

GREAT BASIN COLLEGE
356, '17 6 & 281 & , /
March 11, 2014
1:30p.m.

PRESENT: Mark Curtis, Lynn Mahlberg, Sonja Sibert, Tom Reagan, Bret Murphy, Alex
Porter, Dori Andrepont

ABSENT: John Rice, Mike McFarlane, Kris Miller

1. Approval of Minutes ± 7 K H Ñ Ñ Ñ Las Vegas

. The tuition and fees agenda item may be removed to the Special Board of Regents meeting in April. They stopped in Elko and Pahrump to meet with senators there. They also got a tour of Nevada State College. Many student activities are planned.

VXEPLWWHG IRU DSSURYDO DW W Most of the new QACs for PHHWLQJ
GHJUHHV ZLOO EH SURJUD The University and the State College
world. The last piece of the growth plan is to become more prominent in distance
education. The timeline for the shared services alliance could take 3 to 5 years to be fully
implemented

President Curtis will be traveling to the four new counties to meet with the superintendents
the week of spring break. To get the ball rolling we would probably offer limited general
education courses and go from there. We will look at their needs. We will also talk with
them about dual enrollments with the high schools. With the four new counties added to the
GBC service area we can expect to eventually see approximately 154 FTE.

The 3 UHVL Periodic Evaluation Process has begun. The Chancellor directs
consultant to conduct the evaluation the week of April 28. The entire week will be filled
with interviews with various groups and community members. The evaluation committee
will consist of two community members and two regents and system staff with the
consultant leading the evaluation. Dr. Stuart Bounds from Maryland is the consultant.

8. Miscellaneous

Lynn Mahlberg reported that the Elko County School District and the GBC Counselor workshop
will be held tomorrow at GBC. We expect about 65 people to attend.

Smriti Bhattarai has been hired as the IR/Scorecard coordinator and started work on Monday.
Her office is in McMullen Hall. Offers for the program director and assistant director are out.

Bret Murphy reported the millwright instructor position has been filled. There are 19 continuing
training classes scheduled between now and June. Jim Moore has been hired for the mobile
welding instructor. A second search will be conducted for the diesel instructor position. The
search for the land surveying instructor position is closed and there are some v0 0 T BT 1 0 0 1 174.62 4

GBC Merit Pay Award Plan

The Nevada System of Higher Education (NSHE) Board of Regents approves guidelines for the development of college faculty salary plans. Plans are developed by the individual college and merit pay awards are applied as they may be funded through the state and system budget allocation processes, and according to the college and NSHE guidelines. Once the college plan is developed and approved by the Faculty Senate, the president approves the final plan regarding merit pay awards for each eligible faculty member. The action of the president is submitted to the Nevada System of Higher Education for review and final approval. Upon NSHE approval, the college generates "Faculty Employment Contracts" according to the provisions of the faculty salary plan.

Policy:

The amount of merit pay award for each faculty member is determined by that faculty member's final performance evaluation rating. To receive a merit salary award, a faculty member must receive a final evaluation result of "Excellent" or "Commendable" and meet all qualifying steps for consideration.

distribution plan.

final overall composite score (OCR) will be awarded a merit salary increase equivalent to the Merit Unit Award (MUA) as designated under the Moderate Distribution Plan developed by Dr.

Additional qualifying factors are listed under the **Initial Merit Consideration Qualifiers** heading in this document.

receive all of the prescribed merit award increase added to their salary if the increase would

In this case,

the portion of merit pay increase that exceeds the maximum salary limitation will be awarded as a one-time, non-cumulative merit bonus.

Merit pay is mutually exclusive from COLA (Cost of Living Allowance). COLA will be awarded in years when the Legislature funds such increases.

Faculty who do not have a performance evaluation for the preceding year because they are returning from a one-year leave of absence (sabbatical, etc.) will return in July at the same salary they had when they took leave (plus COLA, if any was given). Their last evaluation will be used to determine their Merit Award for the new academic calendar year.

Frequency:

The merit plan shall require faculty evaluation once annually.

Appeal:

Faculty may appeal the results of their evaluation through the Faculty Appeals Procedure as outlined in the current Great Basin College By-Laws.

Review:

The college system of evaluation and merit award shall be reviewed periodically. The review process shall provide for the involvement of all college personnel holding faculty rank.

