

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 March 2015 meeting.

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

Student Union, Ballrooms B & C
University of Nevada, Las Vegas
4505 S. Maryland Parkway, Las Vegas
Friday, December 5, 2014

Video Conference Connection from the Meeting Site to:
System Administration, Reno
2601 Enterprise Road, Conference Room
and
Great Basin College, Elko
1500 College Parkway, Berg Hall Conference Room

Members Present: Mr. Cedric Crear, Chair
Mr. Ron Knecht
Mr. Kevin C. Melcher

Members Absent: Mr. Robert J. Blakely, Vice Chair
Dr. Jack Lund Schofield

Other Regents Present: Dr. Mark W. Doubrava
Ms. Allison Stephens

Others Present: Mr. Daniel J. Klaich, Chancellor
Ms. Crystal Abba, Vice Chancellor, Academic and Student Affairs
Dr. Constance Brooks, Vice Chancellor, Gov't and Community Affairs
Ms. Brooke Nielsen, Vice Chancellor, Legal Affairs
Mr. Vic Redding, Vice Chancellor, Finance and Administration
Mr. Scott G. Wasserman, Chief of Staff and Special Counsel to the Board
Ms. Allison Combs, Asst. Vice Chancellor and Director of Public Policy
Ms. Renee Davis, Director, Student Affairs
Mr. Omar Saucedo, External Affairs Coordinator
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. Marc A. Johnson, President, UNR
Mr. Chet O. Burton, President, WNC

Faculty senate chairs in attendance were Dr. Joe Grzyski, DRI; Mr. Stephen Theriault, GBC; Mr. Ron Marston, TMCC; Dr. Rhonda Montgomery, UNLV; Mr. Chuck Price, UNR; and Ms. Susan Priest, WNC. Student body presidents in attendance were Mr. William McCurdy, CSN; Ms. Stephanie Prevost, TMCC; Mr. Elias Benjelloun, UNLV-CSUN; Ms. Sharon Young, UNLV-GPSA; Mr. Jake Pereira, UNR-ASUN; Ms. R.J. Boyajian, UNR-GSA; and Mr. Angelo DePerez, WNC.

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

Chair Cedric Crear called the meeting to order at 7:34 a.m. with all members present except Vice Chair Blakely and Regents Knecht and Schofield.

Chair Crear appointed Regent Doubrava as a temporary member of the Committee in the place of Regent Schofield.

1. Information Only-Public Comment – Dr. Sondra Cosgrove, Professor, CSN, speaking on behalf of the CSN Women’s Alliance, asked the Committee to consider changing its name to the diversity and inclusion committee. She said words such as ‘race’, ‘culture’ and ‘gender’ have very specific historical meanings that can narrow a topic when used as qualifiers. Racial diversity, cultural diversity and gender diversity are much more limited topics than just plain diversity. Dr. Cosgrove said she knows the intent of the Committee is to be inclusive; however, by qualifying diversity with the word ‘culture’, the message being sent to those who do not actively engage with the Regents is that the Committee is not focused on issues related to things like gender, disability or sexual orientation. In addition, while the Committee has done a great job achieving more diverse hiring pools, the CSN Women’s Alliance now hopes for more of a focus on ensuring that diverse administrators, faculty and staff are treated equitably and feel respected.
2. Approved-Minutes – The Committee recommended approval of the minutes from the September 5, 2014, meeting (*Ref. CD-2 on file in the Board office*).

Regent Melcher moved approval of the minutes from the September 5, 2014, meeting. Regent Doubrava seconded.

Regent Melcher withdrew his motion.

Chair Crear indicated he will come back to this item.

3. Information Only-Chair’s Report – Chair Cedric Crear provided general remarks and updated Committee members regarding cultural diversity planning efforts and initiatives since the last meeting of the Committee.

Chair Crear indicated the Committee will be discussing some key issues on the current agenda. He thanked the institutions for their dedication and hard work over the past year.

Chair Crear gave special recognition to the campus diversity officers, members of the Equity, Diversity and Inclusion Council (EDIC) and institutional presidents for their continued support.

Regent Knecht entered the meeting.

4. Information Only-Committee Name Change – Ms. Sunny Gittens, Executive Director, Office of Civic Engagement and Diversity, UNLV, and Ms. Nadia Omar, Interim Assistant Director for Intercultural Programs, UNLV, gave a collaborative PowerPoint presentation on the meaning of the words ‘culture’ and ‘diversity’ as they relate to the Cultural Diversity Committee (*PowerPoint on file in the Board office*).

Chair Crear clarified the Committee itself is not looking to change its name. A proposal was brought to the Committee for discussion.

Regent Stephens read into the record a letter she submitted to Chair Crear regarding feedback she received from her constituents regarding this issue (*letter on file in the Board office*). Chair Crear thanked Regent Stephens for her input.

Dr. Edith Fernandez, Associate Vice President of Community Engagement and Diversity Initiatives, and co-chair of the EDIC, said the EDIC feels ‘cultural diversity’ is an inclusive term that applies to all groups; however, perhaps some fine tuning could be applied to the charge of the Committee.

Regent Melcher remarked that different trends and terms always come along and he would not want to see continuous renaming proposals as this subject area evolves. He suggested the EDIC come back to the Committee with a recommendation. Dr. Fernandez said the EDIC believes the term ‘cultural diversity’ implies the desired inclusivity; however, the group recommends the Committee charge be reviewed.

Dr. Marc A. Johnson, President, UNR, noted UNR chose the title chief diversity officer for Dr. Reginald Stewart. His title does not include the word ‘cultural’. President Johnson said UNR considered many different titles for Dr. Stewart and ultimately chose chief diversity officer because it is a title that is gaining steam across the country and it is very inclusive.

Mr. Bart J. Patterson, President, NSC, said there has not been a formal discussion on campus about the name of the Committee. NSC focuses on the information reflected in the Committee’s charge.

Dr. Michael D. Richards, President, CSN, said CSN concentrates on the Committee charge and what is expected of the college.

Chair Crear asked the EDIC to bring forth a recommendation to the Committee for vetting.

Regent Doubrava left the meeting.

Dr. Constance Brooks, Vice Chancellor for Government and Community Affairs, noted a potential name change requires two readings at two regular meetings of the Board. Additionally, a two-thirds vote of the Board is required for approval.

4. Information Only-Committee Name Change – *(continued)*

Mr. Scott G. Wasserman, Chief of Staff and Special Counsel to the Board, indicated a proposal introduced to the Committee can also be placed on the full Board agenda as a first reading. It may then be considered for approval at the next regular meeting of the Board.

5. Information Only-UNR GradFIT Program – Dr. Reginald Stewart, Chief Diversity Officer, UNR, Dr. David Zeh, Vice Provost for Graduate Education and Dean of the Graduate School, UNR, and Dr. Erika Beck, Provost and Executive Vice President, NSC, reported on the development of the UNR GradFIT program aimed at outreach to historically underrepresented, low-income and first-generation students as it relates to graduate school enrollment of these students (*Refs. CD-5a and CD-5b on file in the Board office*).

Chair Crear expressed his appreciation for the presentation. He invited Drs. Stewart, Zeh and Beck to provide an update on the successes of the GradFIT program at a future meeting of the Committee.

6. Information Only-Southern Nevada Diversity Summit – Ms. Maria Marinch, Executive Director of Community Relations, Diversity and Multicultural Affairs, CSN, reported on the success of the 2014 Southern Nevada Diversity Summit that took place on October 3, 2014.

Ms. Marinch reported the 2015 summit will take place on Friday, October 2, and will be hosted by NSC.

Chair Crear pointed out there are companies with a vested interest in diversity in higher education. He suggested the planning committee look into the possibility of corporate sponsorships to help raise funds for the 2015 summit.

7. Information Only-Hispanic-Serving Institution Task Force – Mr. Omar Saucedo, External Affairs Coordinator, NSHE, provided an update on the inaugural meeting of the newly formed Hispanic-Serving Institution (HSI) Task Force and its effort to pursue HSI status for all NSHE institutions.

Chair Crear thanked Mr. Saucedo for his presentation. He recommended keeping key stakeholders in the community informed about the activities of the HSI Task Force.

8. Information Only-Supplier Inclusion Program – Ms. Maria Marinch, Executive Director of Community Relations, Diversity and Multicultural Affairs, CSN, and Mr. Rolando Mosqueda, Director of Purchasing, CSN, reported on the recent success of the Supplier Inclusion Program.

Chair Crear thanked Ms. Marinch and Mr. Mosqueda for their work on this initiative. He said his goal is for the NSHE to serve as a model for supplier inclusion.

9. Information Only-Equity, Diversity and Inclusion Council – Dr. Michael D. Richards, President, CSN, and Dr. Edith Fernandez, Associate Vice President of Community Engagement and Diversity Initiatives, NSC, co-chairs of the Equity, Diversity and Inclusion Council, reported on the recent work of the Council including discussions on shared diversity goals across the System, the importance of the HSI Task Force, planning for the 2015 diversity summit and the development of a System-wide faculty survey.

President Richards indicated Dr. Barbara Sanders, Dean, Office of Equity and Inclusion, TMCC, has been selected to serve as the new co-chair of the EDIC alongside Dr. Fernandez.

10. Information Only-NSHE Diversity Master Plan – Chair Cedric Crear led a discussion on goals for the upcoming year to include the potential development of a NSHE diversity master plan.

Chair Crear requested input from the Committee about the idea of developing a diversity master plan that encompasses the goals and plans of the System and its institutions.

Regent Melcher felt a diversity master plan would be a good way to illustrate how the NSHE's diversity goals are tied into other areas such as academic programming, purchasing and recruitment.

Vice Chancellor Brooks indicated the EDIC has discussed the idea and the institutions seem receptive to having a document that outlines where the System is headed with diversity initiatives.

Chair Crear directed the EDIC to explore the potential development of a diversity master plan and report back to the Committee.

2. Approved-Minutes (continued) – The Committee recommended approval of the minutes from the September 5, 2014, meeting (*Ref. CD-2 on file in the Board office*).

Regent Melcher moved approval of the minutes from the September 5, 2014, meeting. Regent Knecht seconded. Motion carried. Regents Blakely and Schofield were absent.

11. Information Only-New Business – Dr. Stewart reported the Northern Nevada Diversity Summit will be held on February 26-27, 2015, at UNR.

12. Information Only-Public Comment – Mr. Jose Solorio, Latino Leadership Council, spoke about the importance of diversity and the relevance of these discussions to Nevada's changing demographics and economy. He expressed a desire to see more student participation at future Committee meetings. Chair Crear said student voices are always welcome.

The meeting adjourned at 9:12 a.m.

Prepared by: Keri D. Nikolajewski
Manager of Board Operations

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