

ADMINISTRATIVE FACULTY ASSEMBLY

GENERAL MEETING

Unapproved Meeting Minutes
Remote Campus, Microsoft Teams
Friday, November 17th, 2023 - 2:00 PM

- I. Called to Order at 2:00 pm by Eric Garner
- II. Approval of October 2023 Minutes – Motioned by Jeff Fulmer, and seconded by Stephen Romas.
- III. General Updates – Eric Garner
 - a. DEI Initiatives – India Barton, Interim CHRO and Dr. James McCoy, VPAA
 - i. Representing work completed by the DEI taskforce (Academic Faculty Recruitment, DEI Language).
 - ii. DEI actions in response to Sawgrass recommendations.
 - iii. Focus on how academic faculty are recruited.
 - iv. Administrative faculty may want to take into consideration DEI taskforce recommendations.
 - v. Boilerplate template, intention is to use DEI language in all academic faculty recruitments.
 - vi. Language should be placed at the front end of job posting.
 - vii. In addition to DEI language, verbiage included as to the benefits of working for CSN.
 1. Statement talks about the foundations of CSN, locations, and that CSN is the most ethnically diverse college in Nevada, HIS serving institution, certificates, and degrees offered, and student demographics.
 2. Statement talks about CSN as a minority-serving institution.
 3. Link to specific values and mission as an institution.
 4. Speaks to the uniqueness of living in the valley, including outdoor activities and reasonable cost of living, entertainment, and climate.
 - viii. Includes unique benefits.
 1. Grant-in-Aid
 2. Paid holidays, retirement, health insurance, Early Childhood Education center.
 - ix. The DEI statement and verbiage highlighting CSN benefits is followed by the traditional job description, minimum qualifications, etc.
 1. Focus applicants to learn about our values and benefits before moving to job description and requirements.
 - x. James asked that AFA considers supporting this template.
 - xi. Screening committees receiving cultural competency training, implicit bias training.
 - xii. Focus on diversity for recruiting faculty.
 - xiii. India to send examples of recruitment documentation to Eric for review.
 - xiv. Eric will send out file and include as action item for December 2023 AFA meeting.
 - b. Dr. Margo Martin & Yvonne Wade (Yvonne is CSN's new athletic director)
 - i. Update for CSN Athletics Region Status
 1. CSN Athletics have been a part of Scenic West Athletic Conference (Region 18, NJCAA) for approximately 10 years.
 2. Colorado, Utah, Idaho & California (one school in CA) currently make up the Region 18 Conference.
 3. Decision made this year to add two new schools to Region 18.
 - Northern Idaho College (Coeur d'Alene)
 - Pacific Northwest Christian College (WA)

4. Adding these two schools has negatively impacted athletics budget and student wellbeing.
5. Alternative regions (Region 1) being solicited to minimize impact on budget and students and provide a more sustainable model for student athletics.
6. Athletic department serves 220 student athletes, many who have the opportunity to enroll in college due to athletic program.
 - 80 percent of student athletes are local and underrepresented minorities.
 - Strong record of completing coursework, graduating, and matriculating to four-year institutions.
7. The addition of Northern Idaho College and Pacific Northwest Christian has significantly increased travel time and cost for transportation/lodging/food, and well as drive time for bus drivers.
 - Schedule has been arranged so that games are played from point to point to point, and then the teams return to CSN (rather than CSN to point, then returning to CSN, and then CSN to point again).
 - While this arrangement works for the budget, not the optimal solution for the students.
8. Region 1 schools are closer in proximity (the majority of schools are in AZ)
9. Considerations
 - Region 18 has to agree to release CSN.
 - Region 1 has to agree to add CSN.
 - Interim NSHE Chancellor has to support this move.
 - Need to report to NSHE BOR and have BOR approval.
 - NJCAA has to approve.
10. Region 1 Benefits for this move:
 - Increased competition
 - League growth
 - Opportunities for student athletes
11. CSN Athletics Benefits for this move:
 - Improved rest & recovery for students
 - Increased academic performance.
 - 60K in savings in transportation costs.
12. Exploratory discussions with shared governance, Region 18 & Region 1.
13. Shared Governance Resolutions
 - Faculty Senate drafting a resolution in support.
14. Dr. Martin requested a resolution and/or letter from AFA in support.
15. Dr. Z. will take ask to BOR.
- ii. Dr. Joe Hassert & Gavin Davis (Classified Staff, DRC and Gender & Sexuality Alliance member)
 1. Lack of gender-neutral and all-access restrooms on campus.
 2. Limited gender-neutral and all-access restrooms on a pressing issue, giving rise to safety concerns and increased stress to a population already experiencing discrimination and stress.
 3. Adding all-access restrooms could increase transgender and queer student visibility on campus.
 4. Currently 12 all-access/gender neutral restrooms across all campuses.

- Inequality becomes evident when the total number of buildings across campus are identified ($N = 40$).
- Standard is one gender-neutral/all access restroom on each floor of every building on each campus.
 - i. This would require significant financial outlay by CSN.
 - ii. Lack of space also an issue.
 - iii. Underground plumbing (for older buildings especially) an issue.
- 5. Joe & Gavin are looking for strategic plan (multi-year) and allies for this initiative.
- 6. 24 percent of transgender and non-confirming student report various forms of harassment, with 16 percent dropping out of higher ed as a result of harassment.
 - Trans people of color experience more harassment than their white counterparts.
 - Health issues reported by students as a result of no access to restrooms (dehydration, kidney & urinary tract infections).
- 7. Gender-neutral/all-access restrooms available at West Charleston (3 in K building, 1 in Charleston Student Union, 1 in B, and one in G).
 - Multiple sets of gendered restrooms are in close proximity to offices and classrooms compared to gender-neutral/all access.
 - Limited number of gender-neutral/all-access restrooms @ NLV.
 - i. It could take students up to 40 minutes to travel to and from class to use this restroom, significantly reducing classroom instruction.
- 8. Increase in the number of gender-neutral/all-access restrooms would benefit all CSN students.
- 9. Faculty Senate drafted a resolution to send to Dr. Z. supporting this plan.
- 10. Community support for this plan.
- 11. Joe and Gavin requesting a letter of support from AFA.

IV. Information

- a. Policy on Policies Committee
 - i. Met on November 16.
 - ii. Robust academic faculty representation, limited representation from AFA/Student Government.
 - iii. Looking to align old shared government policy with shared government policy draft.
- b. Evaluation Policy
 - i. Ad-Hoc committee held first meeting.
 - ii. Options for Transition Period for 2023 – 2024 Evals
 1. Proposal 1: Evals launching March 1, eval period ending February 28.
 - AF completes self-evaluations between March 1 and April 1.
 - Immediate supervisors receive self-evals on April 1. Immediate supervisors have until May 1 to review.
 - May 1 evals sent to recommending authority (AVP or VP).
 - Entire process ends June 1.
 - Ratings sent to HR.
 - HR sends ratings to Finance.
 - Finance calculates merit.
 2. Proposal 2: Evals launch February 1, eval period ending February 28.
 - More time for AF to complete self-eval.

- Self-evals sent to immediate supervisor March 1. Immediate supervisors have until April 1 to review.
 - April 1 evals sent to recommending authority (AVP or VP).
 - Entire process ends on June 1.
 - Ratings sent to HR.
 - HR sends ratings to Finance.
 - Finance calculates merit.
3. For the transition period, AF can use either 2022 – 2023 or 2023 – 2024 ratings, whichever is higher.
 4. Ad-hoc committee and Ayesha Kidd’s recommendations are to implement option 2.
 5. Consensus needed before AFA reports to Ayesha and HR as to which option to pursue.
 6. Vote on this item next meeting as an action item, along with several other items.
- iii. AFA of the Month – November: Sarah Taylor, NLV

V. **Committee Updates**

- a. Elections Committee: No updates
- b. Recognition Committee – Meghan Ezekiel – Need more nominations!
- c. Student First Committee (Ad Hoc) Somer Rodgers, Kayla Buscher – No Updates
- d. Policies and Procedure Committee, Jeff Fulmer – No Updates
- e. Membership Committee (Ad Hoc)- No Updates
- f. Survey Committee (Ad Hoc), Pamela Gallion – No updates
- g. Technology Committee (Ad Hoc), Nancy Webb – No Updates
- h. Salary and Benefits Committee, Nancy Webb – No updates
- i. Fundraising Committee – No Updates
- j. Commencement Committee – No December Commencement, will occur in Spring 2024
- k. Faculty Senate Reports – Jeff Fulmer/Jacob Bakke
 - i. Summer School Resolution: Move from 10 weeks to 12 weeks.
 - ii. Department chairs & academic faculty more options for course offerings.
 1. Resolution passed.
 2. Follow UNLV’s summer schedule.
 - iii. Enacting bylaws: Remove senators if senators miss more than two meetings without a proxy.
- l. Faculty Senate Environmental Committee – Tina Dobbs – No Updates
- m. Faculty Senate Exec (Nikki Buscher) – No updates

VI. **Adjourn**

- a. Meeting ended approximately 3:10pm.