

## **September BOR Items:**

These are the items which will be presented at the Board of Regents in September:

### **1. Audit Response Policy-Informational (This may be removed from the agenda).**

-See attached information

-Chairs recommended specifying "Significant Finding" in regards to the proposed Audit Policy

### **2. UNR TMCC Police Consolidation-Informational** \*Chairs requested more detail.

-See attached information

### **3. Amendments to Policy and Code to Align with Federal Mandates and Guidance on Sexual Violence**

-Action Item

-See attached information

### **4. Export Control Policy-Action Item**

-See attached information

### **5. Board of Regents' Transfer Administrative Faculty-Informational**

-See attached information

### **6. Shortened Notice of Termination for Non-tenured Academic and Administrative Faculty hired after December 15, 2015, except DRI-Informational**

\*Chairs requested this be moved to the December meeting for more time to respond.

-See attached information

### **7. BOR transfer of administrative faculty.**

\*Chairs requested this be moved to the December meeting for more time to respond.

-See attached information

### **8. Sharing of Personnel/Payroll and other Confidential Information between Institutions and Units-Informational**

-See attached information

### **9. Deletion of Title 4, Ch. 3, Section 37.3 re Advancement of Community College Salary Schedule by COLA-Action Item**

-See attached information

## **Discussion:**

Council of Chairs requested this item not be deleted but changed to the following"

Chairs recommended: "Any cost of living (COLA) increase approved by the state Legislature and Governor will advance the academic salary ranges within the salary plan overall."

Clarification:

A. COLA is no longer applied to any salary schedule, only the base salary, and the wording in the handbook is inconsistent with wording in the PGM. COLA cannot be used to advance a salary plan as indicated in Title 4, Chap 3, Sect 37 of the Handbook, therefore this statement is no longer true. Salary plans are created and analyzed using a market-

based approach and applying across the board COLA to the salary plan would create inconsistencies. COLA is only applied to the base salaries.

Question: What happens when someone's base salary increases beyond their salary range because of COLA? I think you mentioned that the market analysis for the salary ranges is only done every few years.

Clarification: They would get all of the COLA and it would likely be time for a salary schedule update to occur.

**Change being presented to BOR:**

COLA is a Cost of Living Adjustment which may be funded by the Legislature. During years in which a COLA appropriation is provided, all academic faculty receive the same percentage COLA increase which is added to base salary.

**10. Effect of Termination on Salary of President**

-See attached information

**Other items being discussed:**

**1. Annual and periodic President's evaluation.**

Currently, we do an annual evaluation of administrators. The Council of Chairs is requesting an annual one of Presidents to be sent to the Chancellor. The GBC evaluation may need to be changed to separate the President's evaluation from Administrators. This will go to our Evaluation Committee.

**2. PEBP**

Chancellor has assigned Dr. Marcia Turner to attend PEBP meetings to represent the interests of NSHE.

**3. Review of Institutional By-Laws**

The Chancellor has requested each Faculty Senate Chair to provide him a report regarding the status of institutional by-laws and provide feedback by September 4, 2015. The by-laws are to be reviewed with the following in mind:

- A. Last date they were reviewed.
- B. Are the by-laws consistent with the goals of NSHE and the missions of their respective institution.
- C. Do various FS review the bylaws of other institutions for best policies.

Currently, I have requested the President's Council to review the Institutional By-Laws at the next meeting for feedback. We may need to have a Faculty Senate By-Laws Committee to review these. The Council of Chairs has requested more clarification.

The GBC Institutional By-Laws can be found by doing a search on our website.

<http://www.gbcnv.edu/administration/admin/PP/00-01.pdf>

Respectfully submitted,  
Mary Doucette  
Great Basin College Faculty Senate Chair