

# Minutes 2 NMC Faculty Senate

## Spring Semester 2016

**Date:** Jan 15, 2016

**Event:** Staff Senate and Faculty Senate Meeting

**Attendance:**

Amanda Diaz- Faculty President

Christina Cruz- Staff Senate

Kathy Palacios – Staff Senate President

Kimberly Bunts-Anderson-Faculty Senate

Timberley Ngewakl – Staff Senate

Richard Waldo – Faculty Senate

Catherine P. Villagomez – Staff Senate

Ajani Burrell – Faculty Senate

Lisa Hacskaylo – Staff Senate

Cherrie Lovejoy- Faculty Senate

Johnny Alda- Faculty Senate

Rosaline Cepeda- Faculty Senator

**Agenda:**

A: Salary consistency- Discussion of inconsistencies between incoming new employees and existing employees.

B: Discussion of tenure and longer contracts.

C: Discussion of college wide salary increases.

- Amanda: We (Faculty and Administration) over the past two years, has been discussing discrepancies in salaries, it was suggested that we wait to discuss it after the tuition increase next year. However some believe this is unfair and an unnecessary delay. I would like to open this up for discussion.
- Kathy: Staff is in the same position we have had new hires come in at increases from 1,000 to 10,000 over existing employees who have been here ten years or longer.
- Waldo: I have access of the schedule so it should not be hard to find the inequities.
- Cherrie: I understand that the college is not receiving the funds that are provided by the government and we have been waiting.
- Daisie: We don't have the money. Maybe we can think of creative ways to come up with additional funds so that we can build the college budgets.
- Ajani: I do not see how having a carwash (joke) is going to change the income significantly.

- Waldo: One suggestion is to ask for donations. There are businesses in the community that could easily afford a donation that would cover the salary discrepancies.
- Johnny: How can we be sure that a donation would be spent correctly? And shouldn't the donations be spent on equipment and services that improve studies for the students rather than salaries? He mentions the need to borrow items from CHC that the students need to practice with that the college does not pay for.
- Waldo, a Donor can expressly state what they wish the donation to be spent on.
- Kathy: We are not just focusing on a salary increase we are looking for "equity in salary".
- Ajani: Are people being paid at different levels than listed on the schedule?
- Cherrie: Yes, one way to address this was by Faculty Titles but this hasn't gone anywhere.
- Kathy: Management may not take this seriously. We have been discussing this for two years.
- Amanda: We don't want to move to a class action- but we need to stop waiting for this happen.
- Daisie: We have had many desk audits and throughout this time we have had to carry the burden of those that have left.
- Amanda – should I call for a forum?
- Kimberly- reads out listing of general salaries for NMC published on Glassdoor [https://www.glassdoor.com/Salary/Northern-Marianas-College-Saipan-Salaries-EI\\_IE327796.0,25\\_IL.26,32\\_IC1127204.htm](https://www.glassdoor.com/Salary/Northern-Marianas-College-Saipan-Salaries-EI_IE327796.0,25_IL.26,32_IC1127204.htm) and
- Waldo- Yes, the NMC salaries sound about right.
- Kimberly- Yes, but this listing for Professor's salaries is odd as I don't think we have one on campus.
- Timberly and Lisa- state that this may have been done as part of the planning for tenure done for WASC.
- Kimberly reads off two position averages as reported across the U.S. at 794 four year institutions of higher education. She explains that such documentation might be helpful in highlighting the need for salary adjustments <https://www.higheredjobs.com/salary/salaryDisplay.cfm?SurveyID=24>
- Lisa- I don't think we can expect additional salary with the reduction in budget and also the possibility of lower enrollment this term.
- Waldo- mentions that the college could probably afford one but not both and that 'tenure' would be a better option or to request longer contracts such as four-year contracts "having a job, even one with a low salary is better than not having one at all".
- Kimberly- argues that although we are talking about the current two year talks on Faculty ranking such moves seem to increase waiting time but salary increases and tenure never are officially enacted. As an example she states that even though the Faculty Senate requested "tenure" and the administration and board approved "tenure", in the past, it never came about. Also she wonders if including it as a main issue of concern is valuable as it is generally secure employment at NMC.
- Lisa- agrees

- Cherrie, describes an experience elsewhere where tenure and salary were not secure and then at another where they were.
- Group discussion- consensus although some feel that NMC employment is relatively secure others state specific instances and evidence that illustrate that this is not always the case. Main point that longer contracts would be something that NMC being cash-strapped could offer employees that would make them feel more secure. Particularly, it would be reassuring to those who have opportunities elsewhere i.e. PSS and or the private sector which pay more. Also to those who have worked for a number of years and still have no job security.
- Ajani and Cherrie excuse themselves to go attend the Academic Council meeting.
- Lisa mentioned that in comparison to Mainland schools NMC has a more positive percentage of full time faculty vs. adjunct faculty and we should try to maintain that.
- Waldo- calls on a vote
- Amanda put the motion up for consideration, “All in favor to focus on inequity, tenure and small increase raise your hand” Result: (unanimous) consent to move forward.
- Group discussion: Members believe that if faculty and senate work together, as a group, we should be successful in addressing a least two of the three issues under consideration.
- Waldo: I think we should discuss this further when is the next meeting?
- Catherine P. Villagomez- Perhaps the faculty senate could gather more information on each issue and then we could vote on the issues and options we have?
- Amanda, let’s try to get more info together.
- Waldo, when will our next meeting be?
- Amanda, next week Friday we are having a general Faculty Senate meeting.
- Waldo, okay.
- Meeting Adjourned.