

Academic Faculty Senate (2025-2026) Meeting MINUTES 03/13/26; 1:30-3:30 p.m.

<b>Academic Senate</b>	Call to order at 1:34 pm	ZOOM																								
<b>Members Present</b>	<table border="1"> <tr><td>Eric York (Chair)</td><td>Present</td></tr> <tr><td>Jessica Rowe (Vice Chair)</td><td>Present</td></tr> <tr><td>Jaspreet Gill (Senator Carson)</td><td>Present</td></tr> <tr><td>Brigitte Dillet (Senator Fallon/Douglas)</td><td>Present</td></tr> <tr><td>Vacant (NAH Senator)</td><td>Absent</td></tr> <tr><td>Curtis Kupferschmid (Senator LA 1)</td><td>Present</td></tr> <tr><td>Christian Copley Salem (Senator LA 2)</td><td>Present</td></tr> <tr><td>Mary Gillespie (Senator LA 3)</td><td>Absent</td></tr> <tr><td>Patrick Bell (Senator WCTE/Recorder)</td><td>Present</td></tr> <tr><td>Jacob Council (Senator Adjunct Carson)</td><td>Present</td></tr> <tr><td>Kelsey Penrose (Senator Adjunct Fallon/Douglas)</td><td>Absent</td></tr> <tr><td>Martin Schmidt (Past Chair)</td><td>Present</td></tr> </table>		Eric York (Chair)	Present	Jessica Rowe (Vice Chair)	Present	Jaspreet Gill (Senator Carson)	Present	Brigitte Dillet (Senator Fallon/Douglas)	Present	Vacant (NAH Senator)	Absent	Curtis Kupferschmid (Senator LA 1)	Present	Christian Copley Salem (Senator LA 2)	Present	Mary Gillespie (Senator LA 3)	Absent	Patrick Bell (Senator WCTE/Recorder)	Present	Jacob Council (Senator Adjunct Carson)	Present	Kelsey Penrose (Senator Adjunct Fallon/Douglas)	Absent	Martin Schmidt (Past Chair)	Present
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<b>Members Absent</b>	M. Gillespe, K. Penrose																									
<b>Guests</b>	K. Dalpe, R. Belbin, M. Duley, J. Downs, R. Bassen, R. Belbin, R. Bevans, Winnie Kortemeier																									

<b>Agenda Topic</b>	<b>1. Call to Order</b>
<b>Action Taken</b>	Time: 1:34 pm

<b>Agenda Topic</b>	<b>2. Roll Call</b>
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<b>Agenda Topic</b>	<b>3. Executive Updates (Dr. K. Dalpe)</b>
<b>Action Taken</b>	Info
	<p><b>Discussion:</b></p> <ul style="list-style-type: none"> <li>• President Kyle Dalpe reported that enrollment is holding steady at approximately 4,000 students, with weighted credit student hours at about 105,000—aligned with fall and spring budget projections, noting that only completed, graded coursework counts toward these totals.</li> <li>• President Dalpe shared that the college is exploring expanded-term offerings, such as winter and summer sessions, though questions remain about how these would align with existing semesters and faculty compensation; this initiative is currently in a beta/exploratory phase to assess feasibility.</li> <li>• Additionally, a staff survey is underway regarding a potential four-day summer workweek.</li> </ul>

	<ul style="list-style-type: none"> <li>• Dr. Dalpe also recognized and congratulated Patrick B. and Kurtis K. on earning tenure.</li> </ul>
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<b>Agenda Topic</b>	<b>4. Faculty consultation group with L&amp;I (R. Belbin)</b>
<b>Action Taken</b>	Discussion:
<b>Summary of Discussion</b>	<p><b>Discussion:</b></p> <ul style="list-style-type: none"> <li>• Listening session had limited attendance but generated valuable discussion. Ron B. proposed continuing sessions or forming a small, representative faculty committee to meet once or twice per semester for brief Q&amp;A and information sharing, with members expected to disseminate updates to their divisions. Preference is for a defined committee, with a proposal forthcoming and a goal to begin by the end of Spring 2026.</li> <li>• Ron B. will write up a formal description/scope for the proposed faculty liaison/consultation group and send to Eric before the next meeting (and likely within the next week).</li> <li>• Ron B. will work to schedule and hold at least one meeting of the new faculty liaison group before the end of the semester (after spring break).</li> </ul>

<b>Agenda Topic</b>	<b>5. Equity Study Update (M. Duley, K. Dalpe)</b>
<b>Action Taken</b>	Discussion/Possible Action
<b>Summary of Discussion</b>	<p><b>Presentation:</b></p> <ul style="list-style-type: none"> <li>• Draft Equity Salary Adjustment plan introduced, including use of consultants and a comprehensive salary review process (internal, cross-institutional, and market comparisons).</li> <li>• Funding sources still to be determined; adjustments may be implemented over multiple years.</li> <li>• New RFP processes may be initiated if needed; final decisions rest with the president.</li> <li>• Timeline pending due to expired RFP; new vendor quotes requested.</li> <li>• Salary reductions are not expected as part of the review process.</li> <li>• President Kyle Dalpe emphasized starting the process as soon as possible.</li> </ul> <p><b>Discussion:</b></p>

	<ul style="list-style-type: none"> <li>• Concerns raised about alignment with faculty contract negotiations and whether the plan falls outside normal negotiation processes.</li> <li>• General agreement on the importance of an equity study, but hesitation about approving the current draft without further review.</li> <li>• Questions about whether the study could impact or be used within ongoing negotiations (NFA concerns).</li> <li>• Some members emphasized avoiding delays, while others requested more time for review and clarification.</li> <li>• Consensus of Faculty Senate supports moving forward with the equity study process while allowing additional time to review the draft and not interfere with negotiations.</li> <li>• Eric Y. will distribute the draft salary equity adjustment plan to Senate members via email for review and possible future email vote/discussion.</li> </ul> <p><b>Motion:</b> Motion to draft of statement of support for Equity Salary Adjustment plan  <b>Motion to Approve:</b> B. Dillet  <b>Second:</b> P. Bell  <b>Approval:</b> Unanimously  <b>Abstained:</b> None</p>
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<b>Agenda Topic</b>	<b>6. Approval of Minutes (January)</b>
<b>Action Taken</b>	Action
<b>Summary of Discussion</b>	<p><b>Discussion:</b> None</p> <p><b>Motion:</b> Approval of February 2026 meeting minutes  <b>Motion to Approve:</b> Curtis K.  <b>Second:</b> J. Council  <b>Approval:</b> Unanimously  <b>Abstained:</b></p>

<b>Agenda Topic</b>	<b>7. Elections (J. Downs)</b>
<b>Action Taken</b>	Info/Possible Action
<b>Summary of Discussion</b>	<ul style="list-style-type: none"> <li>• Dr. Downs reviewed 2026–27 senate election process, including a two-week nomination timeline, April 10 elections, and presentation at the next FS meeting; voting will occur by college, with Vice Chair voted on campus-wide.</li> </ul>

	<ul style="list-style-type: none"> <li>• Discussion included concerns with non-tenured faculty serving as senators, but also recognized the value of experience serving on the faculty senate may be to tenure track faculty.</li> <li>• It is recommended to encourage tenure track faculty participation while acknowledging potential pressures tenure track faculty may have meeting workload and committee requirements while alleviating potential concerns with participation being in conflict with work towards achieving tenure.</li> <li>• Dr. Downs clarified that each seat requires a nomination and individuals may run for only one position. Approved a bylaw modification to advance the top two nominees per college for senate seats.</li> <li>• Jeff D. will end out the list of open Faculty Senate seats/positions and instructions for nominations to all faculty today.</li> <li>• All faculty: Submit nominations for open Faculty Senate positions to Jeff and Susan by the nomination deadline (March 27).</li> <li>• Jeff D. and Amy G. will coordinate and oversee Faculty Senate elections, including sending out appropriate voting links to relevant faculty, from April 3–10.</li> </ul> <p><b>Motion:</b> Approval of process for senate election process / open positions.  <b>Motion to Approve:</b> B. Dillet  <b>Second:</b> Curtis K.  <b>Approval:</b> Unanimously  <b>Abstained:</b> None</p>
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<b>Agenda Topic</b>	<b>8. Senate Bylaws (J. Downs, B. Dillet)</b>
<b>Action Taken</b>	Discussion/Possible Action
<b>Summary of Discussion</b>	<p><b>Discussion:</b></p> <ul style="list-style-type: none"> <li>• Discussion focused on reviewing and updating the faculty bylaws. Jeff and Brigitte reported discovering multiple versions of the bylaws, including a 2023-approved version that differs from their current working version.</li> <li>• The senate identified several needed updates, including changes to the PDC committee structure and the need for committee chairs to review their respective sections.</li> <li>• The senate agreed the need to consolidate all versions into one current document and share it with committee chairs for review, though they did not take final action during the meeting.</li> <li>• Jeff D. and Brigitte D. with review and reconcile different</li> </ul>

	<p>versions of the Faculty Senate bylaws, collect input from committee chairs on their sections, and update the bylaws as needed.</p> <ul style="list-style-type: none"> <li>Request committee chairs to view their respective sections of the Faculty Senate bylaws and provide any requested changes or feedback to Jeff/Brigitte.</li> </ul> <p><b>Motion:</b> No action</p>
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<b>Agenda Topic</b>	<b>9. NFA Updates (R. Bassen, H. Reardon)</b>
<b>Action Taken</b>	Info
<b>Summary of Discussion</b>	<p><b>Discussion:</b></p> <ul style="list-style-type: none"> <li>Presentation</li> </ul> <div style="display: flex; align-items: flex-start;"> <div style="background-color: #26a69a; color: white; border-radius: 50%; padding: 10px; margin-right: 10px; text-align: center;"> <p>Salary Proposals</p> </div> <ul style="list-style-type: none"> <li>Proposals with a fiscal impact that must be sent to the legislature for funding (starting June 2027 at the earliest): <ul style="list-style-type: none"> <li><b>COLA-matching</b> to all other state employees or 3% / year (whichever is higher)</li> <li>Also: any retention bonuses and merit</li> </ul> </li> <li>Rework of the <b>independent studies</b>: \$500 minimum + \$100/credit/student → income parity with overload/adjunct rate with about 5 students</li> </ul> </div> <div style="display: flex; align-items: flex-start; margin-top: 10px;"> <div style="background-color: #26a69a; color: white; border-radius: 50%; padding: 10px; margin-right: 10px; text-align: center;"> <p>Salary Proposals</p> </div> <ul style="list-style-type: none"> <li>Rework of <b>multicampus stipend</b>: 50% IRS mileage rate (EH&amp;S policy for personal car) but must use residential address or “primary” college address (whichever is closer)</li> <li>Student rate above 30 students (over-enrollment) equal to overload rate / 30 students</li> <li><b>Summer pay</b>: 75% of student fees up to 30 student cap <ul style="list-style-type: none"> <li>Would increase the pay from about \$4200 to ~\$9000 for a 3-credit course AND adjust with HEPI (inflation)</li> <li>Why? Currently, we have a max \$ cap up to \$1400/credit → pays up to about \$14 students</li> <li>Incentivize more faculty to teach over the summer</li> </ul> </li> </ul> </div> <div style="display: flex; align-items: flex-start; margin-top: 10px;"> <div style="background-color: #26a69a; color: white; border-radius: 50%; padding: 10px; margin-right: 10px; text-align: center;"> <p>Salary Proposals</p> </div> <ul style="list-style-type: none"> <li>We identified salary and workload needs based on data trends and challenges that we are facing with faculty workload and participation in service across different divisions</li> <li>Based on faculty input, we decided to offer eliminating the distance ed stipend in exchange for the other benefits</li> </ul> </div>

## Summary

- 21 different articles proposed (current articles + 2 new ones)
- 2 articles + the preamble are T/A'd
- We have one meeting next week and a full-day meeting Friday
- Concern is that WNC is taking about one month for each article counter

## Workload Proposals

- Annual review and proposal process w/ faculty senate and NFA to determine college "reassignment" role job descriptions and workload
  - e.g. lead faculty, assessment coordinator, etc.
- Add **3 credit (IU)** release/semester + 2 B+ days **for past chair** to help with mentorship of new senate chair
- **15 credit (IU) "pool"**/semester to allocate for faculty senate committee work (PDC, Bylaws, Professional Advancement, etc.)

## Other things we've been learning & trying to improve

- Administrators will have to provide notification before evaluating an online course (just the same as classroom evals)
- Clarifying the roles of academic faculty between: tenured, tenure-track, non-tenure, and emergency hire
  - WNC shared that they currently do not accurately track non-tenure track faculty in Workday
- Proposed adding a non-tenure track hiring and consultation process with academic faculty and an emergency hire search process
  - We only have about 32 out of 54ish faculty who are tenured, and % of tenure-track is dropping

## Trends from WNC

WNC's proposals	NFA's counters
Required graduation, meetings (Welcome Back, departmental, etc.)	Told them that we need to see better counters/proposals from WNC on our asks before we discuss this
Requiring faculty to complete the Instructional Innovation Department's new faculty Canvas training module → countered with	<ul style="list-style-type: none"> <li>• Countered with a "new faculty" article that would require designing an orientation course by academic faculty (with a release/pay for faculty to design it)</li> <li>• New faculty receive a 3-unit release in their first year (each semester) and cannot take overload</li> </ul>
Attempt at trying to reduce pay for online courses vs. in-person → mostly in labs (presented this 3 times)	I think we finally convinced them that whatever perceptions they have about online work requirements being "less work" are total fallacy

Discussion:

	<ul style="list-style-type: none"> <li>• Rachelle B. presented key proposals for faculty compensation and workload improvements, including a COLA matching state employees, increased independent study compensation, and adjustments to multi-campus stipends and summer pay.</li> <li>• WNC currently spends the least on instructor compensation compared to other institutions and proposed 21 articles for contract negotiation, with some focusing on workload processes and faculty role compensation.</li> <li>• The senate discussed concerns about online course compensation, with Rachelle emphasizing that online work should be properly valued, and they proposed a new model allowing overload compensation in the teaching semester with options for deferring units.</li> </ul>
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<b>Agenda Topic</b>	<b>10. Chair Report (Eric York)</b>
<b>Action Taken</b>	Info/Discussion
<b>Summary of Discussion</b>	<p><b>Climate survey:</b> Eric Y. discussed the climate survey, addressing concerns about anonymity and noting that Faculty Senate surveys are processed through Evaluation Kit that ensures confidentiality. Concerns about anonymity, particularly in free-response items that may identify individuals were discussed. Eric Y. clarified that Faculty Senate surveys use an evaluation system to ensure confidentiality, with responses aggregated to protect identities.</p> <p><b>Neutrality Statement:</b> Discussed the Chancellor’s neutrality directive aimed at protecting NSHE institutions from federal mandates and public perception. Faculty Senates are seeking (likely to receive) an exemption, given their role representing faculty rather than institutional positions. Eric Y. clarified Faculty Senate is seeking exemption from these requirements since they represent faculty constituents rather than the institution directly</p> <p><b>90 credit bachelor’s degrees:</b> Reviewed proposed policy allowing pilot 90-credit bachelor’s programs (currently in applied sciences). Raised concerns about transferability to graduate programs and potential competition, specifically GBC’s proposed project management degree overlapping with WNC’s existing program. The group discussed concerns about a proposed 90-credit bachelor’s degree program at Great Basin College, which could compete with Western Nevada College’s existing program.</p> <p><b>OERs:</b> Provided clearer definitions and encouraged adoption of</p>

	<p>Open Education Resources to reduce student costs.</p> <p><b>Strategic Planning forums:</b> Faculty were encouraged to participate in upcoming forums.</p>
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<b>Agenda Topic</b>	<b>11. Old Business</b>
<b>Action Taken</b>	<b>Discussion:</b> None
<b>Summary of Discussion</b>	

<b>Agenda Topic</b>	<b>12. Faculty Open Discussion</b>
<b>Action Taken</b>	Faculty are welcome to openly discuss issues involving the institution.
<b>Summary of Discussion</b>	<ul style="list-style-type: none"> <li>• <b>Faculty Representation &amp; Communication:</b> Concerns were raised about public comments made at a Board of Regents meeting regarding faculty frustration and nursing faculty departures, emphasizing the need for accurate representation supported by data (e.g., survey results).</li> </ul>

<b>Agenda Topic</b>	<b>12. New Business</b>
<b>Action Taken</b>	Discussion
<b>Summary of Discussion</b>	<ul style="list-style-type: none"> <li>• Fee increases in WCTE and Nursing (due to rising material costs) will be distributed by Eric Y. to Faculty Senate for input, with a proposed email vote.</li> <li>• A request was made and supported to delay approval by one month to allow adequate review.</li> <li>• Eric Y. will forward information about proposed fee increases (with explanations) to Senate members for review and set up an email vote after spring break.</li> </ul>

<b>Agenda Topic</b>	<b>14. Public Comment</b>
<b>Action Taken</b>	Info
<b>Summary of Discussion</b>	<p><i>Opportunity for faculty to bring forward concerns, questions, or suggestions for future agenda items</i></p> <ul style="list-style-type: none"> <li>• Curtis K: Are nominations for senate send directly to Jeff D: Yes.</li> </ul>

	<ul style="list-style-type: none"> <li>• Winne K: Requested an email reminder to faculty to complete climate survey. Eric Y. (or designated person): will send out a reminder to all faculty about completing the Faculty Climate Survey.</li> <li>• J. Rowe: Gratitude to NFA for union negotiations.</li> </ul>
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<b>Agenda Topic</b>	<b>Adjournment</b>
<b>Action Taken</b>	<p><b>Motion:</b> Adjourn meeting  <b>Motion to adjourn:</b> B. Dillet  <b>Second:</b> Curtis K.  Unanimously Adjourned at 3:38 pm</p>
<b>Comments/Information</b>	Submitted by Patrick Bell, Recorder