

UCCSN Board of Regents' Meeting Minutes May 18-19, 1994

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BOARD OF REGENTS

UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA

May 18-20, 1994

The Board of Regents met on May 18, 1994 in the Conference Room,
System Administration Office in Reno and on May 19-20, 1994 in
the Pine Auditorium, Jot Travis Student Union, University of
Nevada, Reno.

Members present: Dr. James Eardley, Chairman

Mrs. Shelley Berkley

Dr. Jill Derby

Mrs. Dorothy S. Gallagher

Mr. Madison Graves, II

Dr. Lonnie Hammargren

Mr. Daniel J. Klaich

Mrs. Nancy Price

Mrs. Carolyn Sparks

Mrs. June F. Whitley

Members absent: Mr. Joseph M. Foley

Others present: Interim Chancellor John Richardson

President Anthony Calabro, WNCC

President Joseph Crowley, UNR

Interim President Kenny Guinn, UNLV

President John Gwaltney, TMCC

President Paul Meacham, CCSN

President Ronald Remington, NNCC

President James Taranik, DRI

Dr. Donald Klastic, General Counsel

Mr. Ron Sparks, Vice Chancellor

Mrs. Karen Steinberg, Interim Vice Chancellor

Ms. Mary Lou Moser, Secretary

Also present were Faculty Senate Chairmen Richard Finn (WNCC),

Chris Gaub (unit), Scott Hawkins (NNCC), Dan Mc Clure (TMCC),

Barbara Nelson (CCSN), Marsha Read (UNR), James Stivers (UNLV),

and John Sagebiel (DRI), and Student Association Officers.

Chairman Eardley called the meeting to order at 1:05 P.M. Wednes-

day, May 18, 1994, with all Regents present except Regents Foley, Hammargren and Klaich.

Chairman Eardley stated that this meeting was called for the Regents to have time to talk with the Presidents and have questions answered concerning the administration of their institutions. He stressed that this is not the formal evaluation of the President, as discussed a year or so ago. A permanent Chancellor needs to be in place, and have developed an evaluation tool, evaluating the President over the period of a year, and then bring that process to the Board of Regents. The Board would then review that evaluation with the President and Chancellor.

Chairman Eardley stated that the Presidents currently are concerned with some of the Board actions and need some clarification.

Mrs. Sparks related that the past method used where an outside consultant was brought in had been a positive, constructive method of evaluation. Mrs. Whitley stated she felt this had been the best method used for evaluation during her time, and hoped that the Board would use that in the future. Chairman Eardley replied that the job description of the Chancellor has been changed to include evaluation of the Presidents with input from the Board of Regents.

Mrs. Price stated that she felt the meeting was very irresponsible because there is no structure to it and is apt to be like the last evaluation meeting, which in her opinion just went into a "bitch" session. She continued that if there was a complaint about someone, it should be taken to the Chancellor immediately, and the individual be given an opportunity to reply and make changes. Annual evaluations should have structure and criteria, and the individual should be aware of any complaints, etc. the Board might have.

Mrs. Whitley cautioned that certain Regents have a "pet peeve" and may approach a President or Chancellor with that, but it is only one member of an 11 member Board.

Dr. Derby stated that she felt an information session has value, but urged that a formal evaluation should be reinstated as soon as possible. She reminded the group that in the past there were informal sessions with Presidents which centered around goals, Campus matters, etc. They were also used as a feedback tool for the Regents.

Mrs. Gallagher agreed, adding that the Board does not communicate enough with its Presidents, or vice versa, and that time

never seems to be set aside for discussion at a Board meeting.

She continued that this session should be an informal, helpful session to let the Presidents know the Board is concerned, and how Regents might assist in an effort to improve the Campus.

General Counsel Klasic reviewed matters that could be discussed in closed session and reminded the members of the change in the law wherein an elected official may not be discussed in closed session, but only in an open session. Concerns can be raised only insofar as they relate to or impact upon the character, alleged misconduct, professional competence, or physical or mental health of a specific individual or individuals.

Mr. Graves stated that he believed in formal evaluations, but felt that interaction with the Presidents is very positive.

Chairman Eardley stated that in this instance the Presidents welcome the opportunity for a discussion with the Board as a group.

1. Closed Session

Upon motion by Mrs. Sparks, seconded by Mrs. Gallagher, the Board moved to a closed session at 1:25 P.M. for the discussion of the character, alleged misconduct, professional

competence, or physical or mental health of an employee(s)

of the UCCSN, in accordance with NRS 241.030.

The Board reconvened in open session at 4:55 P.M. on Wednesday, May 18, 1994, with Regents Eardley, Berkley, Derby, Gallagher, Hammargren, Price, Sparks and Whitley present.

Chairman Eardley stated that calling a closed session is always difficult; however, there are times when they are necessary, and managing the Board is a democratic process; therefore, he asked for guidance from the members. Mrs. Whitley stated that the questions which had been asked were excellent. Mrs. Berkley stated that the closed session was outstanding; that they should be done regularly at every meeting. She continued that this kind of session can be very energizing, but at the same time frustrating for there are major policy issues to be confronted which are critical to the System but there never seems to be an opportunity to address them.

Chairman Eardley stated that the Handbook and the UCCSN Code should be reviewed for possible updating, and cited several instances he felt where changes should be made. Mrs. Berkley asked to be briefed on a number of items. Discussion ensued on the Chancellor/Board relationships and communications among Board

members. Dr. Derby stated that while a formal evaluation of System Officers is necessary, these informal discussions are also very important and helpful.

Dr. Derby left the meeting.

It was suggested that a new Chancellor should address the evaluation process as soon as possible. The Board asked that Dr. Richardson be available to the new Chancellor for consultation on the System Office and issues. Dr. Richardson stated that a new Chancellor has two primary areas of concern this Fall: preparing for the legislative session and becoming known around the State.

The meeting recessed at 5:15 P.M. This session was continued on Thursday, May 19, 1994, in the Student Senate Chambers, Jot Travis Student Union, University of Nevada, Reno. (See entry after item 15.)

The open meeting reconvened at 9:51 A.M. Thursday, May 19, 1994, with all Regents present except Regents Foley, Graves, Hammargren and Klaich.

2. Introductions

Chairman Eardley introduced Dr. Kenny Guinn, Interim President at UNLV.

President Gwaltney introduced newly elected ASTM President Toni Horne.

President Meacham introduced newly elected ASCCSN President David Hernandez. Mr. Hernandez then introduced Barbara Mc Millan, Vice President, Dave Duarte, Treasurer, Alicia Davis, Senator, Felix Saha, Senator, Roy Hayes, Chairperson of the Election Committee, and Autumn Keyes-Ita, Student Government Advisor.

President Calabro introduced newly elected USA President Jeanine Powers, and newly elected Faculty Senate Chairman Richard Finn.

President Taranik announced that John Watson has been newly elected to serve as the Faculty Senate Chairman, but was unable to attend the meeting. President Taranik introduced Dr. John Sagebiel, Research Assistant, who will be in attendance in Dr. Watson's stead.

President Crowley introduced newly elected Faculty Senate Chairman Marsha Read, and announced that Jason Frierson has been newly elected to serve as ASUN President, but was not in attendance at this time.

President Meacham introduced newly elected Faculty Senate Chairman Barbara Nelson.

Interim Vice Chancellor Karen Steinberg introduced newly elected UNLV GSA President Micki Winsett.

Additional introductions were made throughout the meeting.

3. Chairman's Report

Chairman Eardley announced that since CCSN President Paul Meacham was absent during the last Board of Regents' meeting he wished to acknowledge President Meacham for receiving the title "President Emeritus" and the Regents' Professorship effective July 1, 1994. Chairman Eardley stated, on behalf of the Board, President Meacham was very much appreciated for all the work he has done for CCSN over the past several years and wished him well.

President Meacham thanked the Board members for the emeritus status and the Regents' Professor, and stated that as he leaves his Presidency at CCSN, he will be leaving with a good feeling and it has been a privilege to serve CCSN.

The professorship is something that he wishes to pursue and although there is some sadness in the fact that he will be leaving his Presidency, he is looking forward to this new endeavor at UNLV.

Mrs. Sparks reported that President Meacham was the Commencement speaker for WNCC this year, and was called back for an encore after his speech. He did a superb job.

Chairman Eardley stated that he was excited to have Dr. Guinn on board. Dr. Guinn has been very responsive to the budget situation and will be seeking a good process for UNLV. He welcomed him to the UCCSN family.

Mr. Guinn stated that this has provided him an opportunity to step out of retirement and get back into the work force and he is looking forward to serving UNLV in this capacity.

Mr. Graves entered the meeting.

Chairman Eardley stated that there are three searches being conducted by the Board of Regents at this time, and he wished to express his appreciation for all the time and effort of the Board members in working on these searches.

4. Chancellor's Report

Interim Chancellor Richardson reported that Regents Eardley, Graves and Gallagher, Mr. Doug Burris and himself attended the accreditation visit at NNCC. The preliminary report from the accreditation association has been forwarded to his office and has been very laudatory. The issues mentioned in the report centered around NNCC's fiscal problems, which was expected since fiscal problems are being faced throughout the System. In discussing the accreditation report with various people, several have suggested NNCC's self-study report serve as a model report throughout the northwest. This is a very good compliment to NNCC and they should be acknowledged for this report and their efforts during the accreditation team's visit. Interim Chancellor Richardson wished to publicly compliment President Remington and his staff and faculty for a very successful accreditation effort that has been reflected in the accreditation team's report.

Interim Chancellor Richardson announced that Research Analyst Glen Krutz has been in the Chancellor's Office since 1991 and will be leaving Nevada this Fall to accept a Regents' fellowship at Texas A & M University to seek a Ph. D. in political science. Mr. Krutz also had received offers from Ohio State University and University of Iowa. Dr. Richardson wished him well in his endeavors.

Chairman Eardley introduced Mr. Mark Alden, candidate for the Board of Regents.

5. Approved Emeritus Status

Approved the following recommendations to Emeritus Status:

A. Desert Research Institute - Emeritus status has been recommended for Harold Klieforth, Associate Research Meteorologist, Emeritus.

B. Western Nevada Community College - Emeritus status has been recommended for the following WNCC faculty, effective June 30, 1994:

Donald L. Mc Daniel, Financial Aid Counselor

Claude B. Peden, Automotive/Diesel Mechanics Instructor

C. University of Nevada, Las Vegas - Emeritus status has been recommended for the following UNLV faculty, effective June 30, 1994:

Frank D. Borsenik, Emeritus Professor of Hotel

Administration

Lyell E. Metcalf, Emeritus Associate Professor of

Hotel Administration

Boyce W. Phillips, Emeritus Associate Professor of

Hotel Administration

Edward H. Goodin, Emeritus Professor of Management

D. Community College of Southern Nevada - Emeritus status has been recommended for Robert Fagen, Emeritus Professor Computing and Information Technologies, effective June 30, 1994.

E. System Administration - Emeritus status has been recommended for Nick Cady, Editor in Chief Emeritus, effective June 30, 1994.

Mrs. Gallagher moved approval of the Emeritus Status at

DRI, WNCC, UNLV, CCSN and the System Administration. Mrs.

Whitley seconded. Motion carried.

6. Approved Terms of Appointment, Interim President, UNLV

Interim Chancellor Richardson presented a recommendation for the terms of appointment for Dr. Kenny Guinn, Interim President at UNLV. The "Contract for Consulting Services" is filed in the Regents' Office. Dr. Guinn has accepted the terms of the contract.

Mr. Graves moved approval of the Contract for Consulting Services for Interim UNLV President Kenny Guinn. Mrs. Sparks seconded. Motion carried.

7. Approved Appointment of Interim Vice President, UNLV

Approved the appointment of Dr. Norval Pohl as Interim Vice President for Finance and Administration at UNLV, effective June 20, 1994. Mr. Buster Neel, the current Vice President, will be leaving UNLV.

Mrs. Gallagher moved approval of the appointment of Dr. Norval Pohl as Interim Vice President for Finance and

Administration at UNLV, effective June 20, 1994. Mrs.

Berkley seconded.

Interim President Guinn stated that he has spoken to Dr.

Pohl, Mr. Neel and Dr. John Unrue. All have been working

through the various transitions at UNLV. In selecting a

permanent Vice President, Dr. Guinn stated that he hopes

to set forth compliance rules to assure women and minori-

ties are considered for the position.

Mrs. Berkley stated that Vice President Buster Neel has

performed an extraordinary job at UNLV.

Motion carried.

8. Information Only: Outstanding Faculty Recognition

At the request of the Board of Regents, each Faculty Senate

Chairman reported on the outstanding faculty achievement

for the institution. Ref. B is filed in the Regents' Of-

fice.

University of Nevada, Reno

Brian J. Whalen

Truckee Meadows Community College

Deborah Baker

Linda Stetter

Mata-Marie (Madge) Cooney

Northern Nevada Community College

Edgar Nickel

Western Nevada Community College

Richard J. Kale

Mrs. Whitley left the meeting.

9. Information Only: Outstanding Student Recognition

At the request of the Board of Regents, each Student Government Officer reported on the outstanding student achievement from the institution. Ref. C is filed in the Regents' Office.

Truckee Meadows Community College

Coni (Comelia) Taylor

Northern Nevada Community College

Jennifer Benedict

Jennifer Mahlberg

Mr. Klaich entered the meeting.

10. Information Only: Outstanding Classified Employee

Recognition

At the request of the Board of Regents, each President reported on the outstanding classified employee achievement from the institution. Ref. D is filed in the Regents' Office.

System Administration

Sandy Coltharp

Truckee Meadows Community College

Emily Grable

Creel Snider

Western Nevada Community College

Rosanna (Zanna) De Busk

The open meeting recessed at 10:30 A.M. to move into the Status of Women Committee meeting, and reconvened at 11:20 A.M. Thursday, May 19, 1994, with all Regents present except Regent Foley.

11. Information Only: Report on Teaching, UNLV

The UNLV Faculty Senate has completed a Study on Teaching.

Dr. John Swetnam, former Faculty Senate Chairman, presented the report, as contained in Ref. E, filed in the Regents' Office.

Any proposal contained in this report which requires funding will either have to be funded out of UNLV's existing funding level or will have to be proposed as a program improvement request in the new budget proposal and placed

in priority with other institutional requests.

Dr. Swetnam introduced newly elected Faculty Senate Chairman James Stivers.

Dr. Swetnam stated that he was hopeful that this endeavor would be continued and that the Regents would consider the recommendations for the entire UCCSN. He reported that Dr. Richard Jensen, UNLV Professor of Communications, Chaired the committee that developed this report on teaching.

Several other people were selected to serve on this committee and several meetings were held with frank and open discussions.

Dr. Jensen stated that the committee attempted to focus on teaching and research, although the committee did feel that service was an integral part to the mission of the University. Teaching is a sharing of information and it was determined that although UNLV has excellent teachers, there is need for improvement.

Dr. Jensen continued by highlighting the recommendations that would help in changing the climate of teaching at UNLV.

The committee recommends that a center be created with staff

to deal with the recommendations. In order to create a center, the committee suggests that consultants be brought to UNLV to show the committee how to set up such a center.

Upon questioning, it was learned that this committee is a subcommittee of the Faculty Senate.

Mr. Klaich stated that he will be interested in what happens with this report and recommendations. Teaching is an art and also a learned skill that can be continually polished. Teaching is the essence of what higher education is all about. He stated that he liked the report because it dares to tread upon sacred ground of tenure, and granting and evaluating merit increases. He stated that if this report does not come back to the Board of Regents, he would be very disappointed and he commended Dr. Swetnam for instigating this process and report, and commended Dr. Jensen for Chairing the committee.

Mrs. Gallagher commended the committee and their report. She questioned whether the proposed centers would be established in connection with the College of Education, and Dr. Jensen responded that the centers would be connected with the different Colleges on Campus and operated by good

teachers within that College.

Mrs. Sparks questioned whether the advising center which will be located in the new classroom building will have space for faculty to conduct advising sessions with students and fellow teachers. Dr. Swetnam explained that student advising for incoming Freshmen should be located in the advising center; however, as the students move along their tracks their advisors should be located within different Departments throughout the Campus to allow for a more personal experience.

In the case of faculty advising, Dr. Swetnam suggested that it should not be within the same Department, but somewhere within the College framework.

Mrs. Sparks stated that UNR has been conducting tours for the members of the Board and demonstrated a program that trains teachers on how to teach other teachers. She questioned whether UNLV is aware of UNR's program and suggested that they contact Dr. Dick Davies at UNR for further information.

Mr. Graves commended the report and questioned whether there

is a goal to establish a teaching center, and if so, is there a dollar amount associated with this endeavor. Dr. Jensen responded that the committee does recommend the establishment of a teaching center and the start-up costs have been estimated to be \$125,000. He was not aware of the on-going costs to operate such a center. Mr. Graves indicated that he would be interested in helping fund a teaching center at UNLV.

Mrs. Gallagher questioned what the time constraint would be on the advisors, and Dr. Jensen responded that the designated advisor would have a reduced teaching workload and granted release time. The costs would be built into each Department budget.

Chairman Eardley thanked the UNLV Faculty Senate committee for a fine report.

Dr. Guinn stated that he was working toward a sound budget process and held an informal meeting in which the discussion centered around institutional priorities, not athletics. He stated that he would be establishing a new system for the cabinet and establish the submission of agenda items on an alternative basis throughout the cabinet. Dr. Guinn stated

that he has assured the cabinet of an opportunity to discuss teaching as an institutional priority, and that a rearrangement of allocations will be considered. It is his intention not to come to the Board of Regents to seek funding, but to reallocate within the institution. He stated that he would like this report on teaching presented to the cabinet in the future.

Dr. Hammargren left the meeting.

12. Approved Academic Master Plan, TMCC

Approved the Academic Master Plan for Truckee Meadows Community College, 1995-97, which had been revised following discussion of the plan at the February, 1994 Board meeting, and is contained in Ref. G, filed in the Regents' Office.

The revisions and the plan have been reviewed by Interim Vice Chancellor Steinberg and Interim Chancellor Richardson and they recommend approval of the plan.

Mrs. Gallagher moved approval of the Academic Master Plan for Truckee Meadows Community College as resubmitted. Mr. Graves seconded. Motion carried.

13. Approved Sale of Hillside Cemetery Property, UNR

In 1978 the Board of Regents accepted, as a gift, the unsold plots and common areas of the Hillside Cemetery, located on University Terrace, west of the UNR Campus. For the past several years, the University has been attempting to sell its interest in the property.

On April 5, 1994, sealed bids were opened for the sale of the University's interest in the cemetery. One bid was received for \$10,000 from John Lawton of Reno, Nevada. Mr. Lawton operates another cemetery in the Reno area.

Approved the sale of the Hillside Cemetery to Mr. Lawton for \$10,000.

Vice Chancellor Sparks stated that it would cost approximately \$1 million to move all the cemetery plots, and this land is not included in UNR's Physical Master Plan. He recommended the sale.

Mr. Klaich moved approval of the sale of the Hillside Cemetery Property to John Lawton in the amount of \$10,000.

Mrs. Gallagher seconded. Motion carried.

14. Approved Medicaid Funding, School of Medicine

Approved authorization to seek funding from the Interim Finance Committee for a projected revenue shortfall in the School of Medicine budget of \$188,300 for 1993-94 and \$212,000 for 1994-95, as contained in Ref. J, filed in the Regents' Office.

Vice Chancellor Sparks informed the Board that during the last legislative session it was determined that too much was being collected for the Medicaid program, so the Legislature reduced the amount allocated from the general fund. However, during the legislative session the Welfare Division reduced the per capita rate from \$7 to \$3.15 and this has posed a problem for the School of Medicine. If the case load had increased enough to offset the fee reduction then there would be sufficient funds for the Medicaid program. However, the caseload did not increase, therefore there is a revenue shortfall.

Mrs. Sparks moved approval to seek funding from the Interim Finance Committee for the shortfall in the School of Medi-

cine budget due to the Medicaid program. Mrs. Gallagher seconded.

Upon questioning, Vice Chancellor Sparks responded that a combination of both federal and state mandates have caused this shortfall. The Welfare Division reduced the Medicaid fee, which affects Medicaid service throughout the State. This reduction was not replaced with general funds.

Mrs. Berkley stated that she is aware of the need to fund Medicaid, but stated that there are other shortfalls throughout the System and asked how the Board of Regents should justify seeking additional funding for the School of Medicine and not these other programs. Vice Chancellor Sparks responded that shortages were known in constructing the other Campus budgets and therefore cannot qualify as an unforeseen circumstance thereby making them eligible for emergency allocations. However, the Medicaid budget request was unforeseen at the time the budgets were constructed.

Mrs. Sparks stated that the impact of this program could cause loss of accreditation, closure of facilities and termination of the School of Medicine's Las Vegas medical

program. She stated that it would be a mistake not to seek funding for this program. Mrs. Gallagher added that this was not an oversight by the School of Medicine and that UCCSN should seek funding from the Interim Finance Committee.

Motion carried.

15. Approved Handbook Changes, School of Medicine Tuition and Fees

Approved Handbook changes, Title 4, Chapter 17, Section 4.3 and 4.4, Tuition; Section 10, Student Fees; and Section 13, Distribution of Fees and Tuition, School of Medicine, as contained in Ref. K, filed in the Regents' Office.

Dr. Derby questioned why the School of Medicine's tuition and fees were not discussed during the Chancellor's Tuition and Fees Advisory Committee meetings, and Vice Chancellor Sparks responded that the Board of Regents' policy allows for the School of Medicine to be separate from the other institutional tuition and fees. In addition, the timing was not right to bring the two together for discussion.

The same process was used for both entities, which included

comparison of all western states, cost of higher education and student involvement.

He continued by stating that the School of Medicine is proposing that non-resident fees for FY 1996 be increased by 15% to \$17,976 and the second year (FY 97) by 15% to \$20,672. He explained that the resident fees will be increased by 3.4% for both years and are in line with the change in the higher education price index. By averaging the non-resident fees over the four year period the fees will be increased by 8.5% per year. These fee increases will be included in the 1995 budget request and placed in the priority request for new funding and services.

Mrs. Whitley moved approval of the Handbook changes regarding the School of Medicine's tuition and fees. Mrs. Gallagher seconded.

Dr. Ashok Dhingra, Chairman of the School of Medicine Tuition and Fees Committee, stated that students served on the Committee and were supportive because quality would be impacted if there were no fee increases. The School of Medicine will work with the Governor and Legislature to seek increased general funding for the School of Medicine.

Motion carried.

1. Closed Session (continued)

Upon motion by Mr. Graves, seconded by Mrs. Gallagher, the Board moved to a closed session for the discussion of the character, alleged misconduct, professional competence, or physical or mental health of an employee(s) of the UCCSN, in accordance with NRS 241.030.

The open meeting recessed at 12:05 P.M. and reconvened in open session at 2:00 P.M. Thursday, May 19, 1994, with all Regents present except Regents Berkley, Foley and Hammargren.

16. Information Only: Public Comment

A. Mr. Rick Trachok, representing the UNR Men's Track and Field program, informed the Board of Regents that a recent decision was made to discontinue the Men's Track and Field and Cross Country programs. He stated that he is a UNR alumnus and former track athlete. He requested the Board of Regents to direct UNR Administration to reinstate the program. A number of track ath-

letes, high school coaches and community representatives were present, although many were in attendance at the funeral services for fellow colleague Stewart Schraeder and were here in spirit.

Mrs. Berkley entered the meeting.

Mr. Trachok gave a brief summary of why the program should be reconsidered and distributed a petition containing 900 names that were obtained in Northern Nevada within a 24-hour period.

Mr. Trachok emphasized that an athletic program needs track and field. Track is the most basic athletic program and is a source for all other programs because it includes running, jumping, etc. The real issue is one of opportunity for young Nevadans. UNLV dropped its track program over 10 years ago, leaving UNR with the only track and field program in Nevada. Nevada will be the only state without a track program. The opportunity for Nevada's young high school athletes who wish to compete will now have to go out of State. There are 2300 young high school males who will be unable to come to UNR if they wish to compete, and only a small percentage

will have the chance to compete out of State because

few have reached the superstar level to be recruited.

Over the last 50 years, 50% of those who have competed at UNR have been Nevada high school graduates who were considered as "walk ons". They were not recruited.

Mr. Trachok stated that this program has been important in his own education and social aspect. He questioned whether the Board of Regents wants the educational opportunity and the social opportunity to be taken away from future young people. With the problems of the youth today, he questioned why this positive program was being removed. Although this program does not bring money to the athletic program, its main purpose is to educate and provide opportunity for young people in Nevada.

Based on Mr. Trachok's initial research of Title IX, Gender Equity, he did not feel that continuation of the track and field program is insurmountable for UNR's athletic program. He stated that he had spoken to Mr. Chris Ault and had committed to perform research necessary to lay out for UNR the options to maintain the track and field program and still satisfy the spirit and

the letter of Title IX.

Mr. Trachok requested the Board of Regents to take immediate action, before the students leave UNR for Summer break so the students will be able to make future plans for their education.

Mr. Klaich stated that he was relatively hesitant to react to the request to specifically direct the Administration to reinstate the track and field program at UNR, because the Board of Regents serves as a governing board. He suggested that the process be carried through to include Mr. Trachok working with Mr. Ault before any action by the Board is taken.

Mr. Trachok clarified that his request is for the Board of Regents to encourage the Administration to look at other options and to reinstate the Men's Track and Field program.

Mr. Klaich stated that as a Board member he will not seek raising of tuition and fees or the redirection of funding from instructional programs to support athletics. However, he did state that he was very supportive

of the continuing dialog between Mr. Trachok and the Athletic Department on this subject. Mr. Trachok stated that he would not consider taking money from other programs to maintain the track and field program.

Dr. Derby stated that she is very committed to gender equity issues, especially in the athletic programs; however, she was distressed by the decision to discontinue this program and she stated that she would like to see UNR reconsider its decision. The lack of a process could have made a difference. The process should have informed people of the possibility that a program was about to be eliminated and allowed those interested persons to come forward to share their concerns before the final decision was made. She stated that she was disappointed that other options were not considered before eliminating this program, and requested that this program be reconsidered.

Mrs. Price indicated that gender equity issues have been around for more than 20 years, so she did not agree with the elimination of the program being based on the gender equity issue. She stated that she was concerned with the policy and agreed that the process was not followed

in this case.

Mr. Graves stated that he agreed with Mr. Klaich that it is not the Board of Regents' decision to make, but the institution's decision. However, he stated that he did feel that Nevada should have a University to send its track students to and allow them the opportunity to participate at a College level of competition. He felt the program should be rectified, but did understand the institution's concerns. He suggested that the track and field program seek private funding to maintain the program.

Mrs. Sparks stated that it was her understanding that the closure of the Men's Track and Field program was not a matter of finances but rather the numbers of scholarships available to women athletes as opposed to men athletes. She discussed the ski and rifle teams that were added, which are both club sports and are supported with private money. She noted that there are 4091 young men involved and this may be their last opportunity to participate in this program. She stated that she supported the Men's Track and Field program.

Although this issue is not a Regents' issue at this time Mrs. Sparks stated that this program includes voters' concerns and the end result and the process is the Board's concern. She agreed that the Board should not take action at this time, but felt that there are other options to be considered. She strongly suggested that this issue be revisited in the future.

Brendon Rock, student athlete, stated that as a child growing up in Nevada he had a dream of becoming a State hero and to be loved by the State of Nevada. Since UNLV did not have a Men's Track program he came to UNR to participate in the program. This program affects many men and women and has been in existence for 96 years. The Men's Track and Field program has the highest number of in-state athletes in any of the athletic programs. By coming to UNR it has given him a great opportunity to be associated with a nationally ranked NCAA program. He felt it was a shame to drop the program.

President Crowley stated that he understood the concerns expressed by Mr. Trachok, Mr. Rock and others. President Crowley continued that the Board employs him as President to make difficult decisions. When UNR makes

difficult decisions the Board of Regents should hear from the constituents. However, if UNR is unable to defend its decisions, then the Board should direct the Administration to make a change. He indicated that the process may be inadequate, but it is the same process which was used to eliminate other programs at the institution.

Dr. Hammargren entered the meeting.

President Crowley stated that although it is true that Title IX has been around for 20 years, it is not fair to say that people are shocked at this decision. There has been a dramatic change with Title IX requirements and there have been a series of law suits that have made a tremendous difference on how to deal with this issue. It is very clear that the current Administration in Washington, D. C. has a different view and emphasis on Title IX and gender equity. The NCAA has spent an exorbitant amount of time on this issue. There are now many more women involved in sports and they have brought gender equity issues to the courts, NCAA and to Washington, D. C.

President Crowley reported that he has spoken with Mr. Trachok who has made an offer to help UNR find ways to achieve the gender equity requirements without dropping programs. President Crowley stated that he welcomes his assistance. The fundamental requirement of gender equity is proportional, and the institutions are required to achieve some significant approximation in athletic programs in relation to the undergraduate population, by way of allocating scholarships within the total athletic budgets. President Crowley related a recent California court case that was based on participation rates with institutions that had a football program. The law is unclear and stated that institutions should maintain 55/45 participation rates. As indicated in a NCAA survey, UNR is the mainstream with 73/27 participation rates. UNR has made significant progress in building the women's athletic budgets. This year UNR has a 70/30 participation rate and allocation of grants in aid. Next year it should be around 64/36. In President Crowley's opinion, to achieve the requirement of the law, institutions have 3 choices, 1) add more women's programs, 2) delete more men's programs, or 3) do both.

The great majority of sports programs at the Division I level are not making money. The Administrators have to look very closely at the programs. Perhaps there are other suggestions in making it all work, but President Crowley stated that he did not see any other options. He stated that this process is not fun, especially in dropping such a sport as Men's Track and Field. UNR has 21 students on athletic financial aid and 7 are from Nevada. President Crowley indicated that UNR is without several programs such as wrestling, soccer, softball, etc. UNR had to drop the ski program as a sport 10 years ago; however, it has been reinstated with private financial support. He reported that the baseball program has private support, the golf program has an endowment, the football and basketball programs bring in their own money, the ski program has private support, and the rifle program receives funding from the ROTC program.

Interim Chancellor Richardson reminded the Board that it was under "Public Comment" and President Crowley had raised some fundamental issues that were considered before making the decision with regard to types of sports for males and females on the UNR Campus. He

questioned whether the Board was going to decide on this issue or allow the President of the institution to make the decision.

In the last couple of months UNLV has joined the Western Athletic Conference, which is costly, will require a new stadium to be built, will bring in more income, and was heavily supported in the Las Vegas area. However, Interim Chancellor Richardson pointed out that this issue never came to the Board of Regents. The decision to join WAC, in terms of cost implications, has far more important policy implications than that being presented at this meeting. He stated that not one Regent or citizen contacted himself on that issue. Dr. Richardson stated that the point he was trying to make is whether this Systemwide Board would make decisions for athletics at all the institutions, or just selectively interpose itself to rise to the community concerns and support of certain issues. The Board of Regents should not expect its Presidents to operate appropriately, when they do not know how to proceed. He stated that there is much inconsistency.

Mrs. Sparks clarified that the Board does not wish to

change its policy; however, no one approached the Board on the WAC issue but they did approach the Board on the dropping of the Men's Track and Field program. She stated that she did not want to direct the President, but there was a human cry for this issue, and it is the Board's obligation to hear from those concerned citizens. It is part of the Board's responsibility to hear individual problems on the Campuses. She is not recommending that a change be made to the policy, or demanding that UNR make this change. She just wanted to be assured that the very best was done for the Men's Track and Field program. She requested a follow-up agenda item be placed in the future. She stated that she did not want to be accused of telling a President how to conduct business.

Mrs. Berkley stated that the Board of Regents serves as a policy-setting board and if a wrong decision was made after hearing this presentation, then it should be a role of a Regent to react to the issue. She felt that the decision to drop this program was a most difficult decision to make and was based on a good grasp of facts. This was not an arbitrary decision. It is not the role of the Regents to micro-manage the institutions.

Dr. Derby stated that the role of a Regent is to serve as a buffer and bridge to the institutions. As a Regent she must convey her constituents' views. It is very important that the process is followed and that all voices are heard throughout the process.

Mrs. Gallagher stated that UNR has gone through much soul searching to arrive at this decision. It has been stated that UNR is willing to work with Mr. Trachok to see if there are other options that have not yet been considered. President Crowley is also willing to work with Mr. Trachok, and to come up with the proper decision, and it must be President Crowley's decision.

President Crowley stated that he did not want to imply that Regents and the public should be begrudged in any way to voice their opinions. This has been a very painful decision to make for many of UNR's employees. He agreed that the public is entitled to have its say, and he did not want to suggest that the reactions should be hindered. If there is a way to do what is required in meeting the law without dropping programs then he stated that he is willing to listen.

CSUN President Joel Kostman introduced newly elected CSUN President Stephanie Boixo.

TMCC Faculty Senate Chairman Dan Mc Clure introduced Deborah Baker, Professor of Radiology Technology and Educational Coordinator at TMCC, who was recognized as an outstanding faculty.

B. Virginia Rivers, Science Division at TMCC, reported that next month TMCC will be proposing another reorganization. She presented to the Board 163 signed statements requesting that there be no change within the academic structure and requested the Board to consider a resolution that she distributed, and that questions be asked before a decision is reached.

Mr. Klaich indicated that the labor management model that was adopted was not chosen by this Board of Regents, but by TMCC; and again, the Board did not choose the proposed TMCC governance model. He felt that the faculty should be made aware of this.

Mrs. Berkley requested that she be briefed by System staff on what is happening at TMCC prior to making a

decision on the organizational model.

17. Information Only: Nevada Networking Initiative

Interim Chancellor Richardson presented a report on Nevada Networking Initiative, as contained in Ref. F, filed in the Regents' Office.

Dr. Richardson stated that over the last several years UCCSN has connected the institutions, operated interactive television, and has expanded the interactive video equipment to Elko, Hawthorne, Fallon and Winnemucca. A number of developments relative to electronic networking have occurred but UCCSN has barely scratched the surface and is still behind other states. To bring UCCSN up to speed and advance UCCSN into the electronic arena, Dr. Richardson indicated that Ref. F is an initial effort to put together a proposal to be considered for the budget process. After several conversations and meetings held with Nevada Bell in Reno, Sprint Centel in Las Vegas, and System representatives, directions for the advancement have been suggested. The entities have reviewed the drafts and the layman's summary of a technical report which refers to how Nevada wants to join the superhighway.

Dr. Richardson introduced Larry Tuteur, TMCC, who Chaired the Campus Infrastructure Committee, and Larry Gilbert, UNR, who Chaired the Networking Committee. Dr. Richardson highlighted the report. UCCSN's plan calls for constructing smaller components first, building phases throughout the remainder of the 1990s until a coherent Statewide network is established that connects compatibly with national and international networks. He stated that every year there will be an advanced networking model, so Nevada needs to start somewhere to remain competitive for faculty, students and industry. If not, Nevada will lag behind in education, research and economic development.

Dr. Richardson suggested a phase-in program by first rewiring the Campuses to make connection and this will call for fiber optic cabling to communicate effectively within Nevada, nationally and internationally. Then UCCSN will work with private industry and State government to further enhance the network throughout Nevada.

Over 3 biennia it has been estimated to cost \$26-28 million for the package. Although this is a high price tag, Dr. Richardson stated that it is one of the areas to which UCCSN

needs to devote greater attention and resources, and cooperate with other State agencies in developing this network to remain competitive.

Upon questioning, Dr. Richardson stated that this endeavor could make money from the private industry and corporations.

System cost estimates indicate that if UCCSN performs the networking in Nevada, and shares this capability with other entities, UCCSN would save on some costs.

Mrs. Price indicated that former Regent Jo Ann Sheerin brought this subject before the Board of Regents during her term as Regent. Mrs. Price wanted to be assured that students were primary and that they would be able to use the networking capabilities. She also raised the concern of training personnel to handle this endeavor.

Mrs. Berkley stated that this project should be a Statewide effort with UCCSN acting as the leader of this proposal, and questioned whether this should be considered in the Governor's budget or whether it was just a proposal. Dr. Richardson stated that it was his intent to make this proposal public and share it with the executive branch of government, and it will be included as a consideration

within the biennial budget with Board of Regents' approval.

Mr. Gilbert stated that the capacities within this plan are to serve education, then to reach out to other State agencies with greater cooperation with the State.

Mrs. Gallagher pointed out that currently it is difficult to use the interactive television network because of the busy schedule, and she questioned whether the proposed increased capacity would be able to handle the entire State. Mr.

Gilbert responded that the entire plan was based on all applications that would serve the citizens of Nevada, such as health care, cooperative extension, etc. It is the intent to blaze a path for other agencies to become involved.

Mr. Tuteur referred to the nation's highway system, in that it was thought that the better the highways were built, the more it would be used; however, there are still not enough highways to accommodate everybody. This scenario holds true to this network proposal.

Mr. Gilbert stated that there is a consensus at the institutions to proceed with this proposal and to focus on in-

struction applications for the communities throughout

Nevada.

President Calabro suggested that the Regents read the newest

AGB publication that speaks to this issue, which would give

some good guidance and insight.

18. Approved Spring 1994 Enrollment and 1993-94 Annualized Enrollment

Ms. Tamela Gorden, Research Analyst, presented the enrollment report for Spring 1994 and for the 1993-94 annualized enrollments, as contained in Ref. H, filed in the Regents' Office.

The report showed a continuing disturbing trend of flat or declining enrollments at the institutions, even as the population of Nevada continues to grow dramatically each year. Full-time equivalent (FTE) enrollments was down Systemwide by 1.5% from Spring, 1993 (34,657) to Spring, 1994 (34,124). Annualized FTE enrollment, an important figure because it is used by the State for budgeting purposes, was down Systemwide by 1.3% from 1992-93 (35,331) to 1993-94 (34,874). Ms. Gorden described the cause of the

enrollment slide as the lack of funding public higher education in Nevada as experienced in recent years. There simply is not enough money to hire new faculty to teach desperately needed sections of courses. Students are thereby being turned away. In more prosperous times, the UCCSN was the fastest growing higher education system in America.

Vice Chancellor Sparks indicated that during the last legislative session the projected growth was 6.3%, and had been based on 8% annualized growth for the last six years. The formulas were suspended in the 1993 legislative session, and UCCSN realized a decline of 1.3%. He stated that if actual enrollments for the fiscal year were overlaid with the previous formulas, it would cause a shortage of 121 faculty and staff, and \$6.5 million would be required to restore funding of the instructional formula. Last session it was calculated that at the end of this biennium, if enrollment projections had been realized, there would have been a shortage of 400 faculty and staff. If UCCSN grows by 5% during the next fiscal year the cost to restore the instruction formulas in the budget would be approximately \$12.5 million.

Upon questioning, Vice Chancellor Sparks indicated that growth for the next biennium has not yet been projected but should be presented at either the June or August Board of Regents' meeting.

Mr. Klaich moved approval of the enrollment report for Spring 1994 and for the 1993-94 annualized enrollments.

Mrs. Gallagher seconded. Motion carried.

Regents Hammargren and Sparks left the meeting.

19. Approved the Consent Agenda

Approved the Consent Agenda (identified as Ref. A, filed with the permanent minutes), which contained the following:

(1) Approved the minutes of the regular meeting held March 31-April 1, 1994, and the special meeting held April 8, 1994.

(2) Approved the gifts, grants and contracts, listed in Ref. C-1, filed with the permanent minutes.

(3) Approved the appointment of Mrs. Gloria Banks-Weddle

to the CCSN Advisory Board.

(4) Approved tenure on hire at UNR for Ralph G. De Palma,

M. D. Dr. De Palma will serve as Vice Chair of

Surgery and Chief of Surgical Service at the Veterans'

Administration Medical Center in Reno. Appointment

will be effective July 1, 1994.

(5) Approved a Handbook change, Title 5, Chapter 6,

Chapter 1 4.4.6.6, Appeals Committee, UNLV, as

follows:

Chapter 1 4.6.6. Appeals Committee

The Appeals Committee hears cases involving denials of promotion, tenure, salary increases, and/or merit.

The Committee will be activated only after the appellant has exhausted all administrative remedies through

the Vice President for Academic Affairs or other

appropriate Administrators (UNLV Bylaws, Chapter III,

Section 6.5, 6.6, 6.7 and 13.1). Membership of this

Committee changes with each appeal which it processes.

Potential Committee members shall be selected from a

pool of either academic or non-academic faculty. The

Administration shall be represented on the Committee by an Administrator elected by the members of the Academic Council. The appellant and the Administration may be represented before the Committee by advocates of their choosing. The decision of the Committee shall be advisory.

(6) Approved a Handbook change, Title 4, Chapter 17, Section 10, Student Fees, UNR, TMCC and WNCC, as follows:

Health Service Fee	\$60
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(7) Approved a Handbook change, Title 4, Chapter 17, Section 10, Student Fees, UNLV, as follows:

	UNR	UNLV
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Orientation:

For First-time students	50	NA
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(effective Summer Session

I, 1994)

Two-Day	NA	50
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One Day	NA	40
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(8) Approved a Handbook change, Title 4, Chapter 17, Section 18, University Inn, UNR, as contained in Ref. C-2, filed in the Regents' Office.

(9) Approved a Handbook change, Title 4, Chapter 17, Section 17.2, Stead Campus Apartments, and Section 17.3, Other Apartments and Houses Owned by the University, UNR, as contained in Ref. C-3, filed in the Regents' Office.

(10) Approved authorization to utilize Capital Improvement Fees in the amount of \$37,000 for equipment for the Physics Department's chemistry labs in the new building at UNLV.

(11) Approved authorization to utilize Capital Improvement Fees in the amount of \$14,000 for the following purposes at WNCC:

To purchase additional chairs and tables
for classrooms. \$10,000

To repair and maintain the heating and
air conditioning system. \$ 2,000

To upgrade the Campus Master Plan for

Minden and Douglas service area. \$ 2,000

(12) Approved an easement to Nevada Bell to cover tele-communication access for all areas within the Dandini Research Park, DRI.

(13) Approved a permanent easement to Nevada Power Company for the UNLV Classroom/Office Complex.

(14) Approved the following interlocal agreements:

A. UCCSN Board of Regents/Cooperative Extension and the Department of Conservation and Natural Resources/Environmental Protection Division
(Interlocal Contract)

Effective Date: May 1, 1994 through December 30,

1995

Amount : \$26,227 to Cooperative Extension

Purpose : Project entitled Rotational Crops

for Soil Nitrate Remediation.

B. UCCSN Board of Regents/Cooperative Extension and
the Department of Conservation and Natural Re-
sources/Environmental Protection Division
(Interlocal Contract)

Effective Date: April 1, 1994 through December
30, 1995

Amount : \$20,000 to Cooperative Extension

Purpose : Project entitled Truckee River
Conference.

C. UCCSN Board of Regents/UNR and the Department of
Human Resources/Health Division (Interlocal
Contract)

Effective Date: Date approved by Board through
June 30, 1994

Amount : \$4250 to UNR

Purpose : Sexual Assault Facts and Educa-
tion (SAFE) Program.

D. UCCSN Board of Regents/UNR and Washoe County
School District (Interlocal Contract)

Effective Date: July 1, 1994 through July 30,

1995

Amount : \$1.15 per mile to Washoe County

School District

Purpose : Lease of school buses.

E. UCCSN Board of Regents/UNR and the Department of

Human Resources/Health Division (Interlocal

Contract)

Effective Date: March 1, 1994 through February

18, 1995

Amount : \$118,582 to UNR

Purpose : Radon Health Risk Assessment.

F. UCCSN Board of Regents/CCSN and the Department

of Human Resources/Mental Hygiene and Mental

Retardation Division (Interlocal Contract)

Effective Date: July 1, 1994 through June 30,

1995

Amount : \$17,500 to CCSN

Purpose : Course of instruction for mental

health technicians, mental re-

tardation technicians and forensic specialists.

G. UCCSN Board of Regents/CCSN and Department of Human Resources/Welfare Division (Interlocal Contract)

Effective Date: May 1, 1994 through June 30, 1995

Amount : \$108,900 to CCSN

Purpose : Training classes in beginning computer applications, receptionist skills and any other training or skills class Welfare Division requests.

H. UCCSN Board of Regents/WNCC and State Job Training Office (Interlocal Contract - Amendment)

Effective Date: Remains same as original contract -- July 1, 1993 to June 30, 1994

Amount : \$8000 increase (total now \$43,000) to WNCC

Purpose : Counseling for displaced home-makers.

I. UCCSN Board of Regents/UNLV and Nevada Division of Wildlife (Interlocal Contract - Amendment)

Effective Date: Date approved by Board through

June 30, 1994

Amount : \$6360 increase (total now \$22,860) to UNLV

Purpose : Special Problems of Fisheries Management.

J. UCCSN Board of Regents/UNLV and Nevada Power Company (Grant of Easement)

Effective Date: Date approved by Board

Amount : \$1 to Board

Purpose : Grant of easement to Nevada Power Company for parcels of land in Clark County, SE 1/4 of Section 22, Township 21 South Range 61 East, M. D. M. for office/classroom building.

K. UCCSN Board of Regents/NNCC and Nevada State

Public Works Board (Interlocal Contract)

Effective Date: May 1, 1994 to April 30, 1996

Amount : \$704,500 to Public Works Board

Purpose : Legislative Interim Finance Com-

mittee authorized Public Works

Board on June 24, 1993 to receive

NNCC Foundation funds to partial-

ly fund the completion for Capi-

tal Improvement Project #91-L11,

Community Center, Phase II. NNCC

will coordinate payment of Foun-

dation funds to Public Works

Board.

20. Approved Handbook Addition, Acquisition or Sale of Real

Property

In response to direction from the Board, the Chancellor

and the Presidents proposed the policy contained in Ref.

L, filed with the permanent minutes, for the requisition

or sale of real property.

Mrs. Sparks returned to the meeting.

Mr. Graves moved approval of the Handbook addition regarding acquisition or sale of real property. Mrs. Whitley seconded. Motion carried.

21. Information Only: Recommendations for Promotion or Assignment to Rank

The following recommendations for promotion or assignment to rank have been forwarded for Board consideration. This is an information item only, with Board action scheduled for the June 23-24, 1994 meeting.

A. University of Nevada, Reno - President Crowley recommends the following promotions, effective July 1, 1994:

Dhanesh Chandra to Full Professor in Chemical/Metallurgical Engineering, School of Mines

Carl Looney to Full Professor in Computer Science, School of Mines

*John C. Pettey to Associate Professor in Foreign Languages & Literature, College of Arts & Science

Edwin G. Smith to Rank III in Cooperative Extension,

College of Agriculture

*Also recommended for Award to Tenure.

22. Information Only: Recommendations for Award to Tenure

The following recommendations for tenure have been forwarded for Board consideration. This is an information item only with Board action scheduled for the June 23-24, 1994 meeting.

NOTE: The titles stated in this agenda item are descriptive only. Faculty are tenured in institutions, and not in particular employment positions.

A. University of Nevada, Reno - President Crowley recommends award of tenure, effective July 1, 1994, to the following:

Stephen Lafer, Curriculum and Instruction, College of
Education

*John C. Pettey, Foreign Languages & Literature,
College of Arts & Science

*Also recommended for Promotion or Assignment to Rank.

The open meeting recessed at 3:50 P.M. and reconvened at 9:17

A.M. Friday, May 20, 1994, with all Regents present except

Regents Berkley, Foley, Hammargren, Sparks and Whitley.

23. Approved UCCSN Affirmative Action Report

Mrs. Karen Steinberg, Interim Vice Chancellor for Academic and Student Affairs, presented the 1994 UCCSN Affirmative Action Report. The report includes System data regarding students and faculty by gender and race/ethnic designation, promotion and tenure, and hiring data for the past year.

The report is filed in the Regents' Office.

Mrs. Steinberg stated that federal mandates, and the Regents' Status of Women Committee findings have suggested that the UCCSN Affirmative Action Report move away from just statistical reporting. The ad hoc Ethnic Minority Affairs Committee also recommended that it is time to set goals on employment and student enrollment. The Council of Presidents are working on these issues and implementation plans will be coming forward to assess the progress.

The Chancellor's staff will monitor on a scheduled basis graduation and performance levels of students and this will be reported annually to the Board. Mrs. Steinberg proceeded to highlight the report.

Regents Berkley and Sparks entered the meeting.

Mrs. Steinberg reported that data were collected on students enrolled during Fall 1993 and staff (professional and classified) employed during 1993. UCCSN has been successful both Systemwide and on all the Campuses in enrolling a more diverse student population. Minority enrollment has increased 6% Systemwide over the last 8 years. Campus increases have ranged from 1% to 6% over the same time period.

Mrs. Whitley entered the meeting.

Mrs. Steinberg reported that there was a steady growth of UCCSN minority student enrollment between 1985 and 1993, and pointed out that even with tight budgets and increased tuition, the minority enrollments have not been affected. The institutions are working very hard to increase minority enrollments.

With regard to faculty and staff, some small changes have occurred on some Campuses. The report reflects that System-wide in 1983 there were 13% minority employees and in 1993 there were still 13%.

Mrs. Steinberg indicated that future reports will incorporate the measurement against the various Committee recommendations.

Mr. Graves moved to accept the UCCSN Affirmative Action Report. Dr. Derby seconded.

Mr. Graves stated that this was an excellent report; however, he felt that true measuring methods need to include figures on growth of population in the various areas around the State.

Dr. Derby stated that she was very pleased that the Affirmative Action report will include the various recommendations from the ad hoc Ethnic Minority Affairs Committee and the Status of Women Committee.

Dr. Hammargren entered the meeting.

Dr. Derby requested that gender differences in terms of ranking women at the lower ends be incorporated into future reports, and Mrs. Steinberg responded that at this time this information is unavailable, but will be requesting this information when the new payroll and personnel system goes on line to provide automatic reporting.

Dr. Derby questioned what particular findings are most significant regarding gender equity and minority equity, and Mrs. Steinberg responded that the Board should reference each institution and not look at the Systemwide figures. The institutions are making great progress and have procedures in place with regard to retention. There is certainly more to do, but there is now evidence that the institutions have been successful and they should be proud of their efforts in recruiting and retaining minority students and employees. The models most successful that the institutions have used should be looked at by the other institutions.

Mrs. Steinberg explained how the collection of data is performed, which is by self-reporting data. Employee self-reporting data is supplemented by the personnel offices throughout the System when appropriate. Mrs. Steinberg

stated that all other institutions are faced with this dilemma, so UCCSN's data is comparable to data throughout the country.

Mr. Klaich clarified that the institutions are doing much better in retaining and attracting minority and gender equity for the student population, but not at the faculty level. He is aware that there is not much hope in this regard because of the declining minority and gender pool for faculty positions. There is also a very poor decision that has been made in regard to UCCSN's ability to pay in these categories because of discrimination. However, there is a deterioration in this area if UCCSN is not able to meet market demands. He indicated that the effort to attract minorities and females is superior, but regardless of the good efforts, there is still a deterioration in hiring.

General Counsel Klasic explained a recent case whereby there was a recruitment effort that attracted a black male, and several white females. The black male was chosen and paid more than the average salary. Then a year later another recruitment effort took place and attracted three females. The position was offered and a slightly higher salary was offered. UCCSN was sued under the Equal Pay Act.

The hiring was not based on gender equity but on a market value analysis. The jury ruled against UCCSN and UCCSN is in the process of appealing the case.

Upon questioning, Mr. Klasic responded that market values can be considered; however, other cases have ruled that market values cannot be considered. If the appeal goes against UCCSN, the case can be made stronger with some studies that can be included as additional evidence. The law is still developing in this area.

Dr. Derby stated that other institutions are under the same factors as mentioned. However, Campus climate is a major factor and UCCSN must retain its minority and female employees and increase its new hires. The employment pool is very competitive and very real. UCCSN must remain committed to this effort.

Motion carried.

24. Approved Executive Salary Models

In compliance with Board policy on executive compensation adopted at the October 1993 meeting of the Board, "Executive

salary models (will) be constructed for all executive positions. The Chancellor in consultation with the Presidents will be charged with constructing these models and presenting them to the Board for its approval. Models must be initially constructed based on the peer group comparisons. Specifically, for each position, salary ranges would be constructed using the peer group median as the range median. Ranges would be compared for internal consistency and for proportional relationships between faculty and executive salaries, and among executive salaries, and adjustments made as necessary. The proposed ranges would be forwarded to the Board for their consideration and approval and be included in the appropriate section of the Handbook."

Interim Chancellor Richardson and Interim Vice Chancellor Steinberg informed the Board of progress to date in constructing salary models and presented models for the Board's review and adoption, as contained in Ref. I, filed with the permanent minutes.

Dr. Richardson gave a brief overview and stated that Hay Associates provided assistance in making its recommendation to the Board of Regents last Fall and since that time the Chancellor's staff has been collecting additional data

including data collected by CUPA, a national organization that performs annual studies. CUPA provides the broadest data base and most relevant for the different types of UCCSN institutions. Dr. Richardson stated that this presentation does not call for specific salaries, but for salary ranges. If these models are approved by the Board, then specific salaries will become the decision of the appropriate authorities. He reminded the Board that approval of salaries is now a two-step procedure that requires two approval levels.

Dr. Richardson explained that appropriate peer groups were selected for the institutions. The executive salaries from those peer groups were surveyed and a review of the CUPA data was also performed. Salary model ranges were then constructed. There has been wide spread support for this approach. The data has been analyzed and adjusted by the Chancellor's staff and the Council of Presidents.

Mrs. Steinberg explained that while the process was followed for every model, each model presented challenges that were resolved in unique ways.

The challenge presented with the Community Colleges was to

determine an appropriate peer group and to provide linkages to faculty salaries and middle management salaries. Utilizing the CUPA data base, existing data indicated that executive salaries were influenced by size of the institution.

Institutions with larger budgets (indicating larger size and complexity of the organization) paid higher executive salaries. Seven different peer studies were done by the System Office utilizing the CUPA data base; each study reflected various size configurations of two-year institutions nationwide. Analysis and discussion centered around the merits of forwarding two salary models, one for the smaller institutions and one for the larger institutions; or in developing one model that would work for all institutions.

The use of one model was determined to be more consistent with faculty and middle management practices and, therefore, provided a better internal linkage. A salary model was built based on the peer salary group of public two-year institutions with budgets of \$13.7 million or more. This peer group consisted of 116 institutions in the CUPA data base and is most appropriate for TMCC and CCSN; however, it includes within its ranges the range of salaries paid at smaller peer institutions. It is recommended that the model be used for all Community Colleges, but that the smaller institutions' salaries should actually fall at the

lower levels of the model ranges and larger institutions'

salaries should fall at the higher end of the model ranges.

This compromise appears to reflect both peer salaries and

provides for internal consistency with faculty and mid-

management salaries.

Mrs. Steinberg continued to explain that the Universities

have historically used an established peer group of insti-

tutions for their faculty and administrative salaries.

This same peer group (49 principal land grant institutions)

was used in the CUPA survey of executive salaries ensuring

internal linkages with faculty and administrative salaries.

Where CUPA peer group data were scant or not available,

they were supplemented with other appropriate data. For

instance, peer data for Dean of the College of Hotel and

Administration and Dean of the College of Fine and Perform-

ing Arts were scant from the approved peer group of insti-

tutions and were supplemented by data from a phone survey

of institutions with those positions. Data were analyzed

for consistency with CUPA data. CUPA survey data were

also deemed to be inappropriate for one position, the Vice

President, Deputy to the President. CUPA data were for

a deputy position with less reported responsibility than

is reported for the UNLV position. UNLV recommended the

salary range for that position reported in the salary model.

The Chancellor's staff was unable to find an existing salary survey of peer institutions for DRI. Therefore, DRI was authorized to conduct a salary survey of peer institutions and report the results to the Chancellor's Office. DRI surveys the following institutions: Brookhaven National Laboratory, Environment Research Institute of Michigan, Midwest Research Institute, National Center for Atmospheric Research, National Renewable Energy Laboratory, Research Triangle Institute, Scripps Institute of Oceanography, SRI International, Syracuse Research Corporation, and Woods Hole Oceanographic Institute. The DRI salary model was constructed based on the median salaries resulting from this survey. The challenge posed is a result of the unique nature of DRI. The survey resulted in a model that may not be seen as internally consistent with other UCCSN salaries; this is, median salaries are higher than any other salaries in the System. It was determined, however, that the model forwarded should reflect the peer survey; and that internal consistency could be addressed by placement of individual salaries on the model ranges.

The executive salaries included in the Chancellor's Office model include the salaries for both the Presidents and the Chancellor's Office positions. The Presidential ranges reflect the results of various surveys described above. The University Presidents' salary ranges were determined from the University peer group, the Community College Presidents' salary ranges from the Community College peer group, and DRI from the DRI peer group. The Chancellor's Office salary ranges were determined from a peer group of System positions using the same peer group as the University model. In other words, using the CUPA data base, System level positions affiliated with the 40 principal land grant institutions were surveyed. Where data were scant, data were supplemented with System level data from CUPA data base of "doctoral" affiliated System Offices and compared for consistency with the data from the primary peer group.

Mr. Klaich moved approval of the Executive Salary Models.

Mrs. Gallagher seconded.

Mrs. Sparks questioned whether there were comparable positions surveyed for the Secretary of the Board and General Counsel positions, and Mrs. Steinberg responded that there were data on these positions, but not 49 institutions to

make a comparison. Only "Systems" were considered; data from single institutions were not used for these comparisons.

Mr. Graves stated that he was concerned that a written policy regarding the difference between the Community Colleges was needed before a vote could be taken. Mr. Klaich agreed, and added that the policy should include language to help the Board understand the impact of the job responsibilities and the background factors for placement within the proposed models.

Mr. Klaich stated that he was concerned about the process DRI followed and the comparability of the survey group which was selected by DRI. The survey group consists of quasi-public and private institutions. He was also concerned that DRI's range was higher than the University Presidents and the Chancellor.

Dr. Richardson explained the difficulty DRI had in obtaining an appropriate peer group because of the uniqueness of DRI within UCCSN and higher education throughout the country. Once the Chancellor's staff collected the data, the staff was confronted with the issue that the range was

greater than what UCCSN is currently paying. However, it was decided that the data should not be modified, because data are data. It was concluded by the staff that the placement within that range, as with the Community Colleges, is a matter of political judgement and management.

Mr. Graves stated that there are searches presently being conducted and questioned whether this is the information that is to be given to the candidates. Dr. Richardson responded that the request is being made for the Board of Regents to approve the establishment of the salary ranges, not specific salaries. Specific salaries will be discussed at a future meeting. It will become the Board's decision on where to place positions within the range in terms of salary.

Dr. Richardson explained the process of the two-step procedure that requires two approval levels on administrative employment and salary recommendations. He relayed a scenario that if a President is hiring a position at a salary of \$150,000, the Chancellor should demand an explanation of the salary offer, and most likely the President would be able to provide justification and then it would be either approved or disapproved.

Mr. Graves stated that he believed that the more you pay a person, the better quality you will receive. However, as a public institution using taxpayers' money, he questioned whether it was proper to operate in that fashion. He felt that there was much disparity with the proposed ranges.

Dr. Derby stated that she did not agree with Mr. Graves' remarks regarding the more you pay the better you get. She stated that the DRI salary range did concern her and may lead to a problem based entirely on what other institutions are paying. She stated that Nevada and local factors should be considered, including the relationship with faculty salaries. She reminded the Board that teaching is the primary mission of UCCSN. Although DRI is comparable with institutions named in the peer group, she was concerned on the part of the public's perception. She also raised a concern regarding the Community College salary range, in that although the budget size is a strong variable, she wondered if other factors were included, such as the geographical complexity, etc.

President Crowley responded to Mr. Graves' comments and stated that in relation to making a hiring decision these

ranges would be helpful, and that it is uncharacteristic to hire at the higher end of the salary range. The market usually governs the salary decision, and is strongly considered when the question arises if the salary is too high or too low. If quality is the main concern, then the pay is once again based on the market. It is not an easy decision to make.

Mrs. Steinberg reminded the Board that currently there are no guidelines on which to base salaries. The ad hoc Committee on Executive Salaries tried to address this issue. She stated that what is being presented are only models for salary ranges. The Chancellor's staff was directed to set salary models for accountability, and then these models are administered under the two-step recommendation procedure for approval.

Mrs. Gallagher added that in adopting these ranges it will give parameters to work within. There needs to be some flexibility and the market place should be one of the determining factors.

Mr. Klaich agreed in that guidelines are needed for the System, and requested that this information be placed in

the Board of Regents' Handbook with additional language.

However, he opposed DRI's salary range. He suggested that the range be lowered to the same range as the University Presidents.

Mrs. Berkley stated that this is an important step for the Regents and the Board should be able to communicate with the Chancellor and Presidents on how they feel about the salary ranges, market ranges and what is occurring in Nevada.

Dr. Richardson stated that bar graphs had been prepared which included the current salaries. The handout is filed in the Regents' Office. Dr. Richardson highlighted these graphs, and he continued by stating that where the Board placed DRI within the salary range is a management decision, just as it will be when a new Chancellor is hired.

Mr. Graves stated that he would support the proposed salary models subject to language specific to DRI and Community Colleges which will address the concerns that have been raised during this discussion. Dr. Hammargren agreed that additional language is needed.

An informative discussion ensued on the current salaries and

compensation. It was explained that the bar graphs depict what salaries are actually reported to the Internal Revenue Service (except for several positions at UNR which were erroneously shown as if the System were still paying their share of their retirement).

Mr. Klaich moved to amend the motion to include approval of the Executive Salary Models with a contingency that a written policy be brought back to the Board at its June meeting regarding the placement within the salary ranges when an initial hiring is performed that will take into consideration various factors. Mrs. Gallagher seconded.

Mrs. Gallagher left the meeting.

Mr. Klaich opposed. Motion carried.

Regents Graves, Hammargren and Klaich left the meeting.

25. Report of Ad Hoc CCSN Presidential Search Committee

Mrs. Carolyn M. Sparks, Chairman, made a report on the ad hoc CCSN Presidential Search Committee.

Mr. Graves returned to the meeting.

Mrs. Sparks reported that advertisements have been placed in "The Chronicle of Higher Education" and "Community College Times" and will run through May. There have been numerous applications that have been received and a number of inquiries concerning the position. Although there is not a specific closing date, applicants are encouraged to have all information into the System Office by mid June. Mrs. Sparks stated that she has prepared a letter to the Committee members questioning how they want to proceed and what questions they want to ask during the interview process. The next Committee meeting is scheduled for 1:00 P.M. Wednesday, June 22, in Room 1100 on the CCSN Cheyenne Campus to resume the next phase of the search process. The Committee's intention is to announce a recommendation sometime this Fall.

26. Report of Ad Hoc Chancellor Search Committee

Mr. Madison Graves, Chairman, made a report on the ad hoc Chancellor Search Committee. Details of the Committee's meetings can be found in the minutes and are on file in the Regents' Office.

The Committee moved approval of the contract with Korn/Ferry International in the amount of \$30,000 plus expenses. The Committee adopted an itinerary. The advertisement will be placed in "The Chronicle of Higher Education" on May 23 and on July 13 the announcement of candidate finalists will be made public. The Committee will make a recommendation to the Board at its August 25-26 Board of Regents' meeting.

27. Report of Ad Hoc UNLV Presidential Search Committee

Dr. Jill Derby, Chairman, reported that an organizational meeting of the ad hoc UNLV Presidential Search Committee is scheduled for 9:30 A.M. Wednesday, May 25, 1994, at the Fireside Lounge, Moyer Student Union, University of Nevada, Las Vegas.

28. Approved Regents' Special Projects Funds, Searches

Approved authorization to utilize Regents' Special Projects Funds in the amount off \$25,000 for conducting the CCSN President Search and \$25,000 for conducting the UNLV Presidential Search.

Interim Chancellor Richardson stated that if the two Search Committees should choose to hire an executive search firm, then a request will be made for additional funding. The proposed \$25,000 amount is intended to cover the basic travel, advertising, and clerical expenses of the searches.

Mr. Graves moved approval to use Regents' Special Projects Funds in the amount of \$25,000 for conducting the CCSN Presidential Search and \$25,000 for conducting the UNLV Presidential Search. Motion carried.

Mr. Klaich returned to the meeting.

29. Report and Recommendations of the Audit Committee

A report and recommendations of the Audit Committee meeting, held May 10, 1994, was made by Regent Nancy Price, Chairman.

Details of the Committee's meeting can be found in the minutes and are on file in the Regents' Office.

Mrs. Price announced that a special Audit Committee meeting will be scheduled for early June in Las Vegas to address the future of UCCSN auditing to include discussion on the IRS regulations.

Mrs. Price reported that the following action items were approved by the Audit Committee at the May 10 meeting:

1. Intercollegiate Athletics, UNLV
2. Athletic Development, UNLV
3. Intercollegiate Athletics, UNR
4. Bursar's Office-Cashiering Function, UNLV
5. Cashier's Office, UNR

As an Information Only item, the Committee heard the follow-up report on the Nevada Small Business Development Center, UNR.

Mrs. Price moved approval of the report and recommendations of the Audit Committee. Dr. Derby seconded. Motion carried.

30. Report and Recommendations of the Academic, Research and Student Affairs Committee

A report and recommendations of the Academic, Research and Student Affairs Committee meeting, held May 19, 1994, was made by Regent Carolyn Sparks, Acting Chairman. Details

of the Committee's meeting can be found in the minutes and are on file in the Regents' Office.

Mrs. Sparks reported that the following action items were approved by the Academic, Research and Student Affairs Committee:

1. Major in Postsecondary and Adult Education, UNLV -

This proposal is a request for a change within the existing Bachelor's Degree in Education from an emphasis in Postsecondary Education to a major in Postsecondary and Adult Education.

2. Major in Human Resource Management, UNLV - This

proposal is a request for a change within the existing B. S. in Business Administration from a concentration in Industrial Relations and Personnel to a more specialized major in Human Resource Management.

3. Major in Real Estate, UNLV - This proposal will

upgrade the existing Real Estate concentration to a more specialized major within the B. S. in Business Administration Degree.

4. Elimination of Clinical Laboratory Sciences Program,

UNR - The two year Medical Laboratory Technical

(MLT) and the four year Medical Technology (MT) programs will immediately cease to accept new students.

Arrangement will be made for current students to

complete their degrees.

Under "New Business" UNR Vice President for Research Ken

Hunter explained that it is very important to have involve-

ment from the Community College faculty in supporting

scholarship and research experiences at UNR, UNLV and DRI.

Dr. John Clevenger, Director of Technical Workforce Devel-

opment, explained the concept of the EPSCoR Program which

involves Teaching and Research - Enhancement and Collabora-

tion (TREC) within the System and other agencies.

Dr. Clevenger stated that this endeavor meets a goal that

has been defined in the UCCSN Strategic Directions and will

create a "Win-Win" situation throughout higher education in

Nevada.

Mrs. Sparks moved approval of the report and recommendations

of the Academic, Research and Student Affairs Committee.

Mr. Graves seconded. Motion carried.

31. Report and Recommendations of the Status of Women Committee

A report and recommendations of the Status of Women Committee meeting, held May 19, 1994, was made by Regent Jill Derby, Chairman. Details of the Committee's meeting can be found in the minutes and are on file in the Regents' Office.

Dr. Derby reported that action was taken to approve the "Report and Recommendations of the Regents' Committee on the Status of Women" by the Status of Women Committee.

Dr. Derby moved approval of the report and recommendations of the Status of Women Committee. Mr. Klaich seconded.

Motion carried.

Mrs. Price commented that the Status of Women Committee has done a fine job, and Dr. Derby's work with this Committee to make cultural changes to the System is very much appreciated.

32. Report and Recommendations of the Ad Hoc Foundation Liaison Committee

A report and recommendations of the ad hoc Foundation Liaison Committee meeting, held May 19, 1994, was made by Regent Carolyn Sparks, Acting Chairman. Details of the Committee's meeting can be found in the minutes and are on file in the Regents' Office.

Mrs. Sparks reported that action was taken to approve two sections of the UCCSN and Member Institution Foundations Administration and Accounting Guidelines which were deferred at the February 17, 1994 Committee meeting for further review. See the ad hoc Foundation Liaison Committee agenda, filed with the permanent minutes.

Mr. Graves moved approval of the report and recommendations of the ad hoc Foundation Liaison Committee. Mrs. Whitley seconded. Motion carried.

The meeting adjourned at 11:20 P.M.

Mary Lou Moser

Secretary of the Board