

# **Faculty Senate Minutes March 18, 2016 1:30 p.m. M-1**

## **I. Call to Order**

### **Attendance:**

#### **Faculty Senate**

**Amanda Diaz- President/At Large**

**Johnny Alda - Vice President**

**Kimberly Bunts-Anderson/At Large**

**Ajani Burrell – Senator/At Large**

**Rosaline Cepeda – Senator/SOE**

**Richard Waldo-Senator/ At Large**

### **Other Attendees:**

**None**

## **II. Review/Adoption of Agenda**

**Amanda moved to have the Agenda adopted.**

**Majority agreed.**

## **III. Review/Adoption of Minutes- 1/19/16- Tabled**

**Amanda Diaz- suggested that members review and approve the minutes online next week.**

## **IV. Old Business:**

**Ajani Burrell- asked if the committee could review the membership suggestions for Academic Council.**

**Amanda Diaz – Agreed.**

**Ajani Burrell - stated that there was still a lack of attendance at AC meetings and that a system requiring accountability was needed.**

**Kimberly Bunts-Anderson- asked if Mike Nurmi had been added as a member as he had asked her a number of times about it. She asked if she could refer him to Ajani Burrell directly as chair.**

**Ajani Burrell-stated that it was not his role to be accepting new members as his job was only to assist during the interim moving Academic Council under the faculty senate and that the new council with new membership would start next term.**

**Amanda Diaz- Agreed that enrolling new members should be the job of the elected AC president next term.**

**Discussion centered on representation of various departments.**

**Suggestions were made to keep the majority as faculty members so that the membership has been moved from administration to faculty as requested.**

**Richard Waldo asked about the chair receiving credits.**

**Ajani- confirmed that 2 credits for chair, 1 for co-chair and 1 for secretary.**

**Kimberly Bunts-Anderson- asked if it would be possible to set up permanent proxy members of people in small departments.**

**Johnny Alda- stated that he understood the reasons behind the suggestion but was concerned that people might take advantage of having a permanent replacement and not attend.**

**Rosaline Cepeda and Richard Waldo concurred that people might take advantage and not show.**

**Kimberly Bunts-Anderson- Agreed that, that could become an issue but that perhaps we could arrange something in advance for small departments with only one or two faculty who are not able to come all the time but don't have a proxy within their department.**

**Amanda Diaz- Suggested that members from very small departments be invited as non-voting members.**

**Ajani Burrell- asked how a proxy could be arranged in advance.**

**Rosaline Cepeda- stated that a proxy should be arranged by individual members that were going to be absent.**

**Amanda Diaz- said that it should be the responsibility of individual members to locate and arrange for proxies if they were not able to attend.**

**Richard Waldo- stated that what Kimberly was suggesting is that a proxy could be arranged in advance for members from small departments that were likely to be absent.**

**Johnny Alda- stated that on certain days it was impossible for members in his department to attend committee meetings as they were scheduled for full day supervision off campus.**

**Ajani Burrell- said he did not know how or if a permanent proxy arrangement could be arranged however he would discuss it with Dean Merfalen and the current council members.**

**Amanda Diaz- agreed that, that was a good idea. She added that she felt the majority of members should be faculty representatives if the AC was meant to be moved under faculty as a responsibility.**

**Membership concurred.**

**Ajani Burrell- stated that he would present the suggestions and update Faculty Senate later. He then asked to be excused to attend another meeting.**

## **V. New Business:**

## **VI. Old Business:**

**Amanda Diaz- suggested that members continue from last meeting developing the Faculty Ranking. She began taking notes on board with members commenting during the process. Members worked together discussing a category for specialty teachers with special certification and specialty teachers with expertise in specific areas but not the traditional academic degrees that might be working or requested to work at NMC in areas requiring years of experience or certification but not necessarily academic degrees beyond a bachelors or masters i.e. (chefs, hospitality, musicians etc.)**

**Richard Waldo – asked that CPA degrees be considered as masters or doctorate degrees.**

**Johnny Alda- stated that a similar consideration should be made for those with an associate’s degree who had passed the RN exam.**

**Kimberly Bunts-Anderson- said that it would be confusing to claim higher degrees for those fields and not others and that it might be better to move members up steps horizontally along the ranking already outlined.**

**Amanda Diaz requested a copy of current salary tables be provided for everyone.**

**Richard Waldo stated that that the salary for horizontal movement increments would be sufficient. He further stated that certificate consideration should be given on current certification (that is updated regularly).**

**Kimberly Bunts-Anderson- suggested that those with specialized required certifications could start at step three of the ranking level based on whether the certification was kept current.**

**Johnny Aldo- said that he agreed with that as it was the salary increase rather than the ranking that was important.**

**Kimberly Bunts-Anderson- confirmed that the salaries next to titles were meant to be starting level salaries.**

**Richard Waldo – said he thought that would work too and that the year numbers provided on the original draft in perpendicular format should be removed.**

**Kimberly Bunts-Anderson- agreed and said she would remove them.**

**Amanda Diaz- stated that we should suggest it along with the Faculty Ranking Draft Faculty Wide.**

**Members discussed the horizontal ranking categories drafted at the previous meeting.**

**Richard Waldo- stated that he felt that 10 years for Full Professor was too long and that it should be automatic for those who had a doctorate.**

**Amanda Diaz removed the 10 year requirement at NMC for Full Professor on draft.**

**Kimberly Bunts-Anderson- stated that she felt that it could become an issue if after all this time people waited to receive a raise to step one and then the college immediately hired replacement faculty at that level.**

**Rosaline Cepeda – agreed that it could become a problem causing discontent amongst faculty members with tenure as they had, had to wait so long for the increase.**

## **Discussion**

**Amanda Diaz-stated that we did not have enough budgeted to request that present faculty start at step two.**

**Richard Waldo concurred illustrating that if we were going to request step 2 for everyone it could increase the budget forty thousand+.**

**Kimberly Bunts-Anderson- pointed out that previously when new faculty were hired at a higher ranking it caused discontent and we should avoid it.**

**Richard Waldo- said that everyone should be happy with any raise.**

**Members generally concurred.**

**Amanda Diaz- said that we present the original option first as it was within the budget already approved. She pointed out that the original option included step one plus ranking thus most people would receive more than step one which should offset any discontent that should arise with new hires coming in at step one.**

**Members concurred.**

**Amanda Diaz- said we should hold a general meeting and/or share the proposed budget with all faculty members for feedback.**

**Members agreed.**

**Richard Waldo offered to figure out the costing for the total proposed faculty ranking draft proposed.**

**Amanda Diaz- agreed to provide him with the information he requested to do so.**

**Members agreed that it would be good to have specific costing of proposed budget outlined and based on current salary tables in order for the proposal to be readily agreed to and approved in the future.**

## **Issues previously presented for consideration:**

### **A. Need for Consistent Record keeping**

**Amanda Diaz - Reiterated the concern brought up in last month's meeting regarding a lack of records of records. She stated that she liked the current format for Faculty Senate records with links.**

## **VII. IRB or Ethics Committee**

**No update scheduled/requested**

### **Meeting Adjourned**

### **Interim Correspondence:**

#### **Faculty wide email-**

**Amanda Diaz- stated that she would “...request for a meeting with AP Dave on Monday to see whether having current faculty that has at least 3 years or above to start on Step 2 and have newly hires start at Step 1. If this is not a possibility, then we will move forward to request to hold an assembly on Wednesday, April 13, 2016 to discuss step 1 with all faculty “and thanked everyone for their hard work. She shared an updated faculty ranking draft which has been recorded in Faculty Minutes records.**