

UCCSN Board of Regents' Meeting Minutes March 31-April 1, 1994

3-31-1994

Pages 128-195

BOARD OF REGENTS

UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA

March 31-April 1, 1994

The Board of Regents met on March 31 and April 1, 1994 in Room
1422, Cheyenne Campus, Community College of Southern Nevada,
North Las Vegas.

Members present: Dr. James Eardley, Chairman

Mrs. Shelley Berkley

Dr. Jill Derby

Mr. Joseph Foley

Mrs. Dorothy S. Gallagher

Mr. Madison Graves, II

Dr. Lonnie Hammargren

Mr. Daniel J. Klaich

Mrs. Nancy Price

Mrs. Carolyn M. Sparks

Mrs. June F. Whitley

Others present: Interim Chancellor John A. Richardson

President Joseph Crowley, UNR

President John Gwaltney, TMCC

President Robert Maxson, UNLV

President Ronald Remington, NNCC

President James Taranik, DRI

Vice President Herb Peebles, CCSN

Vice President Lorrie Peterson, WNCC

Mr. Donald Klastic, General Counsel

Mr. Ron Sparks, Vice Chancellor

Mrs. Karen Steinberg, Interim Vice Chancellor

Ms. Mary Lou Moser, Secretary

Also present were Faculty Senate Chairman Barbara Nelson (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 10:15 A.M. Thurs-

day, March 31, 1994, with all Regents present except Regents

Joseph Foley, Madison Graves, Lonnie Hammargren and June Whitley.

1. 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 February 17-18, 1994.
- (2) Approved the gifts, grants and contracts, listed in Ref. C-1, filed with the permanent minutes.
- (3) Approved to extend salaried sick leave for Professor Joyce Ann Schwarz, CCSN, for six months as per the provisions of Board Policy, Title 4, Chapter 3, Section 13, Sick Leave. This request is based on a statement from Professor Schwarz's physician as to the severity of her medical condition.
- (4) Approved to extend the sick leave for Renee Magrini, Biology Science/Physical Science Instructor at WNCC, for ten days as per the provisions of Board Policy, Title 4, Chapter 3, Section 13, Sick Leave.

(5) Approved the following individuals to be appointed to the College of Agriculture Advisory Board at UNR for the period 1994 through 1996:

Thomas W. Ballow, Reno

Dallas Byington, Minden

Don J. Davis, Minden

Jack O. Walther, Reno

Craig Witt, Minden

(6) Approved authorization to utilize Capital Improvement fees in the amount of \$8000 on an emergency basis to provide protection for WNCC's communication network. The funds will be used to install Cisco routers on the communication network.

(7) Approved authorization to utilize Capital Improvement Fees in the amount of \$100,000 to expand the facilities of Publications/Reprographics at UNLV. This will enable UNLV to provide the same level of service for faculty and students who have evening classes.

(8) Approved authorization to utilize Capital Improvement Fees in the amount of \$45,000 for renovation of the

CCSN Executive Offices to house Business Services,
Human Resources and the Faculty Senate at the Shadow
Lane facility. This will include 9 offices, a work
room and a conference room.

(9) Approved a Handbook change, Title 4, Chapter 17, Sec-
tion 11, Special Course Fees for WNCC, as follows:

Eng 258	Ashland Theater Festival	\$75.00
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(10) Approved a Handbook change, Title 4, Chapter 17, Sec-
tion 10, Student Fees for UNR, with regard to the
Orientation fee, as follows:

UNR	UNLV
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Orientation:

For First-Time (Freshman) Students	50	15
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(11) Approved a Handbook change, Title 4, Chapter 17, Sec-
tion 10, Student Fees for UNR, with regard to the
Identification Card Fee, as follows:

UNR	UNLV
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(12) Approved a Handbook change, Title 4, Chapter 17, Section 10, Student Fees for Student Health and Accident Insurance of the University of Nevada, Reno, Truckee Meadows Community College, and Western Nevada Community College, as contained in Ref. C-2, filed in Regents' Office.

The UNR optional student health and accident insurance is also available to all enrolled students at TMCC and WNCC who are eligible for care at the UNR Student Health Center (as noted in footnote #2 of the referenced material).

The enrollment period for the Student Health Service has been shortened from the 45th day after the first day of class to the 15th day after classes begin effective academic year 1994-95.

(13) Approved a Handbook change, Title 4, Chapter 17, Section 15, Resident Hall and Food Service Rates at UNR, as contained in Ref. C-3, filed in the Regents' Office.

(14) Approved a Handbook change, Title 4, Chapter 17, Section 17, Apartment Rentals at UNR, as contained in Ref. C-4, filed in the Regents' Office.

(15) Approved the NNCC Summer Session Budgets for 1994, as follows:

NNCC		
Summer School		
	1993	1994
	Projected	Budgeted
	Actual	Estimate

Resources:

Opening Account Balance	\$ 24,216	\$ 20,068
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Revenue:

Tuition and Other Fees	44,761	50,832
Total Source of Funds	\$ 68,977	\$ 70,900

Expenditures:

Professional Salaries	\$ 31,003	\$ 23,600
Fringe Benefits	1,647	2,000
Classified Salaries	9,597	21,700

Fringe Benefits	2,707	5,600
Operating	3,954	6,000
Total Expenditures	\$ 48,909	\$ 58,900
Ending Account Balance	\$ 30,068	\$ 12,000
Total Use of Funds	\$ 68,977	\$ 70,900

(16) Approved the following interlocal agreements:

A. UCCSN Board of Regents/UNR and the Department of
 Human Resources/Division of Child and Family
 Services (Interlocal Contract)

Effective Date: Date approved by Board of Regents

through June 30, 1994

Amount : \$7506 to UNR

Purpose : UNR to provide child care training.

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

Effective Date: Date approved by Board of Regents

through March 31, 1994

Amount : \$3000 to UNR

Purpose : UNR's Orvis School of Nursing to
develop a report relating to the
barriers to use of physician's
assistants, nurse practitioners
and certified nurse midwives in
community based primary care.

C. UCCSN Board of Regents/UNLV and the State Department of Business and Industry/Real Estate Division (Interlocal Contract)

Effective Date: Date approved by Board of Regents

Amount : \$4000 to UNLV

Purpose : UNLV to prepare questionnaire regarding amount of time devoted to
real estate work, affiliation
with professional organizations
and satisfaction with continuing
education program.

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

Effective Date: Date approved by Board of Regents

through September 30, 1994

Amount : \$5000 to UNLV

Purpose : UNLV to establish linkage between

the DHR UB82 data file and pre-

hospital run reports in Washoe

and Clark Counties.

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

Effective Date: Date approved by Board of Regents

Amount : \$1 to Board

Purpose : Grant of Easement for Nevada

Power to carry out its installa-

tion and maintenance work for

the UNLV Physics building.

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

Effective Date: Date approved by Board of Regents

Amount : \$1 to Board

Purpose : Grant of Easement for Nevada

Power to carry out its installation and maintenance work for the Mc Carran Offsite Parking Lot.

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

Effective Date: Date approved by Board of Regents
for a period of five years

Amount : None

Purpose : Joint use and development of Sam Boyd Silver Bowl.

I. UCCSN Board of Regents/UNLV and Lincoln County (Interlocal Contract)

Effective Date: Date approved by Board of Regents
through September 30, 1994

Amount : \$23,385 to UNLV

Purpose : Risk analysis for potential transport of radioactive materials through Lincoln County.

J. UCCSN Board of Regents/TMCC and the Nevada Department of Motor Vehicles/Office of Traffic Safety
(Interlocal Agreement)

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

Amount : \$12,000 to TMCC

Purpose : TMCC to conduct motorcycle safety
and education course.

K. UCCSN Board of Regents/CCSN and the City of North
Las Vegas (Easement)

Effective Date: Date approved by Board of Regents

Amount : None

Purpose : Water Utility Easement for
Cheyenne Campus.

Dr. Derby inquired whether items 9 through 14 were fair increases. She did not want these increases to be misconstrued as creative ways to raise the price of education in lieu of raising tuition fees. President Crowley responded that student increases are reviewed by various student organiza-

tions. Apartment rental increases are reflective of the inflation rate of housing in the Reno area. Increases for residence hall and food service rates are a result of master planning and a lengthy review to better manage enrollment for the residential housing program. The cost of providing catalogs, course schedules, placement testing and other publications is not intended to make money off the students, but to provide information.

ASTM President Don Isler stated that in regard to item 12, Students Fees for Student Health and Accident Insurance, he was never contacted on this issue which affects TMCC students, as well as UNR and WNCC students. He requested clarification on why the change from 45 days to 15 days is being sought for approval.

Regents Foley and Whitley entered the meeting.

President Crowley responded that this health insurance is voluntary for UNR, TMCC and WNCC students, and was reviewed and approved by the Health Service Advisory Committee with representatives from the 3 institutions. The rationale for the change is to allow students who were having problems not to wait 45 days for enrollment. This change is to help

the students, not hinder them.

Mr. Graves entered the meeting.

Mr. Isler stated that this issue was not presented to the student body population for consideration. President Crowley replied that this type of issue generally does not go before the student body nor the student government. A compromise was set years ago that the Health Service Advisory Committee would represent the student body on health service and health insurance issues. Now, President Crowley stated that it sounds like the student governments wish to have this compromise reversed. He requested clarification on this matter and stated that he was unsure of the urgency to approve this item, although insurance rates are difficult to obtain over a period of time.

USA President Mary Ann Lavelle stated that she too was uninformed of the representation on the Health Service Advisory Committee.

Mr. Klaich moved 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.

Graves seconded.

Mr. Klaich added that if students wish to make recommendations concerning the representation of the Health Service Advisory Committee, then an item can be brought forward at a later date for consideration. Chairman Eardley stated that this was an internal issue at the various institutions.

President Gwaltney applauded the UNR staff and the Health Service Advisory Committee in helping the students receive the maximum benefits allowed for voluntary student insurance. He, too, is unaware of the representation on the Committee and will investigate the matter.

Mrs. Berkley opposed. Motion carried.

2. Introductions

President Taranik introduced Dr. Claudia Miner who has recently been appointed to service as DRI's Director of Development. She has over 17 years of experience in development, grants and contracts, and has worked with faculty on such issues.

Dr. Miner addressed the Board and indicated that DRI will be moving into a new era to secure grants and sees many opportunities for DRI to expand. She plans to report to the Board on significant results in the near future.

Mrs. Price stated that she has known Dr. Miner for some time and agreed that she will be an asset to the institution.

President Crowley introduced the newly elected ASUN President Jason Frierson.

Vice President Herb Peebles introduced newly elected CCSN Faculty Senate Chairman Barbara Nelson.

Mrs. Price introduced Lt. Col. Michael Dunegan, Army ROTC Program.

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

3. Chairman's Report

Due to a scheduling conflict, Chairman Eardley invited Mr.

David Turner, UNLV student, to make a presentation that was originally scheduled to be heard during the ad hoc Ethnic Minority Affairs Committee meeting.

Mr. Turner reported on a student conference which he recently attended in Arizona. He read a declaration entitled, "Student Government Sister-School Relationship Declaration Between the Associated Students of the Navajo Community College and the Consolidated Students of the University of Nevada" to the members of the Board and showed a plaque that will be displayed in the CSUN offices at UNLV. The declaration is filed in the Regents' Office. He indicated that he learned much about pride and hopes to instill those values on the UNLV Campus.

Chairman Eardley invited Lt. Col. Michael Dunegan to address the Board. Lt. Col. Dunegan distributed a Letter of Intent, which is filed in the Regents' Office. Lt. Col. Dunegan expressed his concern to reactivate the UNLV Reserve Officer Training Corps (ROTC) program which has been inactive for 3 years. UNLV students have been taking distant learning courses with the UNR ROTC program, which is the only military commissioning program of any armed services within the UCCSN. He expressed the importance in teaching and broad-

ening the aspects of education to include ROTC. The Letter of Intent describes methods in which to reactivate the UNLV ROTC program. He indicated that the Army ROTC is ready to work with UCCSN in reactivating the UNLV ROTC program, which will be of no charge to UCCSN. He thanked the members for allowing him to make the presentation and suggested that Mr. Price would be a good source to work with on this issue. He stated that he was hopeful in returning to the Board for approval.

Chairman Eardley informed the members of the Board that this issue is for information only at this time, and would have to proceed through the normal channels to receive consideration by the Board of Regents.

Chairman Eardley announced that President Meacham's mother recently passed away and Vice President Herb Peebles would be acting in his stead.

Chairman Eardley announced that President Calabro's son recently passed away and Vice President Lorrie Peterson would be acting in his stead.

Chairman Eardley gratefully acknowledged President Maxson

for all he has done for the students at UNLV, the Las Vegas Community, the UNLV institution and the System. He congratulated President Maxson on his new position as President of Long Beach State which he will assume on June 1, 1994. (President Maxson received a standing ovation.)

Chairman Eardley reminded the members of the Board that they have the same obligations to the students of the Universities as they do to the students of the Community Colleges. There should be no difference when acting as a member of the Board of Regents.

Chairman Eardley announced that the Board of Regents will be conducting three searches during the same time period -- Chancellor, President for CCSN and President for UNLV. Each of these searches is vital to the State of Nevada, community and UCCSN. Agenda items regarding each of these searches will be forthcoming.

The CCSN Presidential Search Committee organizational meeting has been scheduled for later this afternoon at 5:00 P.M. and will be Chaired by Regent Carolyn M. Sparks.

The UNLV Presidential Search Committee is still being devel-

oped. The UNLV Faculty Senate meeting is scheduled for April 19, at which time the Senate will make recommendations for the faculty membership on the Institutional Advisory Committee.

Chairman Eardley stated that the Board has agreed to select a permanent Chancellor prior to the selections of the two Presidents.

Chairman Eardley acknowledged the importance of the dedicated work being performed at the institutions. The Board of Regents is dedicated to the institutions and the students. The Board will do everything in its power to make each UCCSN institution a better place.

4. Chancellor's Report

Interim Chancellor Richardson stated that he has initiated the search for Vice Chancellor for Finance and Administration. He announced that Vice Chancellor Ron Sparks will be retiring January 3, 1995. It is Dr. Richardson's intent to bring the new Vice Chancellor on board this Summer to work with Mr. Sparks on the executive budget so he/she would be able to present it to the 1995 Legislative Session. Dr.

Richardson stated that he will be informing the Board of the membership on the selection committee of which he is Chairman. He is hopeful that he will bring forth a recommendation for the position within 3 months. An advertisement has been placed in the "Chronicle of Higher Education" and the closing date is April 20, 1994.

Dr. Richardson announced that 19 Dwight D. Eisenhower Mathematics and Science grants have been awarded to institutions of higher education in Nevada, totalling \$315,416. These grants aid in the improvement of quality of mathematics and science teaching and instruction in the State. UNLV has 8 projects for a total of \$165,149; UNR has 8 projects for a total of \$114,167; DRI has one project for \$25,100; Sierra Nevada College has 2 projects for \$11,000; and 5 projects are being conducted on a Statewide basis. Through this program students and teachers have been served in all areas of the State, with special emphasis placed on programs for rural teachers and students who have far less access to programs than their urban counterparts.

Mrs. Price questioned the process in selecting a Vice Chancellor, and Interim Chancellor Richardson responded that the process which is being used is three-fold:

- 1) Advertisements have been placed;
- 2) Solicitation for nominations from over 450 businesses, which include sources from the NACUBO directory, Vice Chancellor Sparks' counterparts from around the country, and the Chancellor's counterparts from around the country;
- 3) Affirmative Action procedures are being followed to ensure solicitations from appropriate organizations, and personal recruitment efforts are also being encouraged from staff and Presidents.

Mr. Foley stated that when Vice Chancellor Sparks was selected, he thought it was a good idea because of his background with Nevada State government. He has been a great benefit to the System throughout the years. However, Mr. Foley stated that it is not necessary for UCCSN to hire someone within Nevada who is a numbers cruncher, but needs someone with political sway from within the State who has a legal background.

Mr. Klaich noted that during the selection process for the Vice Chancellor for Academic Affairs, Board members were involved with the search. He questioned if that will be

true with this selection process, and Dr. Richardson responded that it is the intent of the committee to involve Board members at the appropriate time, when finalists are invited for a personal interview. The Board of Regents will then receive a recommendation from the Chancellor for consideration. Dr. Richardson also responded to Mr. Foley's comments, in that the committee is soliciting candidates from Nevada and will give equal opportunity to all candidates.

5. Report and Recommendations of the Chancellor's Tuition and Fees Advisory Committee

In accordance with Board of Regents' policy, the Chancellor appointed an Advisory Committee in December, 1993 to consider and recommend appropriate levels of tuition and fees for the 1995-96 and 1996-97 academic years. That Committee has finalized its recommendations to the Chancellor and the Board. Three recommendations have been made:

A. Tuition and Fees Rates, 1995-96 and 1996-97

By a vote of 5 to 4, the Committee approved recommending the rates listed below. Information reviewed by

the Committee in its deliberations is contained in Ref.

D, filed in the Regents' Office. The Committee held

hearings, one in Las Vegas and one in Reno, to allow

students to voice their input on the proposed levels.

Students classified as Nevada residents for tuition

purposes pay per semester credit registration fees.

Non-resident students pay non-resident tuition plus

per credit registration fees.

	1994-95*	1995-96	1996-97
Undergraduate, Universities	\$58.00 per credit	Same	Same
Graduate, Universities	\$81.00 per credit	Same	Same
Community Colleges	\$30.50 per credit	Same	Same
Non-Resident Tuition, Universities	\$4,750 per year	\$4,900** per year	\$5,100** per year

Non-Resident \$3,000 \$3,100** \$3,200**

Tuition, per year per year per year

Community Colleges

*1994-95 tuition and fees levels were set by the UCCSN

Board of Regents in October, 1992 and are listed for

information purposes.

**The Committee based non-resident tuition increases for

1995-96 and 1996-97 on the Higher Education Price Index

(HEPI) of 3.4%. Figures are rounded.

B. Handbook Addition, Tuition and Fees Policy

The Chancellor's Tuition Advisory Committee recommended

that the Board consider a change to Board of Regents'

Handbook, Title IV, Chapter 17, Fees and Expenses, Sec-

tion 2, paragraph 1 as follows:

2. On a biennial basis, in the Spring of every even

numbered year, the Chancellor will Chair a System

Committee composed of elected student government

representatives, Campus Presidents, Regents and

Chancellor's Office staff to gather and review data and to make recommendations to the Chancellor and the Board on an appropriate level of tuition and fees. The recommendation of this Committee will be presented to the Board of Regents for their consideration and action. Whenever practicable: (A) two meetings (one in the Northern part of the State and one in the Southern part of the State) will take place prior to any final or binding decisions made by the Board; and (B) the final decision on tuition rates and fees for the biennium will be determined by May 1 of every even numbered year.

C. Differential Tuition

The Committee recommended that the Chancellor's Office prepare information and recommendations on all current differential tuition policies (i. e., Good Neighbor, Children of Alumni) as soon as possible and report to the Board of Regents.

Interim Chancellor Richardson explained the item in detail.

There had been considerable review of the information and

thorough discussion with the Committee and students, both north and south. The intent is to carry out what is being requested by this policy change. There will be no change effecting students in this current academic year, or a year from August, if there should be any changes.

Mrs. Whitley moved approval of the Tuition and Fees Rates for 1995-96 and 1996-97. Mrs. Gallagher seconded.

Mrs. Price stated for the record that she has been a student at UNR and this does not present a conflict of interest for her.

President Crowley requested for the record that the Board be presented with the minority report with respect to the Tuition and Fees Rates. Interim Chancellor Richardson clarified that the four persons who did not support this recommendation did so based on a disagreement relative to the undergraduate and graduate resident tuition rates. It was the feeling that the Legislature should be requested to substantially help fund higher education and it would behoove the System to ask the students to share in these increases. Although they are modest increases, some Committee members felt that resident tuition should also be in-

creased. The Committee wished to avoid the past practices of not modestly increasing tuition every year and then after a legislative session increase tuition substantially at one time.

Mrs. Sparks left the meeting.

It was felt that tuition should be modestly increased every year so as not to have a significant impact on the students. This proposal reverts back to the past practices.

President Crowley stated that the Committee considered increasing the resident tuition by approximately \$2. The past experiences predisposed the Board to go to its present policy to avoid substantial increases at one time. He felt that it was the Committee's directive to modestly increase tuition and fees so that substantial increases would not be instituted.

Mr. Klaich stated that a trend was being set where students were asked to pick up their share for education, while the State's share decreased. An argument had been given in that the Legislature may have to raise tuition and fees, if the Board did not. Mr. Klaich stated that if that were the

case, then so be it. Let the Legislature take the heat for increasing student tuition and fees.

Mrs. Gallagher agreed with the remarks made by President Crowley. The issue should be pursued in the Legislature that higher education needs more money from the State to provide quality education.

Dr. Derby agreed with Mr. Klaich's remarks and added that the students have borne enough with imposed significant tuition and fee increases. She stated that President Meacham was very persuasive during the Committee meeting and she wished he were available to explain this issue.

Mrs. Sparks returned to the meeting.

UNLV GSA President Sharlene Sayegh stated that she had voted with the majority, not because she is a student, but because she agreed with Mr. Klaich. Her vote was one of protest. All options and resources need to be explored. She stated that tuition and fee increases are necessary, but as a State institution the State should give more financial support for higher education.

ASUN President Jim Grogan stated that students are being asked to pay more and more for less and less. He agreed with keeping the same amount for the biennium and let the Legislature impose the increase.

Upon questioning, Vice Chancellor Sparks stated that when the budget presentations are made to the Legislature students' concerns were included and that the trend has been one of students paying a greater share of costs for higher education, while the State's share has decreased.

Mr. Klaich stated that a strong case has been presented for student tuition and fee increases, but he was concerned with the real squeeze being placed on the middle-class students. Higher education in Nevada is still a real bargain, but wondered whether it is affordable for Nevada students.

Mr. Foley stated that the students are aware of what is being charged and where the funds are being allocated; however, when the Board of Regents makes its presentations to the Legislature, the figures are based on fictitious formulas that make it impossible to receive more funding.

Mrs. Price pointed out that most State Legislatures meet

annually; however, Nevada is unique and meets every two years. The percentage of funding provided by the Legislature does not deviate much from year to year; however, higher education is unique because its spending is based on per student. She suggested that other sources be considered, such as donations, scholarships, etc. and how they are expended.

ASUN President Jim Grogan stated that, in his opinion, the Regents should not raise the fees. The Legislature should have to raise the tuition and fees and take the heat for it.

Mr. Foley opposed. Motion carried.

Mr. Klaich moved approval of the Handbook change regarding Tuition and Fees Policy. Mrs. Berkley seconded. Mr. Foley opposed. Motion carried.

As Differential Tuition was an information item, the Board directed the Chancellor's staff to prepare information and recommendations on all current differential tuition policies and report to the Board of Regents.

Approved the release for bid to sell all or part of the

following described property and mining lease:

The property is approximately 628 acres, described as Section 19, Township 33 North, Range 43 East, Mount Diablo Base and Meridian, Humboldt County, Nevada. It is near Valmy, Nevada and more commonly known as the Kapo Mine or the Marigold Mine. It was deeded to UNR in 1971 by Avice May Berg/Clymer and Peter J. Kapo. The property is currently leased to Donald J. Decker, Suzanne Decker, Nevada North Resources (U. S. A.), Inc., and Rayrock Mines, Inc. (dba Cordex Exploration Co.). The lease is for 10 years from August 1, 1988, and can be extended for two additional 10-year periods. Mining on the property began in late 1993 and has generated interest in the property. If, based on the bid results, it is in the best interests of the University to sell all or part of the mining lease and/or property, the funds may be used to complete the Mackay School of Mines restoration project. The 4-story library portion of the project is 23,200 square feet and when completed will allow consolidation of the Engineering Library from Scrugham Engineering and the Mines Library from the Getchell Library. Modest remodeling of this vacated space will make it usable

for programs in critical need of more space. This consolidation will also better serve students and faculty using these libraries. This entire project will cost just over \$3 million.

President Crowley explained that if approved after bids have been received, UNR will come back to the Board of Regents for final approval to sell the lease. The proceeds from the sale will go to the Mackay School of Mines' restoration project.

Mrs. Gallagher moved approval to authorize the sale of all or part of the Kapo mines property for the benefit of UNR.

Mrs. Sparks seconded.

Upon questioning, President Crowley responded that the mine contains gold, and if it was determined that UNR should keep this property, then the sale of this property would not be sought. The estimate of worth was reviewed two years ago by UNR geologists and mining economists, and it was determined at that time not to go forward. It will be necessary to approach the appropriate people and test the market at this time to see if selling this property would be in the best interest for UNR. The bid process will solicit bids

from two or three mining companies.

Mrs. Price asked at what time do leases and contracts come to the Board of Regents for consideration, and General Counsel Klasic responded that all property sold or leased does come to the Board and then is forwarded on to the Governor, in accordance with Nevada Revised Statutes. However, the foundation property is delegated to the Chancellor for approval. All interlocal contracts are brought before the Board for consideration and if there should be a controversial factor on any contract, it is also brought before the Board for consideration.

Motion carried.

7. 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

Scott E. Casper

Western Nevada Community College

Roberta Trease

8. Information Only: Outstanding Student Recognition

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

Truckee Meadows Community College

Don Isler

University of Nevada, Reno

Marc Terry Markwell

Community College of Southern Nevada

Paul Whiteman

9. Approved Emeritus Status

Approved the Emeritus status be granted to the following:

A. Community College of Southern Nevada - Approved Emeritus

status for George Carpenter, Professor of Behavioral

Sciences, effective June 30, 1994.

B. University of Nevada, Reno - Approved Emeritus status

for the following UNR faculty:

Joseph Beres, M. D., Physician, Student Health Center,

Emeritus, effective March 1, 1994

John Legarza, Head Golf Coach, Emeritus, effective

June 30, 1991

Mary B. Ansari, M. L. S., M. B. A., Director, Adminis-

trative Services & Branch Libraries, Library, Emeri-

tus, effective June 30, 1994

Franklin Black, M. D., Clinical Faculty, Emeritus,

effective June 30, 1994

William Tappan, M. D., Clinical Faculty, Emeritus,

effective June 30, 1994

C. University of Nevada, Las Vegas - Approved Emeritus

status for the following UNLV faculty, effective May,

1994:

Thomas M. Cassese, Emeritus Professor of Education

Robert O. Boord, Emeritus Professor of Education

James B. Case, Emeritus Associate Professor of Education

John H. Warren, Emeritus Associate Professor of Educa-
tion

George Kavina, Emeritus Professor of Educational Admin-
istration and Higher Education

Andre Simmons, Emeritus Professor of Economics

Mr. Klaich moved approval of Emeritus status for CCSN, UNR
and UNLV faculty. Mr. Graves seconded. Motion carried.

10. Approved Recommendations for Promotion or Assignment to Rank

Approved the following recommendations for promotion or
assignment to rank:

A. University of Nevada, Reno - President Crowley recom-
mended 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

recommended 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 recommend-
ed the following promotion, effective July 1, 1994:

Nicholas Lancaster to Rank IV, Quaternary Sciences

Center

*Also recommended for Award to Tenure

Mr. Klaich moved approval of Promotion or Assignment to Rank at UNR, UNLV and DRI. Mr. Graves seconded. Motion carried.

11. Approved Recommendations for Award to Tenure

Approved the following recommendations for tenure:

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 recommended 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
recommended 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

*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 recommended 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

recommended 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

recommended 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

recommended 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

Mr. Klaich moved approval of Award to Tenure for UNR, UNLV, CCSN, NNCC, TMCC and WNCC. Mr. Graves seconded. (Motion carried???)

The open meeting recessed at 11:55 A.M. and reconvened at 1:20 P.M., Thursday, March 31, 1994, with all Regents present except Regent Berkley.

12. Approved 1994 Regents' Outstanding Student Awards

Each year the Board of Regents recognizes undergraduate and graduate students on each Campus for academic accomplishments, leadership ability, service contributions and potential for continued success. Awards and a \$500 stipend are presented to recipients at a reception held just prior to

Commencements. The 1994 awards will be presented to the following:

University of Nevada, Reno

Kelly G. Wilson, Graduate Student

Mary Troy Ferguson, Undergraduate Student

University of Nevada, Las Vegas

Sharlene S. Sayegh, Graduate Student

Maryanne Dawicki, Undergraduate Student

Community College of Southern Nevada

Les Amis de Savarin, The Culinary Club

Northern Nevada Community College

Melody Carlyle

Truckee Meadows Community College

Don Isler

Western Nevada Community College

Terri Nair

Mr. Klaich moved approval of the 1994 Regents' Outstanding Student Award recipients. Dr. Derby seconded. Motion carried.

Mrs. Berkley entered the meeting.

13. Approved Loan, TMCC

At the December 2-3, 1993 meeting of the Board of Regents, TMCC was authorized to solicit proposals for a loan in an amount up to \$1.2 million for the purpose of constructing the Applied Technology Center. The Center is a joint project between TMCC and the TMCC Foundation with a total estimated cost of between \$2-2.4 million. The loan is to be serviced with student capital improvement fee funds and a request is to be made to the 1995 Legislature for authority to issue a student fee revenue bond which will be used to replace the loan.

Interim Chancellor Richardson and Vice Chancellor Sparks recommended approval of the loan with the understanding that the Foundation funds for their share of the cost of the project be accepted by the Board at its next meeting and be transferred to the UCCSN treasury to be used for construction of the project. Also, State Public Works Board and Legislative Interim Finance approval will be required before the project can begin.

On behalf of Howarth and Associates, which has been soliciting the proposals for this loan, Vice Chancellor Sparks recommended Bank of America, which will offer 5.6% interest rate for a 10-year period.

Mrs. Gallagher moved approval to grant a loan in an amount up to \$1.2 million to Bank of America at 5.6% interest rate for a 10-year period for the purpose of constructing the Applied Technology Center at TMCC. Dr. Derby seconded.

Mrs. Price opposed. Motion carried.

Dr. Gwaltney informed the members of the Board that the TMCC Foundation already has \$835,000 in hand for this project.

The Special Committee of the Board distributed its report on options for hiring a Chancellor to the Board of Regents for its consideration. However, Mr. Graves stated that this report actually did not have any relevance to the ultimate recommendation made by the Committee. The report is filed in the Regents' Office.

The Board of Regents considered the options for hiring a Chancellor to fill the current vacancy in the position.

All possible options and actions, whether presented by the Special Committee or not, were considered by the Board for its decision on this matter.

Mr. Graves, Chairman of the Special Committee of the Board and the ad hoc Chancellor's Search Committee, stated that a meeting was held on March 30, 1994 in which invited outside experts offered advice to the Committee. Minutes of that meeting are on file in the Regents' Office.

Mrs. Berkley moved that the ad hoc Chancellor's Search Committee unanimously recommends that UCCSN immediately retain the services of an executive search firm. The search firm will be instructed to bring forth 15 applicants, while

complying with affirmative action guidelines, to the Committee. In addition, the Committee will be empowered to select the executive search firm for the best price for the best services provided. Mrs. Whitley seconded.

Mrs. Gallagher stated that although she was absent during the vote taken by the Committee, she strongly supports this motion.

Mr. Foley questioned, as a point of order, if the ad hoc Chancellor's Search Committee would be able to utilize those 70 applications that were previously submitted for the search that was ultimately terminated. General Counsel Klasic responded that the executive search firm could contact those applicants. The executive search firm would not be subject to Nevada's Open Record Law.

Mr. Klaich extended his appreciation to Mr. Graves for developing an appropriate and responsive motion for the Board to consider. This is an attractive alternative to adhere to the basic requirement of the law. The members of the Board will then be allowed to review an attractive pool of applicants prior to the final selection. He stated that he was in support of the action.

Mrs. Price stated that she intended to vote for the motion; however, with regard to Mr. Foley's question, it was her understanding that if the executive firm should decide to turn over the 70 applicants, then those applicants would be under the Open Records Law, and the Board would be conducting an open search.

Dr. Derby requested the wording of the motion include that the Committee request of the executive search firm a diverse pool of 15. She did not feel that affirmative action guidelines would encompass her concerns for a diverse pool.

Mr. Graves stated that her concerns were certainly the intent of the motion.

Mrs. Berkley amended the above motion to read as: that the ad hoc Chancellor's Search Committee unanimously recommends that UCCSN immediately retain the services of an executive search firm. The search firm will be instructed to bring forth 15 applicants, while complying with affirmative action guidelines and ensuring a diverse pool to the Committee.

In addition, the Committee will be empowered to select the executive search firm for the best price for the best services provided. Mrs. Whitley seconded. Motion carried.

A discussion was held regarding the previous Chancellor's Search files, and it was explained that the applications were destroyed when the search was terminated. Mr. Foley stated that he was surprised that all the records were unavailable. Secretary Moser stated that when the Board of Regents terminated the search process, the original files were returned to the candidates and she did not have a record of those who applied.

Dr. Hammargren entered the meeting.

Mrs. Berkley moved approval that Dr. John A. Richardson remain as Interim Chancellor until a permanent Chancellor is selected. Mrs. Whitley seconded.

Mrs. Price stated that her comments are not personally directed against John Richardson, but she requested that the motion be amended to reflect that there are no predetermined candidates for the Chancellor's position. She stated that if there is a predetermined candidate it may restrict some other candidates from applying. The search process should attract those persons who really want to be UCCSN's Chancellor. The motion should be made clear that Dr. Richard-

son will only be serving in this capacity on a temporary basis, and that the Board of Regents, public sector, and the executive search firm be made aware that there are no predetermined candidates for the Chancellor's position.

This Board of Regents will be conducting an open, honest and above board search.

Chairman Eardley indicated that it was his understanding that Dr. Richardson did not want to accept a permanent position as Chancellor, but would serve as Interim Chancellor until a permanent Chancellor is selected.

Mrs. Price moved to amend the motion to include a statement that clarifies that Dr. John Richardson has stated that he does not want to become a candidate for the permanent position of Chancellor.

Mrs. Berkley refused to make the above amendment a part of her original motion.

Motion carried on the original motion.

Mrs. Sparks urged the Board to allow the selected executive search firm to perform its job in a professional manner.

Mrs. Price responded to Mrs. Sparks' comment and prefaced her remarks by stating that she learned of this concern while attending an Association of Governing Board's seminar. She suggested that the Board of Regents should become more neutral in this process and make it very clear for the pool of candidates that there is not an inside candidate. Her amendment to the motion would address this issue.

Mrs. Berkley pointed out that this amendment would hinder some other UCCSN employees who wanted to be considered for the Chancellor's position.

Mr. Klaich suggested that Dr. John Richardson be addressed as "Chancellor", then it would be a natural progression for Dr. Richardson to return to his previous position as Vice Chancellor of Academic and Student Affairs when a permanent Chancellor is selected. Mr. Klaich stated that he felt the whole concept of "Interim" is inappropriate, that Dr. Richardson is fulfilling the complete job description as "Chancellor".

Mrs. Gallagher reminded the Board that it was in the process of approving the hiring of an executive search firm. The

search firm will work as professionals and will speak to each candidate personally, and if the candidates should pose the question of an inside candidate, then the search firm will respond openly and professionally.

Mrs. Price left the meeting.

NOTE: Mrs. Price requested the record to show that she left the meeting in protest for systematically and over time being impeded from full participation on this Board.

15. Approved Action Regarding the Presidential Search, CCSN

The Board of Regents discussed any possible matters necessary to conduct the search to fill the position of President of CCSN. The Board also considered and gave instructions to the Search Committee on its conduct of the search.

Mrs. Sparks, Chairman of the ad hoc CCSN Presidential Search Committee, requested direction from the Board on how to proceed with the search process: Does the Board wish to recommend the procedure in which to conduct the search, or does the Board wish to leave that decision up to the Committee.

The first organizational meeting of the ad hoc Committee

will be held later in the day.

Mr. Foley questioned if any action should be taken in light of the limits that have been placed on the UCCSN search process.

The open meeting recessed for a few minutes and upon reconvening all Regents were present except Regents Graves, Hammargren, Price and Whitley.

Mrs. Sparks stated that the Board has approved that the Chancellor's search be handled by an executive search firm. She requested an opinion from the Board as to how the CCSN Presidential Search process should proceed.

Mr. Klaich stated that before either of the two Presidents are selected, a Chancellor needs to be in place. The Chancellor's Search will soon be underway to hire someone before the Presidential selections are made.

Mrs. Graves returned to the meeting.

Mr. Foley stated that the President's position is much more important than the Chancellor's position. The President is

very vital to the institution. The President sits at the helm of the institution, over students, faculty and staff. This person is responsible for the management of the institution and its budget. He did not feel that the Board of Regents nor the Chancellor could represent the individual institutions at the Legislature as well as the institutions' own Presidents. It is incumbent on the President to present the budget to the Legislature, and he felt that the President should be in place no later than the beginning of the Fall semester.

Mrs. Whitley returned to the meeting.

Dr. Derby suggested that it might be valuable for each of the Regents' search committees (CCSN Presidential Search Committee and UNLV Presidential Search Committee) to meet with their respective institutional advisory committees and bring back to the Board a recommendation on how they would like to proceed with the search process. With the Chancellor's search soon to be underway, there are a lot of preliminary steps to take before getting started with the actual search process.

Mr. Graves responded to Mr. Foley's comments and disagreed

with his statement that the Presidents are more important than the Chancellor, because the Chancellor is the Presidents' boss. During the Presidential searches the candidates are going to want to know who their boss is before accepting a position.

Mr. Graves stated that after having to go through an experience with conducting a search, he questioned whether the Board wished to comply with the Attorney General's opinion, or conduct the search as in the past as a closed search. The Board needs to vote on how UCCSN conducts searches at this time.

Mrs. Sparks stated that she was not concerned with the process, but with the charges from the Board to the Committee. She did not think that the process should be delayed because it would not be in the best interest of the System.

Mrs. Berkley felt that each institution should be treated differently, even though the Board of Regents and Chancellor's Office tries to maintain continuity between the institutions. The Board should be sensitive to the institution's distinct needs. She suggested that Mrs. Sparks

meet with the CCSN Presidential Search Committee to get their input and come back to the Board with a recommendation. The Board should not mandate how each professional search should be conducted.

Mrs. Gallagher stated that she was concerned with the Board not deciding how professional searches must be conducted. The Board of Regents should either challenge the opinion of the Attorney General and get a court opinion or proceed without the Attorney General's opinion. There should not be two different search processes being conducted by CCSN and UNLV. The Board of Regents should give the CCSN Presidential Search Committee some direction.

Mrs. Berkley stated that at one time, she was very supportive of challenging the Attorney General's opinion, but has been advised by General Counsel Klasick that this may take approximately 15 months to complete the court process.

Dr. Derby did not think that the Board of Regents would be shirking its responsibilities by asking the two Presidential search committees to meet and discuss the possibilities and then make recommendations to the Board of Regents. She stated that she is a proponent of the collaborative process

and was inclined to discuss this issue with the committees.

She stated that because of the two presentations made to the Special Committee of the Board, she agreed that the hiring of an executive search firm is in the best interest of the System at this time. However, she felt that the institutional advisory committees should be involved in the process.

Mr. Graves moved approval that all searches be conducted in the same manner, as they have been conducted in the past.

Mrs. Whitley seconded. Dr. Derby opposed.

General Counsel Klasic stated that the purpose of a lawsuit would be to obtain records, and if a restraining order is sought then the search may proceed; however, if a restraining order is not granted, then the search would have to be discontinued and it may then take 5-18 months to complete the search process.

Mr. Foley stated that he had serious concerns with the motion because the UCCSN Code and the Board of Regents' Bylaws stipulate that institutional advisory committees be established to consist of student and faculty representatives who will collaborate with the Regents' ad hoc commit-

tee in determining the process to conduct a search. He did not feel that the Board of Regents has the authority to pass the above motion.

Mrs. Gallagher stated that she has been in favor of hiring executive search firms, but the cost must be considered. She questioned whether CCSN conducts its search in the manner as in the past and it was challenged, could the search then be turned over to an executive search firm, and General Counsel Klasic responded that it depended whether an order were to be issued to continue with open or closed records. He was unable to determine at this time.

General Counsel Klasic clarified that in the past UCCSN has conducted searches in various ways, and that it was his interpretation that the above motion reflected that the search process would be conducted in a confidential manner.

UNLV Faculty Senate Chairman John Swetnam introduced Dr. James Stivers, UNLV Faculty Senate Chairman-Elect.

Dr. Swetnam stated that at some point the Board will have to look at its obligation of who will perform the searches. He did not think that UCCSN could afford hiring an executive

search firm for all the searches. It is very important to include peers in the search process and the Board must aggressively pursue confidentiality of the search process in order to attract qualified candidates. He also stated that the affirmative action guidelines are very important in conducting searches.

Mrs. Berkley stated that she had received a number of calls from CCSN faculty who have requested that the CCSN Presidential search be completed as quickly as possible. She felt that the Board should seek a definitive legal decision on how to proceed with its searches.

Dr. Derby urged the Board members to defeat the motion and request the search committees to make recommendations to the Board for consideration.

Mr. Graves withdrew the motion.

A discussion was held between Board members and General Counsel Klasic who stated that there is no actual case of controversy that has been stated as yet against the Board of Regents. It was suggested that the Board declare the searches and convene committee meetings, then wait to see

if it will be challenged.

Mrs. Price returned to the meeting.

Chairman Eardley requested Mrs. Sparks to report back to the Board after the first CCSN Presidential Search Committee meeting is held. (This discussion is continued after item 19.)

Regent Whitley left the meeting; Dr. Hammargren returned to the meeting.

16. Accepted UCCSN Professional Compensation Committee Recommendations for FY 95-97

Carol Parkhurst, Chairman of the UCCSN Joint Professional Compensation Committee, presented 3 recommendations for the compensation package for the UCCSN FY 1995-97 biennial budget request. She distributed a handout which is filed in the Regents' Office.

The 3 recommendations are:

1) Cost of Living Adjustment to restore purchasing power

to 1991 level. If realized, it would be a 15.9% total salary increase for professionals. This percentage is based on catch-up salary increase premised on purchasing power lost by employees in the 1993-95 biennium and a cost-of-living increase for each year of the new biennium.

2) 2.5% funding for the professional merit pool.

3) Restore Health Benefits to the level in 1992.

Ms. Parkhurst presented several data tables which indicate how UCCSN employees have suffered while other public employee groups have realized cost-of-living salary increases in recent years. She stated that the Committee did not really think the 15.9% cost-of-living recommendation would be approved, but it certainly makes a point of how UCCSN employees have suffered.

With regard to the 2.5% funding for the professional merit pool, Ms. Parkhurst defended the University's position that there are elaborate procedures that must be taken in order to receive merit. The Community Colleges already receive 2.5% merit across the board; however, the Community Colleges

are only funded for 2%. Vice President Hoover agreed and relayed that approximately 70% of the professional employees at UNR received merit at differing amounts; merit is not awarded across the board at UNR. This request is not intended to restore the purchasing power of the professional employees, as is the cost-of-living request for an increase of 15.9%. Ms. Parkhurst stated that the 1995 Legislature approved the 2.5% merit pool concept, but only funded 2%. The additional .5% is important and the Committee would like to see support for the funding of the entire merit pool.

Ms. Parkhurst stated that fringe benefits, especially health benefits, are very important to the professional employees. The Committee advocates working together with other State agencies to restore the health benefits.

Upon questioning, Ms. Parkhurst responded that city and county employees differ from State employees with regard to benefits, such as employer-paid retirement. All State employees receive the same benefits. Vice Chancellor Sparks indicated that in lieu of receiving pay increases or through salary reductions, employees can elect to have the System pay their share of their retirement, or it could be done through a combination of these two methods to provide for

retirement benefits.

Mr. Klaich stated that the Professional Compensation Committee has brought forth a credible and well thought out proposal, but he found it difficult to support because it would be difficult to request this from the next legislative session. It will be very difficult to restore requests to the 1991 level.

Ms. Parkhurst explained that the Professional Compensation Committee recommends that of the 15.9%, 11.9% be requested for the 1994-95 biennium, and 4% be requested for the 1995-96 biennium. Mrs. Sparks agreed that this request will be very difficult without doing damage to the UCCSN budget.

Ms. Parkhurst stated that the Committee does not expect the Board to go forward with the 15.9% increase, but wanted the Board to realize how the UCCSN professional employees are way behind in terms of salary increases. The data that has been presented indicates a reasonable case to seek an increase for the professional employees.

Interim Chancellor Richardson pointed out that the figures presented should indicate to the Board that they should be sensitive to the fact that State employees are not receiv-

ing salary increases as other government agencies have been in the past. He recommended that the Board accept the report and take it under advisement to consider the Committee's request that part of its recommendations be considered in the biennial budget process. Later, when the budget is being finalized, then a request for employee compensation could be set based on this report.

Mr. Foley indicated that this representation illustrates the facts that have been discussed during the last 6 years. UCCSN has been told that the Legislature and the Governor have refused to favorably consider any revenue measures and have frozen increases. This report indicates that a tax has been placed on UCCSN employees by denying them any salary increases.

Mrs. Berkley agreed, and felt the Board should go forward with this factual information that supports UCCSN's claim regarding salary increases. She supported the Committee's recommendations.

Vice Chancellor Sparks indicated that this request would cost \$57 million for just UCCSN for the 15.9% cost-of-living increase, and \$2.4 million for the funding of the 2.5% merit

pool.

Mr. Klaich moved to accept the Professional Compensation Committee report and directed Interim Chancellor Richardson to work with this Committee in formulating a request for the 1995-96 budget. Mr. Foley seconded. Motion carried.

Chairman Eardley expressed his appreciation to the Professional Compensation Committee for the report.

Regent Foley left the meeting.

17. Approved the 1995-97 Biennial Budget Request

At the February, 1994 meeting, discussion was held on the proposed UCCSN 1995-97 Biennial Budget Requests, with action to follow at the March meeting. Vice Chancellor Sparks briefly reviewed these items and presented them to the Board for action.

A. 1995-97 Capital Improvement Request, New Construction and Major Renovations, Ref. E, filed in the Regents' Office.

B. Minor Repairs and Improvements Projects, Ref. F, filed

in the Regents' Office.

C. Parameters to be used in construction of the "Adjusted

Base" and "Program Maintenance" budgets, Ref. G, filed

in the Regents' Office.

D. Priority Requests for New Funding, Ref. H, filed in

the Regents' Office.

Vice Chancellor Sparks indicated that the 1995-97 Capital Improvement Request, New Construction and Major Renovations, Minor Repairs and Improvement Projects need Board consideration in order that they be submitted to the State Public Works Board by May 1, 1994. He pointed out that there is a change in the Capital Improvement Request, New Construction and Major Renovations list from what was presented at the February Board of Regents' meeting. TMCC erroneously included a request from the 1995 Legislature that did not include 33,000 square feet, which reflects a change from 42% to 55.8% in the percentage deficit. Another adjustment is under priority number 9 for CCSN which should be redirected to the Sahara West Campus.

Chairman Eardley questioned the percentage deficit for UNLV and Vice Chancellor Sparks responded that the 3.4% deficit accounts for the space formula used for the library; however, it does not take into account the quality and age of the facility. President Maxson added that the formula accounts for classroom, office and laboratory space, but does not account for facilities such as the library, health center, etc. Based on accreditation reports, the UNLV library was originally built to serve half of the current student population. Vice Chancellor Sparks noted that the percentage deficits should only be used as a guide.

Chairman Eardley questioned whether the Board of Regents would accept donations for projects that are not listed as top priorities, and President Maxson responded that he would hope that if a private donor came up with most of the funding for a building, the Board of Regents would not reject the gift. He requested that the Board allow the institutions to use their entrepreneurial experience to obtain such donations.

Mrs. Sparks indicated that a new library building is one of UNLV's priorities and has impact on accreditation of programs throughout the institution. President Maxson agreed,

but stated that other System building projects are also important. The UNLV library is now on the Capital Construction priority list and will indicate to donors that the Board of Regents supports this project and will allow for great fund raising potential.

Mr. Foley returned to the meeting.

Dr. Hammargren moved approval of the 1995-97 Capital Improvement Request, New Construction and Major Renovations, along with the Minor Repairs and Improvements Projects.

Mrs. Gallagher seconded. Motion carried.

Vice Chancellor Sparks encouraged the Board to realign the UCCSN operating budget to reflect the following 3-tier budget process which is used by the State:

- 1) Adjusted Base
- 2) Program Maintenance
- 3) Enhancement

The UCCSN parameters are out of line with the State's process and Vice Chancellor Sparks stated that he felt UCCSN should comply with the State's guidelines. It would make

the budget process much smoother for the State if we comply with their structure.

Vice Chancellor Sparks stated that the Chancellor's Office and the Presidents do not recommend the inclusion of projected enrollment increases in the Program Maintenance budget. This is due to the required application of the 1993-94 actual student/faculty ratios to projected growth which, due to suspension of previously approved student/faculty ratios, are at an unacceptable level. All the projections for enrollment increases are to be included in the Priority Budget to be accompanied by the request to restore full funding of the instruction formulas with corresponding increases in the support formulas.

Vice Chancellor Sparks indicated that by following this new process it would allow UCCSN to observe the reactions of the Legislature and the Governor and to make necessary adjustments. More importantly, it would allow UCCSN to use the budget parameters that will allow UCCSN to construct its budgets appropriately and use the State process to help justify the need to restore funding to the budget formulas.

Vice Chancellor Sparks suggested that if the student/faculty ratios turn out to be too high, then maybe the Board of

Regents might want to cap enrollments to maintain quality education. This may allow the Governor and the Legislature to get involved in the need to manage enrollments.

Vice Chancellor Sparks reviewed the Priority Requests for New Funding and indicated that UCCSN's Strategic Directions are addressed in priorities 2, 3, 4 and 5. The salary proposal would fall under priority 2 and he estimated that it will cost \$50-60 million based on the UCCSN Compensation Committee's recommendation. He reported that for each 1% compensation increase, it will cost the System \$2 million and \$12 million for each 1% increase for all State employees.

Vice Chancellor Sparks requested approval of the Adjusted Base Budget and Program Maintenance Request, and the parameters for the Priority Requests for New Funding. A draft of the budget will be forwarded for Board review at the June, 1994 meeting, with final approval at the August meeting in order for the UCCSN budget request to be submitted to the Governor on September 1, 1994.

Mrs. Berkley moved to adopt the parameters for the Priority Requests for New Funding, Adjusted Base and Program Maintenance

nance. Mrs. Gallagher seconded.

Vice Chancellor Sparks responded to a question regarding the interim legislative study in that if it is the wish of the Board, a bill draft will be submitted to request this study.

Dr. Derby stated that she was satisfied to see that the UCCSN Strategic Directions were being included in the budget process. She congratulated UCCSN for its hard work in seeing this through.

Motion carried.

Chairman Eardley acknowledged Chef Giovanni Joe Delrosario and his students for the wonderful display of food that they have provided during this meeting. He mentioned that Chef Joe previously worked at TMCC and that CCSN is very lucky to have him at their institution. The students then presented and offered dessert samples to the members of the Board and those in the audience.

18. Information Only: Report on Gaming Courses, CCSN

Dr. Herman Van Betten, Dean of Henderson Campus and Extension Centers, introduced Mr. Ray Eade, Chairman of the Marketing and Resource Business Division at CCSN. Mr. Eade reported to the Board that he has served CCSN for over 20 years and gave a brief overview of the gaming program. In 1981 the Board approved the Casino Management program at CCSN, which was the first of its kind. The reason for implementing this program was to allow the gaming industry the opportunity to see the viability of such a program and that this program would serve their needs.

The mission of the program is to address job entry level positions; professional/career growth; specialized interests; and University transferability.

He indicated that CCSN now has a gaming laboratory which is equipped with gaming tables, and simulates the casino environment.

In 1991 student enrollment in this program was 432 students; 1992 it enrolled 498 students; and in 1993 it has 568 students enrolled. Approximately 75% of the enrolled students are already employed in the casinos. Mr. Eade stated that he was very excited for the future of this program and the

trend to legalize gaming in various States and countries around the world. It has been reported that this industry will create over 5000 jobs and has become the single largest in the country. Entities from all over the country are requesting information on CCSN's model for gaming education.

CCSN works closely with UNLV's gaming institute and Mr. Eade stated that he looks forward to the continued relationship with UNLV and its gaming institute.

Chairman Eardley expressed appreciation for this presentation to Mr. Eade. Mrs. Gallagher commended the program in serving the community's needs.

Mrs. Sparks made a very serious request of the CCSN gaming students for them to contact Nevada's congressional representatives and request that the proposed 4% tax on gaming be discouraged.

Mr. Eade invited those in attendance to feel free to visit the gaming laboratory at CCSN.

The following CCSN faculty and students presented information on outstanding programs at the College:

Dorothy Chase, Developmental Reading, Spelling & Vocabulary

Arlene Lambert, student of developmental education

Laura Cortez, student of developmental education

Marguerete Re, Developmental English

Autumn Keyes-Ita, Counselor

Carol Cravens, Counselor

John Hollitz, Research and Scholarly Works by Faculty

Barbara Nelson, Research and Scholarly Works by Faculty

Mrs. Price commended the faculty and students for the presentations.

The open meeting recessed at 4:50 P.M. and reconvened at 9:12

A.M. Friday, April 1, 1994, with all Regents present except

Regents Berkley, Foley, Gallagher and Hammargren.

15. Approved Action Regarding the Presidential Search, CCSN

(continued)

A report and recommendations of the ad hoc CCSN Presidential

Search Committee meeting, held March 31, 1994, was made by

Regent Carolyn Sparks, Chairman.

(1) Organizational Discussion and Approval of Search Proc-

ess - Chairman Sparks announced the members of the Institutional Advisory Committee and introduced the members of the Board of Regents who will fulfill this Committee assignment.

Mr. Foley relayed to the Committee members the history of the Chancellor's search that was terminated due to confidentiality issues. At first, Mr. Foley was dismayed that the Chancellor's search was terminated, but realized that by releasing the names of all the candidates it may be hurtful to those candidates who were currently holding a position. Confidentiality must be respected while conducting searches for such positions as the Chancellor and Presidents.

Mr. Foley explained injunctive relief court cases and felt that they were an extraordinary remedy in the law. Injunctive relief needs to show that the law is being violated and that someone will suffer irreparable harm. The evidence must clearly preponderate in favor of the parties involved to reach relief. In his opin-

ion, the press would be harmed in that they could not print a story. If the Nevada Press Association should file a suit against the System, the press would probably seek an injunction to stop the search process.

Mr. Foley explained the process and stated that, in his opinion, UCCSN could win if a lawsuit was sought.

Chairman Sparks stated the options before this Committee:

- 1) Hire an executive search firm.

- 2) Begin with same process as used in the past and narrow the finalists' list to five names, which at that time the five names would become public record.

- 3) Completely open the search process.

She relayed to the Committee the opinions given by two consultants who made presentations to the Special Committee of the Board the previous night. Both agreed that open searches are not as successful as conducting a confidential search which releases only

the finalists' names.

Mrs. Gallagher stated that the CCSN Presidential Search is very important and did not want to see this search process compromised by opening the process to the public. Board members have been advised that by keeping the search closed it does increase the number of qualified candidates. She stated that she felt there was no difference between the Community College and University Presidential searches. Both need to find the most qualified person for these positions and the Committees should not settle for second best. She relayed to the Committee that when the previous Chancellor's search was about to be made public record, several candidates withdrew from the search.

Mrs. Whitley agreed with Mrs. Gallagher and emphasized that it is difficult to get top candidates without confidentiality.

Upon questioning, General Counsel Klasic stated that Mr. Caesar Naples, consultant, had agreed to releasing 15 finalists' names, but felt more comfortable with a smaller number such as 10.

Chairman Sparks informed the Committee that the Chancellor's search will be finalized prior to the final selection of CCSN's President. It was felt that the Chancellor is the President's Administrator and the President should know who that person is before accepting the position.

Upon questioning, General Counsel Klasic clarified that prior practice under the current Open Meeting Law involved closed sessions to discuss the qualifications of the candidates. Currently, it is the Nevada Press Association's position that since these positions are public officers, then closed sessions cannot be held. However, Mr. Klasic tends to disagree with their position.

Interim Chancellor Richardson stated that he strongly believed that the Search Committee can attract the best highly qualified pool of candidates if the process is confidential until the finalists are named.

Mr. Sandoval questioned General Counsel Klasic whether he agreed with Mr. Foley's previous statement, and Mr.

Klasic agreed that any party could seek injunctive relief, but there are never any guarantees in what the courts will decide. The plaintiffs will have to demonstrate that irreparable harm is being involved and the defendants would have to argue there is an adequate remedy of law. Plaintiffs would have to show a probability on success of merits. A temporary restraining order may be issued to stop the search process. He felt that losing the law suit is slim if an executive search firm were hired to conduct the search. If the Committee decides to conduct the search itself, then the courts are split on whether the records are open.

Chairman Sparks informed the Committee that executive search firms generally charge approximately 1/3 of the first year's total compensation package plus expenses.

In addition, the finalists are brought to Nevada for interviews with different entities across the State.

She estimated that by hiring an executive search firm it would cost the Board of Regents approximately \$50,000.

General Counsel Klasic stated that he was concerned for UCCSN's legal position if each search is conducted dif-

ferently.

Chairman Sparks indicated that she did not want to hold up the process of selecting a new President for CCSN, although she did not want to rush the process to sacrifice quality. She cautioned the Committee that the media may try to impede the search process.

It was clarified that the term "regular" search would be used to indicate the search process that has been used before when the Committee conducts the actual search.

Discussion was held regarding the use of an executive search firm, their history, their success in Nevada, their networking capabilities, etc.

Dr. Leary stated that if an executive search firm were hired, the Committee would not have access to all the applicants until the finalists are named by the firm.

He stated that he preferred conducting the search in the regular manner.

On behalf of the Regents' ad hoc CCSN Presidential

Search Committee, it was approved to conduct the CCSN Presidential search using the regular search process.

It was clarified that if by conducting a regular search process qualified candidates are not in the pool, the Search Committee could hire an executive search firm to complete the search process.

On behalf of the CCSN Presidential Search Institutional Advisory Committee, it was approved to conduct the CCSN Presidential Search using the regular search process.

Interim Chancellor Richardson offered his and Mr. Doug Burris' services to the Search Committee. They both have Community College contacts throughout the country and can encourage people to apply for this position.

At this time, there is no one person in mind, but they will be able to solicit applications and nominations.

Chairman Sparks emphasized to the Committee members that upon questioning they will have to defend this position and the institution to the press.

Mrs. Gallagher stated that she was confident that the

Committee would be able to conduct this search in the regular manner and that there are qualified staff who are knowledgeable in searches who will be beneficial to the Committee.

- (2) Discussion on Advertising - Chairman Sparks stated that the Committee will need to review and determine the guidelines for the President's position. Interim Chancellor Richardson suggested that the Committee discuss the direction for the institution for the next 5 years. This will help in determining the guidelines for the position.

- (3) New Business - Board of Regents - It was suggested that the next meeting be scheduled for 11:00 A.M. Monday, April 11, 1994.

Mrs. Berkley returned to the meeting.

Mr. Graves moved to accept the report and recommendations of the ad hoc CCSN Presidential Search Committee. Mrs. Sparks seconded.

Upon questioning on how the Committee will proceed, Mrs.

Sparks responded that the Committee will meet on April 11 to review the job description, job requirements and request the Chancellor to draft an advertisement for the Committee's review, and then wait for response from interested persons. Mrs. Sparks stated that the names of the 5 finalists will be announced.

Regents Berkley and Price voted no. Motion carried.

20. Information Only: Public Comment

No public comment was made.

21. Approved Regents' Professorship

Approved CCSN President Paul Meacham be appointed a Regents' Professorship effective July 1, 1994, and granted a leave of absence from July 1, 1994 to June 30, 1995, in accordance with the provisions of Regents' policy, Title 4, Chapter 3, Section 12, Presidential Transition. In addition, approved that Dr. Meacham retain his status as a tenured member of the faculty of CCSN granted to him by the Board of Regents on October 3, 1983.

Effective July 1, 1995, Dr. Meacham will become a member of the instructional faculty of the University of Nevada, Las Vegas under an agreement between him and the University. All provisions of that agreement must be consistent with Regents' policy, Title 4, Chapter 3, Section 12, Presidential Transition.

Mr. Graves moved approval of the appointment of CCSN President Paul Meacham as Regents' Professor, effective July 1, 1994 and granted leave of absence. In addition, Dr. Meacham will retain his status as a tenured member of the faculty of CCSN. Mrs. Berkley seconded. Motion carried.

22. Approved Emeritus, CCSN President

Approved to confer the title of "President Emeritus" on Dr. Paul Meacham, effective July 1, 1994.

Mrs. Whitley moved approval to confer the title of "President Emeritus" on Dr. Paul Meacham, effective July 1, 1994. Mrs. Price seconded. Motion carried.

Mrs. Sparks stated that she was sorry that Dr. Meacham was

not present to receive these acknowledgements and suggested that the next Board of Regents' agenda reserve time for Dr. Meacham to receive this acknowledgement and accolades.

23. Approved Choice of Catalog to Satisfy Graduation Requirements for UCCSN Transfer Students

Approved to revise current Board policy related to student choice of catalog to satisfy graduation requirements for students who transfer within the System from a Community College. Ref. I is filed in the Regents' Office.

The amended policy would result in UCCSN transfer students having the same opportunity for choice of catalog to satisfy graduation requirements as University "native" students.

This policy has been reviewed and endorsed by the UCCSN Articulation Board, the Academic Affairs Council and the Student Affairs Council.

Interim Vice Chancellor Karen Steinberg stated that currently, all institutional catalogs include language to the effect that catalogs do not constitute contractual agreements or commitments. General Counsel Klasic recommended that similar language be added to this proposed

Handbook revision to include, "Institutional catalogs do not constitute contractual agreements or commitments".

Mr. Klaich moved approval of the change to the Handbook regarding choice of catalog to satisfy graduation requirements for UCCSN transfer students, to include the amendment.

Mrs. Whitley seconded.

General Counsel Klasic stated that the additional language, which he is recommending will alleviate litigation. Upon questioning, Mr. Klasic clarified that student catalogs do not serve as contracts between the student and institution, whereas employee handbooks are a totally different type of resource for employees.

Mrs. Steinberg stated that the intention of the proposed policy is to send a message to the students and institutions that the transfer centers have a responsibility towards the students. The Handbook policy will reinforce the transfer centers' contracts.

Mrs. Sparks suggested that counselors and students at all institutions be made aware of this policy change.

Motion carried.

The open meeting recessed at 9:29 A.M. to convene the Investment Committee meeting and reconvened at 9:46 A.M. Friday, April 1, 1994, with all Regents present except Regents' Foley, Gallagher and Hammargren.

Chairman Eardley relinquished the gavel to Vice Chairman Graves.

24. Report and Recommendations of the Investment Committee

A report and recommendations of the Investment Committee meeting, held April 1, 1994, were made by Regent Daniel Klaich, Chairman.

(1) Approved the following order in which Request for Proposals (RFPs) will be issued for the purpose of awarding separate bank contracts to provide custodial, commercial and credit card processing services for the UCCSN:

CUSTODIAL BANKING SERVICES

Approved the RFP for custodial banking services be

issued by the BCN Purchasing Department in 1994 with award by the Board of Regents of a contract for services to begin January 1995.

CREDIT CARD PROCESSING SERVICES

Approved the credit card processing services remain separate from the Board of Regents' contract for commercial banking services even though banks can be considered in the selection process. In addition, it was approved that an RFP for credit card processing service be issued by the BCS Purchasing Department in 1995 for award of the contract by the Board of Regents for services to begin on January 1, 1996.

COMMERCIAL BANKING SERVICES

Approved the RFP for commercial banking services be issued by the BCN Purchasing Department in 1996 for award of the contract by the Board of Regents for services to begin in January 1, 1997.

Chairman Klaich stated that the bidding process for banking services had not been successful in the past and there was a significant amount of change within the banking industry that caused UCCSN to make no changes until the banking industry settled. It is now the time to bring the banking services to bid. This may cause some difficulties with the Business Officers, but it is necessary to get back on a time schedule.

The Investment Advisory Committee and Deputy Treasurer Janet Mac Donald recommend the proposed schedule.

Mrs. Mac Donald stated that the proposed bidding schedule is in the best interest of UCCSN, emphasizing that the Board of Regents are the customer of the banking industry. The UCCSN controllers are the ones who work closely with the banks, and they would be the ones to make the recommendations to the Investment Committee. The Business Centers have always alternated in issuing the RFPs and this process will be continued.

- (2) Approved that beginning July 1, 1994 all disbursements, for all UCCSN regular accounts be processed by First Union Bank of North Carolina using positive pay and controlled disbursement services. These services are

contracted for by Bank of America Nevada with First Union Bank of North Carolina.

Chairman Klaich stated that a procedure should be established so that UCCSN's funds will not be at risk with today's high technology crime activities.

Deputy Treasurer Janet Mac Donald explained the procedure which involves daily electronically transmitting the check number and corresponding check amount to North Carolina, who will not honor any check not listed. This on-line system will allow UCCSN to stop payment on issued checks and to add handwritten checks. Any forgery of checks would be rejected by this process. She stated that the reason for bringing this procedure forward for consideration is to publicly acknowledge that UCCSN is concerned about the protection of its funds. She stated that in her professional opinion, this procedure will be mandated by all the banks within a year or two. She explained that UCCSN's actual funds will not reside in North Carolina, but that she and her staff will wire the exact amount to North Carolina each day to cover the checks cleared.

Mrs. Mac Donald informed the Committee that the Bank

of America is recommending this procedure to UCCSN, although they will be losing the check clearing fees to North Carolina. They feel it is a necessary procedure in today's business world. The UCCSN controllers have examined this procedure and recommend approval.

Mrs. Sparks stated that the Investment Advisory Committee reviewed this procedure thoroughly and felt it was the Board's duty to protect the System's funds. She felt that this is part of the Board's fiscal responsibility.

(3) Approved Investment of the Atmospherium Planetarium

Fleischmann Endowment Fund Principal in Capital Improvements, UNR - Since the Board of Regents are sole trustees of the subject endowment fund, the Board approved the investment of endowment principal in equipment and building improvements to the Planetarium.

The endowment is restricted to the support of the Planetarium and staff concludes that the Planetarium cannot continue to operate long-term without the proposed capital improvements. This fact establishes the requisite special circumstances under the law which

provides that it is appropriate to initially pay for these improvements out of the endowment principal. The principal outlay of the permanent endowment is to be reimbursed from the annual spending authority of the Fleischmann Planetarium Endowment. The period of time allowable for the total reimbursement of principal must relate to the useful life of the equipment and building improvements. Staff recommended the following:

- a. The Atmospherium Planetarium be authorized to use principal to initially acquire the equipment and building improvements specified so long as such withdrawal of principal does not reduce the April 1, 1994 market value of the unit shares in permanent endowment fund below \$700,000.
- b. The repayment of the principal is to take place in 20 years or less. The source of funds for the replacement of principal in the permanent endowment pool is the annual 4 1/2% endowment spending distributed annually for the remaining unit shares valued at \$700,000 on April 1, 1994.
- c. The repayment amortization is to begin on July 1,

1995 to allow the Atmospherium Planetarium needed time when the operations are suspended and they are without revenue to make the capital improvements and acquire the equipment.

- d. The use of the principal is not considered a loan and does not bear interest, but by law is considered a substitution of investment of endowment principal to benefit the restricted purpose for which the donors created the endowment.

Deputy Treasurer Janet Mac Donald stated that the proposed recommendation sets a precedence for other endowment funds.

She informed the Committee that unless the Atmospherium Planetarium improves its camera equipment and the size of the facility, the program will no longer exist. The restricted endowment is to be used solely to support the Atmospherium Planetarium. By expending these funds it becomes an investment into the facility. She emphasized that the investment must be paid back to the permanent endowment fund over the life of the equipment. The new equipment is estimated to last 20 years,

and the loan will be amortized over the 20 years, but due and payable in 5 years. A progress report will be made to the Board of Regents prior to the 5 year due date.

Chairman Klaich agreed that 20 years is plenty of time for amortization on this equipment. He agreed that the project be reviewed in 5 years.

Mr. Klaich moved approval of the report and recommendations of the Investment Committee. Dr. Derby seconded. Motion carried.

Chairman Eardley returned and resumed the gavel.

The open meeting recessed at 9:47 A.M. to convene the ad hoc Committee on Ethnic Minority Affairs meeting and reconvened at 9:55 A.M. Friday, April 1, 1994, with all Regents present except Regents Foley, Gallagher and Hammargren.

25. Report and Recommendations of the Ad Hoc Committee on Ethnic Minority Affairs

A report and recommendations of the ad hoc Committee on

Ethnic Minority Affairs meeting, held April 1, 1994, were made by Regent June Whitley, Chairman.

(1) Approved the Final Draft of Committee Recommendations -

At its February meeting, the Committee discussed draft recommendations to the Board of Regents. These draft recommendations have been revised and are presented in Ref. EM-1, filed in the Regents' Office.

Chairman Whitley stated that recommendations 1, 3, 4, 8 and 9 have received further revision since the Committee's February meeting. Recommendation 4, regarding a permanent position in the Chancellor's Office, is still being considered and worked upon.

Dr. Derby informed the Committee that the Status of Women Committee has discussed recommendation 3, regarding a permanent standing committee on diversity, and generally supported a permanent committee on diversity, but that it should be a separate committee from the Status of Women Committee with collaborative efforts made on certain issues.

Mr. Graves moved to accept the report and recommendations of

the ad hoc Committee on Ethnic Minority Affairs. Mrs.

Whitley seconded. Motion carried.

Mrs. Whitley requested that a timeline be placed on recommendation number 12, which recommends that each Campus will prepare an implementation plan to address the recommendations that were forwarded to the Board in Campus reports.

She suggested that the institutions report back to the Board on or before the October Board of Regents' meeting.

Mrs. Steinberg will discuss this with the Council of Presidents and bring back information to the Board.

26. Approved the Strategic Directions, 1994

The Board met in workshop session in January to discuss the Board's Strategic Directions. Staff have prepared a draft of the Board's Strategic Directions for 1994 based on that discussion. The draft, contained in Ref. J, filed in the Regents' Office, was presented for review by the Board. Interim Vice Chancellor Steinberg reviewed the draft and noted that research has been included in the 1994 Strategic Directions.

Mr. Klaich moved approval of the 1994 Strategic Directions.

Mrs. Whitley seconded.

Dr. Derby requested reassurance that by removing the diversity statement it would not weaken or diminish the Strategic Directions, and President Taranik responded that he too did not wish to see this language removed, but was reassured that this issue would be addressed elsewhere. Interim Vice Chancellor Steinberg stated that the objective to address the hiring and support of women and minorities was removed from this section based on the majority response taken at the Regents' Workshop that this objective was stated in another strategic direction.

Mr. Klaich amended the motion to approve the 1994 Strategic Directions with the paragraph encouraging the hiring and support of women and minorities to remain in the Strategic Direction. Mrs. Whitley seconded. Motion carried.

27. Information Only: Agenda for Action, 1994

In response to the Regents' Workshop session in January, the Chancellor and the Presidents have prepared an Agenda for Action for 1994 based on the Regents' Strategic Directions. The Agenda contained in Ref. K, filed in the Regents' Of-

fice, was presented for information and review by the Board.

Mr. Klaich commended Interim Chancellor Richardson and Interim Vice Chancellor Steinberg for assisting the Council of Presidents on channelling efforts as reflected in this documentation.

Upon questioning, Interim Chancellor Richardson stated that the intent of the review of part-time faculty was also to study their utilization.

Regents Berkley and Klaich left the meeting.

28. Information Only: Regents' Workshop

The Student Affairs Council presented a workshop on student financial aid.

Mrs. Judy Belanger, UNLV Director of Student Financial Services, and Mr. Jim Hadwick, WNCC Financial Aid Director, led the workshop which covered the major aspects of student financial assistance, such as national trends in student aid, outline of the various programs, students' need for assistance, and determining student eligibility. Two stu-

dents, Robert Draskovich and Jessie Juarez, addressed the Board regarding the crucial role that financial aid played in their completing College.

Mrs. Berkley returned to the meeting.

Information, an outline of the presentation and an application for federal student aid, were distributed and are on file in the Regents' Office.

Dr. Derby questioned whether there was an outreach function that was extended to the middle school children and families, and Ms. Belanger responded that their focus is on high school children and families, although they would like to go further and address the middle schools. Limited staff and resources restricts their ability to perform this function at this time.

Upon questioning, Ms. Belanger responded that the percentage between merit-based and need-based financial aid is somewhat balanced, although need-based is more significant.

Ms. Belanger extended her appreciation to the Board for implementing the student access program and she is hopeful

that State matching funds will soon be appropriated for this program.

Chairman Eardley thanked Ms. Belanger, Mr. Hadwick and the students for an informative presentation.

29. Information Only: UCCSN Student Financial Aid Study, 1992-93

Mr. Glen Krutz, Research Analyst, presented a summary of the study to the Board and thanked the Financial Aid Officers for their contributions. The report shows student financial assistance information for the UCCSN by source (Federal, State, institutional, private) and type (loans, grants, employment, scholarships). The report also compares Nevada's financial aid efforts with other States in the U. S. and shows trends in the Federal funding of student aid. This is the second year that the report has been completed using a System format and analysis. The study reveals that in 1992-93 Nevada ranked 38th in overall State grant programs per student and 51st in need-based State grant programs per student among 50 states and the District of Columbia. These Nevada rankings should improve considerably in the next year's report due to the new Nevada Access Monies.

The study also displays the national funding trend to loans over grants in student aid.

Mrs. Sparks left the meeting.

Upon questioning, Mr. Krutz indicated that it is hoped that the Clinton Administration will provide for direct lending and create innovative ways to provide for the needy student. He felt that the Pell Grants would show a decrease in next year's report. Ms. Belanger added that Pell Grants are distributed at the congressional level, allowing a student a maximum of \$4200, but the student only receives \$2400 due to lack of appropriations. Dr. Derby suggested that Board members lobby Nevada's congressional delegation on this matter.

Interim Chancellor Richardson made an observation for the Board of Regents to consider, that there is a great problem at the institutional level. There is an increase in need for student financial aid, along with increased work load in the financial aid offices at a time when enrollments are also increasing and the support formulas are not increasing. There is not enough staffing for financial aid workflow and counseling that is needed to provide a good serv-

ice to the students. The financial aid offices are a great pressure point across the nation, due to student and employee frustration. The Presidents will continue to seek funding for the support formulas. Mrs. Berkley suggested that when the institutions make their Campus presentations, that this issue should be highlighted.

NNCC Faculty Senate Chairman Scott Hawkins informed the Board members that occasionally the instructors make a difference in the students' lives by donating to scholarships, which are reported in the study. NNCC is very proud of this support.

Dr. Derby extended her appreciation to Mr. Krutz and the financial aid officers for an excellent report; it was very informative.

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

A report and recommendations of the Academic, Research and Student Affairs Committee meeting, held March 31, 1994, were made by Regent Dorothy Gallagher, Chairman.

(1) Approved the M. A. in Criminal Justice at UNLV, as contained in Ref. ARS-1, filed in the Regents' Office.

The master's program will emphasize theory and research related to the nature of crime, law and social control, and the administration of justice.

As the role of the criminal justice system has expanded, there is an increasing need for advanced professional and academic positions. Based upon a large number of active undergraduate majors and interest in the proposed program, enrollment is estimated at 24-36 students and anticipated funding requirements will be \$155,400 during the 4th year of the program. Graduate assistantships will be supported through the UNLV Foundation for the first 4 years. This program has been identified as a priority in UNLV's 1993-97 academic master plan.

(2) Approved the Ed. D. in Special Education at UNLV, as contained in Ref. ARS-2, filed in the Regents' Office.

This proposal is a request for reactivation of the Ed. D. in Special Education, which was phased out in

1985. The program will focus on two previously approved options in "Special Education Administrative" and "Higher Education Generalist".

A moratorium was placed on admissions for this program in 1985, due to concerns at that time related to the program's funding structure and faculty resources.

However, the reactivated program would be funded from University sources including the UNLV Foundation. As well, two additional faculty members are being requested under his proposal. It is estimated that \$165,860 will be required to support the reactivation by the 4th year.

There has been continuing interest in this program since it was placed on inactive status, and it is anticipated that a potential pool of 20-30 individuals would apply for admission during the first 3 weeks.

Mrs. Sparks stated that by reactivating this program it will be meeting the demand in the community.

Dr. Derby questioned whether a needs analysis has been performed, and President Maxson responded that this

program will train people to train other people to go into professorships. The people trained in this field are trained at the doctoral level. There has been a great demand for this program. Dr. Derby stated that her concern is that by reactivating this doctoral program it may be perceived that UCCSN is only capping enrollments for undergraduate courses. She stated that there should be a compelling need for this program before expending funds on the program. President Maxson stated that faculty are already in place and he has received a firm commitment from the UNLV Foundation that they will fund assistantships for this program. Interim Vice Chancellor Karen Steinberg stated that this program does meet a very clear need in the community. Mrs. Berkley stated that she was very supportive of this program.

Upon questioning, President Maxson stated that this program is right on track with the Academic Master Plan at UNLV.

Mrs. Sparks added that those 20-30 doctoral students will be dealing with 20,000 students in the Clark County School District and the demand could triple.

Upon questioning, Interim Chancellor John Richardson stated that policies regarding addition and elimination of programs are being discussed and proposed changes will come before the Board for consideration.

- (3) Approved the B. S. in Hotel Administration as an international option at UNLV, as contained in Ref. ARS-3, filed in the Regents' Office.

This is a proposal to expand the existing B. S. program which has been active at UNLV for many years, and is considered to be one of the best in the world. A program of study would be initially offered in Singapore, in association with the Educational Institute of the Singapore Hotel Association (SHATEC). Courses would be offered by both UNLV and UNR through correspondence, distance learning and on SHATEC Campus in Singapore.

It is anticipated that enrollment will reach a minimum of 60 students. The program will be entirely self-supporting.

The Campus is requesting approval of the international option for this program and approval to charge a fee of

\$544 for a 3-credit course, based upon a minimum of 30 students.

Chairman Gallagher stated that while UCCSN is capping enrollments in Nevada and although it is a self-supporting program, she questioned what the perception would be for Nevada students. President Maxson replied by stating that most Universities view themselves as international institutions. The UNLV College of Hotel Administration is rated the best in this field and teaches 400 international students. The College is performing outreach services around the world by offering an intern option to the program.

Dr. John Unrue, Vice President of Academic Affairs and Senior Provost, explained that while reviewing this program, he was sensitive to serving the students of Nevada. This proposed program is a Summer Session program and will not interrupt UNLV's courses. The slated faculty are retired or adjunct and will not have implications on the existing faculty.

Dr. David Christianson, Dean of the College of Hotel Administration, stated that this program will enhance

the programs that already exist on the UNLV Campus.

A number of retirees have already accepted to participate in the program. He informed the Committee that Singapore is the premier hotel association throughout the Asian countries, and UNLV is very flattered to be asked to join them.

Upon questioning, Dean Christianson stated that if the program should no longer be self-supporting, the program would be discontinued.

Mrs. Price questioned if the program would move towards a gambling degree instead of a hospitality degree, and Dean Christianson responded that gambling is currently illegal in Singapore and he did not see this happening in the foreseeable future. However, in other countries it could be possible that UNLV would be approached to teach gaming courses.

- (4) Information Only: Grading Policy - The ASUN at UNR placed a survey in the Campus newspaper, "Sagebrush". The results of that survey were reported to the Board, as contained in Ref. ARS-4, filed in the Regents' Office.

ASUN President Jim Grogan extended his appreciation to the Committee to allow him to present the results of the survey. He highlighted the results of the survey that was placed in the "Sagebrush" during the Fall and Spring semesters. Of the 131 students and faculty that responded to the survey, 123 indicated that they were either strongly opposed or opposed to the new grading policy for a variety of reasons. The most prevalent reason for opposition is the lower GPA this policy creates for the students. He stated that based on the evidence from the survey and other discussions with students, ASUN has concluded that the current grading policy is unpopular among both students and faculty at UNR. Mr. Grogan requested that the Committee hold further discussions with students regarding the major issues, inconsistency of the policy, and lack of understanding on the part of the students and faculty.

Chairman Gallagher reminded the Committee that this item was placed on the agenda as an "information" item. She extended her appreciation to ASUN for the work they have done on this issue. She suggested that the Committee conduct a study with the other institutions and

discuss this issue further with the Chancellor and staff.

Mr. Klaich reflected on the process of how this change came about, with one person placing a complaint and the Committee reacting. He felt that this was a big mistake because since then, not one person has favored this policy change. This may just be a poor policy.

Chairman Gallagher suggested that the policy remain in place while the Committee reviews the policy.

Interim Chancellor Richardson reminded the Committee that the Board of Regents had a policy that required a consistent grading policy throughout UCCSN; however, it was learned that the policy was not being followed.

When this issue was raised by a student, the Board requested that either the policy be changed to reflect what was being practiced, or one policy be created to make the grading policy consistent throughout the System. The Board elected to make the grading policy consistent throughout the System and this was approved after much deliberation by the Academic Affairs Council and students. The Chancellor's staff recommends that,

since this is the first year that the policy has been in effect, it would be advantageous to research this issue using the current academic year to see if grade point averages were affected. After further research is performed in a "scholarly" way, the issue will be brought back to the Committee for consideration.

Dr. Derby pointed out that the current grading policy allows students to seek out and avoid faculty who utilize the plus and minus system.

Upon questioning, Interim Chancellor Richardson explained that CCSN used the plus and minus grading system prior to this policy and it was the faculty's prerogative to either confer plus/minor or straight grades. With the current grading policy it allows the faculty more flexibility in conferring grades.

However, some may say that this is the inconsistency of the current grading policy.

Mrs. Sparks stated that the flaw with this policy is that the Board has allowed for more flexibility; however, the students feel that it is unfair. She stated that, in her opinion, the current policy benefits the

border-line students, courses are tougher to pass than straight grades, and that the plus/minus grading policy is much more fair to the students.

ASTM President Don Isler clarified that this issue was raised by a TMCC student who was concerned about the transferability between TMCC and UNR when the two institutions had different grading standards. When the Board of Regents approved the current grading policy, it allowed for an inconsistency with faculty members making the choice of which grading standards he/she was going to use. In reference to "Academic Freedom", Mr. Isler stated that this grading policy does not affect this privilege. However, he noted that the problem arises when different sections of a course are being taught by several different faculty members who do not use the same grading standards. Students then learn to "shop" for instructors.

UNLV Faculty Senate Chairman John Swetnam stated that he has calculated the different grading standards and found only a .02% difference. He agreed with Interim Chancellor Richardson that the current policy be continued for a year and then reviewed.

President Crowley concurred with the recommendation to review this policy after it has been in place for a full year. He felt that it will be impossible to create a "perfect" grading policy. He stated that it was the Campus base that is creating the problem. This current grading policy has been a major change for UNR and he has heard several cases in which this policy has seemed to create anxiety for graduate students, Nursing students, etc. Although he is not sure these cases are found to be true, he agreed that the policy should be reviewed after a year, and suggested that this matter be reserved until such a study is completed.

Mr. Grogan clarified that it is the position of ASUN to review this policy with the hope of seeking consistency.

- (5) New Business - Board of Regents - Mrs. Berkley requested that the Board members quit denigrating the Board of Regents. This Board has gone through some tough issues over the years, and needs to start pulling together as a cohesive body.

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

Mr. Graves seconded. Motion carried.

31. Report and Recommendations of the Audit Committee

A report and recommendations of the Audit Committee meeting, held March 18, 1994, were made by Regent Nancy Price, Chairman.

(1) Information Only: Follow-Up Report on the Scholarship

Program Audit, TMCC - Acting Director of Internal Audit

John Love presented the follow-up audit report of the

Scholarship Program, TMCC, July 1, 1992 through June

30, 1993. The follow-up report is filed in Regents'

Office.

Dr. Hammargren stated that it would be too cumbersome to obtain Committee member signatures on the minutes of the TMCC Scholarship Committee. Mr. Love explained that it was necessary to have some type of documentation of how the members voted on the scholarship recipients. Mr. Jim Claybrook, TMCC Financial Aid Counselor, indicated that each Committee member does sign

a voting ballot on recommendations for scholarship recipients. It was determined that the ballots would serve as the documentation, and that the Chairman of the Committee would sign the minutes.

Chairman Price stated that the Audit Committee has discussed the need for standard procedures throughout the UCCSN. Mr. Love informed the Committee that each institution probably has a procedures manual in place along with the Board of Regents' Handbook and the State Administrative Manual, but he was not aware of the distribution of these manuals. After a lengthy discussion Chairman Price directed Mr. Love to draft a memorandum for the Committee's approval that will inform Departments of standard issues that would be audited. This information should aid each Department in addressing issues before the internal audit team arrives to perform its audit.

Dr. Hammargren questioned the issue of deficit spending by the TMCC Scholarship Program, and Mr. Love responded that donors indicate that they will donate to a specific scholarship, but when the scholarship is awarded, the money has not yet been received. The Scholarship

Committee then expends funds from other institutional accounts to cover the scholarship until the donation is received. He also explained that some scholarship accounts are minimal and the institution contacts the donors to request how they would like the donation expended. Sometimes the donors request that the donation be returned to them, rather than placing the donation in the general scholarship account. Chairman Price stated that this is another issue that should follow a standard procedure throughout the UCCSN.

(2) Information Only: Follow-Up Report on the Library Audit, CCSN - Acting Director of Internal Audit John Love presented the follow-up audit report of the Library, CCSN, July 1, 1992 through June 30, 1993. The follow-up report is filed in the Regents' Office.

(3) Information Only: Follow-Up Report on the Nevada Small Business Development Center, UNR - Acting Director of Internal Audit John Love presented the follow-up audit report of the Nevada Small Business Development Center, UNR, January 1 through December 31, 1992. The follow-up report is filed in the Regents' Office.

Chairman Price indicated that she had a problem with this audit, in that this is a Center that teaches others on how to go into business, and the audit indicates that the Center does not conduct its own business correctly. UNR Controller Tom Judy explained that the reason for some of the audit issues is that the Nevada Small Business Development Center was merged with the Bureau of Economic Research during the time-frame in which this audit was conducted. He stated that his staff has since then performed its own study of this Department and found them to be very cooperative with the recommendations. Mr. Judy indicated that he is satisfied with the Center's performance.

Mrs. Sparks requested a copy of Mr. Judy's follow-up report on the Nevada Small Business Development Center at UNR to be sent to each Committee member.

(4) New Business

A. Board of Regents - Mr. Love gave updated information on the discussion held during the February 11, 1994 Audit Committee meeting regarding State Purchasing. Mr. Ray Moran, Director of Purchasing

at UNR, contacted State Purchasing regarding the markup issue (5% markup on items, 15% markup for UNLV). It was explained that there is a 5% mark-up on items purchased specifically for institutions and a 15% markup on standard stock items. The State Purchasing Department indicated that they would be looking at this discrepancy and ways to reduce this surcharge.

Mr. Love gave updated information on the discussion held during the February 11, 1994 Audit Committee meeting regarding Department of Personnel and Affirmative Action at CCSN with regards to part-time employees and SIIS. According to Mr. Mike Sauer, Associate Vice President for Finance at UNLV, SIIS does not have a limit of days in which an employee can file for SIIS benefits.

Dr. Hammargren suggested that each institution require some type of documentation within a certain timeframe from employees who are injured.

Mr. Love gave updated information on the Unrelated Business Income Tax (UBIT). There is a need for a

consistent reporting format throughout the UCCSN.

The two events centers are major entities that UBIT effects. Mr. Love conducted a meeting with the two events centers and representatives from Deloitte & Touche. It was determined at this meeting that UCCSN's methods are reasonable, but there is a need for more documentation.

Mr. Bryan Merryman, Manager of Deloitte & Touche, discussed the cost of doing a Risk Analysis at this time. It was determined that this would be very costly to UCCSN to have an external audit company perform this task. Mr. Merryman suggested that each institution perform its own self-analysis before having Deloitte & Touche perform a Risk Analysis.

Chairman Price requested Mr. Love to make a presentation at the March 31-April 1, 1994 Board of Regents' meeting regarding Deloitte & Touche's statements on alumni organizations and foundations. There seems to be a difference in opinion on the functions and reporting structures of these entities with regard to the use of the institution's

name by private organizations such as these for fund raising.

Mr. Love informed the Committee that there is a need for expertise in tax law, and he suggested that the Committee address obtaining additional funding for tax consulting. UCCSN must be held responsible for all tax implications, and at this time UCCSN does not have the expertise. Chairman Price stated that she would be calling upon the Audit Committee members at the March 31, April 1, 1994 Board of Regents' meeting to discuss their personal views on the Board's fiscal responsibilities.

B. Public - Mr. Mark Alden, candidate for the Office of Board of Regent, offered to do some research on tax matters between public and private organizations.

Upon request, Mr. John Love reported to the full Board of Regents on various activities being performed by the UCCSN Internal Audit Department.

Teleconference meeting with Thomas and Mack Center and Lawlor Events Center to discuss accounting methods with Deloitte & Touche representatives. It was determined that there are obtainable accounting methods for the two entities that will be implemented for a more consistent reporting method.

The cost of doing a Risk Analysis at this time has been discussed with Deloitte & Touche representatives. It was determined that this would be very costly to UCCSN to have an external audit company perform this task, and was suggested that each institution perform its own self-analysis before having Deloitte & Touche perform a Risk Analysis.

There is a need for expertise in tax law, which will require additional funding for tax consulting. UCCSN must be held responsible for all tax implications, and at this time UCCSN does not have the expertise. Deloitte & Touche have been approached and given UCCSN's priority items for the future. Deloitte & Touche will present a proposal to the Audit Committee for consideration.

Chairman Price requested each Audit Committee member to discuss his personal views on the Board's fiscal responsi-

bilities.

Mrs. Sparks stated that as a former Audit Committee Chairman, she has worked closely with the auditors and there was a time when the institutions were fearful of the audit process, but have since come to respect the audit team. She stated that most audits indicate that the program does not have a procedures manual and the Audit Committee is working on this issue to make it easier for the programs and the auditors. The Board members become involved in the activities that are presented to the Audit Committee. She stated that she was very comfortable with the audit process and that the internal auditors are doing an outstanding job. She mentioned that the external auditors have always given positive remarks about the internal auditors, controllers and staff members throughout the System. Mrs. Sparks stated that there is a great need for more staff in the Internal Audit Department. She commended the Internal Audit Department for its hard work under these circumstances.

Mrs. Price stated that she is very concerned about UCCSN's ability to meet its fiscal responsibility through the internal and external audit process. The problems which Nevada faces are also national problems. She highlighted

the following concerns and the complete report is on file
in the Regents' Office:

During a meeting with outside agencies and professional groups it was expressed that there are concerns about using correct codes, travel authorization and reimbursement, and the UCCSN organizational chart.

Inventory control concerns were presented during a meeting with the Business Center North. Suggested technology and methods to improve the process were discussed. It was reported that the two Business Centers use different methods and amounts for tracing and valuing assets.

There is a lack of procedure manuals throughout the System, particularly for cash control; telephone verification procedures; scholarship criteria and records; record keeping for personnel time and travel; and inventory.

A request was made to change the organization chart and UCCSN Code to reflect the reporting structure for auditors. Auditors should report directly to the Board of

Regents instead of the Vice Chancellor for Finance;
however, a compromise was made whereas the auditors now
report to the Chancellor. There is still concern for
that -- the auditors should report directly to the
Board of Regents.

Concern has been raised regarding the bid process for
UCCSN external auditors. This process has been delayed
based on an understanding of a contract extension due
to the transfer to the CUFS system.

The Investment Committee has addressed the problem of
balancing cash and reconciling bank statements in the
future with the positive pay process; however, there
is a grave problem in terms of liability, responsibil-
ity, and management from past activities.

She requested the Chancellor and staff to review and make
recommendations to her complete report and the following
recommendations:

The Audit Committee become a Committee of the Whole and
part of the regular Board meeting;

Standard practice be established to insure outgoing Administrators be protected by an additional audit so they are not used as scapegoats for any future problems;

Incoming Administrators are aware an audit will occur when they leave;

The audit function should report to the Board and not the Chancellor.

Mrs. Price expressed her appreciation to Acting Internal Audit Director John Love.

Mrs. Sparks stated that Mrs. Price's remarks reflected that the external audit management letters indicated that there was a problem with cash control and reconciliation during the last fiscal year. She stated, for the record, that this issue was discussed at an Audit Committee meeting and was determined that it is being dealt with on the institutional level at this time. Mr. Love stated that a follow-up report is forthcoming to the Audit Committee on this issue. He clarified that personnel is making this their top priority and will be making some modifications to the CUFS system in

balancing bank statements.

Mrs. Price stated that there are unfilled positions throughout the System that need to be funded in order for audit issues to be handled in a more efficient manner so that the Board can be assured that UCCSN does have internal control in place.

Mrs. Sparks emphasized that the criticism being made is toward the delay in balancing bank statements, but there was no manpower to address this issue. There is nothing illegal about this issue. The Department has been charged to perform a day-by-day reconciliation until it is resolved. The new CUFS system should eliminate this problem after modifications are made to the program. There is a great need for more manpower. Mr. Love added that TMCC has indicated that 10% of a person's time was originally allocated to reconciling the bank statements, but it has been increased to 60%. Mrs. Price responded that she felt a disturbance because if the statements are not reconciled, it is not the bank's responsibility to reconcile them, it is UCCSN's responsibility. She did agree that there was a problem with resources to correct these inequities and a lack of procedures manuals throughout the System.

Mrs. Sparks moved to accept the report of the Audit Committee. Mrs. Whitley seconded. Motion carried.

32. Report and Recommendations of the Status of Women Committee

A report and recommendations of the Status of Women Committee meeting, held March 18, 1994, were made by Regent Jill Derby, Chairman.

(1) Approved to Retain a Status of Women's Committee on the Board of Regents - The Regents' ad hoc Ethnic Minority Committee is proposing that a UCCSN Committee on Diversity be formed to address issues of gender equity and ethnic minority affairs. After considerable discussion it was agreed that the Board should retain the Status of Women Committee as a separate standing committee for a time so that activity would not be diluted. Mr. Klaich stated his recollection from past meetings was that the scope of this Committee was to be narrowed with the on-going work left to the Campuses. Mrs. Berkley agreed, adding that while there were parallels and common areas, there were distinct focuses for each of the Committees. Dr. Kirland suggested

that the two Committees meet jointly twice a year to collaborate on parallel issues.

- (2) Reviewed the Update of Interim Report - On February 4, 1994, the Committee met to update the "Interim Report and Recommendations of the Regents' Ad Hoc Committee on the Status of Women", first published in 1992. Changes proposed during the February meeting and input received in the interim had been incorporated into a draft document.

After discussion it was recommended that Recommendation #23 be changed:

The UCCSN Board of Regents has adopted a strategic direction concerning diversity, as follows, "The UCCSN will recognize and reflect the diversity of society within its institutions." In order to advance that strategic direction, it is recommended the need for a high-level position within the Chancellor's Office be immediately recognized by the Board and that this person be charged with the responsibility for facilitating diversity efforts Systemwide. The Chancellor should bring recommen-

dations to the Board of Regents on how this might be accomplished within existing structure and constraints.

Interim Vice Chancellor Karen Steinberg explained that for the last 3 legislative sessions the Chancellor's Office has requested an additional position; however, that has never been authorized and the likelihood of it happening this session is not very good. Additionally, there are competing demands on other issues for staff such as Audit, Assistant to the Chancellor for Community Colleges, diversity, personnel, collective bargaining, and facilities management. And, while it is agreed these are all important issues, the question is how to accomplish these much desired goals.

Dr. Derby offered a new recommendation which would be similar to that being discussed in the Ethnic Minority Affairs Committee concerning the evaluation of Presidents. Suggested wording was:

The Board shall designate that one criteria for evaluating the performance of the UCCSN Presidents will be their success in advancing gender equity

on their Campuses. Presidents are encouraged to use a similar criteria for evaluating the performance of their Campus Administrators.

It was agreed that further discussion by the full Committee should be held at a future meeting on an associated issue concerning the question of an employee electing a reduction of tenure and then returning to work.

Ms. Tamela Gorden asked that Campuses forward to her examples of Campus accomplishments for inclusion in the report.

(3) Discussion of Pending UCCSN Code Changes - The Committee continued the discussion regarding proposed changes to the UCCSN Code. Code Section 6.6.8 refers to a "reasonable time" for the President to reach a decision. TMCC has objected to this and has requested that 30 calendar days be used instead. Mr. Donald Klasic, General Counsel, stated he was unaware of any complaints that the President did not respond in a timely manner; therefore, he did not see the necessity of the change. Ms. Bridgett Boulton, TMCC, stated

that while no formal complaints have been made that the process was held up by the President, many informal complaints have been made.

Ms. Connie Capurro, WNCC, and Dr. Dolores Brosnan, UNLV, stated they supported TMCC's position. Ms. Helen Jones, UNR, stated she felt UNR probably would also support the change.

Mr. Klasic stated that the President must have the final authority for discipline of an employee. He cautioned that the more procedural barriers there are, the more cause there is for others to sue the institution or the System.

Dr. Derby stated that she felt there was consensus, therefore this would be a recommendation of the Committee.

The Code currently provides for complaints to be reported to the Administrative Officer chosen by the Campus. General Counsel Klasic had proposed that this should be changed to the President since UNLV is the only Campus with Administrative Officers. TMCC dis-

agreed and proposed that complaints be filed with the Affirmative Action Officer, but have revised their proposal to have complaints filed with the Administrative Officer as is currently the practice. Mr. Klasic stated that the reason to assign this function to the President was that the President is involved with all other functions. He stated he did not have a problem with TMCC's proposed change. Dr. Brosnan stated that it would be very intimidating for a student to have to file a complaint with the President. Ms. Boulton stated that another reason to change is that complaints are often "handled" or "squelched" at the President's Office level and would never be referred to the Administrative Officer.

Dr. Derby stated that a final draft of the report would be circulated to the members of the Committee, and that the final report would be presented to the Committee and the Board at the May 19-20, 1994 meeting.

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

The meeting adjourned at 12:00 noon.

Mary Lou Moser

Secretary of the Board

03-31-1994