

April 3, 2025

Compensation and Benefits Committee Minutes

Written Report. ACTION

Members Present: John Patrick Rice, Chair; Jessica Bellander, Eleanor O'Donnell, Jessica Puentes, Steve Scilacci. Members Absent: Jonathan Foster, Abigail Loya, Matthew Nichols, Katie Snow, Milinda Wasala

The committee met on Thursday, April 3, 2025, at 10:00 AM. Discussion of Professional Development applications and disbursements were conducted.

It was determined each spring applicant with a request of \$1,500 or less would be fully funded. All other requests would be funded at 75%. Details of the disbursements are shown on the accompanying spreadsheet.

Spring Requests totaled \$14,161.53. Spring awards totaled \$8,517.40. Two of the spring requests were for events taking place in FY 2026. The committee determined that it would recommend funding the deposits for those events. To be reimbursed in FY ending June 30, 2025, those deposits must be paid and a reimbursement request made by the applicant by June 1, 2025. Those applicants will be eligible to apply for reimbursement of the remaining FY 26 expenses in Fall of 2025.

This disbursement model left a balance of \$1,584.63 of the original \$15,446.53 we were provided. The remaining funds will be distributed equally among the five awardees from Fall, 2024. Each Fall 2024 applicant will be eligible for an additional \$264 reimbursement.

A motion was made by Steve Scilacci and seconded by Jessica Bellander recommending disbursements as shown on the accompanying spreadsheet.

The committee also heard updates on the work of the Ad Hoc Committee of Salary Equity.

Respectfully submitted,
John Patrick Rice, Chair

Professional Development \$13,000.00				Professional Development funds are for conferences, training and related travel				
Department	Name	Amount Requested	Amount Funded	Description	Location	Date		
Business and Technology	Robert Cowan	\$ 558.00	\$558.00	Professional Memberships/ American Marketing Association and American Management Association	N/A	N/A		
Arts and Letters	Tim Esh	\$ 2,294.93	\$1,721.20	Willa Cather and the Counterculture	Taos, New Mexico	November 14-17, 2024		
Great Basin Child Center English and Mathematics Departments	Amber Ogle	\$ 2,364.00	\$700.00	ERS National Conference	Las Vegas, Nevada	September 15-18, 2025	FY2026	Note for applicant OGLE: Conference deposit funded, Applicant may request reimbursment for FY26 expenses in the fall. Deposit must be paid in reimbursment request by June 1, 2025.
	Daniel Murphee	\$ 3,825.60	\$2,869.20	NSHE Corequisite Conference	Las Vegas, Nevada	April 24-25, 2025		
Business and Technology PVC Center Director	John Green	\$ 3,250.00	\$800.00	Western Association of Veterans Ed. Specialist Conference	Reno, Nevada	July 6-9, 2025	FY2026	Note for applicant GREEN: Conference deposit funded, Applicant may request reimbursment for FY26 expenses in the fall. Deposit must be paid in reimbursment request by June 1, 2025.
Arts and Letters	Christopher Salute	\$ 1,319.00	\$1,319.00	WACAC Conference	Las Vegas, Nevada	May 13-16, 2025		
	David Antonini	\$ 550.00	\$550.00	2025 BioEthics Bowl	Salt Lake City	April 5, 2025		
		\$ 14,161.53	\$8,517.40					
	\$ 15,446.53							
	\$5,344.50							
Balance from Fall 24	\$ 10,102.03							
Spring Awards	-\$8,517.40							
Balance	\$ 1,584.63							Note for Fall, 2024 applicants: An Additional \$264 will be reimbursed to Fall 2024 Applicants. There was \$1,584 balance in the Professional Development fund that we distributed equally to each Fall applicant.