

FACULTY SENATE

NEVADA SYSTEM OF HIGHER EDUCATION

Minutes

2022/2023 FACULTY SENATE

Tuesday, January 17, 2022

2:00pm – 3:00pm

Virtual Meeting-Zoom

1) **Call to Order**

There was a call to order at 2:07 PM

Roll Call

A. Present:

- (1) Ed Boog (SCS)
- (2) Gibran Chavez-Gudino (SA)
- (3) Glenn Heath (SCS)
- (4) Eric March (SCS)
- (5) Jim Lowe (SCS)
- (6) Crystal Chang (SA)
- (7) Cruz Laudenslager (SCS)
- (8) Marinn Clampit (SCS)
- (9) Danielle Donator (SA)
- (10) Gar Casale (SCS)

B. Absent:

- (1) Cheryl Olson (SA)
- (2) Monica Aguilar (SCS)
- (3) Michele Casella (SA)
- (4) Tillery Williams (SA)

C. Quorum established.

2) **Approval of Minutes - September/October/November**

Eric moved to approve December minutes and Glenn seconded. It was unanimously approved.

3) **Guest Invite Sherry Olson: Updates**

A. The Human Resources Officer position has been placed on hold and the recruitment failed.

They will begin recruitment at the start of the next fiscal school year.

B. A new RFP has been opened for the HR consultant scope of work. It opened the week of December 13. There are 2 phases of the proposal.

1. First part: The consultant will review our current evaluation process for all System Administration (SA) and System Computing Services (SCS) employees, including the criteria-areas of what is excellent/commendable, what is satisfactory/unsatisfactory.

Review our current documents; make recommendations on new criteria; and help us refine our evaluation process.

2. Second part: Provide Training. We have included in the timeline the employees self-evaluation training completed April 7. This leaves a short time frame (if there will be self-evaluations and the supervisor evaluation piece).
 3. The close of the completion of phase 1 is expected to be March 31. And the training is expected for April 7. The Letter of intent, which is the final vendor will be selected by February 16. The second phase is set for the consultant/vendor to review all the positions, within SA/SCS, to determine if they have been appropriately categorized/classified, and they will conduct an equity study of those positions, for each then determine the salary adjustments if necessary. Then a recommendation for the implementation process of those adjustments, which will include a comprehensive report on the findings and recommendations.
 4. Phase 2 has a completion date of June 8. Keep in mind merit has to be calculated. Merit pay will only be based on the completion of Phase 1. The second part of the study is position review and equity study, due by June 8. If the legislature restores NSHE any funding through the implementation process will move forward with salary adjustments.
- C. [EB] Do we still do our self-evaluation in February? [SO] We don't know. We asked that they look at the entire process. Should we continue to do a self-evaluation? We know they are helpful and anticipate they will continue but we are unsure. [EB] Will it turn to supervisor evaluation? [SO] Potentially. We will look at their recommendations. We want employees to have input. It is our way of communicating employee accomplishments to supervisors and other things that have been completed throughout the year of which they may not be aware. It could be beneficial, but it is why we have asked that they review the entire process.
- D. [EB] Will be starting another search in June/July? [CO] July is the start of the new fiscal year. The hope is the study will be complete and the CHRO could step in and help with implementation. Maybe those decisions will have been made but there will be a completely new slate. [EB] Ed thanked Sherry for the update.
- E. [SO] You may want to know who is participating in the selection for the vendor. Tillary Williams (FAC member), Sherry Olson, Chris Gaub and the Chancellor. If someone wants that information. Submissions are due this week and the committee will meet.

4) **Guest: Tracy Sherman, Chair-of-Chairs**

Tracy Sherman was unavailable at the time. Ed will reach out to reschedule.

5) **Comments**

- A. [JL] Were you able to attend the last Board meeting? [EB] There was an introduction of the new regents/orientation.
- B. [JL] Is Kerry Acting Chief of Staff? [EB] Yes

- C. [JL] Is there another recruitment taking place? [EB] One of the Regents mentioned that they want to re-open the search for Chief of Staff and Council to the Board.
- D. [EB] Anne gave a presentation on SCS. [GH] Anne's presentation was exceptional.
- E. [EB] Regent asked if students/families and people on subsidized free or reduced internet from us? [GH] We pay into the Federal Users Fund and individuals have to go through their service provider and not us.
- F. [JL] When is the next Board meeting? The next one shows as a legislative audit. [EB] The next is February 3. There will be three that day. IDEA meeting at 9:00 am. BOR Special meeting at 10:00 am, or when the IDEA meeting ends, and an AD HOC meeting in the afternoon. [JL] We will be interested to hear about the Governor's actions regarding remote work. [GH] It may be an executive order that will be given.
- G. [DD] Is anyone from FAC helping to plan the staff retreat? [GH] It was mentioned at the All-Hands Meeting, which was in the Climate Survey. [DD] If anyone has any ideas of what they want to see please reach out and contact Danielle. [EB] Keep us updated. [DD] I will keep everyone posted.

6) Old Business

The update for EDIC meeting was tabled for next month's meeting.

7) New Business

There was no new business.

8) Next Meeting

Tuesday, February 21, 2023, at 2:00 PM via Zoom

9) Adjournment

There was a motion to adjourn by Jim and seconded by Eric. Meeting was adjourned at 2:33 pm