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 | Late |
| Y | Edmonds, Jennifer | LAS; 1st year senator |  |
| Y | Haff, Darlene | LAS; 1st year senator |  |
| Y | Jewell, Samantha | LAS; 1st year senator |  |
| 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 |  |
| 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? | Ballif, Serge |  |
| Y | Naumann, Laura | Chair, non-voting |  |
| Y | 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 <br> Motion: Senator Haff <br> Second: Senator Le-Nguyen <br> 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 <br> Background: <br> - Last year conversations arose for recognizing preferred names on campus <br> - 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. <br> - Students request the option for preferred name for various reasons: <br> - Divorce <br> - Gender Identity preferences <br> - Others given as part of resolution language <br> - 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. <br> - Submit request for preferred first names through Registrar's Office <br> - Will be an item raised (to include last name) during BOR meeting this week by President Patterson/Provost Office <br> - Discussion/Questions: <br> - Chair Ballif: How will it show on Canvas? <br> - Still being discussed. We hope that rosters will show preferred names in Canvas eventually <br> - Senator Johnson: What about on the grades list? Will we see the legal name or preferred name? <br> - 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). <br> - Faculty should see preferred name (that is the hope/goal) <br> - Senator Price: I have had an issue with the wrong name showing in Canvas and outing students when using online/Canvas activities <br> - Thank you for the feedback, will pass that on so we can address that issue moving forward <br> - Senator Kunkle: Not that the campus just moved to NSC email addresses for students so this may impact the name on the new | Information |


|  | campus email address as well. |  |
| :---: | :---: | :---: |
| 4:00-4:05 PM | III. C. Jennifer Edmonds - Core Curriculum Committee Updates (standing) Updates: <br> - Sending out invitations to participate in focus groups for administrative staff to weigh in on outcomes for new CORE <br> - Want to ensure we are in touch with campus community; feedback so far shows that we are on the right track <br> - Aiming for more than 3 but not more than 10 learning outcomes <br> Discussion: <br> - Vice Chair Naumann: Clarification - you are clarifying the categories of the outcome areas? <br> - Yes, the committee is fine tuning and making outcome language more specific and clear <br> - Senator Kunkle: Conversation between new Core and WSHE passport? <br> - They have to be aligned to avoid an advising nightmare; if someone comes from CORE from another school we want to honor that <br> - Also considering if courses taught mostly by PTIs gets moved to CORE then how do we coordinate instruction and support PTI interaction <br> - Senator Caputo: Will be coordinating with the FYE committee? <br> - Yes, we plan to do that in the near future. <br> - V.C. Naumann: did the group present options for the outcomes? <br> - Yes, presented the 15 standard ones from LEAP/AAC\&U Could you send those examples out? <br> - Yes, that will be the next step and/or survey | Information |
| 4:05-4:10 PM | III. D. Eric Gilliland - Student Employee Policy <br> Any questions on the policy that was presented at last month's meeting before it goes to a vote? This policy will support our students and clarify job classification and pay. <br> No questions/discussion. | Information |
| 4:10-4:40 PM | III. E. Eric Gilliland - Salary Study Updates <br> Refer to Salary Study Slides <br> - 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 <br> - Recap - pulled directly from slides <br> - Contracted with Gallagher Benefit Services, Inc. to: <br> - Conduct market salary and compression analysis <br> - Identify and recommend salary placement <br> - Appropriate compensation practices <br> - Analysis <br> - NSC is competitive to highly competitive across all unique academic and administrative faculty positions <br> - We are misaligned to the positive-- above the market salaries <br> - So need to look at placement practices such as grade/title/and salary range placement <br> - Proposed Implementation <br> - Zone placement ranges (does not adjust current NSHE | Information |

## 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



|  | - Finalize FY21 budget <br> - Balance study implementation with mission of critical positions and strategic initiatives <br> - Solicit feedback from Faculty Senate and Salary Study Working Group <br> - Conduct campus-wide presentation on overall study and implementation <br> - Review whole study and market analysis <br> - Employee Notifications and Implementation <br> - Letter to employee about position overview and any adjustments (if needed) and option to appeal <br> - Will know by end of March about final implementation plan; goal is to ensure current value of salaries remain <br> - Email Eric Gilliland directly with questions |  |
| :---: | :---: | :---: |
| 4:40-4:50 PM | III. F. Amber Howerton - Chemistry \& Data Science Degrees <br> Data Science Degrees-- BA \& BS options (Aaro Wong) <br> - BA- primary track towards entry level data analyst position <br> - BS- standard science/math track <br> - Questions: <br> - Vice Chair Naumann: How did you decide on classes in the professional skills section? <br> - Consulted with faculty in those areas (Business/Social Science) <br> - Also communicated with various organizations in industry for those-- communication skills are very important <br> - 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) <br> - Yes, but not all required so there are multiple pathways <br> - 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 (l am not a data scientist) <br> - Senator Edmonds: Is BS needed to go into graduate school like data science/computer science? <br> - Yes, ideal to move into graduate school especially at PhD level <br> - Could use BA and then move into master's <br> - V.C. Naumann: the observable difference between the two is Math | Information |

- 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)
- Professional Chemistry (graduate programs/career in 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). <br> - Guest Chemistry Faculty: can trade off every other sem./year; is some natural branching that happens and could take other courses <br> - 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. A. Amber Howerton - Chemistry \& Data Science Degrees <br> - Senator LaRocco: When would the degree start? <br> - Chemistry 2022 and DS is 2021 <br> - Vice Chair Naumann: what has to happens through NSHE for these degrees <br> - Need to submit through normal process and will <br> - Data science will go through December BOR meeting; Chemistry will take a little longer <br> - V.C. Naumann: asking for enhancement funds for this person for Data Science <br> - Yes, asking for enhancement funds. Not sure what that will look like but supposedly it should be covering costs <br> - Senator Tapia: What's the reason to launch both degree options for Chemistry at same time? <br> - It's one degree with just different concentration options <br> - Similar to Biology degree- declare concentration <br> - Senator Tapia: that's my concern won't it create competition among students? <br> - Essentially it is one main Chemistry degree with specialization options <br> - Send Amber Howerton if you have more questions! | Information |
| 5:00-5:10 PM | IV. B. Student Employment Policy <br> Motion to approve: Senator Jewell <br> Second:Senator Silva <br> No Discussion <br> Vote: 1 abstention; 23 in favor (out of 24) <br> Vote carries | Action |
| 5:10-5:30 PM | IV. C. Committee Report Outs: <br> Laura Naumann - Institutional Policy \& Procedure <br> - Committee has reviewed lecturer promotion policy and student employment policy <br> - Provided initial feedback on Media policy from Marketing regarding crisis situations-- may come to us in future <br> - 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) <br> - 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 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 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 \% 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.)

|  | pulled <br> - Chair Ballif: any recommendations based on numbers? <br> - 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. <br> - Also recommend having an administrative faculty representative on FSEC moving forward <br> - Next Steps:Bring proposal/discussion to by-laws committee and return for information |  |
| :---: | :---: | :---: |
| 5:20-5:30 PM | IV. D. Vincent Nava - Updated Senate Bylaws <br> 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. <br> Reviewed proposed list of changes (refer to above document link) <br> - Supposed to have an odd number of members on the sub-committees <br> - Discussion about motion to propose striking "odd number" language. <br> - 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. <br> - No other feedback from senate <br> Motion to accept changes to by-laws: Senator Silva <br> Second: Senator Haff <br> Vote: 1 abstention; 23/24 in favor <br> NOTE: We do have to get Presidential approval but has gone through legal review/approval. May need to clarify with legal counsel if that is required no matter the level of changes. | Action |
| 5:30-5:35 | 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: <br> - Library has static single vote; does not allow for growth/proportional representation <br> - Refer to strike out language in linked document: <br> - Library currently has 6 faculty with an additional request pending <br> - Recommend minimum of two representatives from Library on senate <br> Discussion: <br> - 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 <br> - Senator LaMotte: strong support as Library could have 40 staff and the current language would limit them to 1 representative so | Information |


|  | something should change <br> - Senator Lutz: looked at other college bylaws and it varies based on area/units vs. overall size of senate <br> - Further questions/comments: email Kelly Lutz |  |
| :---: | :---: | :---: |
|  | V. NEW BUSINESS |  |
| 5:35-5:45 PM | V. A. Serge Ballif - Chair Updates <br> Coming soon: <br> - Free speech policy, textbook policy, grade appeal policy, and senate representation <br> - Read through agenda items and prepare to inform discussion for April meeting on March 31 <br> - Senate Census and Representation <br> - Reminder to update senate sub-committee reports <br> - Possible bylaw changes <br> - Have the chair of the administrative faculty affairs committee a member of the faculty senate executive team <br> - Have the Parliamentarian chair the bylaws committee as part of their duties <br> - Senator Edmonds: Is this doable based on current workload? <br> - 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 <br> - Senator Jewell: I like the idea but could we stagger the committees so the whole committee never turns over; including chair role so don't have to start over? So in favor, just taking this suggestion further. <br> - Starfish Review <br> - Scorpion success network (portal/apps) <br> - Search by student last name and pull student information <br> - Review notes from advising or add note yourself <br> - If we all use this it will work really well-- best system l've used so far for myself <br> - Student Evaluations using IDEA platform <br> - Are we happy with the current system? If not, how do we feel about IDEA? It will fall to the senate to decide. <br> - V.C. Naumann: are those the only options? <br> - Senator Le-Nguyen: current system questions are customizable and so is reporting <br> - Senator Edmonds: So we have the option to change questions and administration will be ok? <br> - Chair Ballif: don't want to make regular changes or we can't compare performance from year to year consistently <br> - Senator Beaudry: referenced previous question regarding normed vs. criterion based questions <br> - Senator LaRocco: if standards of academe will be revised then may be difficult to decide before then... | Information |

- 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 Beaudry: we have some informal policy in education
- 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 requests/rankings
- Motion to adjourn: Chair Ballif
- Second: Senator Howerton


## VI. ADJOURNMENT

