

Great Basin College Faculty Senate
Compensation and Benefits Committee

Minutes, December 1, 2023

Roll: All Present. Milinda Wasala, Kara Coates, Konstantinos Travlos, Matthew Nichols, Rita Pujari
Steven Scilacci, Jessica Bellander, John Rice

1) Discussion of Independent Study Compensation. **INFORMATION**

The committee invited Dr. Daniel Bergey to discuss matters related to Independent Study compensation. In many cases faculty are asked to teach individual students in an independent study course. The policy stipulates that students are "expected to principally work independently, without meeting the regularly scheduled time blocks." In some areas of the college, especially in the sciences and in CTE, it is not possible for students to work independently, and faculty spend as much time working with an individual student as they would an entire class. As examples, there are lab meetings in sciences and hands-on instruction in CTE.

The committee is seeking a solution that will provide opportunity and fairness to our students and to members of the faculty. The committee also understands the funding challenges faced by administration and is eager to work with administration to provide a solution.

Milinda Wasala and Dan Bergey will review contracts from our sister institutions to see how they handle similar situations and report back to the committee in the spring.

2) Finalize Professional Development Disbursements. **ACTION**

The committee recommends a motion to approve Professional Development Disbursements to:

- David Sexton, Western Association of Criminal Justice, \$1,086
- Gerardo Wence-Munoz, Gottman Method Counseling Training, \$3,199.16

Requests for Spring Professional Development Disbursements will be accepted until March 31, 2024. There is approximately \$10,000 in professional development funding remaining, and the committee encourages all faculty, teaching and administrative, to take advantage of this funding. It is the most professional development funding that has been made available to faculty in recent years.

The committee also discussed clarifying the language in the professional development funding application. Those revisions will be made this month and presented to faculty in January.

3) Other matters from members for the committee. **INFORMATION**

The committee will investigate instances of faculty teaching multiple full cohorts to cover unfilled faculty positions. Those faculty members are literally doing the work of two faculty members but being compensated with overload. Overload compensation is a fraction of full-time compensation and is typically limited to a certain number of credits. The committee has multiple concerns about this practice. Compensation is just one part of the problem. Exhaustion, faculty burnout and mental health is a real concern among faculty as well.