Faculty Senate Meeting Minutes Tuesday, March 3, 2020

FACULTY SENATE MEMBERS

Present?	Senator / Representative	Position	Proxy Name?
Y	Caputo, Cristina	ADMIN; 2nd year senator/Secretary	
Y	Kunkle, Alexander	ADMIN; 2nd year senator	
Y	LaMotte, Phil	ADMIN; 2nd year senator/Parliamentarian	
Y	Nava, Vincent	ADMIN; 1st year senator	
Y	Le-Nguyen, Janice	ADMIN; 1st year senator	
Y	Draper, Christine	AT-LARGE; one-year senator	
Y	Bieser, Kayla	LAS; 2nd year senator	
Y	Cash, Becky	LAS; 2nd year senator	
Y	Howerton, Amber	LAS; 2nd year senator	
N	Meertins, Jasmine	LAS; 2nd year senator	
Y	Silva, Nathan	LAS; 2nd year senator	
Y	Edmonds, Jennifer	LAS; 1st year senator	Late
Y	Haff, Darlene	LAS; 1st year senator	
Y	Jewell, Samantha	LAS; 1st year senator	Late
Y	Tapia, Raul	LAS; 1st year senator	
Y	Lutz, Kelly	LIBRARY; 1st year senator	
Y	Price, Jessica	PTI; one-year senator	
Y	Mari, Vanessa	SOE; 2nd year senator	
Y	Beaudry, Christine	SOE; 1st year senator	
Y	Jones, Sharon	SOE; 1st year senator	
Y	Evanski, Andrew	SON; 2nd year senator	Proxy: Susan Growe (late)
Y	Larocco, Angelo	SON; 1st year senator	
Y	Johnson, Michael	SON; 1st year senator	
N	Borines, Zarah	SON; 2nd year senator	
22	Total Voting Present		
Y	Quorum Met?		
Y	Ballif, Serge	Chair, non-voting	
Y	Naumann, Laura	Vice Chair, non-voting	
N	Peters, Abby	Past Chair, non-voting	
N	Opfer, Nicola	NSSA advisory, non-voting	

GUEST PRESENTERS

- 1. Pao Vu
- 2. Eric Gilliland
- 3. Vickie Shields

Tuesday, March 3, 2020 3:45 - 5:45 PM | KAB 105

All supplementary materials are available on the Faculty Senate Canvas Page under the 'Agendas' Tab.

Time	Agenda Item	Type of Item
Est. 3:45 PM	I. CALL TO ORDER	
3:50 PM	II. APPROVAL OF AGENDA AND MINUTES Motion: Senator Haff Second: Senator Le-Nguyen Vote: Unanimous	Action
	III. OPEN MEETING PRESENTATIONS	
3:50 - 3:53 PM	III. A. A Moment of Silence for Dawn Butler	Information
3:53 - 4:00 PM	III. B. Pao Vue - NSHE Preferred Names Policy Background: • Last year conversations arose for recognizing preferred names on campus • Chief Diversity officer at TMCC passed a resolution at NSHE level which passed at BOR supporting preferred names. The resolution did not specify first vs. last names. • Students request the option for preferred name for various reasons: Divorce Gender Identity preferences Others given as part of resolution language • Now: WNC TMCC GBCC CSN share an instance of PeopleSoft so they decided at the NSHE level to focus on preferred first names. Implementation will go through the Registrar's Office starting middle of Fall semester; preferred last names are still not an option on our campus. • Submit request for preferred first names through Registrar's Office • Will be an item raised (to include last name) during BOR meeting this week by President Patterson/Provost Office • Discussion/Questions: • Chair Ballif: How will it show on Canvas? • Still being discussed. We hope that rosters will show preferred names in Canvas eventually • Senator Johnson: What about on the grades list? Will we see the legal name or preferred name? • Will be determined; to clarify this is not a name change in the system it is an added field to their legal name (not a replacement). • Faculty should see preferred name (that is the hope/goal) • Senator Price: I have had an issue with the wrong name showing in Canvas and out	Information

 I. C. Jennifer Edmonds - Core Curriculum Committee Updates (standing) Ipdates: Sending out invitations to participate in focus groups for administrative staff to weigh in on outcomes for new CORE Want to ensure we are in touch with campus community; feedback so far shows that we are on the right track Aiming for more than 3 but not more than 10 learning outcomes ussion: Vice Chair Naumann: Clarification - you are clarifying the categories of the outcome areas? Yes, the committee is fine tuning and making outcome language more specific and clear Senator Kunkle: Conversation between new Core and WSHE passport? They have to be aligned to avoid an advising nightmare; if someone comes from CORE from another school we want to have thet 	Information
 honor that Also considering if courses taught mostly by PTIs gets moved to CORE then how do we coordinate instruction and support PTI interaction Senator Caputo: Will be coordinating with the FYE committee? Yes, we plan to do that in the near future. V.C. Naumann: did the group present options for the outcomes? Yes, presented the 15 standard ones from LEAP/AAC&U Could you send those examples out? Yes, that will be the next step and/or survey 	
I. D. Eric Gilliland - Student Employee Policy ny questions on the policy that was presented at last month's meeting efore it goes to a vote? This policy will support our students and clarify job lassification and pay.	Information
lo questions/discussion.	
 I. E. Eric Gilliland - Salary Study Updates Identified a path forward with Executive Team but do not have final full plan for moving forward just yet but have updates to share and able to review possible approaches Recap - pulled directly from slides Contracted with Gallagher Benefit Services, Inc. to: Conduct market salary and compression analysis Identify and recommend salary placement Appropriate compensation practices Analysis NSC is competitive to highly competitive across all unique academic and administrative faculty positions We are misaligned to the positive above the market salaries 	Information
	 Analysis NSC is competitive to highly competitive across all unique academic and administrative faculty positions We are misaligned to the positive above the market

 salary grades) Adjust current salaries to a % above initial placement range minimums Maintain current comparison-ratio (admin. faculty) and range penetration (academic faculty) 	
 Administrative Faculty implementation: Zone placement schedule Works within current NSHE schedule/minimums Minimums based on average of Market 25th percentile salary and NSHE min. Expands pay grades from 5 to 7 Adjusts current salaries to a % above initial placement minimum for each range. Percentage TBD by institution budget process Maintains current comparison-ratio: Relates to the relationship between an 	
 employee's salary and the midpoint for a given salary range. Essentially, this is the value of the salary within the range.Ex: if at an 89% compa-ratio your salary will remain at that rate. Example of Zone placement schedule for Admin. Faculty see slides Academic Faculty Implementation (proposed): 	
 Zone placement schedule Works within current NSHE schedule Based on average market mid-point for similarly situated Assistant Professor positions (based on market salaries) Academic disciplines grouped into zones based on similarities with market salary data and NSC groupings Adjust current salaries to a % above initial placement 	
 minimum (same as above) Maintains current range penetrations: Range penetration relates to an employee's salary "position" within a given salary range Already bringing in faculty at high pay level Example of faculty zone placement schedule Zone 1/2/3 (grouped by discipline) 	
 based on similar mid-point salaries and market data Question: Naumann: how did you determine NSC minimum ranges? Established by NSHE and then identified market mid-point by discipline to set the middle and then determine minimum and maximums Gallagher found that our ranges 	
are far too broad currently would take someone too long to move through to the max. Gives	

us placement targets

- Senator LaMotte: based on a 9 month contract?
 - Based on 9 months
- Senator Beaudry: how are we determining whether or not someone is paid at minimum vs. mid vs. high?
 - That will be next step is determine criteria for what dictates those decisions-- once we know structure
- Senator Beaudry: so if minimum was used to establish a new hire, would that be used years down the road for new hires?
 - In an ideal world, we would evaluate salaries every 1-2 years to make sure equity/compression issues don't occur but that doesn't always happen and stagnation occurs. Even so, we're not underpaying based on the market
- Senator Tapia: What about competitive or specialized disciplines?
 - That's what we have to continue to discuss those pieces under consideration to determine placement practices.
- Senator Tapia: so still an option to place outside of discipline zones because some fields don't seem to align with those zone ranges
 - No, because it is based on the market data
 - Am happy to share the data with you and discuss concerns about Business faculty salary data-- the goal is to stay competitive
- Senator Beaudry: previous updates had recommended a

more granular look. Why was all of Education grouped in one zone as opposed to separating out?

- That decision was made by the Executive Team
- Senator LaMotte: similar question with FYE faculty?

0 Provost Shields: we looked at our hiring practices to make those choices; for example we're using FT faculty for FYE courses. Zones can move as we grow/change but good snapshot of current size. Need to be a large institution to get super granular and we're not there yet. What's important about this is setting these "floors" as standards to ensure consistency upon hiring.

- Study Implementation Outcomes
 - Better alignment of initial placement practices for maximum competitiveness among peers
 - Maintain current salary values and reduce potential compression in relation to workforce growth
 - All faculty/staff will continue to benefit from NSHE provided performance increases...(refer to slides for rest of summary)
- Next Steps:
 - Executive Team will finalize implementation approach

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	 Finalize FY21 budget Balance study implementation with mission of critical positions and strategic initiatives Solicit feedback from Faculty Senate and Salary Study Working Group Conduct campus-wide presentation on overall study and implementation Review whole study and market analysis Employee Notifications and Implementation Letter to employee about position overview and any adjustments (if needed) and option to appeal Will know by end of March about final implementation plan; goal is to ensure current value of calarice remain 	
	of salaries remain	
	• Email Eric Gilliland directly with	
	questions	
	 Data Science Degrees BA & BS options (Aaro Wong) BA- primary track towards entry level data analyst position BS- standard science/math track Questions: Vice Chair Naumann: How did you decide on classes in the professional skills section? Consulted with faculty in those areas (Business/Social Science) Also communicated with various organizations in industry for those communication skills are very important V.C. Naumann: student could take 9 courses in Comm. but none in writing (there are a lot of hidden pre-reqs in course list) Yes, but not all required so there are multiple pathways Not opposed to requiring set from specific categories but hoping to get input for someone else to come in and make more granular decisions with the program (I am not a data scientist) Senator Edmonds: Is BS needed to go into graduate school like data science/computer science? Yes, ideal to move into graduate school especially at PhD level Could use BA and then move into master's V.C. Naumann: the observable difference 	

 V.C. Naumann:
What are the "hook" classes to grab students
attention for the degree?
 Data science 101 CS 135 course
could be a potential but too many unknowns
 So how did you develop
projections for the number of
students
Pulled from Hanover
Study
 Senator Kunkle: this differentiates itself from
Interdisciplinary Studies degree because of the title.
May cause confusion with students
 Correct they are different; not aware of
confusion it may cause
Senator LaRocco: what other disciplines will be covered with degree?
• Set up in a way so that anyone could participate
with a minor that could fall under it
 So could get a minor with health
emphasis
Potentially yes, someone will
have to create that minor.
Created a skeleton structure
that allows disciplines to work with Data Science faculty to
coordinate/design relevant
minors
 Chemistry Degree (Zach Woydziak)
• Note from Senator Howerton: The original degree sheets that
went out with the agenda were slightly updated. We changed
some prerequisites that were missing from the degree sheet
thanks to Advising for catching those!
 Been thinking about this degree for a long time. We started a
Chemistry minor which became fairly popular and now we have
enough faculty to create the major
• Create 3 concentrations
 General Chemistry (choose electives)
 Biochemistry (pursue pre-med or biochemistry) Brefessional Chemistry (graduate pre-grame (graduate in the pre-grame)
 Professional Chemistry (graduate programs/career in Chemistry: based on American Chemical Society)
Chemistry; based on American Chemical Society guidelines)
Goals is to become ACS certified so students
can have that certification upon graduation
Will assure that we meet an accepted standard
for our students we graduate
 Vice Chair Naumann: how many students in the minors
do you have? How long will the minor be in place?
Not sure but around 30-40
 Minor has been in existence since 2013
 V.C. Naumann: are there concerns about enrollment or
course staffing if/when you don't have full cohorts?

	Currently we offset the minor and offer every other year now. Probably will do something similar (initially). Guest Chemistry Faculty: can trade off every other sem./year; is some natural branching that happens and could take other courses Senator Edmonds: Environmental Resource Science degree will dovetail into this program and help boost enrollment IV. CLOSED MEETING PRESENTATIONS	
4:50 - 5:00 PM	 IV. CLOSED MEETING PRESENTATIONS IV. A. Amber Howerton - Chemistry & Data Science Degrees Senator LaRocco: When would the degree start? Chemistry 2022 and DS is 2021 Vice Chair Naumann: what has to happens through NSHE for these degrees Need to submit through normal process and will Data science will go through December BOR meeting; Chemistry will take a little longer V.C. Naumann: asking for enhancement funds for this person for Data Science Yes, asking for enhancement funds. Not sure what that will look like but supposedly it should be covering costs Senator Tapia: What's the reason to launch both degree options for Chemistry at same time? It's one degree with just different concentration options Similar to Biology degree- declare concentration among students? Essentially it is one main Chemistry degree with specialization options 	Information
5:00 - 5:10 PM	IV. B. Student Employment Policy Motion to approve: Senator Jewell Second:Senator Silva No Discussion Vote: 1 abstention; 23 in favor (out of 24) Vote carries	Action
5:10 - 5:30 PM	 IV. C. Committee Report Outs: Laura Naumann - Institutional Policy & Procedure Committee has reviewed lecturer promotion policy and student employment policy Provided initial feedback on Media policy from Marketing regarding crisis situations may come to us in future Worked with Gwen Sharp on Grade Appeal policy specifically for students who want to appeal their final grade (conditions when they can/can't appeal; detail informal resolutions vs. department/college level resolutions) Multiple major policy double majoring is straight forward but this policy is to address students in 3 or more degrees 	Information

 Informal poll on feedback: 	
Should there be a limit on degrees and what limits?	
 Should they have to meet with an advisor 	
 Can courses double count towards other majors 	
• Discussion	
 Chair Ballif/Senator Kunkle: Currently do allow "double 	
dipping" for majors or minors; catalog defers to	
department to decide	
 Senator Edmonds: in favor of double dipping (as long as 	
it is not the same minor as major). What are other's	
 thoughts? Senator Price: Sometimes there aren't a lot of 	
 Senator Price: Sometimes there aren't a lot of course options so double dipping is necessary 	
for graduation sometimes; some hang ups	
about 3 majors what are you getting out of it?	
Senator Beaudry: in education created degree	
paths that are designed for double dipping to	
reduce unnecessary extra coursework and	
graduate. Think about context of	
degree/pathway/industry need	
 Senator Tapia: there should be added value to 	
double dipping; should have to take some	
specialized classes to get additional	
major/minor a percentage of double dipping	
but not all	
Senator LaRocco: what about credit limits?	
 Senator Kunkle: excess credit fee does 	
not seem to be a deterrent for students	
 in declaring multiple majors/minors V.C. Naumann: what should be the 	
 V.C. Naumann: what should be the upper limit from Advising's view? 	
Kunkle: Should consider the	
degree context like in Education	
example; NSHE has set limit at	
180 credits	
 Maybe Advising has to sign off 	
above certain credit limit vs.	
number of degrees	
Janice Le-Nguyen - Administrative Faculty Affairs	
6 person committee including an Academic Faculty member (Lance	
Hignight)	
Committee has reviewed workflow substitution policy. Has circle back to	
representation discussion from last year which have discussed with	
FSEC team about:	
 It is a little difficult to determine clear categories to divide for 	
representation	
 Chair Ballif: this is the only body that administrative faculty have to represent them and currently they are capped at 1:20 and 25 	
to represent them and currently they are capped at 1:20 and 25 % representation	
 V.C. Naumann: we also wanted to look at representation by 	
smaller units like it is done by school but running into issue for	
1-2 person offices within categories	
 Looked at numbers by unit which Janice and Eric (H.R.) 	
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	 pulled Chair Ballif: any recommendations based on numbers? We looked at different breakdowns including the new budget categories; potentially considering increasing the cap of representation to 40% (at least higher than 25%) based on census data. Also recommend having an administrative faculty representative on FSEC moving forward Next Steps:Bring proposal/discussion to by-laws committee and return for information 	
5:20 - 5:30 PM	 IV. D. Vincent Nava - <u>Updated Senate Bylaws</u> Purpose of current updates is to pass technical updates/clarification/typos, etc. Thanks to those who helped consult with the committee on changes including Laura Naumann and Berna Rhodes Forde (general counsel) as well as feedback from senators. Reviewed proposed list of changes (refer to above document link) Supposed to have an odd number of members on the sub-committees Discussion about motion to propose striking "odd number" language. Senator Howerton: Would need to do so for curriculum committee sake because it will automatically have an even number per curriculum committee process. Confirmed it was removed completely from the updated by-laws draft. No other feedback from senate Motion to accept changes to by-laws: Senator Silva Second: Senator Haff Vote: 1 abstention; 23/24 in favor 	Action
5:30 - 5:35	 review/approval. May need to clarify with legal counsel if that is required no matter the level of changes. IV. E. Kelly Lutz & Vincent Nava - Bylaws Change - Library Representation Reviewed by bylaws committee and presenting as information item to propose following changes to Library representation: Library has static single vote; does not allow for growth/proportional representation Refer to strike out language in linked document: Library currently has 6 faculty with an additional request pending Recommend minimum of two representatives from Library on senate Discussion: Chair Ballif: To clarify, is it that so many policies impact Library warrant having additional representatives? Yes and to build more succession planning and understand senate better with possibility of staggered terms/representatives to catch things from year to year that would impact the Library Senator LaMotte: strong support as Library could have 40 staff 	Information

	 something should change Senator Lutz: looked at other college bylaws and it varies based on area/units vs. overall size of senate Further questions/comments: email Kelly Lutz 	
	V. NEW BUSINESS	
5:35 - 5:45 PM	 V. NEW BUSINESS V. A. Serge Ballif - Chair Updates Coming soon: Free speech policy, textbook policy, grade appeal policy, and senate representation Read through agenda items and prepare to inform discussion for April meeting on March 31 Senate Census and Representation Reminder to update senate sub-committee reports Possible bylaw changes Have the chair of the administrative faculty affairs committee a member of the faculty senate executive team Have the Parliamentarian chair the bylaws committee as part of their duties Senator Edmonds: Is this doable based on current workload? LaMotte: Currently in this role I have been asking for how can help other FSEC members; It is required to be on the committee anyway so makes sense Senator Jewell: I like the idea but could we stagger the committees of the row contact over? So in favor, just taking this suggestion further. Starfish Review Scorpion success network (portal/apps) Search by student last name and pull student information Review notes from advising or add note yourself If we all use this it will work really well best system I've used so far for myself Student Evaluations using IDEA platform Are we happy with the current system? If not, how do we feel about IDEA? It will fall to the senate to decide. V.C. Naumann: are those the only options? Senator Le-Nguyen: current system questions are customizable and so is reporting Senator Le-Nguyen: current system questions are customizable and so is reporting Senator Edmonds: So we have the option to change questions and administration will be ok? Chair Ballif: don't want to make regular changes or we can't compare performance from year to year consistently 	Information
	 regarding normed vs. criterion based questions Senator LaRocco: if standards of academe will be revised then may be difficult to decide before then 	

	 Senator Jewell: do we have a committee reviewing this? Chair Ballif: Standards of Academe handed off to senate Senator Jewell: so should a committee review? Senator LaRocco: Motion to table until standards of academe and P&T are finalized Second: Senator Beaudry Vote: Unanimous NFA proposed a social for Senate dates proposed and senators preferred March date Reminder: be sure to report back to constituents as senators New Business: Senator Howerton: asked about dual credit for high school students; need policy to address dual credit; workload etc. Senator Howerton: not all in education and 21 schools will be offering dual credit Chair Ballif: need to follow up with Gregory Robinson about dual credit Senator Tapia (announcement): I am running a free tax service on Wednesdays, please let students know! Contact Raul directly or click here. There will be no mid-march meeting for budget 	
	 about dual credit Senator Tapia (announcement): I am running a <u>free tax service</u> on Wednesdays, please let students know! Contact Raul directly 	
	 There will be no mid-march meeting for budget requests/rankings Motion to adjourn: Chair Ballif Second: Senator Howerton 	
VI.	. ADJOURNMENT	