

UCCSN Board of Regents' Meeting Minutes November 13-14, 1991

11-13-1991

Pages Unnumbered

BOARD OF REGENTS

UNIVERSITY OF NEVADA SYSTEM

November 13-14, 1991

The Board of Regents met on the above date in the Carson Valley
Inn, Minden, Nevada for a Regents' Workshop.

Members present: Mrs. Carolyn M. Sparks, Chairman

Mrs. Shelley Berkley

Dr. Jill Derby

Dr. James Eardley

Mrs. Dorothy S. Gallagher

Dr. Lonnie Hammargren

Mr. Daniel J. Klaich

Mrs. June F. Whitley

Members absent: Mr. Joseph M. Foley

Others present: Chancellor Mark H Dawson

President Anthony Calabro, WNCC

President Joseph Crowley, UNR

President John Gwaltney, TMCC

President Robert Maxson, UNLV

President Paul Meacham, CCSN

President Ron Remington, NNCC

President Jim Taranik, DRI

Mr. Ron Sparks, Vice Chancellor

Mrs. Karen Steinberg, Acting Vice Chancellor

Mr. Doug Burris, Assistant to the Chancellor

Mrs. Sue Baker, Exec. Asst. to the Chancellor

Ms. Pamela Galloway, Public Information Officer

Mrs. Sunny Minedew, Senior Research Analyst

Mr. Glen Krutz, Research Analyst

Ms. Mary Lou Moser, Secretary

Mrs. Leslie Jacques, Asst. to the Secretary

Also present were Vice Presidents/Deans Bill Bishop (DRI), Ashok Dhingra (UNR), Robert Hoover (UNR), Herb Peebles (CCSN), Lorrie Peterson (WNCC), John Scally (TMCC), John Unrue (UNLV), and Faculty Senate Chairmen Bill Baines (TMCC), Larry Goodnight

(DRI), Elizabeth Raymond (UNR), and Lori Temple (UNLV).

A workshop for Regents, Presidents, Academic Vice Presidents, Faculty Senate Chairmen, the Chancellor, and the Chancellor's staff was held November 13-14, 1991 in Minden, Nevada. Chairmen Sparks called the meeting to order at 10:45 A.M., declaring that all attendees were invited to actively participate in discussion of the agenda items.

Chairman Sparks announced that Regent Joseph Foley was unable to attend due to a scheduled surgery appointment. His health is improving since his recent stroke.

1. Discussion on Academic Planning

Dr. Derby welcomed participants to the Fall workshop on academic planning and stated that it is her intention to hold a very informative workshop regarding academic planning and welcomed open discussion on the agenda item.

She stated that last January the Academic Affairs Committee invited consultants to report to the Board on the System's strategic academic planning and this discussion is a result of that report. Priorities must be set by the System in

order to achieve successful planning. She encouraged the participants to become "system" planners during the workshop by working together and sharing ideas for systemwide issues and concerns. The focus of today's interaction may have far reaching implications in the future of Nevada's higher education.

Dr. Derby expressed her appreciation to Acting Vice Chancellor Karen Steinberg and staff for all their preparation for the workshop's discussion on academic planning.

Acting Vice Chancellor Steinberg explained the dynamics of the agenda item and reviewed materials contained in the packets, filed in the Regents' Office. The academic planning process must begin by identifying and understanding the strategic issues, both internal and external to UNS that will impact higher education. She requested that each break-out group define strategic directions of what the UNS should be doing in response to the strategic issues and then set objectives on how to accomplish the goals in relation to the strategic directions. The break-out groups will report to all the participants on their strategic directions and objectives. A work plan will be established for the upcoming year to accomplish these ob-

jectives, including who will be responsible for the action and in what time frame. The work plan will be reviewed on an annual basis to see what has been accomplished, along with the review of the strategic directions and objectives that have been set.

The designated break-out groups met throughout the day and the meeting reconvened at 3:05 P.M. Wednesday, November 13, 1991 with all participants present.

Acting Vice Chancellor Steinberg requested each group to present a summary report of its discussions on strategic directions. Dr. Derby, Mrs. Temple, Mrs. Berkley and Mr. Klaich each gave a report. Mrs. Steinberg requested the break-out groups meet again and discuss the objectives in reaching these strategic directions. She directed each group to list its objectives and submit them to her by the end of the day. The Academic Affairs Office will compile the information and present it to the Board of Regents at its meeting in December.

The meeting reconvened at 8:45 A.M. Thursday, November 14, 1991 with all participants present except Regents Hammargren and Klaich.

2. Futures Commission Report

The Community College Presidents reviewed the recently published Futures Commission report, "Changing with the Times, Challenging the Futures", filed in the Regents' Office.

President Remington addressed the challenges affecting curriculum and instruction for Nevada. See Futures Commission report for Nevada's strategies in addressing the following issues:

- a) Community Colleges will be asked to demonstrate accountability for the outcomes of the educational process.
- b) As Community College enrollments increase, more students will be underprepared and will need upgrading of basic skills.
- c) Community Colleges curriculum will need to move beyond provincialism toward a global perspective incorporating issues affecting the world as a whole.
- d) Serving Nevada's many isolated, rural populations will

require access to distance learning techniques and technology.

e) Scientific literature and demographic forecasts predict severe shortages of qualified personnel in scientific and technical fields throughout the coming decade.

f) Underrepresented populations face severe obstacles in pursuing careers in scientific and technical fields.

President Calabro addressed the challenges affecting faculty and students for Nevada. See Futures Commission report for Nevada's strategies in addressing the following issues:

a) Emerging technologies will require a change in faculty roles.

b) Community Colleges will confront a shortage of qualified faculty in all fields and face stiff competition in recruiting new faculty.

c) Community Colleges will face the challenge of retaining students in educational programs, particularly those students from underserved and minority populations.

d) Community Colleges will need to forge linkages with their students to encourage a sense of community and integration.

President Meacham addressed the challenges affecting facilities and physical plants for Nevada. See Futures Commission report for Nevada's strategies in addressing the following issues:

a) Nevada's Community Colleges will need adequate facilities and physical resources in the wake of extensive growth and increasing needs.

b) Community Colleges face the challenge of promoting the cultural awareness of the student population and the community at large.

President Gwaltney addressed the challenges affecting economic development for Nevada. See Futures Commission report for Nevada's strategies in addressing the following issues:

a) Society faces increasing demands for a technically literate work force able to perform in a complex,

technical environment.

b) As society advances, upgraded and customized training techniques are needed by Nevada business and industry to remain competitive in a global economy.

c) Community Colleges will need to form community alliances and partnerships with all segments of the population to carry out their mission of broadbased education and social interaction.

Mr. Doug Burris addressed the Look to the Future for Nevada and summarized the report. See Futures Commission report for Nevada's response.

President Calabro expressed his thanks to all those who contributed to this report, especially the Nevada Community College Futures Commission Committee (Charles R. Greenhaw, NNCC; John Scally, TMCC; Dave Hoggard, CCSN; Vern Baker, CCSN; Judith Colness, TMCC; Anne Hansen, WNCC; Daniel Lyons, CCSN; Michelle Legras, WNCC, Graphic Design; and Terry Ann Taeubel, WNCC, Administrative Support).

Chairman Sparks commended the Committee for a very informa-

tive report.

3. Discussion of Employee Benefits

Chancellor Dawson reviewed the employee benefits that are addressed in detail in the Board of Regents' Handbook, Title 4, Chapter 3, Professional Staff.

He explained the terminology used when addressing employment contracts; i. e., 3-year term contract, multi-year contract and rolling contract. A rolling contract is used if the contract is renewed annually. A 365-day notice must be given if the contract is to be terminated, therefore giving the employee a year's notice.

Dr. Derby requested a list of System employees who have multi-year contracts.

Chancellor Dawson explained that the Board of Regents consider salary increases for those employees who report directly to the Chancellor and the Presidents. The other professional employees who do not have this direct reporting are approved by the Dean, Vice President and President. Presidents do have the authority to issue 3-year contracts.

It was reported that the 7 Presidents and University Vice Presidents have 3-year contracts, along with the Chancellor, Vice Chancellors, General Counsel and Secretary of the Board. President Gwaltney added that two of TMCC's employees have a 3-year contract. President Maxson stated that UNLV's Football Coach has a 5-year contract, which was approved by the Board, and UNLV's Basketball Coach has a 4-year rolling contract.

Dr. Derby indicated that the salary difference between Administration and faculty is becoming greater. President Crowley responded that the professional faculty is not being compared with others in the same market place. It is a national comparison that is used and has become a problem and probably which needs to be narrowed. If Nevada does not compare itself with the nation's institutions of higher education, then it will become incapable of competing in the market place and Nevada will not be able to attract the top candidates.

Chancellor Dawson indicated that UNS abides by the Nevada Revised Statute that addresses Employer Paid Retirement. He reviewed the Board's policy on compensation for outside

professional services, death benefits, leave of absence without salary, sabbatical leave, administrative leave, Presidential leave and transition, sick leave, annual leave, judicial leave, professional salary schedules, early retirement incentive program, and grants-in-aid.

A discussion was held regarding a policy on letter of appointments. Dr. Eardley requested that a system policy be developed to distinguish whether or not faculty can be employed at more than one institution. Mrs. Gallagher disagreed and felt it was an institutional issue.

Chancellor Dawson reviewed the health insurance benefit provided to State employees.

Chancellor Dawson recommended that since UNS competes nationally with other higher education institutions in attracting professional faculty, that UNS should provide the same benefits as do the other institutions.

President Crowley informed the Board that the Academic Affairs Council will be discussing tenure upon appointment and will be reviewing the current policy.

Chancellor Dawson discussed the salary goals and surveys and stated that within 5 years of employment the professional faculty should be at the average within the range.

The meeting was continued during a working lunch session.

Vice Chancellor Sparks indicated that at the June 1986

Board of Regents meeting the following salary goals for

faculty and Administrators for the Universities and Com-

munity Colleges was adopted:

Universities - To be among the top quartile of the 51 principal land-grant Universities in the United States.

Community Colleges - To be among the top quartile of the 47 medium-enrollment urban Community Colleges surveyed through random sample.

Vice Chancellor Sparks distributed information from the FY 1990 salary surveys which display the average faculty salaries of the land-grant Universities and Community Colleges.

The following information was extrapolated from the survey that includes all ranks (Instructor, Assistant Professor, Associate Professor and Professor).

Universities

The top quartile salary is \$48,000, 12.9% above the median.

The median salary is \$42,500, 12.9% below the top quartile.

UNR is ranked 28th out of 51; the average salary is \$42,400, which is 0.2% below the median and 13.2% below the top quartile.

UNLV is ranked 35th out of 51; the average salary is \$40,300, which is 5.5% below the median and 19.1% below the top quartile.

Community Colleges

The top quartile salary is \$40,700, 11.8% above the median.

The median salary is \$36,400, 11.8% below the top quartile.

TMCC is ranked 29th out of 47; the average salary is \$34,800, which is 4.6% below the median and 17% below the top quartile.

CCSN is ranked 32nd out of 47; the average salary is \$32,900, which is 10.6% below the median and 23.7% below the top quartile.

Although WNCC and NNCC were not included in the survey, they would have ranked 31st and 41st, respectively.

Vice Chancellor Sparks informed the Board that the Chancellor's Committee to Study Administrative Salaries recommended changing the goal to the average of the comparison groups instead of the top quartile. The comparison groups would be the land grant institutions in the Arkansas Survey for the Universities and System Office, and for the Community Colleges, the study conducted by UNS on medium enrollment, urban, Community Colleges.

He reviewed the "Twenty-Fourth Annual Rank-Order Distribution of Administrative Salaries Paid 1990-91". This Arkansas report (120 pages) summarizes the results of a questionnaire study in 146 state-supported Universities

representing 49 states and 32 University Systems representing 25 states.

4. Potpourri

President Maxson stated that the previous days workshop session was most productive and interesting. He extended his appreciation to Regent Derby, Acting Vice Chancellor Steinberg and staff, and the Board of Regents for developing such an informative session on academic planning.

President Gwaltney reminded the Board that the FCC application for a radio station at TMCC had been sent each member and requested each of them to return the application as soon as possible.

The workshop adjourned at 1:10 P.M.

Mary Lou Moser

Secretary of the Board

11-13-1991