

Leadership Council Meeting
November 30, 2020
1:30 pm
MINUTES

PRESENT:

William Brown
Katie Dempsey
Amber Donnelly
Mary Doucette
Joyce Helens
George Kleeb
Bret Murphy

Jake Rivera
Sonja Sibert
Jennifer Sprout
Karl Stevens
Sarah Wilkey
Mardell Wilkins
Brian Zeiszler

ABSENT:

Angie DeBraga
Joe Micke
Kevin Seipp

- 1) **President's Update (Information)** President Helens talked about the increase in the number of COVID cases in the community and stressed the importance of following protocols. The GBC protocols are that face masks are mandatory, sign in sheets at all departments, and if exhibiting any symptom whatsoever one must stay home.

President Helens said the furloughs take affect January 1st. GBC anticipates another 12% cut in this biennium. She will have a more detailed report on the budget at tomorrow's GBC-All meeting.

President Helens talked about the GBC Strategic Planning process. It is now GBC's time to come together and create a new strategic plan. In the NSHE system our institutions have a rotating schedule. Right now, both GBC and UNR are beginning this strategic planning cycle. We will continue to work with UNR in our collaborations and communicate that direction in our strategic plans. The process has begun to create a committee that will facilitate the process. It will be an institutional effort as the strategic plan will be the roadmap we follow for the next five years.

Overall, the GBC strategic plan will include our critical mission/vision statement which is the common goal that aligns us and our actions. This is our starting point. We then identify our core values which defines our starting point. Then we create clearly defined outcomes articulating what steps we will be taking forward. We will be accountable. And finally, we will create key performance indicators which tell us how well we are delivering on what we say we measure.

A strategic plan does not make future decisions but rather anticipates a future environment and decisions are made in the present.

- 2) **SGA Update (Information)** Katie Dempsey reported getting students involved in the virtual world. The GBC SGA voted to contributed \$100,000 to new Winnemucca building upgrades. President Helens thanked SGA for that very generous contribution. Katie reported there are food pantries at

every location. In Elko there will be an open mic night on Friday at 7:00 pm. The SGA is going to host a holiday movie night in December.

3) Faculty Senate Update **(Information)**

- Brian Zeiszler reported on some items of interest from the Faculty Senate meeting on November 20, 2020. A response was emailed out to faculty on 11/20/20 and is attached to these minutes.

4) Classified Council Update **(Information)** Sarah Wilkey reported that Classified Council is working on Christmas Cards to Classified Staff and the GBC Cookbook.

5) Student and Academic Affairs Update **(Information)** SA Jake Rivera reported we are maintaining enrollment for fall semester. Spring enrollment is currently down 5%. We are recruiting for an assistant registrar, 2 part-time residential advisors for housing, an administrative assistant 3 for Admissions and Records, a student transfer coordinator and a math instructor. Sent emails out over holiday about committee work resuming. We need to continue working and engaging in our committee work.

Bret Murphy reported that the Reimaging Grant will give us funding for two positions: CNA instructor and a navigator to help high school students transition to college. The Build Nevada course started today in Ely with eight students. The CTE classes in spring will get a later start. We received a Trails Center grant for seed money to set up curriculum for trail maintenance.

Karl Stevens said some of the CARES money funded the upgrade of two IAV classrooms (\$102,000) in Elko and Ely. Another grant upgraded some IAV equipment and media equipment.

CARES money also funded an Anatomage Table for Elko and Pahrump. This machine can scan the inside and outside of the body. The machine can be used by the Science department. We also received money for three ventilators for training and a SIM Capture machine for all four sites.

6) Business Affairs Update **(Information)** Sonja Sibert reported the Winnemucca Building project will be presented to the Board of Regents for approval at the December meeting. After it is approved an official groundbreaking date will be determined.

Sonja Sibert gave an update on the 12% reserve plan that GBC submitted in anticipation of an additional budget cut of 12% for FY22. All current budget saving measures for FY21 will continue to meet additional 12% budget cut. This includes all vacant position savings, cuts to operating accounts, and suspension of equipment awards. The Economic Forum is scheduled for December 3rd.

7) Communications Update **(Information)** Jennifer Sprout talked about the media campaigns currently being conducted. The Mask Up Campaign, Spring Enrollment Campaign, and the Sonography Camp Campaign. One of the campaigns, Masked Up Campaign, is a partnership with Elko County who donated \$10,000 for this community campaign.

8) Other Business **(Information)**

Bret Murphy mentioned the CDL simulator will arrive tomorrow. Looking for a room to put the simulator in that is suitable.

Leadership Council 11-30-20

Faculty Senate Items

1. "Recommendations Document" from Compensation and Benefits Committee.
 - a. Recommendation 1: Initiating strategic planning.
 - i. The committee recommends administration begin its comprehensive strategic planning process in order to help with the establishment of meaningful and equitable workload policies and compensation.
 - ii. Significant growth at the college and the COVID-19 Pandemic warrant the process. The committee recognizes the Faculty Senate has among its ranks several members with considerable experience in formulating and implementing strategic plans. Therefore, the committee further recommends the Strategic Planning Committee include experienced junior and senior faculty recommended by the Faculty Senate to assist administration in this important effort.
 - b. Recommendation 2: current workload policy remaining intact.
 - i. The current workload policy is to remain intact until such a time that strategic decisions about workload and compensation can be made. The committee may make recommendations for additional compensation in instructional areas where significant change and responsibility has occurred.
 - ii. The current workload policy was a result of multiple years of collaborative effort between faculty and administration. Provisions outlined in the current workload policy continue to be valid. Significant changes have occurred in a number of areas of the college which may warrant additional provisions in order to provide equitable compensation for all faculty in all areas of the institution. Comprehensive strategic planning must take place in order to assure the responsible development of a meaningful and equitable workload policy.
 - c. Recommendation 3: overload payment discrepancy between part time and full time faculty.
 - i. Faculty Overload Payments. The Committee recommends the Faculty Senate formally request administration compensate overload for full time faculty members at the rate established in Section 4 of the current workload policy.
 - ii. The workload policy states full time faculty members are to be compensated for overload at the same rate as the "highest paid part time faculty per credit pay rate." Currently, that number is \$800 per credit. However, fulltime faculty members are being compensated at \$750 per credit. This unwarranted practice has been brought to the attention of administration on multiple occasions and has never been addressed. As a result, over the course of several years, full time faculty members have been under-compensated by tens of thousands of dollars. The committee further recommends a discussion of compensating in arrears full-time faculty who were underpaid under the current policy provisions.
 - d. Recommendation 4: NFA collective bargaining and looking at workload policy
 - i. The committee recommends faculty senate invite the Nevada Faculty Alliance to review the current workload policy and to make comparisons to the collective

bargaining contracts agreed to at other NSHE institutions. The committee further recommends the Nevada Faculty Alliance make a detailed presentation of the collective bargaining process to faculty members.

- ii. In March, 2020, the NFA conducted a climate survey of professional staff at GBC. Survey invitations were sent to all academic and administrative faculty (N=121) at Great Basin College. A total of 77 responses were collected, a response rate of 64% overall. 86% of respondents supported the establishment of an active NFA chapter at GBC. 76.6% of respondents support the formation of a collective bargaining unit (union) for faculty at GBC to negotiate for improved compensation, benefits, and work conditions, and to protect faculty rights. Interest in collective bargaining is demonstrably high. The survey results warrant an invitation to NFA from the GBC Faculty Senate to address the option of entering into a collective bargaining process.
2. Article V revisions to bylaws. VP Sibert will need to take a look at the revisions before the vote in December.
3. Social Science department request about evaluations for this academic year, 20-21.

Social Sciences request.

Regarding faculty furloughs for the coming year, we think it would be reasonable to consider a corresponding change in faculty evaluation standards. Standards should be altered to reflect the amount of time faculty are expected to take off and doing so would enable faculty to actually take that time off without being concerned about how it might affect their evaluation ratings. This could also help compensate for the many other COVID-related obstacles experienced by many this year.

In practice, this might mean lowering the number required to reach the levels of "Excellent" and "Commendable" as they relate to faculty Professional, Service, and Management roles, or altering expectations in those areas to reflect the necessary cutbacks during this time of crisis. We propose that this issue be referred to the proper committee.

RESPONSE to FS Items from the FS Meeting on 11/20/20

The faculty senate compensation and benefits committee presented “workload policy recommendations” in the November Faculty Senate meeting which needs clarification. It is unclear what was approved and forwarded to Leadership Council. Four recommendations and/or the workload policy minor wording and structure changes? Citations for workload policy need to be included.

Regarding the four recommendations “as is”.

1. The committee recommended “...administration begin its comprehensive strategic planning process in order to help with the establishment of meaningful and equitable workload policies and compensation.”

Please see President’s email regarding GBC Strategic Planning dated November 19, 2020. This process is already underway. Both VP Rivera and Faculty Senate Chair Zeisler are working on the committee membership. Also, it is important to note that institutional strategic plans do not include workload and compensation policies.

2. The committee recommended that “the current workload policy is to remain intact until such a time that strategic decisions about workload and compensation can be made.” And it was again repeated, “Comprehensive strategic planning must take place in order to assure the responsible development of a meaningful and equitable workload policy”. Based upon faculty complaints to the Faculty Senate leadership and directly to administration, administration requested the committee review the faculty workload policy for parity in 2018, including the inequitable online multiplier policy. None came forward. This “recommendation” made in November 2020 is vague and does not fulfill the request for the committee to make specific recommendations. Again, institutional strategic planning does not include policies and procedures.

VP Sibert recently provided information at the last faculty senate meeting in November explaining the faculty workload policy currently in place, which has not been modified since 2016, and includes a segment called the “online multiplier” which refers exclusively to classes that are taught online. The online multiplier was originally created as a financial incentive for faculty to create and teach their classes online in the early days of administration wanting to establish GBC as an online presence. It was never meant to continue as a standard practice. This explains why faculty have been concerned about parity between teaching online or face-to-face. (see online multiplier example 3 attachment).

VP Sibert explained that anytime a faculty member has an online class that has more than 20 students enrolled, that faculty member receives an additional “factor” which is defined as workload units of 1.25 times the number of credits for that class, but only if the class is given a maximum enrollment cap of 30 or more. However, if an

instructor is teaching a face-to-face class and they have 36 students in their class, they do not receive any additional factor. This is of obvious concern.

When I began my tenure here at GBC three years ago, faculty brought the online multiplier to my attention within my first few weeks here as an unfair practice that significantly benefits some faculty. In 2018, administration requested the Faculty Senate Comp and Benefits Committee review this practice and recommend a more equitable way to handle the additional enrollments/overloads in all classes for all faculty.

The additional pay from the online multiplier is not part of anyone's base salary but rather treated like an overload. The funding comes out of the state operating budget and over the last two years the online multiplier has been approximately \$300,000 a year. Forty full time faculty have received the multiplier each of the last 2 years and between 59-72 part-time instructors. (see attached online multiplier example 3 spreadsheet for comparisons of the inequitable treatment between class types.)

The online multiplier aspect of the workload policy recently came under review as part of the budget reduction plans that were mandated last April to July for FY2021 and the online multiplier section of the overload policy was suspended. While this is not a pay reduction to anyone's base salary, those who were previously receiving this multiplier saw a difference. The way the online multiplier was calculated has also been confusing semester by semester, another reason we had hoped the faculty senate committee would review this. This was communicated to Faculty Senate in April 2020.

3. The committee recommended *“administration compensate overload for full time faculty members at the rate established in Section 4 of the current workload policy”* and further stated, *“The workload policy states full time faculty members are to be compensated for overload at the same rate as the “highest paid part time faculty per credit pay rate.” Currently, that number is \$800 per credit. However, full time faculty members are being compensated at \$750 per credit. This unwarranted practice has been brought to the attention of administration on multiple occasions and has never been addressed. As a result, over the course of several years, full time faculty members have been under-compensated by tens of thousands of dollars. The committee further recommends a discussion of compensating in arrears full-time faculty who were underpaid under the current policy provisions.*

While the workload policy does reflect that wording with regards to rates, at the same time, records of the GBC Faculty Senate show that this overload policy statement was aspirational and not a requirement.

For example, the notes of the Faculty Senate Compensation and Benefits meeting of October 12, 2007, state, “He (Dr. Mike McFarlane) also gave updated information about an increase in overload pay schedule for adjunct faculty with the intention of full time faculty increasing later in the hopes that both will be equal with time.” The GBC Faculty Senate meeting minutes of November 16, 2007 show that the Faculty Senate

was aware that this was the goal although not required. “It was questioned, after reviewing the Committee’s minutes of October 12, 2007, whether Adjunct Faculty would be receiving an increase in overload pay, with full time faculty hopefully receiving an increase at a later date. The question was answered with a yes.” GBC Faculty Senate meeting minutes of November 16, 2007.

The GBC Faculty Senate discussed the issue two years later. “The President reported that Chancellor Klaich stated that it was appropriate to raise all adjunct faculty pay to what Nye County is being paid. Starting fall 2009, adjunct faculty pay will go from \$700 to \$800 per credit hour. Chancellor Klaich also agreed that it was appropriate to increase overload pay for full-time instructors. They will go from \$600 to \$700 per credit hour. President Diekhans went on to thank full-time faculty for supporting the concept that it was more important that adjunct faculty receive a pay raise first. The president advised that full-time faculty overload pay was under advisement to be raised to \$800 per credit hour.” GBC Faculty Senate meeting minutes of August 28, 2009.

The table below show that GBC has been working towards that goal. I summarize what the records of GBC show in the chart below and all show a per credit rate.

Effective date	Part time except Pahrump	Full Time
Fall 2006	\$550-\$620	\$550
Spring 2007	\$590-625	\$550
Fall 2007	\$700	\$550
Fall 2008	\$750	\$600
Fall 2009	\$800	\$700
Spring 2011	\$800	\$750

As the above chart shows, the difference between the highest per credit rate paid to part time faculty has gone from \$620 to \$800 or an increase of \$180 per credit which is a 29% increase. At the same time, the difference between the part time rate paid to full time faculty has gone from \$550 to \$750 or an increase of 36%.

The presentations made to NSHE System Administration in planning for both the 2019-2021 and 2021-2023 biennium both indicate the desire to review these rates. However, during the 2019 legislative session, GBC’s budget was reduced by \$1.4M each year. For the 2021-2023 biennium GBC along with all other state agencies have been asked to prepare and submit plans for a 12% budget reserve.

In addition, legal defenses may be raised that reduce the claim with regards to compensating faculty in arrears. All employees sign and/or acknowledge a contract for overload pay. In addition, all employees accepted the compensation for overload.

4. The committee recommended that, *“faculty senate invite the Nevada Faculty Alliance to review the current workload policy and to make comparisons to the collective bargaining contracts agreed to at other NSHE institutions. The committee further recommends the Nevada Faculty Alliance make a detailed presentation of the collective bargaining process to faculty members.”*

The recommendation to invite the Nevada Faculty Alliance to compare the current GBC workload policy to the workload policy of other NSHE institutions is not a policy recommendation to be considered by the GBC Leadership Council. The GBC workload policy as well as the workload policies of other NSHE institutions are public records which are always available for the Nevada Faculty Alliance to review.

As to a presentation by the Nevada Faculty Alliance to the GBC Faculty Senate, the GBC Faculty Senate represents all faculty at GBC. NSHE Handbook, Title 2, Chapter 1, Section 1.4.7. In contrast, an employee organization of faculty under NSHE Handbook, Title 4, Chapter 4, Professional Staff Collective Bargaining Regulations, represents a defined bargaining unit which is less than all faculty. NSHE Handbook, Title 4, Chapter 4, Section 2(13) excludes certain administrators, and supervisory, confidential, and managerial employees from being members of an employee organization. **NSHE Handbook, Title 4, Chapter 4, Section 23(2) prohibits the System or its representatives from dominating, interfering, or assisting in the formation of an employee organization.** The GBC Faculty Senate should not hold such a meeting with the Nevada Faculty Alliance.