



MEETING MINUTES SEPT. 20, 2024

Meeting called to order: 12:30 p.m.

In Attendance: Skyler Cruz, Kevin Dugan, Maggie Eirenschmalz, Brian Fletcher, Meeghan Gray, Virginia Irintcheva, Matt Leathen, Staci Miller, Katie Paul, Douglas Plourde, Phil Smilanick, Bradley Summerhill (Chair), Matt van den Berg

Absent: Dean Burton, Kelly Harlin, Andy Hughes, Jackie McDonald, Rachel Wooley

Guests: Amber Anaya

Meeting Minutes

The committee will review and approve the minutes for April 19 and September 20 at the October 18, 2024 meeting.

Review committee charges

Brad reviewed the committee charges and requested feedback.

Sabbatical Subcommittee - Action

Amy Cavanaugh will be chairing the subcommittee. The committee approved her via email on August 21, 2024 and she was approved by the Faculty Senate on September 13, 2024.

Brad shared the membership list, provided by Amy, with the committee. Virginia Irintcheva moved and Meeghan Gray seconded to approve the membership list for the AY 24-25 Sabbatical Subcommittee.

Travel Funding updates – Action

The committee reviewed the worksheet for travel applicants. One traveler did not have any departmental fund contribution listed, which is a requirement to be considered. Brad will follow up with the traveler.

Virginia Irintcheva moved and Meeghan Gray seconded to approve the travelers with conditional approval of the Allied Health faculty to seek department funds. The motion passed with one abstention from Matt Leathen, who is applying for funding.

Note: Through Brad’s outreach efforts to the applicant, we were able to determine the faculty member received department funding for the meals and incidentals portion of her per diem.

Chair Report

Review of SBBC 22-23 (TMCC Internal Cost of Living Salary Enhancement): Brad listed the committee successes: tenure pay bump and faculty pay enhancement in the absence of state COLA.

TMCC budget info: The budget process is going well. VPFG Mike Peyerl will join the October SBBC meeting to provide an update.

The SBBC Calendar and timeframe for solidifying policy changes: We have this year to get things approved before the President retires.

Merit reform: A new merit policy may be opposed if merit is awarded to fewer people. Brad reviewed different merit models including a peer-review model. The committee discussed the different models.

Virginia will present work done in the Merit Committee and suggests committee members propose ideas.

The committee also discussed working with Professional Standards to revise the point system. The question of whether the current evaluation is indicative of the work community college instructors do was also discussed. Other issues with merit are having tenure-track and tenure on the same standard is not equitable.

Suggestions from the discussion included: come up with a different way to determine what is merit, find a way to fund COLA back pay to faculty, look at a new system on top of merit, and creating a separate evaluation for merit.

Administrative Faculty Merit Subcommittee

Staci Miller gave an update. The committee formed and worked over the summer. They reviewed the processes at all of the NSHE institutions. The subcommittee agreed that what is written for academic faculty does not apply to administrative faculty. The subcommittee felt they would leave the administrative faculty merit as is. The SBBC agreed to keep Staci's report as a report.

Katie Paul will present the academic faculty policy to the Administrative Faculty Committee.

Academic Merit Policy

Brad reviewed the policy and opened discussion. It was suggested to have the committee make changes to the document or go a different way. The committee agreed to make edits collaboratively in the Google Drive folder and discuss at the next SBBC Meeting.

Brad also asked the committee to send any agenda items they would like to be considered to him.

Old Business

None.

New Business

None.

Meeting Adjourned: 2:02 p.m.

Next Meeting: October 18, 2024