

1. Opening

Call to Order 1:00 pm

In Attendance:

Darin Dockstader (Matt Mahrt Proxy), Arnold Bell, Maria Schellhase, Jann Carson, Jacob Bakke, Crystal Naegle, Wen- Shen, Joe Miller, Julian Barroso-Merino, David Hanley-Tejeda, Joe Hassert, Karen Hyman, Katherine Baker, Eric Moreau, Joe Gormley, Robb Bay, Darryl Raiford, Abraham Amaya, Valarie Conner (proxy LaDella Levy), Joshua Levin, La Della Levy, Robert Macdonald, Sondra Cosgrove, Jessica Dycus, Gail Lupica, Heidi Schneiter, Lorraine Brown, Joann Gutschick, Rebecca Blunk, John Howard, Jim Matovina, Charles Milne, Philip Koch

Absent: Adrian Havas, Melissa Giovanni

Guests:

President Zaragoza, Margo Martin, Clarissa Cota, Patty Charlton, Mugunth Vaithyalingam, Emily King, Jeff Fulmer, Matt Mahrt, Nancy Webb, Sonja Burd, Alok Pandey, Racquel Melson, Sherri Lindsey

Approval of December 2019 Meeting Minutes (Action)

- Motion for approval Chuck Milne and Eric Moreau
- Approved unanimously with adjustment of page 4 Shared Governance bullet 6 should say Faculty Senate Chair

Elections of contingent Senators (two Positions) for Spring 2020 Semester

- Discussion and testimony for Laura Root (Math Department) and Abraham Amaya (Human Behavior Department)
- Motion to vote Eric Moreau and Joe Gormley
- Approved Unanimously

GUESTS:

- **Thom Reilly, NSHE's Chancellor – Updates**
 - Presidents evaluation process – AB part of a 4 person committee, charged facilitator to HR CHRO ensure consistency, changed survey instrument to correct scaling, administered thru Survey Monkey, prep complete by end of March and sent beginning to second week of March, evaluation will take place in June and a timeline will be provided.
 - On task to close soft deadlines for search's of UNLV, UNR and Chancellor first week of March to 2nd week of April– 3 firms with active recruitment, thoughts split with need of experience in higher ed system vs. more in Nevada political landscape. Committee will choose semi video interviews and then choose a few to bring face to face, names will be public, appears to be a lot of good candidates.
 - Board of Regents Agenda – at CSN for public speaking, budget presentation wish list should follow needs in student success, people research, capital proposals (ranking for approx. \$30-\$50 million at open forum March 24th public meeting), will finalize in June.

- Recommend taskforce performance pay be part of each institution operating budget. Should be viewed as part of “doing business” not an ask at every legislative year.
- Discussion of Need for 1 or 2 co-requisite courses per 300-400 is the Board agreeing. Response- looking at how to fund and support thru NV Energy also design based on success in other states and making sure design is top down.
- Kevin Mitchell thanked Chancellor Reilly and wished him well.
- Question about duplication of offering same classes thru Workforce. Response – email directly for answer.
- Proposal to look at online education public vs. private option. Other institutions have used Pearson. Look at negotiating a company to develop in conjunction with faculty that NSHE would buy and own. There was discussion about outsourcing development ve. Developing in house with compensation. Response was that would be up to the institution to fund.
- Me3 career development to look at career pathways. Develop for Nevada K-12 and large need for first year higher ed. Beverly Rogers foundation agree to develop for ASU. Possibility for Nevada also and then would own.
- MGM status report of revenue being as expected. Every institution made some profit UNLV and CSN the most.
- **VP Patty Charlton - *Strategic plan update**
 - Plan is on track for approval at Board of regents meeting in Henderson on March 6th.
 - Provided strategic Futures Taskforce comprehensive document. AB will publish to all.
 - Strategic objectives are linked to NSHE goals of where the College needs to go to advance.
 - Expressed gratitude for countless hours of service to this process by everyone involved.
 - Website is being finalized with all appendages.
- **Bill Dial, Senior Vice President of Human Resources/CHRO Introduction**
 - Served as CHRO roles Colorado, Texas, Missouri
 - Philosophy is that HR is about “Service”, and organizational sustainability for the future is about people.
 - Expressed understanding of perspectives faculty face as had experience teaching both on ground and online.
 - Expressed desire to be accessible and would be happy to be invited to Senate for time to time.
 - Discussion
 - Discuss and concern with HR role in hiring time (recruitment and selection) to not loose good candidates. Response evaluating the processes to be thorough and see where slack times come.
 - Additional questions about communication with hiring chair for notifications and selections not happening. Response – emailing Daniel regarding imparting to team quality, timely, friendly, accurate experience.
 - What is HR role in collective bargaining? Response – A consultation role that provides expertise in for example grievance and compensation -what is sound practice and what does the market bare – looking at both institutional protection and rights of employees.

- Discussion on administrative overload in Workday (specifically contract renewal for PT) . Response evaluating continuous quality improvement how HR can help revise “hard to enter easy to leave”.
- Request of information helpful to processes – a lot of intake and Nevada P & P is complex.
- **Jennifer Nelson – CSN-NFA President - *Collective Bargaining update (presented by Emily King)**
 - Back at the table with fact finding NFA and Administration every Friday.
 - Su123 and 124 need support
 - Hopeful to close this semester. Closed on 8 items, 19 TA, 4 outstanding (including base salary and class size.
 - Discussion on base salary offer was to stick with 2.5% as the counter was an insult. Also noted that crowding classrooms seemed insulting and hopefully was rejected.
 - Noted of the many 20 plus VP level hires.
 - Bargaining team goal is to make a good solid contract trying to work together not us verse them.
- **Kristen Dwyer, Coordinator of STEM Innovation & Impact Grant**
 - Grant started Oct 2018 has 4 years to spend the 2022.
 - To funding opportunities for 1year period
 - Spirit of CSN \$5,000-10,000. This application would address Dr. Zaragoza’s metrix focused on student success and can be found on the Foundation website.
 - STEM – no min - \$25,000 – focus on barriers inside and outside the classroom to create success momentum (example has funded the food pantry and emergency fund).
 - If not STEM class can support basic in classroom gen ed involved, funding for OER, possibly initiatives such as HS Health exploration camp.
 - If request not fundable here can look at other funding opportunities.
 - Must be submitted by March 20th 5 pm.
 - Question about using to connect with K-12. Response – results for this grant will look for our results here at CSN so possible connection with high school but not elementary.
- **Racquel Melson, Campus Life Development Coordinator – Clothing Initiative for Students**
 - With Coyote Cupboard visited 532 realization of other insecurities such as clothing.
 - Starting “Closet” for donations mostly for “Dress for Success” with small portion of casual.
 - Starting with donation from “Another Joy” of all new.
 - Seek peek roll out with racks at “Connections Events”
 - Outreach is for volunteers and gently used professional clothing to be housed in U127A WC. With possibility of expansion if successful.
 - When donating consider being sensitive to gender non-conforming.

Discussion Items:

- **Emily King – Accessibility and Universal design – Classroom recording update**
 - Presented in December and took feedback and updated policy.
 - Add reference to Nevada Decree – Recording Without Knowledge
 - Clause about faculty making own recordings is not prohibited
 - Recordings not shared without faculty permission
 - Add repository statement about recording for syllabus
 - Discussion, questions, and comments
 - Can I say I do not want to be recorded but not refuse accommodation?
 - There is a DRC statement about recording in class
 - If state law says you do not have to how can policy override? Response from Bill Dial – work with DRC for “reasonable accommodation
 - Commented there are 7 steps coupled with DRC
 - Recommended that committee review and adjust and have Dr. Dial and Dr. Pearson review.
- **Emily King – Librarian of Charleston Campus – Head Librarian Duties and Compensation**
 - Informational
 - Librarians, like councilors have head librarians
 - Would like to see something come thru Faculty Senate and put into policy
 - Like program leads
 - Asking for three years to start
 - Chair Bell asked for this to be presented to the workload and evaluation committee.
 - Suggested a consistent naming convention would be closer to Asst Chair
- **Nancy Webb – Election Committee Chair – Election Update**
 - 2 emails have gone out for Faculty Senate Chair election and Senators.
 - Send nominations to AB and Nancy
 - If self-nomination inform Dr. Zaragoza
 - Encouraged to carefully read the emails
 - Deadline is March 1st by 5 pm
- **Alok Pandey, Travel Committee Chair – Travel Update**
 - Recommended changes still in revision process
 - Amount faculty pd was increased: For attendee from \$1200 to 1500 and for presentation from 1500 to 1700.
 - Official duties will be defined
 - Discussion, questions, and comments
 - Instead of hard caps based the amount on Gov regulations, the 175% can be approved but doesn’t increase the max. Response – It’s too hard to define, committee doesn’t want discretion ability.
 - Committee has money (has not run out in 3 years) and CSN has generous policy so faculty should look for opportunities.
 - Money is funded thru Summer School funds so it can roll over.

- Question about funding for adjuncts. Response – this is not the only source for funding adjuncts should use VPAA and appeals process, look at the policy and send suggestions to Alok.
- The College policy does not allow payment without prior approval/after the fact.
- **Sondra Cosgrove – Legislative Action Committee Chair – Caucus process update**
 - Caucus is run by a party not elections
 - You can google early caucus for sites by precinct
 - You can rank choice up to 5
 - 22nd is caucus day
 - If not register to vote go to vote@NV.gov
- **Chuck Milne – Shared Governance – Shared Governance Update**
 - Shared Governance (SG) not going well at CSN so started committee to produce SG. Sondra, Matt, Jodi, Marilyn, Sonya, Julian, Nancy
 - 9 requirements that must be in place for SG to happen
 - Be involved early in the process propose 2 liaisons with release time to go to meetings and identify what needs SG. 12 month appointment fall to fall elected by Faculty Senate.
 - Strategic Plan revisited every year
 - Need to include Market Hires
 - Discussion, questions, and concerns
 - Procedure statement III A9 not clear or belongs in policy statement.
 - III A2 omission of NFA and Market Hire, and what is regular basis?
 - Deadline of report submission in B2 needs guidelines of who determines and spell out details.
 - Where did 2 liaisons come from (what determined).
 - Classified Council specific group that speaks to contract issues. May be double covering but adds strength.
 - Election in faculty Senate does not give other groups a voice. Comments that it is the logical choice, it is with who knows how policy functions. Suggested AFA and Classified should have a participation vote.
 - III A5 nominate from committee group with focus on criteria.
- **Chair Report**
 - Presidential Evaluation – Committee is meeting on February 27th
 - SawGrass Group – Met with stakeholders hopefully we can see improvement
 - Diversity, Equity, and Inclusion at CSN – Mention of mandatory training embedded.
 - Department Chair Nominations – no further information
 - Faculty Senate Chair Nominations – no further comment
 - Earl Yoon nomination (see Phages – will be presented at the march 6th Board of Regents.
 - Ad Hoc Committees
 - Department Chair Job Description -on committee AB, Maria, Bob Diaz, Patrick Villa, Janice Glasper, Mar Kaye Bailey, Sonya Pearson – meeting in next two weeks.

- FAF Grievance Policy – Take UNLV policy once committee created. Jim Matovina and Eric Moreau for vote of approval and it was 100% unanimous.
- Counselor’s multi-campus model – look at creating a policy.
- New Business
 - Program Directors job description and compensation was supposed to come to Faculty Senate fall 2019 and never came. Forward this to action committee and then to March FS meeting. It has been vetted by Executive Leadership.
 - Policy on seniority decisions by Department Chair - 10+ involved. Proposed to gather information and also to adjust workload appeal if that is broken.
 - Additional discuss that may have been captured in other notes as minute recorder had to leave.
- Adjourn 5:30 pm

DRAFT