

Great Basin College Faculty Senate

Compensation and Benefits Committee

Minutes

October 6, 2023, 9:00 AM

GTA 118, GBC PVC 120, Zoom

1. Call to order 9:00 AM

Attendance: Kara Coates, Konstantinos Travlos, Milinda Wasala, Rita Pujari, John Rice, Matt Nichols, Steven Scilacci, Jessica Bellander. (Eleanor O'Donnell, absent and excused)

2. *Discussion of CTE workload matter.*

- a. *At our last meeting we discussed the following: "The committee was asked to examine a couple of unique matters pertaining to CTE workload regarding compensation for teaching multiple "shifts" and retirement payments based on overload. The committee will determine whether these matters warrant consideration."*

After discussion the committee determined that recommendations on retirement payments based on overload were not within the scope of the committee's charge. It was suggested the question be posed to the Nevada Faculty Alliance.

Members of the committee representing CTE areas will present information to help the committee better understand the "shift" workload at its November meeting. JPR will get the names of other NSHE Comp and Ben committee chairs for input on how other institutions may be compensating in these instances. GBC CTE and Health Science faculty will also discuss similarities in their workload structures and what compensation models we may already have in place to remedy concerns. The committee will hear a report from those members at its November meeting. (NO ACTION)

3. *Professional Development Funding*

a. *Review of procedures*

Committee reviewed procedures. Applications are being received and forwarded to Eleanor until we consider them at the November meeting.

The question was asked if Professional Development Funding can be used for professional recertifications. In an anecdotal discussion, it appears those instances are currently funded "out of pocket". JPR will research and report back to the committee in November. (NO ACTION)

4. *Consideration of proposing a temporary workload provision to encourage more student life on campus.*
  - a. *In consideration of the decline in student activities on all GBC campuses, consideration should be given to faculty workload release to help organize and sustain in-person student activities on all GBC campuses. These activities could include but should not be limited to clubs related to academic disciplines, clubs related to student extra-curricular interests, events, and other student interests.*

While there was agreement some incentive for increasing student life on campus is warranted, the committee determined this matter is not within the scope of the committee's charge. (NO ACTION)

5. *Other matters from committee members.*

The committee has been asked to examine compensation for Independent Study and will discuss the matter at its November meeting.

There were no additional matters from the committee. (NO ACTION)

6. Adjournment. 9:30 AM

Respectfully Submitted,

John Patrick Rice, Chair