Sanpietro (English). Regent Boylan has received a lot of attention and push back from his remarks concerning the transgender community. A petition has circulated to TMCC faculty and staff to sign if they wish.

TMCC Foundation Updates: The Foundation added three new board members. An award of \$100 restaurant gift certificate will be given to Part-Time Faculty of the Month and Year. There will be a surprise \$200 monetary award to 15 students during the Student Awards Ceremony. Scholarship funds of \$1M will be awarded for students in AY 24-25. Paul Davis created a permanent scholarship for students pursuing Political Science degrees.

Other TMCC Updates: Encourage students to apply for Nevada Works Scholarships if they are having issues with FAFSA. Faculty Senate Chair-Elect Nominations are open. An email was sent by the Faculty Senate Office to call for nominees. A co-chair leadership format was approved for the Recognition and Activities Committee. The Panasonic Opening is April 9 on Plum Ln. The TMCC Tailgate Party is Sept 21, 2024.

Liberal Arts Department Kudos: Mark Maynard for Regents' Creative Activities Award for Community Colleges, Mark was chosen as a Nevada Arts Council 2024 Fellow, and received an Austin Film Festival nomination for "The Quest for the Perfect Picon Punch." Lindsay Wilson participated in Landline Poetry Reading Series on March 1. Martha Johnson-Olin has published several pieces in the past few months. Shea, Jared, and their theatre students received a lot of acclaim and wins at the Kennedy Center American College Theatre Festival.

Chair-Elect Report – Jinger Doe

The ad hoc Faculty Senate Representation committee continues its good works and are preparing a survey to gain perspective from FS constituents. Senator Marth Johnson-Olin continues to have great success with her creative writing having several new pieces published recently. These pieces are an excellent showing of Senator Johnson-Olin's craft and a reminder of the many ways we can contribute to the community. Nominations for Faculty Senate Chair-Elect will be starting.

Past Chair's Report – Amy Cavanaugh

Past Chair Amy Cavanaugh had nothing to report.

Administrative Report – Karin Hilgersom, TMCC President

Dr. Hilgersom offered congratulations to the newest tenure recipients, the Regent's Award winners Mark Maynard and Meeghan Gray, and gratitude for Estella Gutierrez for her division's work to transition 140 students from the Career College of Northern Nevada. Dr. Hilgersom also thanked Estella for her quick decision-making during the big snowstorm while doing what is best for student and employee safety. As a result, the Testing Center was closed on Saturday, March 2 due to the weather conditions. The student's tests were rescheduled.

The Fall 2023 cohort of Nursing students all passed the NCLEX exam.

Dr. Hilgersom reviewed the TMCC Internal Cost of Living Salary Enhancement and suggests the committee work collaboratively with administration prior to bringing the item to the Senate for action.

Questions: A question was received after Dr. Hilgersom left the meeting, concerning snow closures and how decisions are made when closing the Testing Center. Senate Chair Rick Bullis mentioned that a better chain of command is being created with regard to the Testing Center.

Administrative Report – Jeffrey Alexander, Vice President of Academic Affairs

Board of Regents Updates: Two skills certificates were approved, Data Analytics and Education Para Professional, at the Academic Affairs Council at the Board of Regents Meeting.

The Academic Research and Student Affairs (ARSA) committee approved AS, Psychology and BAS Radiologic Technology.

A policy change was made by the ARSA committee to the number of Gen Ed Credits required for a BAS Degree. The BAS degree will have fewer Gen Ed Credits and more applied content.

TMCC Updates: The Credit for Prior Learning Taskforce has formed four working groups and are gathering research and creating procedures for recommendation. The aim is to promote Credit for Prior Learning in the Fall. The CTE Open House had 130 in attendance at the Edison Campus. Dr. Alexander also shared the Nevada Works Good Jobs Grant covers registration fees and books.

Ten awards were submitted for approval of Federal Aid/FAFSA eligibility. FAFSA eligibility will allow more students to take advantage of higher education and achieve greater skill sets. The awards submitted were: Certified Nursing Assistant, Phlebotomy, Emergency Medical Technician (EMT), Advanced EMT, Early Childhood Educator I, Linux Professional Certification Program, COMP TIA Certification Preparation, Welding, Flux-Cored Arc & Gas Tungsten Arc, Automotive Service Excellence (ASE) Basic, and IT Basics. Dr. Alexander will report back when he knows the results.

Questions: What are the specifics on reducing the Bachelor of Applied Science (BAS) Gen Ed? Dr. Alexander said the GenEd content of a BAS degree was previously required to be equivalent to the GenEd content of a Bachelor of Arts or Bachelor of Science. A student who completed an Associate of Applied Science could therefore not register for a Bachelor of Applied Science because the latter required additional Gen Ed content that they had not completed during their Associate degree. The board policy was in conflict with itself. One passage stated that any student who completed an AAS can enroll in a BAS program at another NSHE institution as a junior in good standing while another area of the board policy said the number of GenEd credits necessary to earn a BAS degree needed to equal the number of GenEd credits necessary to earn a BA or BS. This change allows AAS completers to enroll in a BAS program at any NSHE institution seamlessly, without having to complete additional GenEd content, and thus remedies the conflict in the board policy.

RAP Process – Mike Peyerl, Vice President and Finance, Government Relations and IT

An overview of the RAP process and budgeting updates were given. Three concepts the VP shared were balanced, innovative, and transparent. Balanced looks at risks and priorities. Innovative looks for opportunities to be more efficient. Transparent is providing resources such as the budget book and meeting with departments and constituency groups. Mike has also held financial team reviews with the deans, chairs, administrative assistants, and other invited parties.

The RAP process has begun with a reinstated Budget Planning Committee who will take unfunded items and build a funding strategy for them. The committee will prioritize the unfunded items and look at the risk of not funding the item now. The process has expanded and become more inclusive of campus needs.

FY 25 is looking similar to FY 24 with a good budget and no serious budgeting issues. Biennium planning has begun.

Mike also serves on the NSHE Adhoc Funding Formula Committee and the NSHE Safety Committee.

A video will be created and sent out to explain the earmarking process and how we engage leaders at Federal, State, and local levels.

Standing Committee Reports

Part-Time Faculty Committee – Edwin Lyngar

There are 15 part-time faculty who are paying SSI rather than VOYA. The change occurred in 2005. The committee will not work further on this issue at this time. The committee is working to create a letter for part-time faculty showcasing benefits available. The information would ideally be placed on the Part-Time Faculty website in one convenient place for the faculty. Edwin presented a first read of the Part-Time Level 2 Program. It was approved in committee and he is gathering input from the Senators and their constituencies before the senate votes. The committee next meets April 12, 2024.

Academic Standards and Assessment Committee – Jon Lau

Motion: To approve the People and Cultural Awareness General Education Learning Outcome and Rubric. The Faculty Senate approved the motion with 21 ayes, 3 nays, and 1 abstention.

Motion: To approve the Communications General Education Learning Outcome and Rubric. The Faculty Senate approved the motion unanimously.

The committee continues its work on the PURs and next meets March 29, 2024.

Administrative Faculty Committee – Ben Davis

The committee discussed an Administrative Faculty Reclassification and Promotion Process and continue to work on the draft.

Ben also read a statement from the committee in support of TMCC's leadership statement.

"Although it is fair to say that comments received from our At-Large colleagues reflect a stronger message of condemnation and calls for the resignation of Regent Boylan, we fully support our institution's Leadership Statement on Diversity and Inclusion at TMCC."

The committee next meets April 19, 2024.

Curriculum Review Committee – Katie Kolbet

The catalog for 24-25 is done and ready to publish once approvals from our accrediting body for new and revised programs is received. As the BOR just approved new General Education guidelines for BAS programs, we will get packets together of the changes and what those programs at TMCC might need to change to be in compliance. The hope is to get those packets to folks within the next month. At this time, still no nominees have stepped forward as chair-elect. If you are interested in running for CRC chair, please contact Amber Anaya at aanaya@tmcc.edu. The committee next meets April 5, 2024.

Learning Commons Committee – Fred Lokken

No report was given. The committee next meets April 4, 2024.

Professional Standards Committee – Jim New for Karen Wikander

The committee is tackling the guidance on consistency for the Dean's rubric. Edited forms for Librarians will be coming to the Faculty Senate in April for approval.

Motion: To approve the statement from Martha Johnson-Olin regarding the James G. Martin Center for Academic Renewal. The motion passed unanimously and will be read into public comment at the next quarterly Board of Regents meeting.

"TMCC Faculty Senate values the principles and practices of shared governance, diversity, academic freedom, and faculty's right to teach the content needed, so that our students not only have the skills they need for the workforce, but also to function in society with integrity and ethics throughout their lives. Contrary to the principles espoused by the James G. Martin Center for Academic Renewal, TMCC Faculty Senate values Academic Freedom and did not welcome or support the Martin Center workshop for the Board of Regents in October of 2023."

Senate Chair Rick Bullis will read the statement at the next quarterly meeting of the Board of Regents.

The committee next meets March 29, 2024.

Recognition and Activities – Tara Connolly

The Share the Love event is ongoing in the Student Center. Any leftover seeded paper hearts will be donated to the pollination garden after Spring Break. The February and March Professionals of the Month will be announced soon. The Distinguished Faculty Awards judging is underway. A chair or co-chair leadership will be elected at the April meeting. The committee next meets April 2, 2024.

Salary, Benefits and Budget Committee – Bradley Summerhill

Before presenting our SBBC resolution to faculty senators, allow me to briefly report on SBBC activities. Thanks to the work of SBBC, faculty senators, the president and her leadership team and Cabinet—and in direct response to the Fall 2023 Faculty Salary Survey—Policy 6527 has been published, providing future tenured faculty a five (5) percent salary enhancement upon the award of tenure. Formerly, this number was two and a half percent. This will make a significant difference in an academic faculty member's pay over the course of a career. The policy is not retroactive.

I would like to recognize the VPFG who has formed a Budget subcommittee of the Planning Council. Faculty have long been calling for the sort of transparency, clarity, and solid planning process that the VPFG is leading. We will all benefit from this flexible process that remains in development. Faculty do, can, and must have a voice in this process.

Finally, I present the SBBC resolution entitled "TMCC Internal Cost of Living Salary Enhancement." This motion comes to you, senators, with the full support of SBBC and requires no motion or second. From here, the resolution would go to Planning Council as a policy recommendation, a similar process to what happened with Policy 6527, the tenure award. If there is discussion, I am happy to field questions. The concept here is quite simple, however: it is a modest stop gap measure to protect the college faculty workforce from legislative inaction or Board neglect. We faculty recognize last year's

12 percent COLA. We recognize the upcoming 11 percent COLA. This is wonderful, and unprecedented. As a side note, let me remind senators that these are not raises. These adjustments respond to such realities as a 2022 11.1 percent rise in grocery costs compounded by a 2023 five percent rise in grocery costs (source: CBS News), not to mention energy and other recent inflationary factors. The administration has rightly undertaken a strategy of fiscal sustainability over these past several years. This resolution aligns with such a strategy. In years when COLA is forthcoming from the legislature and the Board, the college takes no action. In biennia where there has been a significant impact to the college's state-supported budget, likewise the college must do nothing. However, when COLA is not forthcoming and the state-supported budget has not sustained a sizable cut, then TMCC will step in with a simple one percent internally funded cost of living salary enhancement, according to the policy outlined in this resolution. I urge senators to make a clear statement today: pass this resolution unanimously as we move it along to Planning Council.

Motion: To approve the TMCC Internal Cost of Living Salary Enhancement. The motion passed with 18 ayes, 1 nay, and 7 abstentions.

"TMCC will implement a system of internal cost of living salary enhancement wherein all administrative and academic faculty who achieve a Satisfactory rating on the annual evaluation shall receive a one (1) percent salary adjustment added to the faculty member's base salary under conditions described below. Faculty who receive Unsatisfactory in their annual review are not eligible for an internal salary enhancement in the given fiscal year. Cost of living adjustments begin on July 1 of the fiscal year following the academic year in which the annual review takes place.

The TMCC internal cost of living salary enhancement policy will operate in conjunction with the TMCC merit policy as outlined in the TMCC Bylaws, Section J. Merit Awards. The policy described herein is not intended to replace or displace the TMCC merit policy.

The intent of this policy is that faculty will receive either external cost of living adjustments (state funded and Board approved) or internal (college funded) cost of living salary enhancement on an annual basis.

This internally funded salary enhancement policy will be implemented in years when the following two conditions apply:

1. COLA is not forthcoming from the state and/or not approved by the Board of Regents, and
2. The institution's state supported budget does not drop biennium over biennium by more than four (4) percent."

The committee next meets March 29, 2024.

WebCollege Faculty Advisory Committee – Frank Amankonah

The committee did not meet due to technical difficulties. The committee next meets April 12, 2024.

Student Government Association (SGA) – Brayson Gomez

The application period to join the SGA has closed, the election will take place soon. The senators are working to provide campus charging stations and napping pods. The SGA has also sent out a student survey.

Classified Council – Viola Pellissier

No report was given.

Old Business

None

New Business

None

Meeting Adjourned: 2:44 p.m.

Next Meeting: April 12, 2024 via Zoom