

**Faculty Senate Meeting Minutes
Monday, March 4, 2019**

FACULTY SENATE MEMBERS

Present?	Senator / Representative	Position	Proxy Name?
Y	Bieser, Kayla	1st year senator	Arrived 4:14 pm
Y	Bryans-Bongey, Sarah	2nd year senator	
Y	Caputo, Cristina	1st year senator	
Y	Edmonds, Jennifer	2nd year senator	
Y	Evanski, Andrew	1st year senator	
Y	Fernan, Cecelia	2nd year senator	
Y	Goodrich, Sam	1st year senator	Jesse Poole
Late	Haff, Darlene	2nd year senator	Arrived 4:55 pm
Y	Howerton, Amber	1st year senator	Aaron Wong
Y	Jewell, Samantha	at-large senator	
Y	King, Nathaniel	2nd year senator	
Y	Kunkle, Alexander	2nd year senator	
Y	LaMotte, Phil	1st year senator	
Y	Le-Nguyen, Janice	2nd year senator	
Y	Mari, Vanessa	1st year senator	
Y	Marshall, Shantal	2nd year senator/Parliamentarian	
Y	Meyerowitz, Beth	2nd year senator	
Y	Naumann, Laura	1st year senator/Secretary	
Y	Rosales-Lagarde, Laura	1st year senator	
Y	Tapia, Raul	2nd year senator	
Y	Taber, Anna	1st year senator (subbing for Borines)	
Y	Scano, Andra	2nd year senator	
Y	Silva, Nathan	1st year senator	
21	Total Voting Present		
Y	Quorum Met?		
Y	Peters, Abby	Chair, non-voting	
Y	Ballif, Serge	Vice Chair, non-voting	
Y	Woydziak, Zachary	Past Chair, non-voting	
Y	Pazargardi, Leila	NFA, non-voting	

GUESTS

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| <ol style="list-style-type: none"> 1. 2. Berna Rhodes-Ford 3. Eric Gilliland 4. Vickie Shields 5. Amber Lopez-Lasater 6. Kevin Butler 7. Chris Garrett | <ol style="list-style-type: none"> 8. Vincent Nava (new senator guest) 9. Danette Barber 10. Anthony Morrone 11. |
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Time	Agenda Item	Type of Item
Est. 4:00 pm	<p>I. CALL TO ORDER</p> <p>The meeting was called to order by Faculty Senate Chair Abby Peters at 4:02 pm.</p>	
4:00 - 4:05 pm	<p>II. APPROVAL OF AGENDA AND MINUTES</p> <p>Approval of Agenda and Minutes Motion, Silva Seconded, Le-Nguyen Motion carries</p>	Action
	<p>III. OPEN MEETING PRESENTATIONS</p>	
4:05 - 4:15 pm End 4:12	<p>III. A. Introduction of new hires</p> <ul style="list-style-type: none"> ● Berna Rhodes-Ford, General Counsel <ul style="list-style-type: none"> ○ 23 year attorney; private practice, in-house; worked on Capitol Hill ○ Contracts, employment law ○ When legal issues impact the College, they come through Berna ● Eric Gilliland, Director of Human Resources <ul style="list-style-type: none"> ○ 10+ years in higher education/human resources ○ Current HR Priorities: <ul style="list-style-type: none"> ■ Launching internal salary study -- academic and administrative faculty (compression issues; both internal and external; better selection of peer institutions) ■ Reviewing onboarding/orientation process ■ Recruitment of diverse faculty/staff -- reviewing recruitment process; reduce time to hire; diversity recruitment plans ○ How to contact: Email / call / stop-by ○ Senator Marshall -- Suggestion to renew training for Search Chairs, more frequently than once <ul style="list-style-type: none"> ■ Examining online training options for committee members ■ More search chair training 	Information
4:15 - 4:20 pm End 4:18	<p>III. B. Climate Survey Updates; Wendi Benson, Danette Barber, Amey Evaluna</p> <ul style="list-style-type: none"> ● Presentation by Danette Barber ● 3rd Climate Survey -- feedback on employees' experiences, perceptions and attitudes of experience at NSC ● Open to all employees; full-time and part-time ● Open March 7 - March 23rd ● Lengthy survey -- set aside time to complete <ul style="list-style-type: none"> ○ But now includes open-ended text boxes to share individualized experiences ● Confidentiality is paramount -- only accessible to Primary Investigator, Wendi Benson ● Can pause and come back if use same computer (cookies) ● 10% discount at Mt. Scorpion survey <p><u>Action items from previous surveys:</u></p> <ul style="list-style-type: none"> ● Provost's/President's Newsletters ● Career Path Ladders / Job Advancements ● #BeWell workshops 	Information

<p>4:20 - 4:30 pm</p> <p>End 4:33</p>	<p>III. C. Policy Proposals, Alex Kunkle</p> <ul style="list-style-type: none"> ● Academic Standing Policy - Revisions <ul style="list-style-type: none"> ○ Better definitions ○ Semester by semester review of GPA vs. cumulative GPA -- more real-time action for students ● Enrollment Cancellation for Non-Attendance Policy - New <ul style="list-style-type: none"> ○ Financial aid requires substantive online participation or attendance tracking during first week ○ Prevents students who want to enroll b/c of held seats ○ Anthony Morrone -- financial aid will be cancelled and will be dropped from roster if not attending during first week ○ In person - butts in seats, attended first week of class ○ Online - activity engaged substantively ● Silva - Exceptions for courses that begin after 2:00 pm on Friday? ● Ballif - How will instructors know to do attendance? What about PTIs? ● Poole -- What if faculty are sick, cannot complete assignment? ● Scano / Bieser - How will existing students be notified of this policy? <ul style="list-style-type: none"> ○ Kunkle -- via email after passage ● Caputo -- how will it be explained to students/faculty <p>Send comments to Serge.</p>	<p>Information</p>
<p>4:30 - 4:35 pm</p> <p>Est. 4:39</p>	<p>III. D. Curriculum Proposals, Amber Howerton</p> <ul style="list-style-type: none"> ● Spanish Minor ● Spanish Heritage Minor <p>Suggestions to include third-year spanish option/track Review Credit-by-exam Policy; what can students do if students place higher?</p>	<p>Information</p>
<p>4:35 - 4:55 pm</p> <p>End 4:59 pm</p>	<p>III. E. Provost Updates & Senator Q&A</p> <p>Writing Group for Strategic Planning, Chaired by Gregory Robinson</p> <ul style="list-style-type: none"> ● Compiling strategic planning suggestions for the council ● Next Strategic Planning Council meeting -- Second week of April <ul style="list-style-type: none"> ○ Prioritizing initiatives over the years ● Jeff Stafford, Consultant, returns March 1st <ul style="list-style-type: none"> ○ More advanced draft will be ready for circulation ● Last senate meeting - May 6th <ul style="list-style-type: none"> ○ Get more rough draft before last meeting with consultant ○ Or delay / emergency meeting? -- would have more full draft ● Example: Western Nevada College -- Presented strategic plan at March BOR; very trim 5-year plan focusing on student success metrics (within NSHE goals); not comprehensive/college-wide; <ul style="list-style-type: none"> ○ NSC's will not look like WNCs <p>Pre-Nursing Students Update</p> <ul style="list-style-type: none"> ● No student inquiries ● Would other majors/minors be affected? ● Band-aid situation -- hoping HHS degree will be viable alternative <ul style="list-style-type: none"> ○ Students who have completed pre-nursing requirements are being encouraged to take upper-division courses as part of ISC H&W 	<p>Information</p>

	<ul style="list-style-type: none"> ○ Advising will also begin promoting HHS ● On-going conversations -- Nursing examining admission standards <ul style="list-style-type: none"> ○ Fall 2019 -- Introduce medical assistantship degree ○ Fall 2020 changes -- 3-term pre-nursing, apply in 4th term <p>Assessment of Scheduling Grid</p> <ul style="list-style-type: none"> ● Working well; keeping common time hasn't been hard ● Still remedial english classes issues ● Who is pushing Tuesday/Thursday/Saturday classes? (no one would claim) <ul style="list-style-type: none"> ○ Still an option that can be grown into ○ Using Saturdays as more experiential times? ● No summer grid -- want to prioritize, but focusing on academic year ● final exam schedule in grid -- not discussed ● Marshall -- add week to Spring schedule; fundamentally different experiences for Fall/Spring students ● Business faculty -- hard to give comprehensive exams in 80 minutes <p>Dean's Group -- Levels for Lecturers</p> <ul style="list-style-type: none"> ● Proposing three levels -- <ul style="list-style-type: none"> ○ what is comparable compensation/raises? ○ years in rank before promotion? 	
<p>4:55 - 5:00 pm</p> <p>Est. 5:09 pm</p>	<p>III. F. Summer Course Compensation, Kevin Graziano</p> <ul style="list-style-type: none"> ● Last Fall, Kevin Graziano met with Provost to explore updates to Summer Compensation Policy; has been \$1440/credit since 2008. ● Kevin G's Working group (Pete LaChappelle, Bryan Sigel, Abby Peters, Susan Growe, Rachel Bower) made proposal based on robust research ● Provost Working Group (Kevin Butler, Pam Levins, Vickie Shields & Tony Scinta) evaluated proposal. ● Based on Consumer Price Index (CPI); from \$1440 to 8/2018 ● Visiting every three years; would increase in years we get COLA; e.g., 3% COLA in 2019 ● Relevant for winter/summer terms, but not academic term ● Proposal will have different per-credit compensation levels for: <ul style="list-style-type: none"> ○ Lecturer = \$1741 this summer, \$1793 next summer with COLA ○ Assistant = \$1950 this summer, \$2009 next summer with COLA ○ Associate = \$2066 this summer, \$2128 next summer with COLA ○ Full = = \$2170 this summer, \$2235 next summer with COLA <p><u>Will not be a policy:</u></p> <ul style="list-style-type: none"> ● Academic Workload Policy -- states that faculty overload compensation will be based on summer rate of pay. ● 12-month lecturers are not eligible for rates listed; only 9-month lecturers 	<p>Information</p>
	<p>IV. CLOSED MEETING PRESENTATIONS</p>	
<p>5:00 - 5:05 pm</p> <p>End 5:18</p>	<p>IV. A. Summer Course Compensation Discussion, Kevin Graziano</p> <p>Kevin Graziano to follow up with Provost:</p> <ul style="list-style-type: none"> ● Is faculty overload compensation (during academic year) based on summer rate of pay (as written in Academic Workload Policy)? ● Will also check how this impacts computation of independent studies 	<p>Discussion</p>

5:05 - 5:15 pm	<p>IV. B. Policy Approval</p> <ul style="list-style-type: none"> ● Animals on Campus Policy ● Student Military Leave Policy <p>Motion to vote to approve, Marshall Second, Haff</p> <ul style="list-style-type: none"> ● Discussion: Caputo -- Consider building in exception to policy for those who do need emotional support animals; esp. as housing policy gets fleshed out <p>Motion carries</p> <p>Motion to vote to approve, Marshall Second, Caputo Motion carries</p>	Action
5:15 - 5:25 pm	<p>IV. C. Adoption of new Senate time during Common Time, Kayla Bieser</p> <p>Common Time -- Tuesday 3:30 - 6:00 pm</p> <ul style="list-style-type: none"> ● Bieser -- Entertain discussion <ul style="list-style-type: none"> ○ PALS had to move labs to Monday to accommodate common time, results in cutting early; arriving late to come to Senate ● SON -- <ul style="list-style-type: none"> ○ Many faculty have clinicals happen on Monday ○ SON faculty meeting -- Tuesday 11-1 pm ● SOE -- <ul style="list-style-type: none"> ○ Speech Clinics happen Tuesday/Thursday evening (would affect 2 faculty) ○ SOE faculty begin teaching at 6:00 pm on Tuesday, would need to leave early ● Could help with September meeting due to MLK holiday ● Provost had been opposed for this year, but is now in favor now <ul style="list-style-type: none"> ○ Consider other possible Provost's events during that time 	Information
5:25 - 5:40 pm	<p>IV. D. NFA Collective Bargaining efforts; Leila Pazargadi</p> <ul style="list-style-type: none"> ● Concerns only academic faculty as a bargaining unit ● The policy was discussed in the past off the record because of its sensitive nature. The process was safeguarded. ● Faculty were approached on a personal basis by going door to door. ● Collective Bargaining slides were shared. <ul style="list-style-type: none"> ○ The administration is aware of the efforts towards collective bargaining. ○ 83 academic faculty - most were consulted ○ 73% said they were interested in exploring collective bargaining. ○ Cards were turned into NSHE. NSHE has recognized reception of the cards and will present them at an April BoR meeting. Then the vote will take place within 30 days of that meeting. ○ Currently NFA is an advocating group, not a union. ○ The NFA board would be different than the collective bargaining board. ○ Calendar invites have gone out to academic faculty for closed-door information meetings. ○ A general meeting for everyone is scheduled for Wednesday, April 10 at 5:00pm in LAS 124. 	Information

	<ul style="list-style-type: none"> ○ Question (Senator Tapia) Why now? <ul style="list-style-type: none"> ■ One reason is that it might be easier to do while we are small. ■ The process has been underway for most of two years. ○ Question (Past Chair Woydziak): What are examples of things that NFA has done? <ul style="list-style-type: none"> ■ Academic Grievance Policy ■ Parental Leave Policy is now under investigation. ■ Workshops on effective annual reviews and possible ways to contest a negative review. ● Poll Question: Do members of the Faculty Senate support Collective Bargaining at NSC? <p>Motion (Senator Marshall) Motion to take the vote today. Second (Senator Kunkle)</p> <ul style="list-style-type: none"> ● Discussion: Could it be delayed? Faculty Senate and NFA might get conflated. Could it be worth delaying action until the new faculty come aboard? The process takes an entire year. <p>The motion did not pass.</p> <ul style="list-style-type: none"> ● Further discussion might take place at the next meeting. 	
5:40 - 6:00 pm	<p>V. CHAIR UPDATES, Abby Peters</p> <ul style="list-style-type: none"> ● Elections updates <ul style="list-style-type: none"> ○ Administrative: Janice Le-Nguyen (ITS) and Vincent Nava (CEDI) ○ LAS: Darlene Haff (Social Sciences), Jennifer Edmonds (PaLS), Samantha Jewell (PaLS), and Raul Tapia (Business) ○ Library: Kelly Lutz ○ SOE: Christine Beaudry and Sharon Jones ○ SON: Michael Johnson and Angelo LaRocco ● Board of Regents Meeting Updates <ul style="list-style-type: none"> ○ Passed: Predictable Pricing Program for Tuition Tuition automatically established based on the Higher Education Price Index (HEPI) on a 4-year cycle ○ Passed: Addition Free Speech Statement addition to NSHE code Approved: Tenure for NSC Faculty Senators--Dr. Sarah Bryans-Bongey, Nathaniel King and Dr. Shantal Marshall! ○ Also, tenure for Dr. Wendi Benson (Psychology) and promotion to full professor for Dr. Shirli Brautbar (History) and Dr. Gregory Robinson (English) ● Carson Days / Letters to legislators <ul style="list-style-type: none"> ○ 9 faculty attending; representatives from all three schools ○ Primary advocacy issues at Legislature ○ Increases to salaries to deal ○ To deal with compression ○ To make Nevada faculty salaries more competitive ○ Improvement in health care plans ○ Faculty Senators are encouraged to send a postcard to their representative or an email from their non-NSC email address. 	Information
Est. 6:00 pm	<p>VII. ADJOURNMENT</p> <p>Chair Peters motioned to adjourn meeting at 6:04 pm. Seconded by Senator Jewell.</p>	