

Great Basin College
FACULTY SENATE 2022-2023
Friday, April 21, 2023
9:00 am

MINUTES

1. **Roll Call:**
Samuel Lackey, Dean Straight, Thomas Bruns (Proxy Matt Nichols), Duncan Morris, Veronica Nelson, Di Li (Proxy Madison Arbillaga), Jamie Wilkerson, Karrie Barrett, Eric Walsh, Ping Wang, Daniel Bergey, Konstantinos Travlos, Jason Brick, Ryan Hathaway, Kimberly Noah, Tim Beasley, Staci Warnert (Proxy Brian Dankowski)

Absent Voting Representatives: Glen Tenney, Tami Potter, Meachell Walsh

Other members present: Kevin Seipp (Chair), Dave Sexton (Vice-Chair), Nick Cooley, Erica Salazar, Laurie Walsh, Mark Solis, Deanna Hamilton, Laura Debenham, Donald Jones, Jonathan Foster, Ethan Hawkley, Steven Hrdlicka, Kristin Heaty, Yvonne Naungayan, Dodi Callander, Karl Stevens, John Mittelman, Tawny Crum, Xunming Du, Rita Pujari, Krishna Subedi, Daniel Murphree, Susanne Bentley, David Antonini, Arysta Sweat

Others Present: Vice President Rivera, Director Jared Keller, Mary Doucette, Kimberly Myers

2. **Call to Order: 9:00**
3. **Updates from President Helens – None.**
4. **Updates from Vice President of AA/SA, Jake Hinton-Rivera – April 19th was our Career Fair with 450 visitors and 30 vendors in attendance. Most of our departments were present. High schools were in full participation.**

Graduation – We have all our speakers and all our locations. President Helens sent out a welcoming letter to all our speakers. Graduation committee is available for questions. Any information should be on the website.

Customer Relations Management system (CRM) kick off. Starfish contract is up in September, so the question: Do we continue to utilize Starfish, or do we start Anthology Reach system (which is CRM)? VP Rivera is asking the staff in advisement to set up seminars in the next few weeks with Anthology Reach so the faculty can see what it can do. It's important to have the opportunity to see how Anthology Reach works. This will be the only time to make the change.

Enrollment – We are down from where we are last year. Some of that is giving extensions to the high school and programs. We are going to focus on making sure we have more enrollment numbers.

CTE has had two visits with Tesla now. This is really good news as far as carving out a partnership. We should know more about this agreement soon.

Special Board meeting – multiple topics – so encourages everyone to join if possible.

Vice President Rivera asks Director Jared Keller to share what he knows about the budgets.

Director Keller – Things are lining up for a compensation package for everyone in the state. Conversations happening about the intended cost-of-living adjustments (COLA) that have been proposed. 2% effective this past April, 10% in July and another 4% the following July. The initial one-time bonuses have now been processed. NSHE released the retention payment at midnight. There's discussion about furthering those into 2025. There's also discussion about realigning the first contribution rate that would resolve for net increase for compensation in the PERS system for employees.

What isn't clear is how the funding is going to be allocated from the state to support this compensation package. In the past, the state has funded 80% and institutions must make up the rest. In the last

biennium, they only funded 64%. Right now, there is a wide gap. We're looking at anywhere between getting 100% of the funding for this compensation package to us having to put forward 36% if they only fund 64% like they did last biennium. A lot of information yet to come out, so we don't have a comprehensive idea of what is to come.

We are temporarily pausing most hiring of any new vacant positions and will be evaluating on a case-by-case basis. We need clarity on how these compensation packages are going to be funded before we feel comfortable releasing a position for recruitment and hiring. We might post Academic Instructional positions, so we don't lose out on the recruitment period during the summer but pause on making final offers. That way we won't have wasted recruitment time leading up to that point.

A member asks if the cost-of-living increases included faculty.

Vice President Rivera stated yes - everyone, and if that is passed and we move forward with that, the idea of holding these unfilled positions and evaluating them at a case-by-case basis is essential. We do have certain priorities we are looking at right now - positions for Computer Services and needing to rebuild the staff in Pahrump. However, at the end of the day, we need to be ready for whatever the legislature decides in the funding for the compensation packages.

A member asks for clarification if "all current positions" includes the ones that are within the interview process.

Vice President Rivera answers no – only positions that have yet to begin.

Another member asks if this applies to part-time staff.

Vice President Rivera states that we didn't include part-time staff, since the reason we even have part-time staff indicates their essential place within their department.

Same member is asking about the COLA increases for part-time staff.

Director Keller answers that COLA doesn't apply to LOA, temp-hourly, student employees or any other employee style type who isn't permanent.

The decision-making process of whether we are holding the position stems from what source that specific position is funded – state, grant, self-supporting, etc.

Any grant funded positions, we will not hold. Those will move forward as those funds are not coming from our operational budgets.

5. Senate Chair Report – Verbal Report – Vice President Rivera and Director Jared Keller brought up all the topics Chair Seipp was going to discuss, so he didn't have much else to report.

Chair Seipp appreciates everyone's willingness to attend live. He is willing to share the zoom link, but please do your best to attend live.

AB268 – Remember these retention incentives are proposed, so we may not see them in the next biennium.

The Legislative budget's prospective date closes on June 5th, so we might know as early as then where we stand on the budget, but it also may take longer. The proposed budget also includes the proposed COLA raises for the state employees.

Thanks, everyone, for organizing and attending the Career Fair.

May 20th @ 10am Graduation in Elko.

6. Approval of March 17, 2023, minutes - For Possible Action

A motion to approve the minutes of March 17, 2023, was made by Konstantinos Travlos, seconded by Dean Straight. Motion passed unanimously.

7. Standing Committee Reports:

a. Academic Standards & Assessment..... **Written Report**

i. Report – Information Only

b. Bylaws..... **Written/ Verbal Report**

i. Proposed Bylaws Committee Changes – For Possible Action

A member feels very strongly that the verbiage needs to be changed, because shared governance comes with shared responsibilities, so sometimes the best people to go to for the information is the committee. He doesn't agree that the administration should be the only people to write reports.

Chair Seipp understands, but he reiterates that this change in the Bylaws states that not only is administration responsible for the reports, but we will also work with them to create the reports, if needed. We will not produce reports whenever the administration demands it.

A second member agrees with the first member that there are some reports that it is appropriate for committees to create as long as the administration gives advanced notice for the report to be effective. The wording for the Change in Bylaws was more of a blanket statement of "we don't do reports", rather than what Chair Seipp just explained. If it is appropriate for the committee to produce the report, then we need adequate time and direction.

First member agrees with second member and asks the Senate, with the wording as the amendment is now, if committees would want to relinquish all control to the administration and limit our access with the information that the reports reflect? Some of these reports establish policies for the college.

Chair Seipp agrees, and he offers that the Senate does not vote on the amendment to the Bylaws today, but it is up for possible action.

A motion to table the Bylaws Propose Changes to the Bylaws Languages until next month, so the committee can amend the verbiage to reflect what was discussed in the Senate was made by Ryan Hathaway, seconded by Konstantinos Travlos. Motion passed unanimously.

A member encourages anyone with suggestions for verbiage to reach out to the Bylaws Committee members. Voting representatives, please reach out to your different areas about the proposed changes to the Bylaws and ask about any recommendations to the verbiage.

Another member questions when exactly we will vote on the new change to the Bylaws, as the Senate needs 30 days for any changes. For clarification going forward, this action item will not be changed until the Faculty Senate September meeting.

Dean Doucette offered an apology to the Academic Standards and Assessment Committee. Originally, the General Education assessment was done by the General Education Committee. However, the Bylaws were changed after the pandemic, and the General Education assessment was moved to the Academic Standards Committee. Dean Doucette wasn't aware of this change until last summer, so they never did the assessments for General Education for the past three years. All three were done at once, since they should have been completed annually. Dean Doucette sincerely apologizes that the report came at a late date.

- c. Compensation & Benefits.....**Written Report**
 - i. Report – Information Only

- d. Curriculum Review..... **Written Report**
 - i. **Report – Information Only**
- e. Instructional Technology..... **Written Report**
 - i. **Report – Information Only**
- f. General Education Committee..... **Written Report**
 - i. **Report – Information Only**
- g. Personnel..... **Written/ Verbal Report**
 - i. **Proposed Personnel Committee Changes – For Possible Action**

The Personnel Committee Chair caught a statement in the proposed policy expressing that faculty have until the end of the semester to submit a report; however, NSHE code only gives three months upon return. If the policy is approved, she strongly recommends an amendment to align with NSHE code.

A motion to approve changes to the Sabbatical Policy with the amendment to align with NSHE code recommended by the Personnel Committee Chair was made by Konstantinos Travlos, seconded by Karrie Barrett. Motion passed unanimously.

- h. Strategic Planning, ad hoc..... **No Report**

8. Unfinished Business:

- i. **Nominations for Vice Chair – For Possible Action –**

Konstantinos Travlos nominates Daniel Bergey for Vice Chair. Daniel Bergey accepts. No other nominations were offered.

9. New Business: None.

10. Information Items (5-minute time limit):

- i. **Accreditation Visit Information - Dean Doucette**

The Accreditation visit will be Monday, April 24. Dean Doucette will be sending an updated schedule for those who have meeting times. We had a virtual visit in 2020 in September which gave two recommendations: one for Strategic Plan and the other for Institutional Assessment Plan. We had course assessment but no connection from program to institution. Now we have the new Strategic Plan with the new mission statement, which is “Transforming lives through Education”, now we need to connect our programs to institution. We did so through the program curriculum maps that everyone filled out and returned to Dean Doucette. They are now up on the website. This is part of the whole college, so everyone had a hand in this, so thank you! We need to work on student services and all the different areas by coming up with assessment plans. We are still working on those, collecting data, and trying to move forward. On this visit, we have two that will be looking at the recommendations that we had back in 2020, and then we have one that will be doing follow-up from the virtual visit. All virtual visits need to be followed up with an in-person visit. They are working on the zoom links for all the different centers.

The mid-cycle is to help us pass the seven years. When they changed the standards in 2020, year six will mostly be reports – financials, policies, etc. – and then year seven will be the visit regarding academics, student services, etc.

- ii. **Committee Selection Survey**

Vice Chair Sexton would like to get the survey results returned by next Senate meeting to begin building the new Senate Committees. Please respond as soon as you can.

- iii. A member contacted the GBC Representative about the AB268 bill. The Representative was unaware that there were people upset by the bill as no one contacted him about it until he received the senate member’s letter. The member reminds us that the Right to Petition is one

of the most important rights we have as American citizens. The point of this is to reach out to our Representative if you want your voice heard.

- iv. Another member would like to state that emails simplify the whole process when we put proposals forward, and it gives the committee a chance to correct before it goes to senate.

11. Announcements:

Faculty Nominations for the Hugh McMullen Memorial scholarship are due by the end of the year. Faculty are supposed to nominate students who will be graduating with an Associate of Arts and an Associate of Applied Science with the intent to continue into a bachelor's degree, and the past couple years, they haven't had any nominations.

Outstanding Student Award Ceremony was April 26th.

12. Good of the Order: None.

13. Adjournment.....Action

Konstantinos Travlos moved to adjourn. 10:10am.