

# UCCSN Board of Regents' Meeting Minutes February 17-18, 1994

02-17-1994

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BOARD OF REGENTS

UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA

February 17-18, 1994

The Board of Regents met on February 17-18, 1994 in Rooms 201-202

Moyer Student Union, University of Nevada, Las Vegas.

Members present: Dr. James Eardley, Chairman

Mrs. Shelley Berkley

Dr. Jill Derby

Mr. Joseph M. Foley

Mrs. Dorothy S. Gallagher

Mr. Madison Graves, II

Dr. Lonnie Hammargren

Mr. Daniel J. Klaich

Mrs. Carolyn M. Sparks

Mrs. June F. Whitley

Members absent: Mrs. Nancy Price

Others present: Interim Chancellor John Richardson

President Anthony Calabro, WNCC

President Joseph Crowley, UNR

President John Gwaltney, TMCC

President Robert Maxson, UNLV

President Paul Meacham, CCSN

President Ronald Remington, NNCC

President James Taranik, DRI

Mr. Donald Klasic, General Counsel

Mr. Ron Sparks, Vice Chancellor

Mrs. Karen Steinberg, Interim Vice Chancellor

Ms. Mary Lou Moser, Secretary

Also present were Faculty Senate Chairmen Alan Balboni (CCSN), Phil Boardman (UNR), Chris Gaub (Unit), Scott Hawkins (NNCC), Dan Mc Clure (TMCC), Alan Mc Kay (DRI), Mark Melrose (WNCC), and John Swetnam (UNLV), and Student Association Officers.

Chairman Eardley called the meeting to order at 11:06 A.M. Thursday, February 17, 1994, with all Regents present except Regents Berkley and Price.

1. Approved 1994 Regents' Award for Creative Activities

Approved the 1994 Regents' Award for Creative Activities

for the following co-nominees:

Jerry L. Crawford, Ph. D.

Professor of Theatre Arts

College of Fine & Performing Arts

University of Nevada, Las Vegas

Hart L. Wegner, Ph. D.

Professor of German, Comparative Literature, and

Film Studies

College of Liberal Arts

University of Nevada, Las Vegas

These recipients will be honored at ceremonies in conjunction with Commencement in May.

Mrs. Berkley entered the meeting.

Chairman of the Research Affairs Council Dr. Kenneth Hunter distributed background information on each of the recipients

which is filed in the Regents' Office. He informed the Board of Regents of their accomplishments.

Dr. Jerry Crawford became affiliated with the University System in 1962. He is presently Professor of Theatre Arts, Dramaturge, Playwright in Residence, and Head of the Master of Fine Arts Play Writing Program at UNLV. He has been recognized nationally for his creative activities, which include authorship of 17 original plays and direction of over 30 productions. In 1991, he was inducted into the College of Fellows of the American Theatre, the most prestigious award an educator/artist can receive in the Theatre Arts. He was the recipient of the John F. Kennedy Center Gold Medallion of Excellence in 1977 and 1980, the only person in the United States to receive the award twice. Dr. Crawford is author of "Acting in Person and in Style", the most widely used textbook on acting in the United States, Canada, and England. UNLV has recognized him with an Alumni Outstanding Faculty Award in 1978, and a Barrick Distinguished Scholar Award in 1982. Dr. Crawford's creative activities have brought great distinction to himself and the UCCSN over his long career.

Dr. Hunter read a nomination letter, regarding Dr. Hart

Wegner, from Dr. Richard Wiley, Department of English at UNLV. The following comments have been excerpted from this letter. Dr. Hart Wegner is a native of Silesia, a graduate of Harvard, and Professor of German, Comparative Literature, and Film Studies at UNLV. He writes stories that capture the human spirit in a European world that can no longer be found on our maps, and exists in the memories of only a few. From the worlds of his predecessors Dr. Wegner has created something new with the stories he has written. He has received national notoriety for his writing, as evidenced by inclusion of one short story in Best American Short Stories (1965), and as recipient of the Pushcart Prize (1984/85). His work has been recognized with the Charles Vanda Prize for Excellence in the Arts at UNLV in 1989, and with membership in the Nevada Writers Hall of Fame last year. Dr. Wegner's creative activities have brought great distinction to himself and the UCCSN.

Mrs. Sparks moved approval of the co-nominees of the 1994 Regents' Award for Creative Activities. Mrs. Gallagher seconded.

Mr. Klaich questioned how the monetary stipend would be distributed, and Dr. Hunter responded that it would be

split between the two recipients.

Motion carried.

## 2. Approved Regents' Researcher Award

Approved the 1994 Regents' Researcher Award for the following nominee:

Kenton Morris Sanders, Ph. D.

Professor and Chairman

Department of Physiology

University of Nevada School of Medicine

Dr. Sanders will be honored at ceremonies in conjunction with Commencement in May.

Chairman of the Research Affairs Council Dr. Kenneth Hunter distributed background information on Dr. Sanders, filed in the Regents' Office, and he informed the Board of Regents of his accomplishments.

Dr. Sanders joined the Department of Physiology in 1982, and has been Professor and Chairman of the Department since

1986. During his tenure, the Department of Physiology has emerged as one of the preeminent research Departments in the University. While Dr. Sanders' nomination is based principally on his extraordinary research achievements, it is important to note that he has been consistently judged an excellent teacher of graduate students, medical students, and postdoctoral fellows. His scholarship and teaching have been recognized with UNR's Outstanding Researcher Award in 1991, and he was awarded a Foundation Professorship in 1993. He has published more than 100 peer-reviewed papers in the area of smooth muscle biology, particularly the physiology of gastrointestinal smooth muscle. Two of his most recent research contributions have been published in the prestigious Proceedings of the National Academy of Sciences, and the findings are being widely quoted by scientists in the field. His research accomplishments and those of the excellent group of physiologists he has gathered together has made the University of Nevada School of Medicine one of the top centers in the world for smooth muscle research.

Five years ago, Dr. Sanders served as the principal investigator on a \$7 million Program Project Grant from the National Institutes of Health, the largest competitive research grant in Nevada history. This has contributed to the devel-

opment of some of the finest, best equipped physiology re-  
search laboratories in the world, laboratories that attract  
top-notch students, postdoctoral fellows, and visiting sci-  
entists. His past work has brought great credit to himself  
and the UCCSN.

Mrs. Gallagher moved approval of the nominee for the 1994  
Regents' Researcher Award. Mrs. Sparks seconded. Motion  
carried.

### 3. Information Only: Outstanding Student Recognition

At the request of the Board of Regents, each Student Govern-  
ment Officer reported on the outstanding student achievement  
for the institution. Ref. C is filed in the Regents' Of-  
fice.

University of Nevada, Las Vegas

John Stuart

David M. Anderson

Rajkumar Rajogopalan

Robert Paxton

Jim Preddy

David Turner

Mrs. Whitley left the meeting.

Truckee Meadows Community College

Rosemary Dixon

Danielle Nina Harris

ASTM President Don Isler introduced Dennis Moore, ASTM  
Officer, who was in attendance.

#### 4. 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' Office.

University of Nevada, Reno

Marsha H. Read

Community College of Southern Nevada

Thomas Ferguson

Western Nevada Community College

Doris Dawn Dwyer

## 5. Introductions

President Crowley introduced GSA President Samantha Hudson, who served as ASUN President at UNR in 1992.

Mr. Klaich announced that President Crowley had recently become a grandfather for the third time, and congratulated both President Crowley and daughter Margaret.

## 6. Chairman's Report

Chairman Eardley stated that he appreciated working with the Board members, and has considered their advice and counsel in making decisions for the work of the Board of Regents.

## 7. Chancellor's Report

Interim Chancellor Richardson reported that staff is in the process of preparing a summary on the group reports derived from the Regents' Workshop, which was held January 24-25, 1994. The staff will make a report at the next Board meeting.

Dr. Richardson reported that the Tuition Committee is developing recommendations and has reviewed comparative national and western states' data for public institutions. The Committee has made several decisions concerning tuition and fees that affect the following:

- 1) Differential Tuition - The number of programs which the Board endorses for grants and waivers or reduced tuition has been reviewed by Interim Vice Chancellor Karen Steinberg. The Committee felt that the Board needs to review these programs and analyze the impact on financial aid.
  
- 2) Non-Resident Tuition - The Committee recommends an increase in non-resident tuition for the 1st year (\$4900 for Universities; \$3100 for Community Colleges), and the 2nd year of the biennium (\$5100 for Universities; \$3200 for Community Colleges). This is approximately

a 3.4% increase.

- 3) Registration Fees - The Committee recommends leaving the registration fees for the coming biennium at the same level as 1994-95. The Committee voted 5-4 on this issue, and it was the sense of the Committee that the minority opinion be explained to the Board for its consideration at the next meeting.

Hearings are being scheduled for both north and south, at UNR and UNLV, to receive input from the students before making the final report to the Board at its next meeting.

The University Press continues to receive national recognition for its work, and does a wonderful job bringing recognition to the State of Nevada and the System.

- 1) Two winners in the 1994 AAUP Book, Jacket & Journal Show  
Competition: "Trappings of the Great Basin Buckaroo" by Hadley has been selected as a winning illustrated book; and "Solitude" by Uzra is a winning jacket. From a field of 305 books, 312 jackets and 12 journal entries, the judges selected 36 books, 30 jackets and 5 journals to comprise this year's show.

2) The "Minneapolis Star Tribune" selected "Torn by Light" and "Desert Wood" as two of the best books of poetry reviewed in the "Star Tribune" during 1993.

Dr. Richardson announced, with much regret, that the Academic Affairs Office has received the resignation of its secretary Rene Hange. Her husband will be taking a position in Greeley, Colorado, their home town, and her last day in the office is February 23, 1994. She will be greatly missed.

Mrs. Gallagher suggested that the Chairman of the Board express, on behalf of the Board, its appreciation to the University Press. The Board is very proud and confident of the work that is generated from the Press.

#### 8. Approved Emeritus Status

Approved the following recommendations to Emeritus Status:

A. University of Nevada, Reno - Emeritus status has been recommended for the following UNR faculty, effective July 1, 1994:

Nazir A. Ansari, Professor of Management, Emeritus

Allen H. Brady, Professor of Computer Science, Emeritus

J. Wayne Burkhardt, Associate Professor of Range  
Science, Emeritus

William O. Champney, Associate Professor of Agricultural  
Economics, Emeritus

Robert D. Harvey, Ph. D., Associate Professor of  
English, Emeritus

William H. Jacobsen, Ph. D., Professor of English,  
Emeritus

Keith Loper, Associate Professor of Recreation, Physical  
Education and Dance, Emeritus

Ronald A. Macauley, Ph. D., Professor of Mathematics,  
Emeritus

Mark Magney, Associate Professor of Recreation,  
Physical Education and Dance, Emeritus

Robert B. Mc Kee, Professor of Mechanical Engineering,  
Emeritus

Alvin E. Miller, Area Extension Livestock Specialist,  
Emeritus

Michael B. Mooney, State Extension Specialist, Emeritus

Gail G. Munk, Extension Educator, Emeritus

Ira Pauly, M. D., Professor of Psychiatry & Behavioral

Sciences, Emeritus

Fred "Pete" Perriera, Student Life, Emeritus

Keith A. Pierce, Professor of Counseling and Educational

Psychology, Emeritus

Merle E. (Ted) Puffer, Professor of Music, Emeritus

Lawrence K. Schneider, Ph. D., Professor of Anatomy,

Emeritus

Diana F. Thran, Assistant Professor of Soil Science,

Emeritus

F. Donald Tibbitts, Ph. D., Professor of Anatomy,

Emeritus

George Twardokens, Professor of Physical Education,

Emeritus

Lyle Warner, Ph. D., Associate Professor of Sociology,

Emeritus

B. University of Nevada, Las Vegas - Emeritus status has been recommended for Dr. Anne Wyman, Emeritus Professor of Geology, upon her retirement on June 30, 1994.

C. Truckee Meadows Community College - Emeritus status has been recommended for Kenneth E. Johnson, Director of Admissions and Records, effective upon his retirement on September 30, 1993.

Mr. Klaich moved approval of the Emeritus Status at UNR, UNLV and TMCC. Dr. Derby seconded. Motion carried.

9. Approved Consent Agenda

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

- (1) Approved the minutes of the regular meeting held January 6, 1994 and the special meeting held January 21, 1994.
- (2) Approved the gifts, grants and contracts, listed in Ref. C-1, filed with the permanent minutes.
- (3) Information Only: The titles of Associate Deans at WNCC have been changed to Dean. The title change applied to the following individuals:  
  
Dane Apalategui, Dean of Finance  
  
Jerry Barbee, Dean of Applied Sciences & Technology  
  
Joe De Flyer, Dean of Arts & Sciences  
  
Nick Paul, Dean of Student Services

Bus Scharmann, Dean of Off-Campus Programs

This is a title change only. There is no change in salary or job description.

- (4) Approved an extension of sick leave for Dr. Beth Mehocic, Department of Dance Arts at UNLV, through the Spring 1994 semester, ending May 17, 1994.
  
- (5) Approved a waiver for early retirement for Dr. Jerome Vallen, Professor of Hotel Management at UNLV. Dr. Vallen was on a one-semester leave without pay during the past year and would like the early retirement incentive to be based on a full year's salary rather than the one semester, in accordance with Board of Regents' Handbook, Title 4, Chapter 3.
  
- (6) Approved to grant extended leave for the Spring semester for Thymios Carabas, Professor of English at CCSN, due to family illness.
  
- (7) Approved tenure on hire for Dr. Romesh C. Batra, Professor of Mechanical Engineering, College of Engineering. Dr. Batra has been selected as the

Chair of the Department of Mechanical Engineering

at UNR.

(8) Approved additions to the UNLV Bylaws, as contained  
in Ref. C-2, filed in the Regents' Office.

(9) Approved the following Community College Summer  
Session Budgets for 1994:

CCSN

Summer School

|  | 1993      | 1994     |
|--|-----------|----------|
|  | Projected | Budgeted |
|  | Actual    | Estimate |

Resources:

|                         |           |           |
|-------------------------|-----------|-----------|
| Opening Account Balance | \$144,047 | \$247,637 |
|-------------------------|-----------|-----------|

Revenue:

|                       |           |           |
|-----------------------|-----------|-----------|
| Registration Fees     | 435,297   | 600,000   |
| Total Source of Funds | \$597,344 | \$847,637 |

Expenditures:

|                        |           |           |
|------------------------|-----------|-----------|
| Professional Contracts | \$339,562 | \$495,000 |
| Classified Salaries    | 0         | 15,200    |

|                     |           |           |
|---------------------|-----------|-----------|
| Wages               | 0         | 4,500     |
| Fringe Benefits     | 7,519     | 14,280    |
| Operating           | 4,380     | 4,500     |
| Out-of-State Travel | 125       | 4,500     |
| Total Expenditures  | \$351,586 | \$534,480 |
| Balance             | \$227,758 | \$313,157 |
| Transfers In        | 29,879    | 10,000    |
| Transfers Out       | - 10,000  | -120,000  |
| Ending Balance      | \$247,637 | \$203,157 |

TMCC

Summer School

|  |           |          |
|--|-----------|----------|
|  | 1993      | 1994     |
|  | Projected | Budgeted |
|  | Actual    | Estimate |

Resources:

|                         |           |           |
|-------------------------|-----------|-----------|
| Opening Account Balance | \$ 41,775 | \$ 57,540 |
|-------------------------|-----------|-----------|

Revenue:

|                       |           |           |
|-----------------------|-----------|-----------|
| Registration Fees     | 190,726   | 219,335   |
| Total Source of Funds | \$232,501 | \$276,875 |

Expenditures:

|                       |           |           |
|-----------------------|-----------|-----------|
| Professional Salaries | \$138,516 | \$176,042 |
|-----------------------|-----------|-----------|

|                        |           |           |
|------------------------|-----------|-----------|
| Fringe Benefits        | 9,074     | 10,455    |
| Classified Salaries    | 3,935     | 19,861    |
| Fringe Benefits        | 354       | 3,333     |
| Wages                  | 170       | 800       |
| Fringe Benefits        | 13        | 59        |
| Operating              | 22,899    | 37,156    |
| Total Expenditures     | \$174,961 | \$247,706 |
| Ending Account Balance | 57,540    | 29,169    |
| Total Use of Funds     | \$232,501 | \$276,875 |

WNCC

Summer School

|  |           |          |
|--|-----------|----------|
|  | 1993      | 1994     |
|  | Projected | Budgeted |
|  | Actual    | Estimate |

Resources:

|                         |           |           |
|-------------------------|-----------|-----------|
| Opening Account Balance | \$ 52,579 | \$ 64,789 |
|-------------------------|-----------|-----------|

Revenue:

|                       |           |           |
|-----------------------|-----------|-----------|
| Tuition               | 101,940   | 112,134   |
| Total Source of Funds | \$154,519 | \$176,923 |

Expenditures:

|                       |           |           |
|-----------------------|-----------|-----------|
| Professional Salaries | \$ 75,445 | \$ 82,990 |
|-----------------------|-----------|-----------|

|                        |           |           |
|------------------------|-----------|-----------|
| Fringe Benefits        | 4,149     | 4,569     |
| Classified Salaries    | 5,035     | 5,539     |
| Fringe Benefits        | 1,373     | 1,510     |
| Wages                  | 1,609     | 1,770     |
| Fringe Benefits        | 142       | 156       |
| Travel                 | 236       | 260       |
| Operating              | 1,741     | 1,915     |
| Total Expenditures     | \$ 89,730 | \$ 98,704 |
| Ending Account Balance | 64,789    | 78,219    |
| Total Use of Funds     | \$154,519 | \$176,923 |

(10) Approved allocation of grants-in-aid for 1994-95. NRS

396.540 provides for tuition waivers for "students from other states and foreign countries, not to exceed a number equal to 3% of the total matriculated enrollment of students for past preceding Fall semester".

Board policy provides for similar grants-in-aid for the same number of students for the payment of in-state registration fees.

Based on enrollment figures for Fall 1993, the Officers request the following allocation of grants-in-aid for Fall 1994-95:

In-State Out-of-State

UNR

|                 |     |     |
|-----------------|-----|-----|
| Athletics       | 100 | 100 |
| Music           | 40  | 25  |
| *Music          | 20  | 20  |
| Foreign         | 0   | 15  |
| Other (General) | 188 | 188 |
| Total           | 348 | 348 |

Native Americans 20 20

\*On March 28, 1980 the Board of Regents approved for the Marching Band a separate budget allocation that had the effect of granting it the equivalent of 20 additional in-state and 20 additional out-of-state grants-in-aid.

UNLV

|           |     |     |
|-----------|-----|-----|
| Athletics | 108 | 108 |
| Music     | 54  | 54  |
| Other     | 379 | 379 |
| Total     | 541 | 541 |

\*Native Americans 50 10

\*The allocation for Native American grants-in-aid is not included in the 3% maximum and represents a separate allocation.

CCSN

|                 |     |
|-----------------|-----|
| Regents         | 172 |
| Native American | 1   |
| Total           | 173 |

NNCC

|                  |    |
|------------------|----|
| Regents          | 83 |
| Native Americans | 5  |
| Total            | 88 |

TMCC

|                  |     |
|------------------|-----|
| Regents          | 271 |
| Native Americans | 12  |
| Total            | 283 |

WNCC

|                  |     |
|------------------|-----|
| Regents          | 143 |
| Native Americans | 30  |
| Total            | 173 |

(11) Approved authorization to utilize Capital Improvement

Fees in the amount of \$130,700 for the following projects at TMCC:

Bulletin Boards for Phase V Building      \$ 1,200

Automatic Faucets for Phase II & III

ADA requirement                                      3,500

Safety improvement for Atrium guard railing      5,000

Curtains for Phase V Multi-purpose room      7,500

Alarm system for General Computer Access

Lab entrance area, Phase V                              8,500

ADA improvements:

Toilet room modifications                              45,000

Signage, interior and exterior                              60,000

(12) Approved the following interlocal agreements:

A. UCCSN Board of Regents/Medical School and the  
University Medical Center of Southern Nevada

(Affiliation Agreement)

Effective Date: Date approved by Board through

June 30, 1994

Amount : \$49,489 to Medical School

Purpose : Amendment to original agreement

to reflect Hospital's contribu-

tion for two orthopaedic resi-

dents' salaries.

B. UCCSN Board of Regents/UNLV and the Las Vegas

Valley Water District (Easement)

Effective Date: Date approved by Board

Amount : \$1 to UNLV

Purpose : Easement and right-of-way for

construction, operation, mainte-

nance, repair, renewal, recon-

struction and removal of pipe-

lines for conducting water with

the right of ingress and egress

at corner of Tropicana Avenue and

Swenson Street.

C. UCCSN Board of Regents/UNLV and Department of  
Human Resources/Division of Child and Family  
Services (Interlocal Contract)

Effective Date: October 1, 1993 through  
September 30, 1994

Amount : \$5544 to UNLV

Purpose : UNLV to monitor adjustment and  
adaptation of adolescents former-  
ly in foster care to independence  
and community life.

D. UCCSN Board of Regents/WNCC and Department of  
Motor Vehicles and Public Safety/Office of Traffic  
Safety (Interlocal Contract)

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

Amount : \$12,000 to WNCC

Purpose : WNCC to conduct motorcycle safety  
and education course using cur-  
rent edition of Motorcycle Safety  
Foundation's Motorcycle Rider  
Course.

E. UCCSN Board of Regents/CCSN and Nevada Power

Company (Easement)

Effective Date: Date approved by Board

Amount : \$1 to CCSN

Purpose : Right to construct, operate, add

to, maintain and remove under-

ground electric system(s) con-

sisting of duct lines, manholes,

vaults, wires, cables, transform-

er installation, service boxes

and other fixtures and apparatus

for the transmission and distri-

bution of electricity on parcel

of land on CCSN's Cheyenne Cam-

pus.

F. UCCSN Board of Regents/CCSN and Sprint/Central

Telephone-Nevada (Right of Way)

Effective Date: Date approved by Board

Amount : \$1 to CCSN

Purpose : Perpetual right to construct,

operate, add to, maintain, re-  
move above ground switching  
device and other fixtures and  
apparatus for telephone and/or  
other communication circuits on  
parcel of land on Gowan next to  
Rio Robles Villas, on CCSN prop-  
erty.

Mrs. Gallagher move adoption of the Consent Agenda and approval of the prepared agenda with the authority to change the order of the items as specified throughout the meeting. Mr. Klaich seconded.

Mr. Klaich questioned if all the Native American grants-in-aid allocations are utilized, as reported in item 10 of the Consent Agenda, and requested each President to submit a reply in writing. President Crowley replied that UNR utilizes all in-State Native American grants-in-aid.

Dr. Derby questioned the ending fund balance of the Summer Session budgets, as reported in item 9 of the Consent Agenda and President Calabro responded that the ending fund balance is forwarded to the next Summer Session for start-up costs.

It is not a reflection of the programs having too much money  
at the end of the year.

Motion carried.

Mrs. Whitley returned to the meeting.

#### 10. Closed Session

Upon motion by Mr. Klaich, seconded by Mr. Graves, the Board  
moved to a closed session for the discussion of the charac-  
ter, alleged misconduct, professional competence, or physi-  
cal or mental health of an employee(s) of the UCCSN or other  
person(s) in accordance with NRS 241.030.

The open meeting recessed at 11:50 A.M. and reconvened in closed  
session at 1:00 P.M. with all Regents present except Regents  
Foley, Hammargren and Price. The open meeting reconvened at  
2:21 P.M. Thursday, February 17, 1994, with all Regents present  
except Regents Berkley, Hammargren, Price and Whitley.

#### 11. Information Only: Public Comment

No public comment was made.

Mrs. Berkley entered the meeting.

UCCSN Public Information Officer Pamela Galloway introduced Debra Bass, Las Vegas Sun reporter, and Natalie Patton, Review Journal reporter. She announced that Las Vegas Sun reporter, Eric Pappa, has accepted another reporting position.

## 12. Approved Campus Academic Master Plans

The Board of Regents' planning process calls for review of Campus Academic Master Plans in Spring 1994, prior to the submission of the System 1995-97 budget request (the next scheduled review by the Board will be Spring 1996). Each Campus has reviewed and revised its master plan approved by the Board with one exception in 1993. Campuses have also prepared reports on the progress made toward implementing these plans.

Interim Vice Chancellor Steinberg provided an overview of implementation progress and discussed the System Office review and overview of the revised plans as contained in Refs. D, E, F, which are filed in the Regents' Office, Administration Office (North and South).

Interim Chancellor Richardson and Interim Vice Chancellor Steinberg recommended approval of these Academic Master Plans with the exception of the plan submitted by TMCC. There were no changes submitted by TMCC from its last approved Academic Master Plan. Mrs. Steinberg stated that there were no major concerns, but some issues should be addressed prior to the next legislative session. She requested that time be allowed for TMCC to make some refinements to their Academic Master Plan.

Mr. Graves left the meeting during this discussion.

Mrs. Gallagher moved approval of the Academic Master Plans submitted by the institutions, with the exception of TMCC.

Dr. Derby seconded.

Mr. Klaich stated that he appreciated UNR's focus and attention to teaching skills.

Dr. Derby stated that UCCSN has come a long way in just a few years by integrating the strategic directions and the Campus master plans. A number of the institutions have struggled with priorities in light of the budget reductions.

She stated that all programs are important and have value; however, it is a tough process to review all programs, and she applauded the institutions for their hard work.

Mr. Graves returned to the meeting.

Motion carried.

Mr. Foley pointed out that throughout the reports the theme "due to current fiscal constraints" was noted. He has been made aware that there is \$6 billion in gaming revenue that has been received by the State. He suggested that UCCSN approach the Interim Finance Committee to see if funding could be allocated to the System before the slated prison is built in Lovelock. UCCSN does not have the opportunity to utilize the trigger method anymore, so he questioned how UCCSN should proceed. He felt that UCCSN should try to obtain funding.

Mrs. Steinberg stated that she appreciated the efforts on making these Academic Master Plans a reality. There has been a lot of hard work performed by faculty and staff. She thanked the institutions for their leadership and efforts.

Mrs. Gallagher also extended her appreciation for the seriousness in addressing the Academic Master Plans in a very short time and with reduced funding. She thanked Mrs. Steinberg and staff for working diligently on this project. These plans will help UCCSN get through these tough times.

Chairman Eardley announced that he had cancelled the closed session that was scheduled for this evening.

### 13. Approved Handbook Addition, Guideline for Academic Master Planning Documents

When the Campus Academic Master Plans were approved in 1993, the Vice Chancellor for Academic Affairs, Campus representatives, and Board members discussed revising the Handbook language to include more details for the guidelines for the planning documents. Dialogue regarding this issue has continued with the Academic Affairs Council and the Council of Presidents. The Handbook changes for Title 4, Chapter 14, Section 2, Time Frames for Preparation of Academic Master Planning Documents, contained in Ref. G, filed in the Regents' Office, reflect the suggestions made by Board members and the Vice Chancellor.

These Handbook changes have been reviewed by the Academic Affairs Council and by the Presidents.

Mr. Klaich left the meeting.

Interim Chancellor Richardson stated that small group meetings were held north and south to discuss how Academic Master Plans could be improved, and how comprehensive statements could be improved regarding the mission statements.

Dr. Derby moved approval of the Handbook addition regarding Guidelines for Academic Master Planning Documents. Mrs. Berkley seconded. Motion carried.

14. Approved Handbook Changes, Academic and Administrative Faculty Salary Schedule, UNR and UNLV

Approved the salary schedules for academic and administrative faculty at UNR and UNLV, as contained in Handbook Title 4, Chapter 3, Section 20, which have been updated. The mid-points of these schedules reflect the average salaries paid to faculty in comparable positions at the peer institutions (the 49 principal land grant institutions). The last time

these schedules were updated is 1991/92. Since that time

faculty salaries around the country have steadily increased.

The new schedules are necessary in order to restore compet-

itive salary ranges that will allow for the recruiting and

retention of the highest quality faculty.

UNR Salary Schedules, Ref. H, filed in the Regents' Office.

UNLV Salary Schedules, Ref. I, filed in the Regents' Office.

Vice Chancellor Sparks reviewed the referenced material and

stated that these schedules are updated biannually. He

clarified that these updates are "range" schedules and that

it does not change anyone's salary. By updating these

schedules biannually the method examines similar positions

throughout the country and throughout land grant institu-

tions. The mid-points are determined and set accordingly.

He noted that UNLV has applied a higher cost-of-living index

to these schedules. The Las Vegas area has a 7% cost-of-

living index and the Reno area has a 5% cost-of-living in-

dex.

Mrs. Gallagher moved approval of the Handbook changes re-

garding Academic and Administrative Faculty Salary Schedules

at UNR and UNLV. Mrs. Sparks seconded. Motion carried.

Chairman Eardley relinquished the gavel to Vice Chairman Graves.

Mrs. Berkley and Mr. Klaich returned to the meeting; Mrs. Sparks left the meeting.

15. Information Only: Gaming Education Profile, UNLV

Following a request from members of the Board, David J. Christianson, Dean of the William F. Harrah College of Hotel Administration, UNLV, and Nevada Assemblywoman Sandra Tiffany provided a profile of UNLV Gaming Education as contained in Ref. N, filed in the Regents' Office.

Dr. Christianson gave an historical profile of gaming education at UNLV. In 1966 a Nevada Resort Association Grant was provided for gaming education and in 1970 the State of Nevada assumed funding for this program. The first gaming courses were taught in 1967 by using gaming executives.

In 1970 a Gaming Resource Center was established at the Dickinson Library and has been redesignated as a Special Gaming Collection. In 1983 the program moved into Beam Hall as a College of its own. A casino lab with gaming tables and slot machines of 1975 vintage was set up, but became very outdated. The program received a grant from Cliff

Jones to help defray some of the costs. The program now publishes the "Hotel and Casino Law Letter" and "Gaming Control Law". The Boyd family established a Distinguished Gaming Chair and Dr. Jim Kilby has been named to that position. The program began the Mead Dixon Gaming Lecture Series.

There are 13 difference course offerings at the undergraduate level and 4 graduate courses. The William F. Harrah College of Hotel Administration teaches more courses in hospitality than any other school in the country. Since 1986 the College has done much work with research and industry in this field.

Dean Christianson reported that there is an articulation agreement on gaming courses and student transfers with CCSN.

Several conferences, seminars and publications have already been accomplished and many are forthcoming. The College is management oriented with emphasis on hands-on experiences.

The College will be hiring a full-time position with required gaming control experience and gaming experience.

There are 3 faculty members in the industry who offer training in gaming management.

Mrs. Sparks returned to the meeting.

The College sponsors seminars for gaming operators and regulators. Management development programs, gaming training sessions and/or consulting have been requested by and conducted for several corporations and gaming operations. The College sponsors an annual 3-week management development program for Australian gaming club operators and executives. The seminars are supplemented with tours of gaming operations and roundtable discussions with gaming industry executives.

The College has several publication projects. In conjunction with the Nevada Gaming Attorneys Association and ACE Denken, the UNLV International Gaming Institute will publish the "Gaming Industry Review". In 1994, two textbooks will be published through the UNLV International Gaming Management Institute.

Several persons have been contacted to solicit feedback on what the gaming program should be focusing on in gaming education. From this information, the program is in the process of expanding the role of the gaming institute and becoming the premier locale of gaming. Gaming research,

regulation and policy, professional development, distance education, and dissemination of information are goals of the institute. The gaming institute is in a position for education and information on gaming, and it continues to position itself to take on the leadership role in gaming education.

In summation, Dean Christianson stated that the UNLV gaming program is unique in its focus on managerial development and specific problem-solving. In comparing Cornell University with UNLV, Cornell can provide programs that UNLV cannot and vice versa. UNLV can provide gaming courses, while Cornell University cannot. Convention and exhibition service management is something else that other programs cannot provide to its students. He stated that gaming education is the vehicle to carry UNLV into the 21st century. He felt that by the end of the century every state will be involved in gaming.

Mrs. Berkley stated that she was very excited about the development of this program. The gaming industry is growing all over the country and internationally. Nevada should be in the forefront of gaming education.

Mr. Foley stated that he did not get the briefing on UNR's gaming program and questioned if the programs were complimentary. Dean Christianson stated that Dr. Bill Eadington, Director of Institute for Study of Gambling and Commercial Gaming at UNR, has been involved in gaming education since the 1970's. Study of gambling performed by Dr. Eadington and his program is very good. However, UNLV is taking a different approach in that it offers professional management training in the gaming industry. The educational aspects of UNLV's program are a direct response to the gaming industry. He stated that duplication in programming should not be a problem with the immense expansion in the gaming industry.

Dean Christianson introduced Vince Eade, Director of the Institute. Dean Christianson explained that gaming programs are being established across the country, and UNLV wants to be at the cutting edge of gaming education.

Mrs. Sparks stated that it was her understanding that UNLV is working with federal regulators at the Indian reservations, and she questioned how this relationship is different than other gaming businesses. Dean Christianson responded that UNLV works with the Center for Native Ameri-

can Gaming and sponsors projects with the Native American in professional development. It is hoped that UNLV will be able to hire a high-powered person to work on uniform gaming regulations. At this time, there is no neutral ground between Native American gaming regulators and federal regulators.

Vice Chairman Graves thanked Dean Christianson for an excellent and informative presentation.

Chairman Eardley resumed the gavel. Dr. Hammargren returned to the meeting.

Nevada State Assemblywoman Sandra Tiffany addressed the Board of Regents as a citizen in support of the gaming program at UNLV. As an Assemblywoman, she serves on the Ways and Means Committee, which reviews every State budget, and she learned that the Gaming Control Board cannot maintain a consistent staff. She felt that UNLV's gaming program could help in this regard by training students in the gaming managerial professions.

Ms. Tiffany explained her involvement in supporting UNLV's gaming program. In the beginning of her quest, she became

very frustrated, but after six months of discussion she learned of UNLV's program and met with Dean Christianson and Dr. Eade. She stated for the record that she wants to help this program come to fruition. Nevada should be the leader and premier gaming institute for the United States. Nevada has a long history of gaming, and should be the authority for other states as they develop their own gaming industries. She encouraged the Board of Regents to support this program.

Mrs. Berkley responded that she agreed with Ms. Tiffany's remarks. Ms. Tiffany stated, for the record, that higher education in Nevada did take a beating during the last legislative session, and she is willing to bring other Legislators up to speed on what has actually happened to higher education since that time.

Upon questioning, Ms. Tiffany stated that International Gaming Technology has been very supportive of UNLV's program, and others in the private sector are also supportive.

#### 16. Approved Nominations for 1994 Honorary Associate Degrees

Dr. Hammargren moved, Mrs. Berkley seconded, that the

following persons be honored with an Honorary Associate Degree and that the awards be presented at Commencement at CCSN:

James E. Rogers

Angie Wallin

Motion carried.

Dr. Derby moved, Mrs. Berkley seconded, that the following persons be honored with an Honorary Associate Degree and that the awards be presented at Commencement at WNCC:

Weldon Lary

John Nicosia

Motion carried.

Mr. Foley moved, Mrs. Gallagher seconded, that the following persons be honored with an Honorary Associate Degree and that the awards be presented at Commencement at TMCC:

Paul A. Bible

Hal Plummer

Motion carried.

Mrs. Gallagher moved, Mrs. Berkley seconded, that the following persons be honored with an Honorary Associate Degree and that the awards be presented at Commencement at NNCC:

Steve Hernandez

Eleanor Little-Prior

Motion carried.

17. Approved Nominations for 1994 Honorary Doctorate Degree

Awards

Mr. Graves moved, Mrs. Berkley seconded, that the following persons be honored with an Honorary Doctorate Degree and that the awards be presented at Commencement at UNLV:

Takatoshi Takemoto

Claudine Williams

Simon H. Zentner

Motion carried.

Mr. Klaich moved, Mrs. Berkley seconded, that the following persons be honored with an Honorary Doctorate Degree and that the awards be presented at Commencement at UNR:

Richard E. Lapchick

Charles J. Merdinger

Motion carried.

#### 18. Approved Nominations for 1994 Distinguished Nevadan Awards

Distinguished Nevadan Awards are bestowed by the Board of Regents to individuals who are present or former residents of the State for "significant achievements contributing to the cultural, economic, scientific, or social advancement of Nevada and its people, or for exceptional service to the State or nation that has influenced constructively the well-being of mankind".

The 1994 Distinguished Nevadan recipients will be honored at ceremonies in conjunction with Commencement in May.

Mrs. Berkley moved, Dr. Hammargren seconded, that the fol-

lowing persons be honored as Distinguished Nevadans and that the awards be presented at Commencement at UNLV in May, 1994:

Reverend Jerome Blankinship

William T. White

Motion carried.

Mrs. Sparks moved, Mrs. Berkley seconded, that the following persons be honored as Distinguished Nevadans and that the awards be presented at Commencement at UNR in May, 1994:

David W. Clark

Howard Hickson

Molly Knudtsen

Phillip G. Rose, II

Motion carried.

19. Approved Report of Chancellor's Ad Hoc Committee on Health

Care Benefits

In September 1993 Interim Chancellor Richardson appointed a

Committee of faculty experts on health care to examine the State Employees' Health Care Benefit Plan and to prepare a report for his and the Regents' consideration. He introduced Dr. Mary A. Paterson, Assistant Professor Health Care Administration, UNLV, and Chairman of the ad hoc Committee, who presented the report. The report is contained in Ref. O, filed in the Regents' Office. Exhibits were distributed at the meeting and are also filed in the Regents' Office.

Dr. Paterson expressed her appreciation to the 7 members who served on the Committee. Their assistance has been invaluable through this process.

Dr. Paterson relayed several actual incidents that have happened to State employees with regard to health insurance benefits. The UCCSN employee group is one of the largest groups participating in the State health insurance program and it should be remembered that they are important people.

Dr. Paterson gave 3 assumptions:

1. It should be agreed that we are all in this together.

Health insurance benefits are a complex issue, and with Nevada's growth rate it becomes even more so.

2. We should learn from the past, but not dwell on it.

Everyone in the benefits field has tried to make it work, but the time has come for change.

3. We need to work hard as a group and continue to move forward.

She stated that the Committee recommends that effective administrative processes be put in place for the State employee health benefits plans. Improved administrative processes are especially needed in information systems, systematic assessment of employee preferences, and fiscal and accounting practices. The Committee further recommends the use of the Total Quality Management (TQM) process to examine and suggest changes in these and other administrative areas.

There are no easy fixes to this project. She suggested that UCCSN begin discussing issues with State employees, and put a process in place that will effect change that is wise and well thought out with sufficient data. In order to support the process, there is a need for technical expertise.

At the September Health Insurance Benefits meeting, the Committee instituted an increase in employee health benefits coverage. At that time, information was not available to the Committee to make that type of decision. A survey was conducted, and 49% of the 1400 responses received indicated that there was no knowledge of network visits to doctors and hospitals.

There needs to be better information on the fiscal impact before changes are enforced. Estimates could vary widely. There was a \$3.3 million difference in the estimates. Estimates must be made on reliable data, and the data needs to reflect the amount placed on the various groups in the State plan. She indicated that rates are similar between the HMO plan and the self-funded plan, and information should be made available so that employees can make an educated decision and become wise consumers.

The issue of quality is poorly understood by employees. There is a need to assess the quality of the health care providers. Poor quality costs additional money, because it is a hidden cost to the consumer. She informed the Board that Provider Report Cards are being proposed in the National Health Care Reform.

She stated that according to the actuary, Nevada spends little on administrative costs. A budget must be considered so that these issues can be brought forward.

Mrs. Sparks left the meeting.

Dr. Paterson stated that she wanted to present this report in a positive light. Positive changes can be made. A commitment is needed to improve the administrative process and technical assistance in order to provide adequate resources for the plan.

Mr. Klaich requested clarification on the plan's administrative costs, and Dr. Peterson responded that one of the issues that is on the horizon is electronic networks for the processing of claims, verification and remittance of funds. It would cause an increase in cash flow to health care providers, but would also demonstrate a significant decrease in administrative costs and turnaround of claims, filing and refiling of claims. She stated that it costs \$6.20 per claim, and 50-70% of that goes toward refiling of the claim.

She informed the Board that some networks are already in place, and there is an improvement in the rapidity of flow.

However, it also generates an exorbitant amount of data.

It is not an inexpensive process. While there is an improvement, the health care provider is the winner with this process. Management Information System (MIS) staff will need to be increased and trained to work the system efficiently. There is a future in this project, but in actuality it is not a net savings for the consumer.

Dr. Hammargren moved to accept the report of the Chancellor's ad hoc Committee on Health Care Benefits. Mrs. Gallagher seconded.

Dr. Hammargren informed the Board that insurance companies usually do not want to quickly process claims. Claims can take up to 1 1/2 years to finalize.

Chairman Eardley questioned if most of the insurance claim problems are with the provider, and Dr. Paterson stated that the answer is very complicated, but, yes, there is an element of provider costs implicated with this issue.

Quality care and cost are certainly related. If employees expect high technological medicine, then it will cost more

money.

Interim Chancellor Richardson stated that he hopes the Chancellor's ad hoc Committee on Health Care Benefits would continue in an advisory capacity to the Board of Regents and the Council of Presidents. He will meet with the Council of Presidents to develop an action plan in order to keep the issue alive and to discuss the findings with the State's Committee on Health Care Benefits and other employee organizations. As issues are brought forward, Dr. Richardson stated that he would bring them to the attention of the Board.

Dr. Derby requested more information and a broader discussion to be held at a later date. Dr. Hammargren suggested that a follow-up report be given in 3 months.

Mrs. Gallagher cautioned the Board that the health care issue is in a fluid state at this time. She had recently received an 8-page summary of the nation's health care plan and it is continually changing. She agreed that UCCSN must stay apprised of the health care issues in Nevada, but suggested that no action be taken at this time until finalization of the nation's health care reform draws nearer.

Any action that is taken now may be wrong. She offered her assistance, as she sits on the Blue Cross/Blue Shield Board of Directors.

Motion carried.

Dr. Richardson reaffirmed that he would be discussing this report with the Council of Presidents, Chancellor's staff, and the ad hoc Committee members. Dr. Derby requested that Board action must be given prior to approaching the Governor on this issue.

Mr. Graves agreed with Mrs. Gallagher, and suggested that the Chancellor and the Committee proceed, but proceed cautiously.

Mrs. Sparks returned to the meeting.

President Meacham invited those in attendance to CCSN's dedication of Phase IV at the Cheyenne Campus to be held this day at 5:30 P.M.

20. Approved Handbook Change, Summer Session Fees, Community Colleges

Approved a Handbook change, Title 4, Chapter 17, Section 10, Summer Session fees from \$30 to \$33 and to change the policy to be the same as for the Universities.

Summer School Registration Fee, UNR UNLV CCSN NNCC TMCC WNCC

per credit (\*This is the

Academic Year Registration

fee, per credit, plus \$3.)

for undergraduate courses        \* \* \* \* \*

for graduate courses            \* \* NA NA NA NA

Vice Chancellor Sparks indicated that the proposed language will allow the Community Colleges to have the same policy as the Universities, in that the policy will now automatically adjust Summer Session fee increases to the academic session fee increases.

Mr. Foley moved approval of the Handbook change regarding Summer Session fees for Community Colleges. Mrs. Gallagher seconded. Motion carried.

21. Approved the Expenditure of Increased Student Fees, UNR

The student fees to UCCSN's State appropriated and authorized Instruction Budget at UNR are estimated to be about \$600,000 more than the current budget. Permission was requested to seek approval by the Interim Finance Committee to spend these additional fees.

Vice Chancellor Sparks reported that no other UCCSN institution has indicated they will have increased student fees. He noted that the estimation of \$600,000 is a top end estimate, and that it will most likely be less. These student fees are derived mainly from non-resident student tuition fees at UNR.

Mrs. Gallagher moved approval to augment up to \$600,000 for the Instruction Budget at UNR and granted permission to seek approval by the Interim Finance Committee to spend these additional fees. Mrs. Sparks seconded.

Mr. Klaich asked if there was a budget prepared on the expenditures of these funds, and President Crowley stated that, as information only, the following projects may be addressed by these fees as one-time expenses:

Campus cabling

Campus safety

additional vehicles

Campus lighting

increased security of facilities

K-16 initiative

program review

software for Campus information system

equipment needs

Mr. Klaich requested a budget of expenditures be presented to the Board, in addition to the information that UNR will be presenting to the Interim Finance Committee.

Mr. Graves questioned why was there an increase in non-state tuition, and President Crowley responded that the increase is largely due to immigration of students from California.

However, it is difficult to determine the cause of all the factors because some situations may be caused by program offerings, affordability, or the need for courses for completion of programs, to name a few.

President Maxson stated that UNLV has experienced an increase in non-resident tuition from its original projections. Although UNLV did have many non-resident students,

it also had to turn away many non-resident students.

Motion carried.

The open meeting recessed at 4:30 P.M. and reconvened at 9:10

A.M. Friday, February 18, 1994, with all Regents present except

Regents Hammargren, Klaich, Price, Sparks and Whitley.

General Counsel Klasic introduced newly appointed Assistant

General Counsel Marc Cardinalli. Mr. Cardinalli will serve in

the southern System Administration Office.

## 22. Approved Extension of Channel 5 Lease Agreement, UNR

Approved the Channel 5 Public Broadcasting, Inc. lease

agreement signed December 12, 1983 be extended for a period

of 5 years to December 12, 1998. It is anticipated however,

that a new agreement will become operative before the

1998 date.

Interim Chancellor Richardson stated that he and General

Counsel Klasic have reviewed this lease agreement and

recommend approval. General Counsel Klasic stated that a

major concern with the lease was the length of time and

receiving value for the lease property. However, these concerns are not out of line and he felt that UNR will be getting a good value from this venture.

President Crowley distributed background information regarding Channel 5. During its inception there was a larger vision to encompass the establishment of a National Public Radio outlet on Campus, using the then low power KUNR as a base station. Due to conflicting priorities, it was determined to have a community television station rather than a station owned by UNR. Donations were raised along with support throughout the community. However, UNR needs more space and so does Channel 5. UNR requested Channel 5 to continue its location on the UNR Campus and they have agreed and have begun a fund-raising campaign for a new building.

President Crowley introduced Jim Pagliarini, General Manager of KNPB-Channel 5, who has been the principal developer of Channel 5 since its inception.

Mr. Pagliarini stated that there has been confusion of identity between UNR and Channel 5, especially with fund raising. A feasibility study was conducted in the community and Channel 5 received offers to relocate off the UNR Campus

so that Channel 5 would have its very own identity and not be confused with UNR. However, Channel 5 has determined that, at this time, they would like to remain on the UNR Campus.

He thanked the Board of Regents for their continued support and consideration of this item.

Mrs. Sparks entered the meeting.

Mrs. Gallagher moved approval of the Channel 5 Public Broadcasting, Inc. lease agreement signed December 12, 1983 to be extended for a period of 5 years to December 12, 1998.

Dr. Derby seconded.

Mr. Graves stated that he has requested a copy of the lease agreement prior to consideration. He stated that he was aware that Channel 5 is a great thing for northern Nevada, but he did not support this item, because he has not seen the proposed lease agreement. He questioned whether the approval of this item was imperative at this meeting, or whether it could wait until next meeting after the lease is reviewed.

Mr. Pagliarini stated that it was not imperative to approve the lease at this meeting; however, the Kreske Foundation has offered Channel 5 a \$200,000 matching grant and security of this agreement is needed prior to this grant. By moving the agenda item to the March 31-April 1 Board meeting may require some changes to the planning process for Channel 5. For one thing, the announcement of the grant cannot happen until conditions have been met.

Mrs. Sparks questioned if the Channel 5 lease agreements were available at this time. Interim Chancellor Richardson stated that there was a copy available. Mrs. Berkley requested to review any contracts that have to be specifically considered by the Board of Regents in the future.

Mr. Graves moved to table the item until copies are made available to and reviewed by the members of the Board. Mrs. Berkley seconded. Motion carried.

Discussion is continued after item 23.

Mrs. Whitley entered the meeting.

23. Approved Handbook Addition, Administrative Salary Schedule,

## Community Colleges

At the October 8-9, 1992 meeting of the Board of Regents, former Chancellor Dawson shared with the Board that the previous year had witnessed the completion of work on bringing internal equity to the Community College faculty compensation. He felt that the logical extension of this work should be the development of a compensation system of internal equity for Community College Administrators and that the Hay Group would be commissioned to assist in such an endeavor. Work has been completed on an administrative salary schedule and was presented to the Board by Laurence Karsh of Hay Management Consultants.

Supporting documentation, Ref. J, filed in the Regents' Office. Salary Schedule, Ref. K, filed in the Regents' Office.

This salary schedule will be a Handbook addition, Title 4, Chapter 3, Section 20.

Interim Chancellor Richardson informed the Board that Mr. Doug Burris, Director of Community College Affairs, and the Community College Presidents have been working on this

project for well over a year. Mr. Burris described the process used on this project that is also found in the October 8-9, 1992 Board of Regents' minutes.

Mr. Burris stated that he had contacted several organizations that had worked with the Hay Group and found that they are a very experienced and reputable firm. He distributed information related to the Hay Group. Mr. Laurence Karsh of the Hay Group was assigned to this project, and he has met with staff of all of the Community Colleges and the Chancellor's office. A draft was completed this past Summer and was submitted to each of the Community Colleges for review. The Community College staff involved were invited to hear the presentation by Mr. Karsh in October 1993. The information was also shared with the Community College Compensation Committee. Faculty had requested that the final report to the Board of Regents be held until the Community Colleges had had time to analyze the report, and it was agreed to make the presentation at the February 1994 meeting rather than December or January.

Mr. Burris indicated that action is requested on the UCCSN Community College System Salary Ranges as contained in Ref. K. Ref. J is supporting documentation to the presentation.

Mr. Karsh reported it was determined that there was a need for a comprehensive study to be conducted on the salary for mid-management. The UCCSN Community Colleges are currently structured as five autonomous institutions, without one central entity making judgments on personnel decisions. The System Administration felt that internal and external salary equity for similar positions and responsibilities were needed.

Mr. Karsh informed the Board that the Hay Group includes everyone affected to the greatest extent possible in developing its recommendations. He insisted that each Community College President and two other senior Administrators sit on the review committee. The objective of this committee was to collect data, evaluate various job standards, and analyze the situation as reflected among the Community Colleges. The committee found that there were varying pay practices, and there was disparity in the pay practices. The committee confirmed what was being voiced by the Administrators that there was a need for some type of a common structure. A national survey was conducted using multi-campus systems, single campus systems and relative sampling was conducted.

Mr. Karsh proceeded to review the Community Colleges Compensation Project, as contained in Ref. J. The documentation contained information on the following:

Project Steps

Salary Administration Program Guidelines

Assignment to Salary Range

Salary grades Ranking Assignment

Movement within a Salary Range

Mr. Graves left the meeting.

Mr. Karsh explained the UCCSN Community College Mid-Management Level System Salary Ranges: Administrative Management and Supervisory Positions, Fiscal 1994/95, as contained in Ref. K. This schedules was developed by analyzing national data compiled by CUPA on multi-campus systems, and a special survey of the western states conducted by the Hay Group. The average pay practices in the western states was ahead of the CUPA national average pay practices. The middle range is the average of the western states.

Mr. Karsh stated that there is a need for internal equity,

and these steps can provide the institutions with the leverage to reach this equity.

Mr. Graves returned to the meeting.

One of the most important program objectives is to promote the highest possible degree of morale and performance. Mr. Karsh stated that a change to the current structure is needed, but cautioned that change is always difficult. He believed that the Hay Group's proposal can bring about that needed change for UCCSN's Community Colleges.

Mr. Burris indicated that the proposed mid-management salary range is a different concept than the faculty salary schedule for Community Colleges, but it is similar to what is in place for the Universities at this time. There will be no loss of pay for anyone. These guidelines and procedures can be amended, revised or updated at any time. He stated that the Community College Presidents unanimously agree with this proposal.

Mrs. Sparks moved approval of the UCCSN Community College System Salary Ranges as contained in Ref. K. Mrs. Whitley seconded.

Upon questioning Mr. Burris responded that this salary range will affect those mid-management personnel below the Vice Presidents, excluding instructional faculty, library personnel and counseling staff.

Mr. Graves stated that he was impressed with the study and was in support of this proposal. Mrs. Whitley agreed and added that she has always been an advocate for comparing salary with performance. Mrs. Gallagher, too, felt strongly about this issue and felt it was long overdue. Mrs. Sparks indicated that over the past 10 years the Community Colleges have been striving for excellence and equity and she felt this would aid in this goal.

Mrs. Gallagher stated that she has worked several times with Mr. Karsh on various projects and appreciated his professionalism.

TMCC Faculty Senate Chairman Dan Mc Clure stated that TMCC's Senate conducted a survey which indicated that there was not strong support for this salary schedule, but that there was an awareness that there needs to be a change. It has been suggested that an evaluation tool be developed Systemwide,

individual information on how points are assigned be presented, an appeals process be developed, and that each Campus is unique in responding to its own community so the issue on uniformity should be revisited. He felt that recruitment within the System will be compromised.

WNCC Faculty Senate Chairman Mark Melrose stated that improved morale will take place at the higher end of the schedule, but not at the lower end. He pointed out that Total Quality Management (TQM) was not followed in this process. There is a clear distinction between Administration and faculty. He supports Dr. Balboni's request to submit this information to the System Compensation Committee for further review.

CCSN Faculty Senate Chairman Alan Balboni stated that the CCSN Faculty Senate represents all professional employees, Administrators and instructional faculty. A committee was established to study this report and make recommendations. The recommendations were voted on by the CCSN Faculty Senate which indicated opposition to proposed salary ranges until the following conditions were met:

- 1) Parity of salaries for Administration

2) Implementation of equity adjustments be explained

3) An appeals process be developed

Therefore, he requested that the System Compensation Committee be allowed to study this and make recommendations.

In his own opinion, Dr. Balboni stated that this report is long overdue and was professionally prepared; however, there are legitimate concerns that need to be addressed. The process is a little different, in that it compared western states as its basis, and he felt that the System Compensation Committee should review this information and that this agenda item be brought back to the Board for consideration at its March 31-April 1 meeting.

Mrs. Sparks stated that it was her understanding that this report has been under discussion by the Community Colleges since 1992, and she felt that was enough time for it to be reviewed. Dr. Balboni stated that there was substantial involvement at the Community College level, but he is suggesting that the System Compensation Committee be given the opportunity for input.

NNCC Faculty Senate Chairman Scott Hawkins stated that

NNCC's Faculty Senate did give this project considerable thought, and he recommended approval with recommendations.

Ms. Candace Kant, Chairman of the Community College Compensation Committee, stated that this Committee is concerned because of lack of involvement in the process. The Community Colleges were only involved in the survey and hearing where the results were presented. Throughout the process there was not meaningful dialogue between those who would be impacted. The Community College Compensation Committee only became involved during the end of the process and after the fact. At that time the Committee was given the opportunity to respond to the report. The Committee feels that there are several issues that still need to be resolved, such as the cost to implement the salary plan, the implementation plan -- is it to be gradual or all at once -- the appeals process, the recognition of years of experience, the development of an evaluation tool, and the comparison study in relation to the other peer groups and academic faculty. She did not argue about the goal of the study and commended the study.

UNLV Faculty Senate Chairman John Swetnam did not understand the performance standards description and felt that

they need to be reexamined. The descriptions are not comparable to the University's standards. Dr. Karsh reviewed and explained the performance standards descriptions for the Board members.

Mr. Karsh responded to several comments that were made by the Faculty Senate Chairmen and others. He agreed with the recommendation that an evaluation tool be developed.

However, with regard to the appeals process recommendation, he felt that the process is common for classified positions, not management positions. He clarified that the Presidents and Vice Presidents served on the committee that helped develop this project because of their managerial judgments.

He suggested that this Committee review this process on an ongoing basis. With regard to the improvement of morale, this will take time and is not expected to happen immediately. As employees become familiar with the process and learn what is expected from them, they will recognize its usefulness. Mr. Karsh stated that there is an interrelation between the academic and administrative faculty schedules and that is the reason why the comparison study was conducted with the western states and the national data rather than just the academic faculty.

Mr. Karsh disagreed with the statements that were made regarding lack of involvement on the study. There was much more involvement on this project because of the expectations of this organization. He stated that there must be a level of sensitivity because individuals have a great deal of trouble with the objective of this project. The Presidents were asked to review those positions lower than the Presidency because the project did not want to lose sight of the roles within the organization. Mr. Karsh felt that having the committee evaluate those positions below the executive administrative structure would be the most objective way to handle this project.

Mrs. Whitley stated that she strongly agreed with an appeals process and recognition of years of service.

A lengthy discussion was held on the performance standards descriptions.

Mrs. Berkley requested that this item be placed on the next agenda to allow for the System Compensation Committee to review the report. Mr. Graves agreed.

Interim Chancellor Richardson offered 3 observations from

this discussion:

- 1) Administrators are part of the Faculty Senates and the Faculty Senate Chairmen were representing their Administration throughout this discussion.
  
- 2) Board members need to recognize that they are only being requested to take action on the UCCSN Community College System Salary Ranges, not the supporting documentation.
  
- 3) The request to postpone action on this item in order that additional time is allowed for the System Compensation Committee to review this report is inappropriate. The Committee has had since October to consider this report.

He recognized that there will never be 100% consensus on this report, but this is an issue that has been before the Board of Regents for several years and has been unresolved. This is the only group of employees not under a range or schedule. This project has taken 1 1/2 years to develop and to give yet another extension is inappropriate. He recommended that the Board take action on this item.

Dr. Patricia Butler, CCSN Director of Student Development, stated that, as an Administrator and Co-Chair of CCSN's committee, she applauds the Hay Group for this report and felt it to be very fair. She urged the Board to accept the report and stated the mid-management staff involved do approve this report.

Upon questioning, Dr. Richardson responded that the System Compensation Committee has not met since last Fall to develop a position on these recommendations. Ms. Kant stated that the report was presented in October and the last time the System Compensation Committee met was in November. This did not allow the Committee enough time to consider the report. A meeting has been scheduled February 25, 1994, and the Committee would like to discuss this report at that time.

Mrs. Whitley questioned if consideration was given to the ranges of salary with regard to the scope and size of the individual Community Colleges, and Mr. Karsh responded in the affirmative. If there was a particular job that had a greater impact, then a higher grade was assigned to that position. The Job Evaluation Committee made these assign-

ments, but there is a common salary range for all the Community Colleges.

A discussion was held on whether to allow additional time for the System Compensation Committee to consider the report, or to vote on the salary range with the understanding that the supporting documentation could be further discussed at a later meeting.

Interim Chancellor Richardson clarified that it was never his intent or the intent of the Council of Presidents or Mr. Karsh to bring this report before the Board without ever looking at it again. If the Board so chooses to approve the salary ranges, then work would be continued on the supporting documentation and other issues raised during this discussion. He felt that he had given ample opportunity and adequate time for response to this report. The Chancellor's staff and Mr. Karsh have worked with the Compensation Committee and Faculty Senates, and he urged the Board to consider this item at this time.

Upon roll call vote:

Aye: Regents Derby, Foley, Gallagher, Hammargren,

Sparks, Whitley

No : Regents Berkley, Graves

Motion carried.

Mrs. Sparks requested a follow-up report on this issue.

Dr. Derby left the meeting.

22. Approved Extension of Channel 5 Lease Agreement, UNR

(continued)

UNR Vice President Ashok Dhingra requested a minor change to the lease that reflects the lessee would never be able to sublet the property and the lessor shall receive first option if there would ever be extra space made available by the lessee.

Mr. Graves moved to withdraw his motion to table the item.

Mrs. Berkley seconded. Motion carried.

Mr. Graves moved approval of the Channel 5 Public Broadcasting, Inc. lease agreement signed December 12, 1983 be extended for a period of five years to December 12, 1998,

as amended. Mrs. Berkley seconded. Motion carried.

24. Approved the New Channel 5 Lease Agreement, UNR

Channel 5, Public Broadcasting, Inc., is undergoing a fund-raising effort for a new 19,500 square foot facility located on the UNR Campus. Approved a new 99 year lease with Channel 5 with the lease to begin when the premises are ready for occupancy, which is anticipated to be within 2-5 years as depending upon fund raising and construction.

Mr. Graves moved approval of a new 99 year lease between UNR and Channel 5, Public Broadcasting, Inc., with the lease to begin when the premises are ready for occupancy. Mrs. Berkley seconded. Motion carried.

Dr. Derby returned to the meeting.

25. 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 February 17, 1994, was made by Regent Dorothy Gallagher, Chairman.

(1) Approved the Ph. D. in Engineering with majors in Civil and Environmental Engineering, Electrical Engineering and Mechanical Engineering at UNLV, as contained in Ref. ARS-1.

This proposal will expand the current Ph. D. in Civil and Environment Engineering into an "umbrella" doctoral program in Engineering, which will include 3 separate majors.

The Ph. D. in Engineering will provide needed graduates for government, industry and higher education as well as support a strong research base which will contribute to the economic development needs of southern Nevada.

The proposed structure will ensure a unified set of admission and degree requirements for all students and facilitate interdisciplinary research programs.

This program was identified in UNLV's academic master plan as a high priority. The proposal has been discussed with UNR officials, and the UNR Dean of Engineering recognizes the need to establish such a program at UNLV. A minimal impact on the UNR Ph. D. programs

is anticipated. A thorough review of existing related programs at UNLV indicates that they are of high quality.

The estimate of State resources needed by the 4th year is \$142,000, which will be used to provide graduate assistantships and additional library resources. External funds will be actively pursued through grants, gifts and contracts to be used for Research Associate positions, equipment, supplies and travel. No additional facilities are needed to implement the program.

Mr. Klaich questioned if this was a common structure for a Ph. D. program, and Senior Vice President John Unrue responded that it was a common format. At one time UNR did have this type of structure in place, as did UCLA.

Mrs. Berkley stated that she supported this program and that it was timely in that it is good for the System, community, State of Nevada and UNLV.

Chairman Gallagher stated that she had received several supportive letters and telephone calls regarding this

program. She, too, is very pleased with this program.

Mr. Klaich added that it was gratifying to see the maturity and progress of this program. It has arrived at the status in which the Administration, faculty and staff stated it would be from 10 years ago.

Dr. William Wells, Dean, stated that he has worked with the System Office and closely with UNR's Dean Jim Hendricks, who was very helpful, and with DRI and the UNR's engineering program. He stated that most flagship Universities depend on the reputation of the Ph. D. programs. UNLV continues to bring great faculty and students to this program. The program is a money maker and a good business for UNLV. It has been very competitive in raising additional dollars and he stated that in time the program will pay for itself.

Dean Wells stated that this program is good for diversification in the State of Nevada. Out-of-state companies look at higher education when relocating to another state. There is a need for a quality program and Ph. D. program in Engineering.

Dean Wells introduced those present from the Engineering Advisory Board. President Maxson stated that it was these people who put this program together, and who helped the super computer for UNLV.

Mr. Foley stated that when he began his term as Regent, the Engineering Department was located in a one-story building with 200-300 students. Now the program has expanded tremendously. He congratulated Dean Wells, Senior Vice President Unrue, and staff for implementing this multi-disciplinary program at UNLV.

Mrs. Sparks stated that this program has gone to great lengths to fulfill its mission to help the community at a professional level and by making it a Statewide program. She agreed that it was the Engineering Advisory Board that was largely responsible for this program at UNLV.

Dr. Unrue stated that they have worked very hard on this program. He thanked the Engineering Advisory Board members, and colleagues from UNR and DRI. UNLV has worked with them on this program and has strived not to duplicate the program, but to enrich the pro-

gram.

- (2) New Business - Chairman Gallagher stated that the Academic Master Plans would be addressed by the full Board of Regents.

Mrs. Gallagher moved approval of the report and recommendations of the Academic, Research and Student Affairs Committee. Mrs. Sparks seconded. Motion carried.

## 26. Report and Recommendations of the Audit Committee

A report and recommendations of the Audit Committee meeting held February 11, 1994 was made by Regent June Whitley, acting Chairman. She requested Secretary Moser to highlight the action taken by the Committee at its February 11, 1994 meeting.

- (1) Acting Director John Love presented the follow-up audit report on the Department of Personnel and Affirmative Action, CCSN, July 1, 1992 through June 30, 1993, stating that all recommendations have been adopted.

(2) Acting Director John Love presented the follow-up audit report on the Institute of Business and Industry at TMCC, July 1, 1992 through June 30, 1993, stating that all recommendations have been adopted. Included in the report were copies of the forms and documents to be used to attain these corrections.

(3) Discussion of State Purchasing - Mr. Ray Moran, Director of Purchasing at UNR, reported on his visits and discussions with State Purchasing. He relayed that they are focusing on customer service and are phasing out the warehousing focus. In answer to a question, Mr. Moran reported that UCCSN had done about \$200,000 in business with State Purchasing, but that if UCCSN is able to obtain items at a lower cost, it does so. Mr. Moran stated there was a 5% markup on items; however, Vice President Buster Neel, UNLV, related their markup was now 15%. Mr. Moran stated he would check into that.

(4- Financial Statements and Constructive Service Letters,

(19) UCCSN, UNR, UNLV, DRI, CCSN, TMCC, WNCC, NNCC - Acting Director John Love introduced the Deloitte & Touche team who presented the Financial Statements and Con-

structive Service Letters for the System and each of the institutions: Mr. Dennis Gaugher, Partner on Engagement; Mr. Bryan Merryman, Senior Manager and Senior Engagement Officer; Mr. Steve Dodd, Partner; Ms. Laura Humberger, In-Charge Assistant: and Mr. Clay Jorgenson, In-Charge Assistant.

Copies of the Financial Statements and Constructive Service Letters are filed in the Regents' Office.

Mr. Gauger stated that Deloitte & Touche had issued 16 reports for the System and its institutions, but they did not cover such ancillary groups as the alumni associations, any boosters groups or foundations as these are controlled by separate boards of directors and their funds generally are received by contributions and donations.

He stated that they had issued an unqualified opinion, that the information had been fairly presented and applied on a consistent basis.

Mr. Dodd reported that currently the IRS is investigating Colleges and Universities across the country.

He related that Deloitte & Touche is conducting studies for a number of Colleges and suggested they might contract with UCCSN for this matter. Vice Chancellor Sparks stated that additional information would be needed on the possible liability of the System and the scope and cost of such a study before a decision could be reached. Mr. Love stated that he is in discussion with various individuals concerning this matter and would report back to the Committee at a later date.

Significant Accounting Policies - There were no policy changes this year.

Management Judgments and Accounting Estimates - These were based on knowledge and past experience. No changes were noted.

Significant Audit Adjustments - Audit adjustments were discussed with the controllers who agreed to implement all suggestions.

Disagreements with Management - There were none.

Consultation with Other Accountants - There were none.

Mr. Bryan Merryman stated that each division or Campus was following the internal control systems. He discussed the auditors' comments on the reportable conditions:

Account Reconciliations - UCCSN installed the CUFS accounting system during this past year. A number of problems occurred in bringing the system on line, and particularly so without additional personnel and additional technical personnel. The State reporting date was not met, and a number of reconciliations had to be made by hand; however, the State report was completed in December.

Modifications to the CUFS program are needed and will be forthcoming as time, personnel and funds permit.

Mr. Love stated that the findings are basically with the larger institutions because of the size and volume of transactions.

Mr. Tom Judy, Controller at UNR, stated that they are embarrassed to have these comments, but because of

implementing the new financial system there were more problems than anticipated. He assured the Committee that reconciliations will be complete by the end of the FY, and once that is done, they can determine the support needed to end the problem.

Vice Chancellor Sparks stated that the Committee should keep in mind that much of the new system is very good, that this matter is only a part of the new financial system and the problem is being reviewed and solutions will be forthcoming. He continued that time and resources are needed to work out these problems. He reminded the Committee that the State only funded about 1/3 of the UCCSN request for this project and it is anticipated a further request will be included in the 1995-97 Biennial Budget Request. Mr. Judy explained that the new system is beneficial in that bills are paid quicker, information is available on a more timely basis and financial statements are generated more timely. He stressed that the problems can be solved and staff is working on short and long term solutions, with a report to the Board expected by the March meeting.

Fixed Asset System - Mr. Mike Sauer, Controller at UNLV, stated that their inventory has been on a PC system and the reconciliation problem is with converting this system into CUFS, but is underway and will be completed this year.

Self Insurance - Mr. Merryman stated that a "lag analysis" is needed for the System which is an approximation of actual liability in financial statements, not reserves. Mr. Sparks explained that because of increased unemployment payments, the reserves had been reduced. At that time, UCCSN appealed to the State for additional funding for this area, which was authorized and appropriated. In answer to a question, Mr. Sparks stated that System personnel currently are addressing this issue and if additional funds are requested, it will be a part of the Biennial Budget Request.

Investment Income - Mr. Merryman stated that this was a reporting problem only and had been corrected prior to the issuance of the audit financial statements.

Electronic Data Processing - Mr. Merryman stated this

was an administration matter which would be completely implemented by the end of February. Dr. Don Zitter, Director of Computing Services, stated that the Disaster Recovery Plan requires constant review, which is done, and that testing is an on-going process.

TMCC Financial Statements - Vice Chancellor Sparks stated that the TMCC Financial Statement as presented at this meeting is the official report for the institution. He explained that TMCC Faculty, represented by the Nevada Faculty Alliance, currently is in collective bargaining negotiations with the Board of Regents. They have held press conferences and made statements to the media concerning their review of financial statements which shows a surplus of funds at TMCC which could be used to hire additional faculty.

Mr. Dennis Gaugher stated that Deloitte & Touche are the official external auditors for UCCSN and they audit the System and the individual Campuses based on materiality factor which is the level of significance to the reader. They look at expenses based on that level.

Mr. Merryman reported on the TMCC Fund balances in the Financial Statement which shows a balance of \$27 million, of which \$22.5 million is the value of the plant and equipment. He stated that most governmental entities report on a different basis; however, the System is on an accrual basis. Continuing, he stated that the only unrestricted fund balance is \$992,557, which are combined accounts. Mr. Merryman stated that because they are labeled "unrestricted" does not mean those funds have not been earmarked for a specific purpose.

Mr. Steve Salaber, Director of Budget and Planning, TMCC, stated that approximately \$300,000 of this \$992,557 is self-supporting budgets, \$100,000 is Estate Tax Credit Balance to be used for equipment as specified by Legislative intent, and \$400,000 is for bookstore and cafeteria contracts. The remainder of the funds are specified for items/areas as specified by Board of Regents policy. He related that last year when the budget cuts were made, the decision had been made to stop spending in these categories and therefore reserves have increased.

Vice Chancellor Sparks explained that by State Law if an agency augments State funds with, say, self-supporting funds, the State would simply reduce the State funds given to the institution. In addition, if the State should allow such a transfer, it would be necessary for the institution to provide those funds every year in the future. Mr. Sparks stated that UCCSN has been successful in keeping non-State supported budgets out of the State budgeting process. If they are ever included, it could lead to the replacement of State funds with non-State funds and more State controls over the expenditure of these funds.

(20) Acting Director John Love presented the audit report of the Purchasing Department, UNR, July 1, 1992 through June 30, 1993. The report is filed in the Regents' Office.

Mrs. Whitley moved approval of the report and recommendations of the Audit Committee. Mr. Graves seconded. Motion carried.

27. Report and Recommendations of the Status of Women Committee

A report and recommendations of the Status of Women Committee meeting held February 4, 1994, was made by Regent Jill Derby, Chairman.

(1) Discussion of Final Report - In February 1992, the Committee published "Interim Report and Recommendations of the Regents' Ad Hoc Committee on the Status of Women", which contained a review of the issues surrounding the status of women within the UCCSN and made recommendations for action. The Committee reviewed this report and agreed that it should be a reference document for measuring progress and as a vision statement. Chairman Derby pointed out that the report has been used at conferences, most specifically at the National ACCT Conference in Toronto.

The Committee agreed that the interim report had focused on the workplace. The final report will encompass that and add the student focus, which has been the major activity for this past year.

During the review, a number of assignments were made to various Committee members for writing, or re-writing certain portions of the report, which will be sent to

Tamela Gorden in the System Office. Ms. Gorden will incorporate these changes into a draft of the final report and distribute to all Committee members and Campus Chairs for review.

It is planned that the report will be presented to the Committee and the Board of Regents at its March 31-April 1, 1994 meeting.

(2) Pending UCCSN Code Changes - Chairman Derby explained that TMCC had offered a number of proposed revisions to Chapter 6 of the UCCSN Code and that General Counsel Donald Klasic had responded in a memorandum dated September 23, 1993.

1. Section 6.6.1 concerning who may issue warnings or reprimands after an expedited disciplinary procedure.

After discussion, it was agreed that this was an internal matter, and that TMCC will institute policies to handle the situation.

2. Section 6.6.8 concerning the term "reasonable time". Following discussion it was agreed that the term should be defined and a time should be estab-

lished. President Meacham stated that 5 days is a very unreasonable time for a President, explaining that he had been out of his office attending various System meetings for 4 days that week, plus attending this meeting on the afternoon of the 5th day.

3. Section 6.12.7 concerning complainant filing with an outside agency, with the controversy being 5 versus 6 months for completion of disciplinary cases. As there apparently is a federal statute of limitation of 180 days for filing claims, TMCC had proposed that cases be required to be completed within 5 months, in order to give the complainant adequate time to file with an outside agency once internal processes are exhausted.

This was determined to be an issue of providing adequate information to complainants. Jill Winter, UNR, suggested that each Campus assign a specific person or office to be responsible for informing the complainant of his rights in filing with outside agencies.

In fact, that is the procedure used at UNR and several other institutions.

4. Section 6.8.1 concerning the proposed change from "administrative officer" to "affirmative action officer". Dr. Brosnan stated that UNLV did not want the term changed to "affirmative action officer"; that they have appointed 3 administrative officers, 1 for classified, 1 for faculty and 1 for students. Dr.

Meacham reported that CCSN wants to keep their procedure in that complaints are filed with the affirmative action officer. Mike Coray, UNR, suggested that TMCC might wish to appoint administrative officers.

The Campus committees also disagreed with General Counsel Klasic's proposal that all Chapter 6 complaints be filed with the President's Office.

Chairman Derby thanked the Committee members and Campus Chairs and committees for all the time and efforts on these matters.

Dr. Derby moved approval of the report and recommendations of the Status of Women Committee. Mrs. Gallagher seconded. Motion carried.

## Minority Affairs

(1) Information Oly: Consideration of Draft Recommendations - The Committee reviewed and discussed draft recommendations that have been compiled by staff from prior Committee meetings, Campus reports, and from the Blue Ribbon Task Force, as contained in Ref. EM-1.

Recommendations, when finalized by the Committee, will be submitted to the Board of Regents for their review and adoption.

Chairman Whitley questioned how classified employees are addressed with regard to ethnic minority affairs and Interim Vice Chancellor Karen Steinberg stated that the annual Affirmative Action report will be presented to the Board of Regents at the March 31-April 1, 1994 meeting. She stated that the numbers of classified employees are closer to parity in the workforce than the numbers of professional employees. The institutions have the ability to increase diversity at the professional level, but the classified level is regulated by the State Personnel System. The State Personnel System requires that persons be tested for

particular occupations. A ranked list is prepared from the results of the test and employers must hire from the top five on the list. There is no ability to intervene in classified hires. Mrs. Steinberg suggested that the State Personnel Director be contacted by the System to discuss the Committee's concerns. Chairman Whitley directed the Chancellor's staff to initiate a discussion on diversity issues with the State Personnel Director and to report back to the Committee at its next meeting.

Chairman Whitley stated that she was pleased with all the Campus reports, but she did not feel that the reports specified ways to intervene in the hiring process. Each President responded to Chairman Whitley's statement and all stated that in some way their institution's Affirmative Action Office does intervene in the hiring process.

In response to a question of how the UCCSN can address diversity in the hiring process, Chairman Whitley responded that UCCSN could work with the State Personnel Department and relay the Committee's concerns to the Governor.

Mrs. Steinberg stated that all the institutions did a good job in providing information that was requested of them. The reports have been shared throughout the System.

Mrs. Berkley suggested that a bill draft be prepared to request autonomy of the System's employees from the State employee system. In response, Mrs. Steinberg stated that this issue has been raised in the past.

There are some very positive issues to this suggestion; however, she suggested that the System's classified personnel be contacted for their input. Although there are some positive issues, there are also some drawbacks, such as employment protection and benefits.

Mrs. Berkley suggested that this be explored, and Mrs. Steinberg suggested that the Committee begin its dialogue with the State Personnel Department before exploring this issue any further.

Mr. Klaich cautioned the Committee in that the System is already taking on an immense legislative agenda and he suggested that the issue of equal opportunity be addressed before taking on the issue of autonomy.

Chairman Whitley requested the Committee to continue reviewing the submitted recommendations. Mrs. Steinberg stated that 3 recommendations were extracted from prior Committee meetings, Campus reports, and from the Blue Ribbon Task Force, and recommendations reflect Systemwide concerns.

A lengthy discussion was held regarding the recommendation for a high level position within the Chancellor's Office to be responsible for facilitating diversity efforts. The issue was addressed at the Council of Presidents' meeting and it was agreed that there is a need for a high level position, but there was a concern whether that person would have enough work to keep busy without taking the duties away from the institutions. If it was determined to have this high level responsibility in the System Administration Office, then the responsibilities should be delegated to a current position; however, it was determined that the System Administration staff was already spread thin. The Council did not see this position as a full-time position. The goal is clear, but the Council had a problem with the practicality of the recommendation.

Interim Chancellor Richardson reminded the Committee that the System Administration Office is in a downsizing mode at this time due to the budget reductions placed on the office. There is already considerable pressure placed on the employees. He stated that he has discussed this issue formally of combining this function with another position within the office, but has not come to a conclusion. During these deliberations, it has occurred to him that throughout the UCCSN there is a growing need for additional focus on personnel matters. He mentioned that 2 years ago the System was not engaged in collective bargaining, which takes a considerable amount of time. He informed the members that the System Administration Office employs a classified personnel officer that might need to be upgraded to the high level position that is being discussed. The System agrees on the goal of diversity and affirmative action, but is not sure how to reach that goal at this time.

Mr. Klaich stated that the Status of Women Committee is also formulating a report with recommendations and has a similar concern for a high level position, but was

attentive to the budget crisis. The Status of Women Committee determined that it should try to stay away from issues that would take the report out of the education realm and into the budgetary realm. He stated that he was concerned with some of the proposed recommendations by the ad hoc Committee on Ethnic Minority Affairs with that regard. He stated that he was understanding of the additional work that is needed in this area, but was concerned with recommendations that need funding. He suggested that if the funds are not available and not forthcoming, then those recommendations should be addressed as a Board's priority.

Dr. Derby added that the affirmative action officer's traditional role is to monitor federal guidelines, but that there is no educational role to go forward with gender inequities. The System does not have an existing structure to adequately advance such a goal, but needs to consider how to modify that structure, or direct additional responsibilities as an advocate to a current position so that affirmative action officers have someone to work with at the System level.

Mr. Klaich agreed that a large portion of an affirmative action officer's responsibilities is to monitor federal guidelines and update forms continually; however he was hopeful that these required duties would not encompass such a large part of those duties, so that they would be able to implement other programs, such as diversity in the institution's curricula.

Dr. Derby supported the recommendation that the Board should include a permanent standing committee on diversity in its committee structure. She felt that gender equity would also fall under this issue and that the Status of Women Committee needs to address this issue further. If the ad hoc Committee on Ethnic Minority Affairs and the Status of Women Committee should be combined, she felt that the issue of gender equity might get shorted. She suggested that this recommendation be further discussed and that a goal and mission statement be developed to formulate the concerns and structure of the Committee.

Mrs. Sparks felt that if the recommendation should adopt minority goals for students, Administrators, faculty and staff with timelines for reaching those

goals, and require annual reports from the Campuses as well as from the System level detailing progress against the goals a permanent Committee would not be necessary.

Chairman Whitley stated that action was implemented in the past, and issues did not come to fruition. Mrs. Sparks stated that if specific guidelines were implemented, then issues would be regularly addressed.

Mr. Klaich disagreed, and stated that a standing committee of the Board served a valid function by sending a message of the importance of the issue. He felt that the workload is not the problem, but the organization of the committee structure is the problem. When committees meet during the regularly scheduled Board meetings, it takes up considerable time. If the reports are thoroughly reviewed, then it should not become a large duplication of effort.

Mrs. Sparks clarified that staff must make arrangements for every committee meeting, prepare minutes, along with follow-up directives by the committee to the staff and action items are then considered by the full Board

of Regents.

Dr. Derby stated that by establishing a standing committee of the Board, it becomes a very important message to the Campuses. Some work is worth doing and tends to carry out the established strategic directions. She did not feel that it was a great workload for such an important goal. Without the Regents' committee she did not feel that progress would have been made as the Regents intended.

Dr. Hammargren agreed with Mrs. Sparks, and referred to the Research Affairs Committee that has recently been incorporated into a larger committee, the Academic Research and Student Affairs Committee. He felt that one committee could handle the various issues.

Chairman Whitley requested further discussion on the recommendations. Mrs. Steinberg suggested that she bring back to the Committee a more global recommendation than what had been presented.

Chairman Whitley requested action on the recommendation regarding the engagement of a consultant to review the

work of the ad hoc Committee and its recommendations, and to provide input to the Board for future work. She suggested Dr. Reginald Wilson be contacted. She felt that the Board should accept this recommendation so that the other recommendations could then go forward to Dr. Wilson for his consideration.

UNLV Affirmative Action Officer John Lujan addressed the Committee and felt that an additional recommendation regarding multi-cultural classes to be included in the general core courses throughout the System be considered. Chairman Whitley directed staff to add this to the Committee's recommendations. Mrs. Steinberg felt that this issue needed further discussion by the Committee since the recommendation is already a strategic direction of the System. She explained that it could be put forth to encourage the institutions to implement this, but she felt it would be better addressed by the institutions. Chairman Whitley requested each institution to set a timetable for development of ethnic studies courses.

President Maxson agreed with Mrs. Steinberg, and felt that the institutions need to have input on this issue

and felt it should come up from the institutions, not down from the Board of Regents.

Dr. Derby affirmed that this issue was contained in the strategic directions, and agreed that it should be discussed at the Campus level.

UNLV Faculty Senate Chairman John Swetnam informed the Committee that this issue has been discussed by UNLV's Faculty Senate. He mentioned that the Legislature mandates constitutional courses, and the institutions develop their own curriculum including these mandates.

Dr. Hammargren did not think it was an infringement on the faculty's rights, as imposed by Dr. Swetnam, but an educating of the citizens in ethnic studies and diversity.

Interim Chancellor Richardson stated that the Board's present position in sending a message is addressed in the strategic directions. Each entity in higher education, whether it be Board members, staff, faculty, have their own responsibilities to carry forward. The curriculum is the purview of the faculty, as is the grad-

uation requirements, and course content. He cautioned the Committee to be very careful before mandating curriculum.

Dr. Hammargren felt that the students should have input. The issue of academic freedom can be argued continuously, even at private institutions, but if the the Legislature distributes funding to higher education, then they have the right to infringe on academic freedom.

Chairman Whitley stated that the Committee is not infringing on academic freedom, but did want to see that recommendation coming forward at the institutions over the next 2-year span.

Mrs. Whitley moved approval of the report and recommendations of the ad hoc Committee on Ethnic Minority Affairs and will further discuss the recommendations and bring the final recommendations to the Board of Regents for consideration. Mr. Graves seconded. Motion carried.

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

A report and recommendations of the ad hoc Foundation Liaison Committee meeting held February 17, 1994 was made by Regent Lonnie Hammargren, Chairman.

(1) Approved the proposed guidelines as contained in the Handbook changes, Title 4, Chapter 10, in Ref. FL-1, Section 9, UCCSN and Member Institution Foundations Administrative and Accounting Guidelines, and Ref. FL-2, Section 8, Approval, Announcement and Acknowledgement of Gifts and Grants. The reference material is filed in the Regents' Office.

Chairman Hammargren reviewed the following objectives:

- A. To make the reporting of gifts and grants to the institutions simpler for the foundation and more complete and reconcilable for the Regents.
  
- B. To assure the arm's length relationship between the institution and the foundation by recognizing not only the foundation's independence to manage its own affairs, but also its responsibility to the members of the corporation.

C. To shift the responsibility for compliance with the Board of Regents' policy, with respect to foundations, from the foundation to the institutions' Presidents who have the responsibility for carrying out all Board of Regents' policies and procedures.

Chairman Hammargren introduced Mrs. Edna Brigham, Endowment Director, and Ms. Janet Mac Donald, Deputy Treasurer. Mrs. Brigham extended her appreciation to the Administration and foundation's staffs of each of the institutions who have worked on this proposal. The proposed guidelines have had the benefit of review by the foundations, Administration and the Council of Presidents.

Two sections, which have been deferred for further discussion with institutional Presidents and foundation Administrators, will be submitted as addenda to these guidelines two or three months.

Mrs. Sparks stated she recently attended CCSN's foundation meeting, and it was brought to her attention that

it would be difficult for the smaller institutions to develop a budget, as requested in the two highlighted sections. Mrs. Brigham stated that this will be discussed with the institutions.

Interim Chancellor Richardson clarified that an extensive discussion on the proposed guidelines was held during the recent Council of President's meeting. The Chancellor's staff and Presidents could not reach an agreement on the two highlighted sections; however, the staff and Presidents did feel that it was important to bring forward to the Committee the proposed guidelines that have complete agreement and to continue to negotiate those two sections in order to bring them back to the Committee for consideration. He stated that these proposed guidelines are a high priority in the System office and in the community.

Upon questioning, Mrs. Brigham stated that all foundations have a complete understanding of these proposed guidelines. She informed the Committee that the very first draft was distributed in October 1993, and the Chancellor's staff have met with the various entities and have drafted the proposed guidelines based on these

discussions.

Mr. Klaich stated that he was confident in the work performed by Interim Chancellor Richardson, Mrs.

Brigham and Ms. Mac Donald. After many long discussions, these documents have brought us forward and with a different spirit.

Mrs. Brigham stated that she was tremendously impressed with the foundations' Administration because of their thoughtfulness and concern regarding this proposal.

Mrs. Gallagher suggested that Title 4, Chapter 10 in Ref. FL-1, Section 9.A.1, UCCSN and Member Institution Foundations Administrative and Accounting Guidelines, include a statement regarding the academic master plans and the facilities master plans so that donors can understand that the System does have master plans prior to the gifting to specified interests. Ms. Mac Donald stated that Title 4, Chapter 10, Section 8, Approval Announcement and Acknowledgement of Gifts and Grants, addresses Mrs. Gallagher's concern.

Mrs. Brigham further clarified that with regard to

host account donations, the institutions must abide by the present Board of Regents' policy.

Dr. Eardley questioned the reporting process in that gifts are sometimes reported several months after it has been accepted by the institution. Also he felt that any remuneration for employees should come to the Board of Regents prior to acceptance. Ms. Mac Donald assured Dr. Eardley that his concerns have been addressed by the ad hoc Foundation Liaison Committee.

Mrs. Gallagher questioned whether contracts with promoters, such as Nike, have to be approved by the Board, and it was determined that these types of contracts do not have to come before the Board for consideration. Mrs. Brigham clarified that the Chancellor's ad hoc Committee on UCCSN/Private Partnership will be addressing this issue and will bring to the Board of Regents an addendum to the proposed Section 8, Gifts, Contracts and Sponsored Program policy statement as referenced.

President Maxson clarified that professors who write or consult must abide by Board policy on the amount

of time spent on those tasks. He stated that many faculty members have private businesses that do not interfere with their University responsibilities.

Mrs. Sparks felt that there are two different issues being discussed. The proposed guidelines that are being considered at this time have nothing to do with contracts, book rights or academic issues. The policies before the Board are strictly for foundation and other gifts to the UCCSN institutions.

President Meacham stated that there is a need for change in the current policy, but he still has a slight uneasiness about the proposed guidelines. There is some potential for unintended burden placed on the foundations. He stated that if experience dictates additional changes, he is hopeful the Board would consider amending these proposed guidelines. Mrs. Brigham stated that these proposed guidelines are intended to simplify the reporting of gifts and grants, which will relieve some of the burden on staff.

Mrs. Gallagher congratulated Mrs. Brigham and Ms. Mac Donald for their work on such an important issue.

Chairman Hammargren agreed and extended them appreciation on behalf of the Board.

President Meacham moved to dissolve the ad hoc Foundation Liaison Committee, but it was pointed out that the two highlighted sections will still need to come before the Committee for consideration.

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

Mr. Foley left the meeting.

### 30. Information Only: Regents' Workshop

UCCSN Budget - A workshop on the UCCSN Budget was presented by Interim Chancellor Richardson and Vice Chancellor Sparks. Recommendations were presented on the 1995-97 biennium budget requests on the following:

- (a) Minor Repairs and Improvements
- (b) New Construction and Major Renovations
- (c) Parameters to be Used in the Construction of the

"Adjusted Base" and "Program Maintenance" Budgets

(d) Priority Requests for New Funding

Ref. L, Minor Repairs and Improvements Projects, filed in the Regents' Office. Ref. M, 1995-97 Capital Improvement Projects, filed in the Regents' Office.

These recommendations were reviewed with the Board at this meeting with final approval to be requested at the March 31-April 1 meeting.

Vice Chancellor Sparks reviewed the Minor Repairs and Improvements Projects as found in Ref. L. He explained that in the past the \$5 million annual slot tax revenue used to be allocated to the Higher Education Capital Construction (HECC) fund. This revenue is now allocated to the State's General Fund, and in the past UCCSN has been successful in receiving a like amount from the Legislature during each biennium since 1983 for Minor Repairs and Improvement Projects. Historically, UCCSN has requested \$10 million over the biennium to correspond with this annual \$5 million slot tax revenue. However, because of the additional demands for repairs and improvement projects, the Presidents are requesting an additional \$2 million, making

the total request for minor repairs and improvements projects \$12 million.

He explained that from the first \$10 million request, the minimum funding allocation to the institutions totals \$7.1 million, with an additional \$2.9 million challenge pool allocation. NNCC, WNCC and DRI will be allocated a minimum of \$250,000; TMCC will be allocated a minimum of \$500,000; CCSN will be allocated a minimum of \$750,000; UNR will be allocated a minimum of \$2,900,000; UNLV will be allocated a minimum of \$2,100,000; and the System Administration will be allocated a minimum of \$100,000. The challenge pool allocations are found in Ref. L, along with the requests for the added \$2 million.

Mr. Sparks explained the 1995-97 capital improvement requests for new construction and major remodel projects and described the formula process used in preparing this request. The new construction recommendations are a result of the facility space data analysis. He reviewed the space allocations which were based on classrooms, research, laboratories, offices and libraries. Ref. M indicates the aggregate of those calculations by the end of 1997. Each institution lists the square footage for total space re-

quired, total space available, additional space needed, and a percentage deficit. Upon questioning, Mr. Sparks responded that the DRI 130.6% deficit incorporates the total space for the entire institute.

Dr. Hammargren left the meeting.

Mr. Sparks indicated that the figures regarding space utilization includes all construction that is currently underway at this time.

Mr. Graves questioned why there was such a difference between UNR and UNLV's total space required, and Mr. Sparks responded that UNR's space includes the College of Agriculture's Experiment Stations throughout the State, the Cooperative Extension Program, the School of Medicine and the Mackay School of Mines.

Mr. Sparks stated that the Council of Presidents endorsed Ref. M.

Mr. Sparks continued to review the deficits and stated that the data indicate that space needed in 1997 is less than that projected for 1995 two years ago, due to adjusted

enrollment projections. DRI shows the highest overall percentage deficit (130.6%), and WNCC the highest institutional facility percentage deficit (116.5%).

Dr. Derby questioned how it is that one institution, such as WNCC, can incur such a high deficit, and would the master plans aid in the process in the future. Mr. Sparks responded that UCCSN has not been successful since the 1991 legislative session in addressing space needs. At that time, WNCC was high on the priority list, but the State ran out of funding.

Upon questioning, Mr. Sparks indicated that the space utilization formulas do account for the fact that Community Colleges use leased space.

Interim Vice Chancellor Steinberg added that the formulas are very complex and many factors are taken into consideration. She stated that the data are available and she would be happy to discuss this with the Regents in small groups or one-on-one, because of the complexity. She stated that she is not an expert, but has used national standards in compiling these data.

Interim Chancellor Richardson stated that this material has been presented to the members of the Board for information. In cooperation with the Council of Presidents, the approach and standards have been adopted and the Chancellor's Office has worked with each of the Presidents and institutions to reach a comfort level on this information. Dr. Richardson indicated he would send a summary on this data, and schedule small meetings with those Regents who would like further information.

Dr. Richardson stated that the University Presidents felt that the leasing of space would be advantageous for the Community Colleges and that the reverse would also be true. There is an internal check and balance on this information and it has been agreed that this is an equitable approach.

President Gwaltney stated that the principal is very important, but not everyone is happy. He pledged that he would support this process, because it is much better than that used several years ago. TMCC is very proud of the Old Town Mall leased space. He suggested that the formulas need refinement to include the leased space for TMCC and noted that these refinements may not work for the other institutions.

In discussing the 10 priorities, Mr. Sparks stated that the ultimate costs cannot be developed at this time, so the priority list reports estimated figures. He explained that this list was compiled by using the top priority of each institution. He reviewed the priorities and highlighted that the new construction costs are estimated at \$113.5 million. The Major Renovations and Additions are not listed in priority order under priority number 9. Priority number 10 addresses new projects for advance planning and design. The total cumulative cost for the 10 priorities is \$131 million.

Mr. Sparks explained the State's bonding capacity. There is approximately \$90 million remaining in bonding capacity. An outside consultant has reviewed the State's debt and its ability to service debt. The consultant studied Nevada's debt ratio and stated that the norm is 5% across the country while Nevada's debt is at 8%. The consultant recommended that Nevada begin to lower that rate. The State did not issue all the debt at the last legislative session and by the end of this biennium the debt rate should be reduced to about 6%. Mr. Sparks reported that about \$174 million of debt capacity will be available by the next legislative

session and the critical issue for Nevada is not necessarily the remaining debt capacity, but rather the State's ability to service that debt.

Mr. Sparks indicated that there will probably be a General Fund surplus, but not enough for \$131 million for UCCSN's Capital Improvement Projects.

Upon questioning, Mr. Sparks reported that the State has built the first phase of the Lovelock Prison, and Governor Miller wants that facility opened in 1995. The second phase of the prison will cost approximately \$25-30 million; this is dependent on its prisoner population. He has been made aware that a new legislative building or remodeling of the current facility is being considered. Also a parking garage for the new office building in Las Vegas is being considered. The Employment Security facility may be funded with some federal monies.

Mr. Sparks indicated that he does not know how serious the Legislature is with regard to lowering the bond debt ratio. UCCSN received \$37 million last year. Basically all new debt was earmarked for higher education at the last session.

Mr. Sparks reported that the parameters used to construct the adjusted base and the program maintenance request will be considered by the Board at its next regularly scheduled meeting. UCCSN needs a 23% increase at this rate, the general fund increase needs to be at least 30%.

Finally, Mr. Sparks reported that the priority request for new funding has not been completed. The recommendation will be presented at the next meeting. He mentioned that the first category will deal with new funding for salary and benefits.

### 31. Chancellor's Search

A discussion was held regarding steps to take relative to the Chancellor Search.

Chairman Eardley requested General Counsel Klasic to review the options that have already been made public and any additional options that the Board may wish to consider.

General Counsel Klasic reminded the Board that at the January 21, 1994 special meeting of the Board, several options were presented on how to proceed with the Chancellor's

Search. The Board of Regents moved approval to cancel the Chancellor's Search, approach the next legislative session to make changes to the Open Records Law as regards confidentiality of initial applications, and direct General Counsel Klasic to research other options. Mr. Klasic stated that he has been in trial since that meeting, and could not perform the adequate research; however, he has prepared a list of 5 options for the Board to consider.

1) Reopen the search, utilizing same procedures that have been used in the past. However, this option raises the question of whether to follow the Attorney General's opinion or not. To abide by the opinion would narrow the applicant pool, and to ignore the opinion would bring about litigation.

2) Reopen the search, delegating the initial screening of applications to a UCCSN committee and letting the Board of Regents make the selection of finalists. However, the Open Records Law applies to all public officers and offices and UCCSN would also be subject to abide by the Attorney General's opinion.

3) Reopen the search, hiring a private firm to conduct

the initial screening and letting the Board of Regents make the selection of the finalists. This approach could legally happen; however, in the long-run the media would challenge the letter of the law and indicate that public monies are being used to pay this private firm.

4) Do not reopen the search, wait until the next legislative session convenes and proposed legislation that would resolve these problems.

5) Do not reopen the search, promote from within. The Board of Regents' policy does allow for this to take place, as found in Title 4, Chapter 8, Section 6 of the Board of Regents' Handbook.

Dr. Derby stated that it is important that the Board secure leadership for the System. She stated that the Board of Regents should be involved in the selection of its chief executive officer. Dr. Derby presented another option:

6) Chairman of the Board appoint a committee of the Board to develop an expanded list of options to be presented to the full Board.

Dr. Derby stated that this decision is very important and should not be rushed without all the options presented.

Mrs. Berkley stated that she did not agree with options 1-5 listed above, and was satisfied with option 6, forming a committee to consider additional options. She stated that she did not have a problem with the current law, but with the Attorney General's opinion. Mrs. Berkley had prepared and sent a brief to the members of the Board. In her brief she developed another alternative that she felt had merit as another option:

7) Have a judicial review of the current structure.

Mrs. Berkley did not feel that the Attorney General's opinion was a definitive action taken by a court of law. Mrs. Berkley felt that the Board had a 50% chance in having a legal interpretation from the judicial branch.

Mr. Foley stated that he had read Mrs. Berkley's brief and the cases associated with searches. He stated that he was in agreement with Dr. Derby's option to create a committee to review the options and if approved, he would urge the

committee to give considerable thought to a legal challenge.

He did not support reopening the search process at this time.

Mr. Klasic stated that the Board could file a motion for a declaratory relief, but there needs to be a true defendant, and at this time there is not one. He offered two suggestions: 1) the Board take action to institute a closed search and let someone sue the Board of Regents; or 2) the Board identify a defendant, such as the news media or the Nevada Press Association, and allow them the authority to sue the Board of Regents.

Mrs. Berkley stated that she had brought the above suggestion to the Board at its special meeting, and learned that to proceed with the search process would give the Board greater ammunition to appear in court. Mr. Klasic reiterated that there still needs to be a true defendant in order to use the ammunition. She questioned why this did not become a viable option at that time, and Chairman Eardley responded that as a lay Board advice was given by the Board's attorney and was taken into consideration. Mr. Klasic stated that the Board of Regents chose another option rather than seeking a legal suit.

Mrs. Gallagher stated that when the Board made its decision it was approved that the Board would challenge the law at the next legislative session; however, she had a problem with that because there needs to be a process in place that will work throughout the entire System. She stated that the Chancellor's search will not be the only search the Board will have to handle. She stated that she felt very strongly that time is of the essence because there are System issues which need to be dealt with immediately. At this point in her career as a Regent, she stated that she had performed enough searches and learned that you can never be too careful with a search process and the Board must be diligent in selecting the right person for the position.

However, only until that person actually performs the duties will the Board really know that it has hired the right person for the job, especially in Nevada. Often the person is adaptable to Nevada lifestyle, but the spouse finds it difficult to live here.

Mrs. Gallagher stated that she has been very concerned about changing the search process because she feels very strongly about the current process. A precedence is being set not only for the Chancellor's search, but for other searches

throughout the System. However, the Chancellor's search is a bit different in that it is truly a Board of Regents' selection as its chief executive officer. The Board has recently spent much time on the Chancellor's job description. She stated that she has a problem with disregarding everything that the Board has worked so very hard in achieving and taking the issue to court. She felt that the System's attorney should decide whether the Board should challenge the law in court. But in the meantime, there are System issues that need immediate attention.

She questioned the members of the Board in what would be better for the system at this time -- to go into a legislative session with a pending search, or, if a search is started right now and completed prior to the legislative session, would it be appropriate to ask this new employee to take over a job of this magnitude without knowing the players and politics of Nevada? She felt that it would be much better for the Board of Regents to promote from within at this time.

Mrs. Gallagher stated that the System has a very competent individual in its present Interim Chancellor, John Richardson. He has demonstrated impeccable administrative leader-

ship, which is so very important to a lay Board. She suggested that the Board should take its time in selecting a permanent Chancellor and allow the Interim Chancellor to get the System back in shape so that future candidates would want to come to work for UCCSN. Mrs. Gallagher informed the Board that if so approved, Dr. Richardson has agreed to this promotion.

Mrs. Gallagher moved that the Board of Regents promote Dr. John A. Richardson by appointing him to Chancellor of the University and Community College System of Nevada, effective immediately and subject to mutual agreement between the Board and Dr. Richardson as to the terms and conditions of his employment, and that the Chairman of the Board be authorized to negotiate with Dr. Richardson on the terms and conditions of employment with final approval by the Board.

Mr. Graves seconded.

Mr. Graves stated that he agreed with Mrs. Gallagher's remarks, and, that the Board of Regents needs to support the judicial relief and immediately, at whatever cost and however the Board chooses to proceed, decide on a search process. There will be many searches in the future that the Board will need to perform. He felt that the "end

justifies the means"; however, he stated that he was concerned with the process and the Affirmative Action regulations. As a lay Board, all the members want to help higher education as best as possible. He stated that if Dr. Richardson was in the private sector, that he would not hesitate to hire him. Mr. Graves proceeded to read Dr. Richardson's qualifications from his resume.

Mr. Graves stated that Dr. Richardson is an individual who can lead the System. The UCCSN budget is very important and the System needs someone right now who can lead it through the next legislative session. Mr. Graves indicated that he does not always agree with what Dr. Richardson recommends, but he has always been prepared with a well thought out opinion. Mr. Graves highly encouraged the Board to approve the motion on the floor.

Mr. Foley questioned, as a point of order, if the agenda item (#32) is properly noticed for the Board of Regents to take action on an appointment from within to the position of Chancellor without performing a search. Mr. Klasic responded in the affirmative. Mr. Foley stated that he challenged General Counsel's opinion.

Dr. Derby questioned the intent of the agenda language and did not feel that it indicated that action might be taken to make an appointment. She did not feel that this was fair to the search process and in the spirit of the Open Meeting Law, she felt it could be in violation.

Dr. Derby stated that this issue is not about a specific personality. There is a wide consensus of the Board that we do have an Interim Chancellor in place and there should be no hurry in making a permanent selection. As Interim Chancellor, Dr. Richardson does a good job, but Dr. Derby stated that she was very concerned about the process. She recommended that a committee be formed and that a designated period of internship be established to allow for the Board to have time to deliberate on this issue. She disagreed with Mr. Graves, in that the "ends do not justify the means". In higher education there is a collegial process and it would be in violation of the process to go ahead and make the appointment at this time. She stated that Mrs. Gallagher referred to the risks of bringing in someone new at this point in time. Dr. Derby stated that she believed that good outcomes come from good processes. She reminded the Board that there needs to be a competitive search process. She reminded the Board members that diversity has

become a key issue of the Board and the Board should allow the possibility to become diversified in the selection for this position. She strongly encouraged the Board to explore all possible options.

General Counsel Klasic stated that he stands by his interpretation of the language of the agenda item; however, it may result in litigation if the Board chooses to take action. If two Board members feel that the language is ambiguous, then it may be safe to say that there may be outside officious groups who may pursue a lawsuit against the Board of Regents on this matter. He suggested that the Board table this item for a more acceptable agenda item.

Mr. Graves moved to table the above stated motion. Mrs. Whitley seconded.

Upon questioning, Mr. Graves withdrew his motion.

Chairman Eardley noted for the record that Regent Daniel Klaich was not present, but had requested that his message be relayed to the Board. Chairman Eardley stated the following:

Mr. Klaich supports an open search with or without a headhunter; that appointment of the Interim Chancellor to Chancellor would be destructive at this point because of the bad press it might cause both locally and nationally. There are other searches coming up and this could send a message that the process is not important. Mr. Klaich feels that the law will not be changed, but the Regents could try. If the law cannot be changed the Board should develop a process which will comply with the law.

In accordance with Board policy, Chairman Eardley requested the Presidents, Faculty Senate Chairmen, student representatives and public to comment on this issue.

President Crowley stated that even though he is a strong believer of process, there are occasions when the balance of factors outweighs the process. He stated that he supported the motion to appoint Dr. Richardson to the position of Chancellor. The upcoming legislative session is a very persuasive argument to make the appointment at this time.

President Maxson stated that he agreed with President Crowley's remarks. President Maxson stated that he admires and

respects Dr. Richardson and felt that he would make a good Chancellor for UCCSN. Although process is important in his opinion if the search process was conducted the Board of Regents would most likely have selected Dr. Richardson. He supported the motion to appoint Dr. Richardson.

President Taranik agreed with his colleagues and added he has enjoyed working with Dr. Richardson. With respect to the agenda item, he supports the motion to appoint Dr. Richardson because of the timing with future searches and the upcoming Legislature. At this point in time, he did not feel that the Regents would be able to select an individual who would be able to defend the UCCSN at the Legislature. The Board should not be afraid of litigation over the agenda item because the appointment of Dr. Richardson is the appropriate action to take and the System should support Dr. Richardson.

President Calabro stated that he has worked with every Chancellor that has been hired in Nevada, and from his observation, Dr. Richardson has proved himself. Dr. Calabro stated that he looked forward to working with him during the next legislative session. Dr. Richardson has been the driving force behind interactive television, which is so

important to WNCC. The System is at a critical point and the Board should select someone to move forward into the legislative session with strong leadership.

President Remington stated that the Board needs to select someone with University and Community College administration experience. He pointed out that there was a national search conducted for the UCCSN's Vice Chancellor for Academic Affairs, and diversity was an issue at that time.

Dr. Richardson was one of the top finalists and was then selected. He is a man of integrity and takes time to talk with each President. Dr. Remington stated that he was very impressed with Dr. Richardson.

President Meacham stated that he supports the motion to appoint Dr. Richardson. He stated that he was concerned with the interpretation of the legal challenge that may come before this Board. He pointed out that the last time there was a search for the Chancellor's position, because of some applicant withdrawals Mr. Mark Dawson was appointed to the position. He felt that Dr. Richardson is the best candidate for the Chancellor's position.

President Gwaltney agreed with his colleagues. Dr. Richard-

son is very efficient and would make a great Chancellor.

He has the experience and will serve the State of Nevada well in this position.

Unit Faculty Senate Chairman Chris Gaub stated that he believes in Dr. Richardson and that he would make a good Chancellor.

NNCC Faculty Senate Chairman Scott Hawkins stated that his employment background is from the private industry and he believed that the System did try to conduct an appropriate search, but it did not work. He supported the motion of the appointment of Dr. Richardson in order to move forward as a higher educational system.

UNLV Faculty Senate Chairman John Swetnam stated that the appointment of Dr. Richardson at this time would be a terrible mistake, because Affirmative Action guidelines have not been adhered to in this process. He also felt that if the person is appointed from within, it becomes a political issue. He asked if all subsequent searches were going to be appointments without going through the appropriate search process. He urged the Board not to make this appointment under these circumstances. He supported the idea

of forming a committee that would form options to bring back to the Board for full discussion. Employment procedures must be established to maintain confidentiality, Affirmative Action guidelines and diversity.

TMCC Faculty Senate Chairman Dan Mc Clure agreed with Dr. Swetnam's remarks. Searches are conducted throughout the System all the time and Affirmative Action guidelines are followed to allow for diversity. If an appointment is made from within, the Board would be sending a message back to the institutions that process is not important. Leaders should follow the policies that have been established.

UNR Faculty Senate Chairman Phil Boardman stated that he agreed with the remarks made by Dr. Derby and Dr. Swetnam. He stated that faculty would view this proposed action as very cynical without the Board of Regents following the rules and regulations that it consistently reminds the institutions to follow. The view from the bottom would be very suspect if this action was taken.

CCSN Faculty Senate Chairman Alan Balboni suggested that the Board consider the remarks made by Dr. Derby and Mr. Klaich. He did not feel that the System was in a crisis situation

without a permanent Chancellor. He stated that if an appointment were to be made from within without the benefit of following the Affirmative Action guidelines, the message to the other institutions would be "one set of rules for us, another set of rules for them".

Dr. Balboni read a statement by WNCC Faculty Senate Chairman Mark Melrose, who agreed with the remarks made by Dr. Derby.

UNR Graduate Student Association President Samantha Hudson stated that this is a very important issue for the students because of the need to be very strong at the next legislative session. She suggested that the motion be withdrawn completely at this time, and that at the next meeting a clearer item be placed on the agenda to make an emergency appointment of Dr. Richardson as Chancellor with a specific time frame stated until an appropriate search can be conducted.

WNCC USA President Mary Anne Lavelle agreed with the motion to appoint Dr. Richardson as Chancellor, but with a specific time frame until an appropriate search can be conducted.

Ms. Candace Kant, NFA representative, stated that she was

very concerned with this issue and was disturbed with the credentials of one person being stated. Although Dr. Richardson has the qualifications to fulfill this position, it is the process that is being questioned. She urged the Board to consider Dr. Derby's remarks.

Assemblyman Robert Price stated that he has served as a lawmaker for the last 20 years, and sponsored the Open Meeting Law. He disagreed with the interpretation of the agenda notice that was given by General Counsel Klasic. This broad language does not meet the Open Meeting Law requirements for taking action. He respectfully suggested that the item be denoted. He informed the Board that a national search for the Director of the Legislative Council Bureau was recently conducted in the open, and it resulted with two in-house finalists. He respectfully suggested that the Board address this issue under a more defined agenda item and that the Board not get involved in violating the intent of the Open Meeting Law. Upon questioning, Mr. Price stated that he was confident that the Open Meeting Law would not be changed, although the Board could suggest a change. He pointed out that across the country search processes are being conducted in the open.

Mr. Graves requested that Mr. Price keep an open mind if approached by UCCSN to seek a change to the current law.

Mrs. Berkley stated that there was nothing wrong with the Open Meeting Law, but with the legal opinion given by the Attorney General. She stated she encourages Dr. Richardson to apply for the position. She felt that the Board should work within the parameters that have been set. She suggested that if Dr. Richardson was willing, he could remain as Interim Chancellor for a length of time.

Mrs. Berkley stated that she was upset with the Chancellor's staff, in that within 24-hours of the Attorney General's opinion letters were sent out to the applicants, and that she had been advised that the Board could take legal action at a later date. This information was not revealed at the time the search was terminated.

Mrs. Gallagher withdrew the motion. Mr. Graves withdrew the second.

Mr. Foley moved approval of the appointment of a Regents' committee, as suggested by Dr. Derby, who will undertake and review all of the possible options and review of a

possible law suit precipitated by the Board regarding the search process. Dr. Derby seconded. Motion carried.

Chairman Eardley appointed the members of the ad hoc Chancellor's Search Committee to serve on the Regents' Special Committee of the Board. He directed the Committee to work with General Counsel Klasic.

Chairman Eardley apologized to Dr. Richardson for putting him through this discussion. Chairman Eardley stated for the record that Dr. Richardson is experienced with working with a multi-institutional system that includes Universities and Community Colleges. It is difficult to find an individual who has this experience. He stated that he hoped Dr. Richardson would consider continuing his employment for UCCSN and consider applying for the permanent position of Chancellor.

Mrs. Whitley stated that her greatest concern with this situation is that she has been an advocate for diversity and Affirmative Action. She did not want to send a message to the institutions that the Board is not concerned with those issues. However, in spite of those issues, the Board always looks for the best qualified candidate, no matter what the

ethnic or gender of that individual. She stated that Dr.

Richardson is one of the best individuals this Board could have in this position. The Board has always wanted a strong individual in this position and it has it in Dr. Richardson.

She stated that she was supportive of the initial motion to appoint Dr. Richardson to the position of Chancellor.

### 32. 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 March 31-April 1, 1994 meeting.

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

\*Ellen J. Baker to Associate Professor in Biology,

College of Arts and Science

Bruce Bannister to Associate Professor in Family and

Community Medicine, School of Medicine

\*Rafik Beekun to Associate Professor in Managerial

Sciences, College of Business Administration

Cynthia Birk to Rank 0 Associate Professor in

Accounting/CIS, College of Business Administration

\*Daniel C. Bowman to Associate Professor in Biochemistry,

College of Agriculture

Cynthia M. Brown to Rank 0 Associate Professor in

Family and Community Medicine, School of Medicine

James Carr to Professor in Geological Sciences, Mackay

School of Mines

\*Grant R. Cramer to Associate Professor in Biochemistry,

College of Agriculture

Rhoda Cummings to Professor in Curriculum and

Instruction, College of Education

Dana Edbert to Rank 0 Assistant Professor in

Accounting/CIS, College of Business Administration

\*George Fernandez to Associate Professor in Agricultural

Economics, College of Agriculture

Gary Fisher to Professor in Counseling and Educational

Psychology, College of Education

\*Victoria Follette to Associate Professor in Psychology,

College of Arts and Science

\*William Follette to Associate Professor in Psychology,

College of Arts and Science

Peter Goin to Professor in Art, College of Arts and

Science

\*Dale W. Holcombe to Associate Professor in Veterinary  
Medicine, College of Agriculture

\*Burton Horowitz to Associate Professor in Physiology,  
School of Medicine

Janita A. Jobe to Rank III, University Library

Gary E. Johnson to Rank 0 Associate Professor in Family  
and Community Medicine, School of Medicine

Andrea Lenz to Rank 0 Associate Professor in Music,  
College of Arts and Science

Emmanuel Maragakis to Professor in Civil Engineering,  
College of Engineering

\*Colleen A. Morris to Associate Professor in Pediatrics,  
School of Medicine

Kambiz Raffiee to Professor in Economics, College of  
Business Administration

\*Dale S. Rogers to Associate Professor in Managerial  
Sciences, College of Business Administration

Martha K. Savage to Rank 0 Associate Professor in  
Seismological Laboratory, Mackay School of Mines

Marilyn Smith to Professor, Cooperative Extension

Barbara Thornton to Professor of Health Sciences,  
College of Human and Community Sciences

Andrzej Trzynadlowski to Professor in Electrical  
Engineering, College of Engineering

\*Ann A. Tyler to Associate Professor in Speech Pathology  
and Audiology, School of Medicine

\*Joseba Zulaika to Associate Professor in Basque  
Studies, College of Arts and Science

B. University of Nevada, Las Vegas - President Maxson  
recommends the following promotions, effective July 1,  
1994:

\*Diane Barone to Associate Professor, ICS, College of  
Education

\*Richard Beckman to Associate Professor, Architecture,  
College of Engineering

\*Randall Boone to Associate Professor, ICS, College of  
Education

Felicia Campbell to Professor, English, Liberal Arts

Stephen Caplan to Associate Professor, Music, Fine &  
Performing Arts

\*Carole Case to Associate Professor, Criminal Justice,  
Liberal Arts

\*Changfeng Chen to Associate Professor, Physics, Science  
& Mathematics

\*John Crank to Associate Professor, Criminal Justice,  
Liberal Arts

\*Evelyn Gajowski to Associate Professor, English,

Liberal Arts

\*Laxmi Gewali to Associate Professor, Computer Science,

College of Engineering

\*Amanda Higgins to Associate Professor, Special

Education, College of Education

\*William Jankowiak to Associate Professor, Anthropology,

Liberal Arts

\*Brian Johnson to Associate Professor, Chemistry,

Science & Mathematics

\*Jeffrey Kottler to Professor, Counseling & Ed. Psych.,

College of Education

Myoung-ja Kwon to Rank IV, Library

\*Victor Kwong to Professor, Physics, Science &

Mathematics

\*Shahram Latifi to Associate Professor, Electrical &

Computer Engineering, College of Engineering

\*Kia Makki to Associate Professor, Computer Science,

College of Engineering

\*Susan Miller to Associate Professor, Special Education,

College of Education

William Newman to Professor, Management, Business &

Economics

\*Filiz Ozel to Associate Professor, Architecture,

College of Engineering

James Pink to Professor, Art, Fine & Performing Arts

\*Wesley Roehl to Associate Professor, Tourism/Convention,

Hotel Administration

Laverna Saunders to Rank IV, Technical Services,

Library

R. Keith Schwer to Professor, Economics, Business &

Economics

\*R. Venkatasubramanian to Associate Professor, Electrical

& Computer Engineering, College of Engineering

\*Elspeth Whitney to Associate Professor, History,

Liberal Arts

\*Woosoon Yim to Associate Professor, Mechanical, College

of Engineering

\*Bernard Zygelman to Associate Professor, Physics,

Science & Mathematics

C. Desert Research Institute - President Taranik recommends

the following promotion, effective July 1, 1994:

Nicholas Lancaster to Rank IV, Quaternary Sciences

Center

\*Also recommended for Award to Tenure

33. 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 March 31-April 1, 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:

\*Ellen J. Baker, Biology, College of Arts & Science

\*Rafik Beekun, Managerial Sciences, College of Business

Administration

\*Daniel C. Bowman, Biochemistry, College of Agriculture

Stephen B. Castor, Nevada Bureau of Mines and Geology,

Mackay School of Mines

\*Grant R. Cramer, Biochemistry, College of Agriculture

George Danko, Mining Engineering, Mackay School of Mines

\*George Fernandez, Agricultural Economics, College of  
Agriculture

\*Victoria Follette, Psychology, College of Arts and  
Science

\*William Follette, Psychology, College of Arts and  
Science

Cheryl Glotfelty, English, Arts and Science

\*Dale W. Holcombe, Veterinary Medicine, College of  
Agriculture

\*Burton Horowitz, Physiology, School of Medicine

John N. Louie, Seismology/Geological Sciences, Mackay  
School of Mines

Rosalie Marinelli, Health Sciences, College of Human  
and Community Sciences

\*Colleen A. Morris, Pediatrics, School of Medicine

\*Dale S. Rogers, Managerial Sciences, College of  
Business Administration

Edwin G. Smith, Nevada Cooperative Extension

\*Ann A. Tyler, Speech Pathology and Audiology, School of  
Medicine

John J. Warwick, Environmental and Resource Sciences,  
College of Agriculture

Lee A. Weber, Biology, Arts and Science

\*Joseba Zulaika, Basque Studies, College of Arts and

## Science

### B. University of Nevada, Las Vegas - President Maxson

recommends award to tenure, effective July 1, 1994,

to the following:

Robert Aalberts, Finance, Business & Economics

\*Diane Barone, ICS, College of Education

\*Richard Beckman, Architecture, College of Engineering

\*Randall Boone, ICS, College of Education

Mark Burns, Art, Fine & Performing Arts

\*Carole Case, Criminal Justice, Liberal Arts

\*Changfeng Chen, Physics, Science & Mathematics

\*John Crank, Criminal Justice, Liberal Arts

Jeffrey Fiala, Theatre Art, Fine & Performing Arts

\*Evelyn Gajowski, English, Liberal Arts

\*Laxmi Gewali, Computer Science, College of Engineering

\*Amanda Higgins, Special Education, College of Education

\*William Jankowiak, Anthropology, Liberal Arts

\*Brian Johnson, Chemistry, Science & Mathematics

Moses Karakorizian, Civil & Environmental, College of

Engineering

Gerald Kops, Education Admin. & Higher Education,

College of Education

\*Jeffrey Kottler, Counseling & Ed. Psych., College of  
Education

\*Victor Kwong, Physics, Science & Mathematics

\*Shahram Latifi, Electrical & Computer Engineering,  
College of Engineering

Attila Lawrence, Architecture, College of Engineering

\*Kia Makki, Computer Science, College of Engineering

\*Susan Miller, Special Education, College of Education

Robert Molzon, Mathematics, Science & Mathematics

\*Filiz Ozel, Architecture, College of Engineering

Katherine Rankin, Catalog, Library

\*Wesley Roehl, Tourism/Convention, Hotel Administration

Hal Rothman, History, Liberal Arts

Douglas Unger, English, Liberal Arts

\*R. Venkatasubramanian, Electrical & Computer  
Engineering, College of Engineering

Walter Vodrazka, Civil & Environmental Engineering,  
College of Engineering

\*Elspeth Whitney, History, Liberal Arts

\*Woosoon Yim, Mechanical, College of Engineering

\*Bernard Zygelman, Physics, Science & Mathematics

C. Community College of Southern Nevada - President

Meacham recommends award to tenure, effective July 1,

1994, to the following:

Ann Adams, Arts & Sciences

Susan Blizzard, Arts & Sciences

John Esperian, Arts & Sciences

Carmen Forner, Arts & Sciences

Angela La Sala, Arts & Sciences

Gale Martin, Arts & Sciences

Charles Okeke, Arts & Sciences

Curtis Pantle, Arts & Sciences

Joe Delrosaria, Business & Industry

Ruell Fiant, Business & Industry

Larry Martin, Business & Industry

Alfred Zavodny, Business & Industry

Michael Mc Millian, Math, Health & Human Services

Howard Tomme, Math, Health & Human Services

Hyla Winters, Math, Health & Human Services

Clarissa Erwin, Academic Support

Carol Cravens, Student Services

D. Northern Nevada Community College - President Remington

recommends award to tenure, effective July 1, 1994, to

the following:

Ed Martin, Occupational Education

Ralph Siler, Occupational/Music Education

John S. H. Smith, Humanities & Social Science

Glen Tenney, Math, Science, Computing, Business

E. Truckee Meadows Community College - President Gwaltney

recommends award to tenure, effective July 1, 1994, to

the following:

William Doherty, Professional Business Studies

Harry Ednie, Learning Resource Center

Steven Streeper, Social Science

Jonathan Young, Applied Industrial Technology

F. Western Nevada Community College - President Calabro

recommends award to tenure, effective July 1, 1994,

to the following:

Robert Collier, Academic Affairs, Science

Christine Dakin, Academic Affairs/Fallon, Academic

Skills

Kerry Deal, Academic Affairs/Fallon, Business

Christine Fregulia, Academic Affairs, Allied Health

Timothy Haller, Academic Affairs, Social Science

Renee Magrini, Academic Affairs, Science

\*Also recommended for Promotion or Assignment to Rank

34. Approved Regents' Liaison to Economic Development Commission

Governor Miller on February 10, 1994 suggested that the Board of Regents develop a liaison with the Economic Development Commission for the purpose of being more quickly responsive to industry requests for special training to develop new skills to entice industry to locate to Nevada.

Mrs. Berkley moved approval of the establishment of a Regents' Liaison to Economic Development Commission, with the Chairman of the Board making the appointment. Dr. Derby seconded. Motion carried.

The meeting adjourned at 1:20 P.M.

Mary Lou Moser

Secretary of the Board

02-17-1994