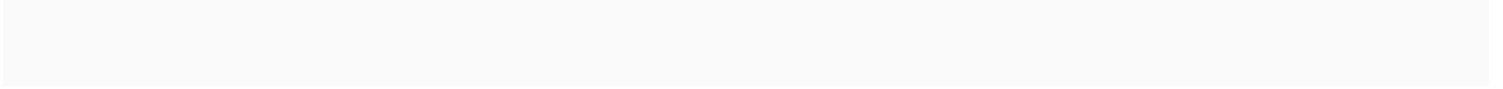


Faculty Senate



TMCC Updates: Elections have started for the senate as well as the Math and English Department Chair elections. Rick Bullis has accepted his nomination for Chair-Elect. Elections open on April 11. Virginia Met with Helen Scott and Tanner Sims in the Testing Center, as we continue to try to improve the user experience for the testing form and testing center operations. Virginia has invited them to the May Faculty Senate Meeting to provide updates and discuss changes.

Chair-Elect's Report – Amy Cavanaugh

The work of the Sabbatical Subcommittee to reenvision the sabbatical process is ongoing and they will send their final draft to the Salary, Benefits and Budget Committee for approval.

Past Chair's Report – YeVonne Allen

Heidi Himler has joined the Stance Against Bullying Taskforce. YeVonne attended the listening session for the Strategic Plan. Topics discussed were equity and understanding that all of higher education is workforce development, the funding formula, and faculty wages.

The Equity, Inclusion and Sustainability Office is joining YeVonne's department in Retention and Support Services.

The Community College and Workforce Training Committee will meet Wednesday, April 13 at 3 p.m. Public comment is available. <https://nshe.nevada.edu/wp-content/uploads/file/cc-wf-training-committee/2022/apr-13/AB-450-agenda-04-13-22.pdf>

Administrative Report – Karin Hilgersom, TMCC President

Dr. Hilgersom congratulated Rick Bullis on his nomination for Senate Chair-Elect.

Chair McAdoo is meeting with stakeholder groups including the presidents and has a goal to provide a name for the acting or interim chancellor to the board for approval at the June board meeting. Vice Chancellor Crystal Abba is the officer in charge. Andrew Clinger will be the delegate if Vice Chancellor Abba is not available.

Prior to the departure of Chancellor Rose, she started a dialog related to the

Administrative Report – Jeffrey Alexander, Vice President of Academic Affairs

Dr. Alexander attended the opening training for the upcoming NFA Contract Negotiations. The Student Government Association elections are coming. TMCC students did well at the Skills USA Competition and received gold medals in culinary, welding, machining, diesel, and commercial baking. In July, many of the gold medalists will head to the national competition in Atlanta. The new Outside Compensation Policy is in effect and forms will be forthcoming from HR in May or June. The policy concerns teaching and professional services such as consulting or instruction in academic circles. Dean Flesher will host a state-wide math conference on April 22, 2022. There are faculty searches underway campus-wide. Sarah Krutz is the new instructional designer in the WebCollege. Dr. Alexander thanked Heather Haddox for her work on a Spring Retention Seminar for the EPY 101: Educational, Career, and Personal Development course. An orientation is being planned with Professional Development for a Part-Time Faculty Instructor Orientation and Dr. Alexander welcomes any instructor input.

Eastview Presentation - Gretchen Sawyer, Executive Director Foundation and Grants

Gretchen showed the PowerPoint Presentation and video of the project. Highlights from the video are the learning spaces: Action Link Area, Culinary, Theatre, and Hospitality and Tourism. The Action Link area will include robotics, coding, engineering and a makerspace. The culinary area will include a restaurant, advanced workspaces, and areas to hold competitions, social gatherings, and workshops. TMCC's Culinary Program is the only program in Northern Nevada. The theatre will seat 300 and will also have an outdoor theater space along with spaces for students to learn lighting, sound, and stagecraft. Certificate programs for stage and event technicians will be offered. The Hospitality and Tourism program is the only one in Northern Nevada and will work with the University of Las Vegas' hospitality program along with the other programs that will be offered in the Eastview Building.

This project will need \$30M in funding from the State to make it happen. The total cost is \$45M. Until state funding is secured we cannot start construction. Questions concerned how we will fund new faculty and what the likelihood of securing state funding is. Gretchen noted we would start with existing faculty and grow from there. The likelihood of obtaining state funding is fair as TMCC has not had any state support since the 90's for a project. TMCC is also awaiting the ranking from the had any state egr

- **Administrative Faculty Committee – Ashlyn Herold**

Ben Davis has been elected as the new Administrative Faculty Committee Chair. Evaluation forms for Administrative Faculty have been collected from the other NSHE institutions. The committee will review at their next meeting. The survey for Administrative Faculty for the Merit Pay Policy has closed. The next meeting is April 15, 2022.

- **Curriculum Review Committee – Katie Kolbet**

Amy provided Katie's report. The next meeting is May 6, 2022 and the final date for submissions for courses and programs is Friday, April 15, 2022.

- **Learning Commons Committee – John Kemp**

The committee met yesterday and the Earth Day Event was the topic of discussion. Organizations will be attending and participating in the event. John praised the work done by the committee to bring the organizations to TMCC's event. Neil Siegel joined the meeting and suggested a future event featuring a panel discussion on information/disinformation through the library resources. The next meeting is in the Fall.

- **Professional Standards – Marynia Giren-Navarro**

The committee met today and will continue to meet on Zoom. They discussed input for the annual plan/evaluation form. The committee also discussed the VPAA's training for the Deans and items to include in the training. Marynia will send the committee's recommendations for the digital tenure binder to Virginia. The committee will continue to discuss the Clinical Evan emw [h]2.7(e)5iontiFar mCli3dal (th)-1. (a)6.(nscu)-1.5if4-0.7(e)1.6 (m)-1.3 (m)-1.4(f)-2.3 (e)

Whereas the most recent Equity Salary Study completed by TMCC was in 2017 by Mason Global HR LP. Whereas the NSHE Procedures and Guidelines Manual Chapter 3- Section 3.3.d establishes "Each institution shall adopt an Equity Salary Adjustment Plan agreed upon by the faculty senate and the president. The Plan must include but is not limited to the following:

1. Providing for an initial and thereafter, biannual review of the salaries of academic faculty to determine whether a faculty member's salary is appropriate as compared to the salaries of other faculty at the institution based upon years of experience and educational attainment.
2. Identify institutional resources to fund equity adjustments.
3. Providing for appropriate adjustment of salaries which may be phased incrementally depending on funding resources.
4. The salary equity study may be performed by institution personnel or the institution may hire an outside consultant as agreed upon by the president and the faculty senate.
5. The results of an equity study shall be provided to the faculty senate.
6. A faculty member may request an equity review of his or her salary.
7. Reporting annually to the Board of Regents regarding the progress made in implementing salary equity adjustments identified in an equity study."

Whereas a 6 year gap in Equity Salary Adjustments is expected to create significant compression and inversion inequities in TMCC Faculty Salaries.

Be it resolved that the top budget priority of the TMCC Faculty Senate is to complete an Equity Salary Study in the next academic year and fund an Equity Salary Adjustment for July 1, 2023.

To approve the Equity Study Resolution. The motion passed with 24 ayes.

• **WebCollege Faculty Advisory Committee – James Kuzhippala**

Sarah Krutz is the new Instructional Designer in the WebCollege. The committee is discussing canvas course access and continues to review the Online Instructional Standards. The WCFAC will work closely with Professional Standards. The next meeting is May 13, 2022.

• **Student Government Association (SGA) – Darian Richards**

Jamie Gudino provided the SGA Report today. A presentation was made to the Planning Council by Sarah Jabir for resources for students, President Richards attended the CTE event, RFS Executive Director Forums, and int BDC 2020 | () 3 eday(w)-31(tte)1.7()0.7(i.001 Tc c 0.001 Tw 5.06 Tm0DB7j/TT5 1 Tf0.)-1.4 (1 (e)23.4 (e)To)-Richa