

Minutes are intended to note (a) the date, time and place of the meeting; (b) those members of the public body who were present and those who were absent; and (c) the substance of all matters proposed, discussed and/or action was taken on. Minutes are not intended to be a verbatim report of a meeting. An audiotape recording of the meeting is available for inspection by any member of the public interested in a verbatim report of the meeting. These minutes are not final until approved by the Board of Regents at the December 2013 meeting.

**BOARD OF REGENTS and its
CULTURAL DIVERSITY COMMITTEE
NEVADA SYSTEM OF HIGHER EDUCATION**

Fitness Center
Great Basin College
1500 College Parkway, Elko
Friday, September 6, 2013

Video Conference Connection from the meeting site to:
System Administration, Las Vegas
5550 W. Flamingo Road, Suite C1, Conference Room
and
System Administration, Reno
2601 Enterprise Road, Conference Room

Members Present: Dr. Andrea Anderson, Chair
Mr. Cedric Crear, Vice Chair
Mr. Robert J. Blakely
Mr. Ron Knecht
Dr. Jack Lund Schofield
Mr. Michael B. Wixom

Others Present: Ms. Crystal Abba, Vice Chancellor, Academic and Student Affairs
Mr. Scott G. Wasserman, Chief of Staff and Special Counsel to the Board
Ms. Allison Combs, Asst. Vice Chancellor, Acad. and Student Affairs
Mr. R. Scott Young, Deputy Chief of Staff to the Board
Ms. Renee Davis, Director, Student Affairs
Ms. Linda Heiss, Director, Institutional Research and Data Partnerships
Mr. John Kuhlman, Manager, Public Information
Dr. Michael D. Richards, President, CSN
Dr. Stephen G. Wells, President, DRI
Dr. Mark A. Curtis, President, GBC
Mr. Bart J. Patterson, President, NSC
Dr. Maria C. Sheehan, President, TMCC

Faculty senate chairs in attendance were Dr. Darin Dockstader, CSN; Mr. Alan McKay, DRI; Mr. Thomas Reagan, GBC; Dr. Christopher Harris, NSC; Ms. Dani Chandler, System Administration; and Mr. Ron Marston, TMCC. Student body presidents in attendance were Mr. Noah Fraser, DRI; Mr. Alex Porter, GBC; Mr. Deuvall Dorsey, NSC; Ms. Stephanie Prevost, TMCC; Mr. Michael Gordon, UNLV-GPSA; Mr. Ziad Rashdan, UNR-ASUN; and Ms. Alejandra Leon, WNC.

For others present, please see the attendance roster on file in the Board office.

Chair Andrea Anderson called the meeting to order at 8:02 a.m. with all members present except Regents Blakely and Knecht.

1. Information Only-Public Comment – None.
2. Approved-Minutes – The Committee recommended approval of the minutes from the June 7, 2013, meeting (*Ref. CD-2 on file in the Board office*).

Vice Chair Crear moved approval of the minutes from the June 7, 2013, meeting. Regent Wixom seconded. Motion carried. Regents Blakely and Knecht were absent.

Regent Blakely entered the meeting.

Regent Knecht entered the meeting.

3. Information Only-Institutional Strategies to Increase Diversity at Great Basin College – Dr. Mark A. Curtis, President, GBC, and Ms. Angie de Braga, Director of Continuing Education and Community Outreach, GBC, gave a PowerPoint presentation on diversity initiatives at GBC (*Ref. CD-3 on file in the Board office*).

The presentation included information on college outreach efforts, continuing education programs, the Great Basin Indian Archives, events organized by GBC's Arts and Cultural Enrichment Committee and activities led by Latinos Unidos, a student organization.

Vice Chair Crear commended GBC for reaching out to its population base.

Regent Wixom inquired about the Great Basin Indian Archives. Ms. de Braga said the archives were established in 2003 under the direction of Norman Cavanaugh, former director of the GBC Fitness Center. The college held a reception for the program last spring that was very well attended by the community. Regent Wixom observed the country as a whole is woefully lacking in these types of historical resources. There is a tragic dearth of information and archival resources. He encouraged Ms. de Braga to look into creating a link between this very significant resource and a national organization.

Regent Wixom expressed an interest in receiving an update on how other NSHE institutions are reaching out to Native American populations. He noted several years ago, when the issue was last addressed, the System was behind in its efforts. Ms. Crystal Abba, Vice Chancellor for Academic and Student Affairs, indicated she will coordinate institutional presentations regarding outreach efforts to the Native American population on the next Committee agenda. Regent Wixom requested the presentations include information on cooperative efforts across the System.

4. Information Only-NSHE Shared Applicant Database – Dr. Maria C. Sheehan, President, TMCC, and co-chair of the Equity, Diversity and Inclusion Council, and Dr. Barbara Sanders, Dean of Equity and Inclusion, TMCC, reported on the Council’s work relating to establishing a shared applicant database to increase diversity in faculty recruitment within the NSHE, including an estimated timeline for implementation (*Ref. CD-4a and CD-4b on file in the Board office*).

Dr. Sanders indicated representatives from each institution and System Administration met by video conference to discuss the development of a shared applicant database. The group discussed how implementation of the new human resources system will allow for the development of an effective shared database. Dr. Sanders said the project will not lose momentum because the participants who assisted in the development of the shared database have all agreed to remain as facilitators on their respective campuses. She indicated a timetable for the pilot, analysis and implementation is included in the reference material.

President Sheehan reported CSN and TMCC are currently piloting the project with four positions common to both institutions. Dr. Michael D. Richards, President, CSN, said he is excited about the pilot and will report back to the Committee following its conclusion.

Vice Chair Crear inquired about who is responsible for maintaining the database. Dr. Sanders indicated policies and guidelines will be developed during the pilot process and a determination of ownership and responsibility will be made. Vice Chair Crear suggested establishing ownership at the System Administration level. President Sheehan said NSHE Human Resources is the logical choice. She noted the most recent project discussions included Dr. Steven Zink, Vice Chancellor for Information Technology, and Ms. Christine Casey, Director of Human Resources.

Regent Wixom echoed Vice Chair Crear’s concerns regarding accountability. President Sheehan said the goal is to increase diversity in the System’s workforce and the institutions are accountable to the Board for making progress toward that goal. The shared applicant database is a tool that should help the institutions make greater progress in their efforts to increase workforce diversity.

5. Information Only-Equity, Diversity and Inclusion Council – Dr. Maria C. Sheehan, President, TMCC, and co-chair of the Equity, Diversity and Inclusion Council (EDIC), reported on the recent work of the Council and initiatives the group is pursuing.

President Sheehan reported the EDIC had a productive meeting. Topics of discussion included the shared applicant database, attracting and retaining diverse faculty and NSHE’s participation at the National Conference on Race and Ethnicity in American Higher Education. She noted Chancellor Klaich has committed to sending a team representing the NSHE to the conference.

6. Information Only-New Business – Chair Anderson indicated a report on institutional outreach to the Native American population will be included on the next Committee agenda.

President Richards reported CSN is sponsoring a half-day supplier inclusion program on November 1. Chair Anderson asked President Richards to follow up with a brief report to the Committee in December. Vice Chair Crear stressed the importance of making sure there are opportunities for the vendors to do business.

7. Information Only-Public Comment – None.

The meeting adjourned at 8:56 a.m.

Prepared by: Keri D. Nikolajewski
Special Assistant and Coordinator to the Board of Regents

Submitted for approval by: R. Scott Young
Deputy Chief of Staff to the Board of Regents