

UCCSN Board of Regents' Meeting Minutes November 20-21, 1975

11-20-1975

Pages 70-103

BOARD OF REGENTS

UNIVERSITY OF NEVADA SYSTEM

November 20-21, 1975

The Board of Regents met on the above dates in The Center, 1101

N. Virginia, Reno.

Members present: Fred M. Anderson, M. D.

Mr. James L. Buchanan, II

Mr. John A. Buchanan

Mrs. Lilly Fong

Mrs. Molly Knudtsen

Louis E. Lombardi, M. D.

Miss Brenda Mason

Mr. John Tom Ross

Miss Helen Thompson

Others present: Chancellor Neil D. Humphrey

President Donald H. Baepler, UNLV

President Charles R. Donnelly, CCD

President Max Milam, UNR

President Lloyd P. Smith, DRI

Mr. Procter Hug, Jr., General Counsel

Dr. Eugene Grotegut, UNR Faculty Senate

Miss Delia Martinez, Unit Faculty Senate

Dr. Henry Sciallo, UNLV Faculty Senate

Mr. Robert Rose, WNCC Faculty Senate

Mr. Joseph Warburton, DRI Faculty Senate

Mr. Patrick Archer, ASUN

Mr. Joseph Karaffa, CSUN

Mr. Sergio Jaramills, USA (WNCC)

The meeting was called to order on Thursday, November 20, at
1:45 P.M. by Chairman James Buchanan.

1. Approval of Minutes

The minutes of the regular session of October 17, 1975
were submitted for approval.

Mrs. Knudtsen moved approval. Motion seconded by Miss
Thompson, carried without dissent.

Upon motion by Mrs. Fong, seconded by Miss Thompson, two additional items were added to the agenda.

2. Report of Gifts and Grants

Acceptance of the gifts and grants as reported by the Division Presidents was recommended. (Report identified as Ref. 2 and filed with permanent minutes.)

Dr. Lombardi moved approval. Motion seconded by Miss Mason, carried without dissent.

3. UNLV Affirmative Action Officer

At Regent Fong's request, President Baepler reported on the status of recruiting for an affirmative action officer for UNLV. He stated that the position had been readvertised with a February deadline for application. He pointed out that the process required by the affirmative action regulations makes it necessary sometimes to take a longer time to fill positions. He noted that the position is being advertised locally and nationally in the Chronicle of Higher Education and in seven professional journals. Mrs.

Fong requested that if the advertisement does not already appear in the AAUW Journal, it should be placed in that publication.

4. Approval of Fund Transfers, UNLV

President Baepler requested approval of the following fund transfers:

From Contingency Reserve, State Appropriated Funds

#76-034 \$6,040 to Dean, College of Arts and Letters, to fund one-half of the salary of an Associate Dean to be appointed effective January 1, 1976.

#76-035 \$3,988 to Physics to create a .25 FTE professional position for the remainder of the academic year.

#76-038 \$3,800 to Dean, College of Arts and Letters, to provide additional funds in wages and operating for balance of fiscal year.

From Ending Fund Balance, Estimative Budget Accounts

#76-039 \$15,583 to Classified Salaries of Conferences, Institutes and Off-Campus, to provide for a new position required by the expansion of Continuing Education.

Chancellor Humphrey recommended approval.

Miss Thompson moved approval. Motion seconded by Dr. Lombardi, carried without dissent.

5. Request for Approval of Budget Augmentation, UNLV

President Baepler reported that UNLV revenues are expected to exceed the amount budgeted for 1975-76 by approximately \$500,000. Of this total, \$211,000 will come from nonresident tuition, \$87,000 from registration fees, \$70,000 in-direct cost collections, and \$75,000 from interest income.

He requested augmentation of the approved 1975-76 UNLV budget by \$500,000 in order to accomplish the following:

- Library microfilm of journals plus book acquisition \$78,000
- Temporary, part-time and overload teaching positions 50,000
- Operating budgets, various Departments 20,000
- Utilities (due to increases in costs and use) 32,000

B & G alterations and improvements	90,200
Furniture and equipment for new positions in 1976	10,000
Instructional and research equipment	150,000
Audio-visual student wages	5,000
Audio-visual equipment	40,000
Quick-print machinery	24,000

Chancellor Humphrey recommended approval, noting that augmentation of the budget also required approval of the Budget Director and the Governor.

Dr. Lombardi moved approval. Motion seconded by Mrs. Fong, carried without dissent.

6. Approval of Fund Transfers, CCD

President Donnelly requested approval of the following fund transfer:

#1053 \$7,000 from the Contingency Reserve, NNCC, to Part-Time Instruction, Operating, for personnel services provided by White Pine County Schools in lieu of building use charges.

Chancellor Humphrey recommended approval.

Mrs. Knudtsen moved approval. Motion seconded by Miss

Thompson, carried without dissent.

7. Estimative Budget for WNCC United Students Association

President Donnelly requested approval of the following
estimative budget for WNCC United Students Association
for 1975-76:

Source of Funds

Opening Cash Balance	\$ 4,275
Student Fees	20,500
Concessions	200
Total	\$24,975

Application of Funds

Wages	\$ 1,500
Travel	2,200
Public Relations	1,000
Social and Recreational	1,500
Organization Funds	1,000
Activities	4,000

Publications	2,800
Athletics	4,995
Grants-in-Aid	1,792
Equipment and Furniture	1,500
General	800
Reserve for Contingencies	1,888
Total	\$24,975

Chancellor Humphrey recommended approval.

Mr. Ross moved approval. Motion seconded by Mrs. Fong, carried without dissent.

8. Revision of Estimative Budgets, CCD

President Donnelly requested approval of the following revisions to estimative budgets for CCCC for 1975-76:

A. Food Services

	Current	Revision	Revised
Source of Funds	Budget	Requested	Budget
Opening Cash Balance	\$ 5,000	\$ 4,635	\$ 9,635
Sales Revenue	168,000	(57,750)	110,250
Total	\$173,000	\$(53,115)	\$119,885

Application of Funds

Classified Salary	\$	\$ 8,300	\$ 8,300
Wages		3,500	3,500
Fringe Benefits		996	996
Travel		2,650	2,650
Operating	164,500	(62,811)	101,689
Ending Fund Balance	8,500	(5,750)	2,750
Total	\$173,000	\$ (53,115)	\$119,885

B. Child Care Center

Source of Funds

Opening Cash Balance	\$ 2,500	\$ 1,818	\$ 4,318
Fees	6,500	20,475	26,975
Total	\$ 9,000	\$ 22,293	\$ 31,293

Application of Funds

Professional Salary	\$ 4,000	\$ 12,000	\$ 16,000
Classified Salary		4,000	4,000
Wages		2,500	2,500
Fringe Benefits	476	2,024	2,500
Travel	500	500	1,000
Operating	3,500	500	4,000

Ending Fund Balance	524	769	1,293
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Total	\$ 9,000	\$ 22,293	\$ 31,293
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Chancellor Humphrey recommended approval.

Mrs. Fong moved approval. Motion seconded by Miss Thompson, carried without dissent.

9. Report of Overdue Student Loans, CCD

President Donnelly requested that \$316.25 in emergency loans at NNCC and \$3,564.90 at WNCC be written off the University's books as uncollectible and a hold placed on the records of each of the 31 students involved. He noted that the loans are still due and the student's records will not be released until his loan is paid. Chancellor Humphrey recommended approval.

Miss Thompson moved approval. Motion seconded by Mrs. Fong, carried without dissent.

10. Uncollected Receivables, CCD

President Donnelly recalled that in April, 1975 due to

failure of staff to follow Board policy on deferred payment of student fees, he had requested and the Board approved a writeoff of \$24,989.55 for FY 1974. At that time President Donnelly also stated that he anticipated that although corrective measures had been initiated, the problem would continue into FY 1975.

President Donnelly requested approval of a writeoff of \$9,264.92 at WNCC and \$14,119.14 at CCCC in uncollected deferred student fees for FY 1975. Chancellor Humphrey recommended approval, noting that holds would be placed on the student's record pending collection of the amount owed.

Mrs. Fong moved approval. Motion seconded by Miss Thompson, carried without dissent.

11. Revision of Estimative Budget, UNR

President Milam recommended approval of the following revision to the ASUN estimative budget for 1975-76, as requested by ASUN to accommodate a proposed addition of one professional position and to more accurately reflect actual revenues and expenditures:

Associated Students - UNR

	Current	Revision	Revised
	Budget	Requested	Budget
Source of Funds			
Opening Cash Balance	\$ 15,245	\$(357)	\$ 14,888
Student Fees	211,152	7,348	218,500
Student Organs. Act Bd.	122,003	(3)	122,000
Refrigerator Rentals		6,000	6,000
Total	\$348,400	\$ 12,988	\$361,388

Application of Funds

Professional Salaries	\$	\$ 5,952	\$ 5,952
Classified Salaries	15,052	1,548	16,600
Wages	3,341	1,059	4,400
Fringe Benefits	2,149	1,051	3,200
Publications	86,360		86,360
Activities	102,350		102,350
Intramurals	16,000		16,000
General Fund	99,000	3,378	102,378
Contingency	24,148		24,148
Total	\$348,400	\$ 12,988	\$361,388

Chancellor Humphrey recommended approval.

Mrs. Knudtsen moved approval. Motion seconded by Miss

Mason, carried without dissent.

12. Request for Interfund Loan, UNR

President Milam requested approval of an interfund loan of \$3,625 from the Parking Permit Fund to the Bureau of Governmental Research to provide funds for the reprinting of 3,000 copies of a revised edition of "Sagebrush and Neon", a booklet used in UNR classes. The loan will be repaid by November 1, 1977, from the sale of the booklet. Chancellor Humphrey recommended approval.

Miss Thompson moved approval. Motion seconded by Mrs. Fong, carried without dissent.

13. Approval of Fund Transfers, UNR

President Milam requested approval of the following fund transfers from the Contingency Reserve, State Appropriated Funds:

#199 \$8,530 to Political Science Department to provide

coverage for professional salaries.

#209 \$4,200 to the Music Department to provide funds to cover the balance needed in the graduate assistant category.

#211 \$8,935 to the Art Department to cover several letters of appointment.

#212 \$420 to the Chemistry Department to cover the balance needed for professional salaries.

#214 \$1,781 to the Physical Education Department to cover letters of appointment for instructors.

#217 \$6,667 to the Speech and Theatre Department to cover graduate assistant salaries.

#218 \$22,550 to the Biology Department to cover salaries for additional graduate assistants.

#220 \$3,400 to the Foreign Language Department to provide coverage in the graduate assistant category and \$1,750 to cover the estimated amount needed for the fiscal

year for a Japanese student to assist in teaching a course in Japanese.

#221 \$5,715 to the History Department to cover graduate assistant salaries and to provide funds for a two week (1/2 time) overlap for a classified employee.

#222 \$8,966 to the Mathematics Department to cover professional salaries and \$1,800 to cover graduate assistant salaries.

#223 \$3,200 to the Psychology Department to cover the balance needed in professional salaries.

#233 \$15,500 to the Library to provide for student wages and operating requirements (\$11,000 to student wages and \$4,500 to operating).

Chancellor Humphrey recommended approval.

Mrs. Fong moved approval. Motion seconded by Miss Thompson, carried without dissent.

President Milam reported that bids were opened November 13, 1975 by the State Public Works Board for the purchase and installation of furniture and equipment for the Chemistry building, with the following results:

Bidder	Base Bid	Alt #1	Alt #2	Alt #3	Alt #4
Johnson-Mape	\$104,214	\$ 7,468	\$ 7,889	\$ 7,559	\$ 4,359
Allen Galloway	108,098	7,752	8,049	7,860	4,400
Capriotti	128,280	10,451	11,049	10,442	4,378
CHS Inc.	130,650	8,500	8,500	7,500	4,200
Johnson & Golt	133,563	8,831	9,157	8,831	6,558

President Milam noted that available funds total \$125,864 (construction budget, \$114,300; contingency, \$5,700; balance of gym boiler project, \$5,864). Dr. Milam recommended and Chancellor Humphrey concurred that the Board of Regents concur in the award by the State Public Works Board of the bid to Johnson-Mape for the base bid plus alternates #1 and #2 for a total contract of \$119,571.

Mrs. Fong moved approval. Motion seconded by Dr. Lombardi, carried without dissent.

Chairman Buchanan noted the inclusion on the Information Agenda of the results of a bid for the purchase of lobby furniture for the Concert Hall at UNLV, with the low bid coming from a Los Angeles firm and the second bid from a Nevada firm. He suggested that the in-state preference be reinstated.

Chancellor Humphrey recalled that action had been taken at the previous meeting to change the University's policy on purchasing so that it conformed with State law affecting other agencies, noting that the State law had been changed by the 1975 Legislature and the in-state preference had been removed. He requested that the Board allow sufficient time for staff to make a recommendation concerning the University's policy before it took action.

Dr. Lombardi moved that this matter be referred to staff and that a report and recommendation be returned to the next meeting. Motion seconded by Miss Thompson, carried without dissent.

President Milam requested that \$5,770 in uncollectible student loans be written off the University's books and a hold placed on the records of each of the 56 students involved. Chancellor Humphrey recommended approval.

Mr. Ross moved approval. Motion seconded by Miss Thompson, carried without dissent.

16. Faculty Payroll Withholding, UNR

President Milam reported that the UNR Senate has requested authorization for withholding of contributions by faculty to a "Faculty Senate Extraordinary Expense Fund", to be used to provide independent legal advice to Senate and faculty members. President Milam and Chancellor Humphrey recommended approval.

In the discussion following, Dr. Grotegut of the Senate, stating that the withholding would be voluntary and that the fund would not be used for litigation or advice for individual faculty members. He stated that it was the intention of the Faculty Senate that the attorney retained would serve as counsel to the Senate only and not to individuals.

Mrs. Knudtsen moved that authorization be granted for voluntary withholding of contributions by UNR faculty to a "Faculty Senate Extraordinary Expense Fund", to be used to provide independent legal advice to the Senate. Motion seconded by Dr. Lombardi, carried without dissent.

17. Far West Lab Agreement

President Milam noted that the Board of Regents and the Nevada State Board of Education are parties to a 1966 contract with California and Utah in the establishment and management of the Far West Laboratory for Educational Research and Development. The Lab is funded by Federal, State and local agency grants and is headquartered in San Francisco.

Dr. Milam reported that Dr. John K. Hemphill, Laboratory Director, has requested amendment of the agreement as follows:

The Agency shall have no power or authority to incur any obligations for itself or on behalf of any signatory party in excess of the amount appropriated to its use by a funding source except those loans that would

be completely collateralized by existing contractual commitments to the Agency, or secured by long term leases of Agency-owned real property.

Dr. Milam also noted that Dean E. J. Cain, the University's representative to the Far West Lab, had requested approval and the amendment had been reviewed and approved by University Counsel. President Milam and Chancellor Humphrey recommended approval.

Mr. Ross moved approval. Motion seconded by Mrs. Fong, carried without dissent.

18. Proposed Calendar for 1976

The following calendar, as an alternate to the calendar proposed at the October meeting, was presented:

Interval Between

Meetings	Meeting Date	Location
7 weeks	January 9, 1976	Las Vegas
6 weeks	February 20, 1976	Reno
6 weeks	April 2, 1976	Las Vegas

6 weeks	May 14, 1976	Reno
5 weeks	June 18, 1976	Las Vegas
5 weeks	July 23, 1976	Reno
6 weeks	September 3, 1976	Las Vegas
5 weeks	October 8, 1976	Reno
6 weeks	November 19, 1976	Las Vegas
8 weeks	January 14, 1977	Reno

Mr. Ross moved approval of the above alternate calendar.

Motion seconded by Mrs. Fong, carried without dissent.

19. Report of Investment Advisory Committee

Dr. Lombardi, Chairman of the Investment Advisory Committee, presented the minutes of a meeting of that Committee of October 17, 1975 and requested confirmation of the actions of the Committee as indicated in the minutes. (Minutes identified as Ref. 21 and filed with permanent minutes.)

Miss Thompson moved approval. Motion seconded by Miss Mason, carried without dissent.

Mrs. Fong reported that while in Washington, D. C. the first week of November, she had an opportunity to speak to

Senator Paul Laxalt and she had reminded him of the University's request to not approve any legislative proposal which would eliminate or reduce charitable contributions to organizations such as the University of Nevada System. Mrs. Fong stated that Senator Laxalt was most cooperative and will work to oppose any such legislation.

20. Revision of Estimative Budgets

Chancellor Humphrey requested approval of the following revisions to estimative budgets for 1975-76:

A. University Press Sales

	Current	Revision	Revised
Source of Funds	Budget	Requested	Budget
Opening Cash Balance	\$ 9,500	\$ 8,144	\$ 17,644
Outside Sales	52,000	(4,000)	48,000
Total	\$ 61,500	\$ 4,144	\$ 65,644

Application of Funds

Operating	\$ 55,750	\$ 4,144	\$ 59,894
Out-of-State Travel	750		750
Ending Fund Balance	5,000		5,000

Total	\$ 61,500	\$ 4,144	\$ 65,644
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B. Whited Endowment

Source of Funds

Opening Cash Balance	\$ 5,609	\$ 1,746	\$ 7,355
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Endowment Income	2,500		2,500
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Total	\$ 8,109	\$ 1,746	\$ 9,855
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Application of Funds

Operating	\$ 5,000	\$ 2,000	\$ 7,000
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Ending Fund Balance	3,109	(254)	2,855
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Total	\$ 8,109	\$ 1,746	\$ 9,855
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Chancellor Humphrey also requested approval of the following estimative budget not previously submitted for the University Press. He noted that it was anticipated that the University Press Gift Fund would be closed at the end of fiscal 1974-75; however, two unanticipated grants have been received by the Press and the following estimative budget has been developed to provide for expenditure of the grant funds for publication of books during 1975-76 and support of bicentennial programs as specified by the donor:

Gift Fund

Source of Funds

Opening Cash Balance \$ 1,182

Bicentennial Grants 7,973

Total \$ 9,155

Application of Funds

Operating \$ 8,973

Ending Fund Balance 182

Total \$ 9,155

Miss Thompson moved approval. Motion seconded by Mrs.

Knudtsen, carried without dissent.

Mr. John Buchanan entered the meeting at 3:15 P.M.

21. Proposed Change in Timing for Consideration of Personnel

Actions

Chancellor Humphrey noted that it has been the practice of the Board (based upon a recommendation of the Board's Administrative and Personnel Committee in 1967) to consider recommendations for promotion and award of tenure at the

January meeting and to act upon these recommendations at the February meeting.

He reported that the UNR Academic Council, Faculty Senate and President Milam have recommended that promotion and tenure recommendations be submitted to the Board in February or March with action in April.

Chancellor Humphrey recalled that this recommendation was included on the October Information Agenda for referral to the other Divisions and no reaction was received. He recommended approval, effective this academic year with all promotion and tenure recommendations to be made to the Board at the February, 1976 meeting with action to be taken at the April, 1976 meeting.

Dr. Anderson moved approval. Motion seconded by Miss Thompson, carried without dissent.

22. Employment Contracts

Chancellor Humphrey recalled that in May, Regent Thompson requested that a policy statement be developed whereby a certain time would be established within which faculty em-

ployment contracts must be returned in order to remain valid. This request was referred to Division Administrations and to Senates for recommendations, and action was scheduled for November.

Dr. Humphrey reported that the Unit Senate has recommended that the policy be as follows: "The hiring authority shall issue contracts to the individuals within seven calendar days following the Board of Regents meeting approving the issuance of contracts. This offer shall remain valid for thirty calendar days."

He also reported that the DRI Senate recommended the following policy: "Unless other arrangements have been made in writing in advance, contracts shall be returned by an individual 30 calendar days after they are issued; and contracts shall be issued without unreasonable delay by the Administration."

Dr. Humphrey reported that discussion of this matter by the Cabinet had indicated a consensus that if such a policy is to be adopted it should be included in the Code, and the possibility of discontinuing the use of contracts except for the initial year of appointment should be explored.

Chancellor Humphrey recommended that these problems be referred to the System Salary and Fringe Benefits Committee for recommendation, which would be in turn referred to the Division Senates.

Miss Thompson moved approval. Motion seconded by Mrs. Fong, carried without dissent.

Dr. Grotegut requested that for purposes of the record, he wished it noted that UNR supports the Unit Senate recommendation.

It was agreed that a report from the System Committee on Salary and Fringe Benefits would be placed on the February agenda.

23. Proposed Code Revision Regarding Lie Detector Tests

Chancellor Humphrey recalled that in April, 1975 the UNR Faculty Senate proposed an amendment to the University Code to add to Section 5.3.25 the following paragraph:

(i) Lie Detector tests shall not be used in conjunction

with University of Nevada personnel proceedings nor in relation to University of Nevada personnel matters.

In accordance with Code provisions for amendment, this proposal was referred to all Senates for recommendation, and action by the Board was scheduled for the July meeting.

Action was then further deferred to allow time for further consideration by the Senates. Dr. Humphrey reported the following responses:

(1) DRI Faculty Senate did not wish to take formal action on the proposed amendment to the Code regarding the use of lie detector tests in conjunction with personnel matters and proceedings. The consensus was that the wording of the amendment, as presented, was ambiguous. However, the Senate favored a general stand which would not preclude an employee from requesting the use of lie detector findings to aid his case in conjunction with personnel matters and proceedings, if he so desired.

(2) The Unit Senate would endorse the proposal with the following changes: Substitute the word "used" with the word "required".

(3) The UNLV Senate voted to recommend against the adoption of the proposed revision and the Senate was strongly opposed to adopting the proposal as it was presented primarily because it would prohibit any faculty member at UNLV from requesting a lie detector examination should he so desire. The Senate then considered a possible amendment to the proposal which would recommend that the use of lie detectors not be required. After much discussion, this was also rejected. Since it was felt that the University could never require a lie detector examination as it would be an abridgment of a person's civil rights, and since it was also felt that faculty members are clearly already protected legally in this area, it would be superfluous to write into the Code protections which are already afforded faculty members. Furthermore, the Senate was not convinced that present policy, which does not require lie detector examinations, was being abused.

(4) No response has been received from the CCD Senates.

Chancellor Humphrey added that subsequent to the agenda

being mailed, he had been informed that the UNR Faculty Senate has modified its request and now endorses the Unit Senate position. In view of that change in position, he suggested that the matter be allowed to lay over until the next meeting and a report be brought back in January.

Dr. Grotegut agreed that the UNR Faculty Senate had revised its original resolution and has adopted the Unit Senate recommendation. He stated that the faculty feels strongly that the Board needs to reaffirm a position supporting the faculty member's right not to submit to such an examination.

Mr. Warburton, DRI Faculty Senate Chairperson, stated that DRI had not changed its position. Dr. Sciuillo, UNLV Senate Chairperson, also reported that UNLV had not changed its position and he did not believe there was any reason for such an amendment, pointing out that the faculty member is already legally protected from a requirement to submit to such an examination. Mr. Rose, WNCC Faculty Senate Chairperson, agreed that a faculty member could not be legally required to take such an examination but stated that the faculty would respond very well to an affirmative action by the Board which would reaffirm this protection.

Mr. Hug, General Counsel, offered the advice that a person cannot be compelled to take a lie detector test and that normally it is used when a person would seek such an examination to clear himself from a charge.

Mrs. Fong moved that the proposed Code amendment be denied.

Motion seconded by Miss Thompson.

Dr. Grotegut stated that there is a difference of opinion as to whether or not the taking of the lie detector test was voluntary.

Mr. Ross moved to table further discussion of this proposed amendment until after the Executive Session. Motion seconded by Mrs. Knudtsen, carried without dissent.

24. EEO-AA Grievance Procedure

Chancellor Humphrey recalled that in February, 1975 the Board adopted an "Equal Employment Opportunity Policy Statement and Affirmative Action Program for the University of Nevada System", which became Chapter 5 of Title 4 of the Handbook. He further noted the following provision of Section 8 of that chapter:

Complaints of discrimination or noncompliance with Equal Opportunity in Employment and Affirmative Action must be filed in writing with the appropriate Equal Opportunity Officer by the employee. Each Division shall institute procedures which shall be uniform Systemwide for resolution of such complaints.

Dr. Humphrey reported that the Division Equal Opportunity Officers have developed a proposed procedure which was advanced to the Chancellor's Advisory Cabinet in September that action would be requested at the November meeting. He noted the inclusion of the proposed procedures in the agenda (identified as Ref. 30 and filed with permanent minutes), pointing out that the DRI and Unit Senates have approved these procedures, as has UNLV Senate Grievance Committee. Mr. Hug stated that he had reviewed the proposed procedures and endorsed them for adoption at this time.

Chancellor Humphrey recommended adoption of the proposed procedures as substituting for the present Section 8, Chapter 5, Title 4 of the Handbook (to be renumbered Section 11 and present Sections 9, 10 and 11 to become 8, 9 and 10). He further recommended two additional courses of action be

considered:

- (1) The possibility of developing a single grievance procedure to be used by the Divisions for all professional personnel regardless of the type of complaint; or, in the alternative,
- (2) The replacement of this EEO-AA grievance procedure by alternative procedures included in Division Bylaws.

Mrs. Knudtsen moved approval. Motion seconded by Mrs. Fong.

Mr. Ross moved to amend the motion to provide that the proposed procedures be amended to shorten the period during which a complaint might be filed from 180 days to 90 days.

Motion to amend seconded by Dr. Anderson, failed by the following roll call vote:

Yes - Dr. Anderson, Dr. Lombardi, Mr. Ross, Miss Thompson.

No - Mr. John Buchanan, Mrs. Knudtsen, Mr. James Buchanan.

Abstain - Mrs. Fong, Miss Mason

Main motion carried by the following roll call vote:

Yes - Mr. John Buchanan, Mrs. Fong, Mrs. Knudtsen,
Dr. Lombardi, Miss Mason, Mr. Ross, Mr. James
Buchanan.

No - Dr. Anderson.

Abstain - Miss Thompson

25. Appointment of Independent Auditor

Chancellor Humphrey noted that the Bylaws of the Board of Regents provide that the Chancellor shall "provide for internal and independent audits; however, his appointment of independent auditors shall be subject to approval of the Board of Regents." He also noted that in conformity with a policy adopted in 1970, independent audit firms are engaged for a three-year period, and the FY 1973, 1974 and 1975 audits have been performed by Harris, Kerr, Forster & Co.

Dr. Humphrey noted that a new firm should be designated now for the next three audits. He cited four firms of Certified Public Accountants which have offices in both Reno and Las Vegas: (1) Harris, Kerr, Forster & Co.; (2) Elmer Fox,

Westheimer & Co.; (3) Alexander Grant & Co.; and (4) Kafoury, Armstrong, Turner and Co. All of the above firms, he stated, are excellent with good reputations and sound experience in governmental and University accounting and auditing. Dr. Humphrey recommended approval of the appointment of Kafoury, Armstrong, Turner and Co. as independent auditors for FY 1976, 1977 and 1978, at a fee of \$36,400 for 1976, with the fee for the next two years subject to negotiation based primarily on any change in the cost of living index.

Mrs. Fong moved approval. Motion seconded by Mrs. Knudtsen, carried without dissent.

26. Request to Sell Stock, UNLV

President Baepler reported the receipt of a gift of 200 shares of Combustion Equipment Associates, Inc. stock, presently valued at \$16 each, from Wonderworld, Inc., for the benefit of Intercollegiate Athletics. He requested permission to sell the stock in order that the proceeds may be deposited to the appropriate account. Chancellor Humphrey recommended approval.

Miss Thompson moved approval. Motion seconded by Mr. Ross, carried without dissent.

27. Delegation of Authority to Purchase

President Milam reported that the Department of Biology, UNR wishes to purchase a used Scanning Electron Microscope with a guaranteed resolution of 300 Angstroms and has located a Model MINI-SEM-II which was owned by IBM Corporation, is approximately two years old, and is available at an estimated cost of \$8,900. Bids have been advertised and will be opened December 1. Dr. Milam requested that authority to approve the purchase be delegated to the UNR Administration so that acquisition of the equipment will not be jeopardized during the interim between the opening of bids and the January Board meeting. Chancellor Humphrey recommended approval.

Mrs. Knudtsen moved approval. Motion seconded by Dr. Lombardi, carried without dissent.

28. New Business

Mrs. Fong requested a report at the January meeting concern-

ing the University's progress on developing a Health
Manpower Plan.

29. Professional Salary Program

For purposes of review, Chancellor Humphrey presented the following summary of discussion and action on this matter:

The UNS Code (Section 4.6) provides that there shall be three salary schedules developed and reviewed at least biennially by joint efforts of faculty, Presidents and the Chancellor, subject to final approval of the Board of Regents. It also provides that there shall be: (1) one rank-related schedule applicable to faculty at UNR, UNLV and the Office of the Chancellor and special or service units (i. e., University Press and Computing Center); (2) a second schedule for DRI faculty; and (3) a third schedule for CCD faculty. The Code specifies that the contracts for Vice Presidents, Deans, Assistant and Associate Deans, Directors of Libraries, Registrars, Directors of Admissions, and all heads of administrative units including academic Departments, shall state what part of their annual salary is subject to reconsideration should they be discontinued as Administrators.

The UNR, UNLV, Unit rank-related salary schedule has traditionally had certain characteristics. It has specifically stated steps for each rank; the top steps of each rank significantly overlap the lower steps of the next higher rank; there is a top stated step for professors which may be exceeded for merit but not for longevity purposes; and, the differential for 12-month ("A") appointments is 20% more than the same step for academic year ("B") appointments.

In 1972, a Senate proposal was advanced to the Board to change the "A" to "B" differential to 27%. The Board took this proposal under advisement and instructed the Administration to develop an alternative plan which would compensate non-teaching, non-research faculty according to their individual positions. A plan to do this was substantially completed in 1973 but, with the Board's concurrence, was not implemented. In 1974, the Board instructed the Administration to update the plan with the objective of implementing it in 1975-76. In April, 1975 the UNR Senate raised the question of the propriety of implementing the plan unless the Code was amended. The Senates were invited to address this problem and respond by November 1, 1975.

The UNR Senate voted that "amendment of the Code should be postponed until such time as an acceptable salary administration program is developed for all professional employees with the University of Nevada System" and "that the Administrative Salary Program proposed is not acceptable."

The DRI Senate found the Administrative Salary Program "inappropriate to the mission and mode of operation of the Desert Research Institute and should not apply thereto."

The UNLV Senate voted that "the proposed Code change to permit establishment of an Administrative Salary Program should be rejected...".

The Unit Senate had a tie vote of 3-3: one group finding the proposal unacceptable and the other giving qualified approval.

No response has been received from the CCD Senates.

Chancellor Humphrey noted that arguments advanced against the plan included disagreement with: the positions excluded (e. g., Deans, Librarians, CCD Counselors, Cooperative Extension Agents); the number of salary grades and width of

salary ranges; and general dissatisfaction on the part of those affected with being treated differently from teaching and research faculty.

In view of the positions taken by the various Senates, Chancellor Humphrey stated, he recommended that the Board not amend the Code, that the salary program for non-teaching, non-research faculty not be implemented, and that the problems related to salary equity for this group be handled administratively by the Presidents within the existing Code and policy statements.

Dr. Lombardi moved approval. Motion seconded by Miss Mason, carried without dissent.

The meeting adjourned at 4:25 P.M. and reconvened in regular session on Friday, November 21, 1975 at 9:10 A.M.

Discussion resumed on Item 23, Proposed Code Revision Regarding Lie Detector Tests

Chairman Buchanan stated that it appears that everyone is agreed that under the law no individual may be required to take a lie detector test and that it further appears that

at least two of the Division Senates believe that an amendment dealing with this subject is not necessary or desirable. Mr. Buchanan further noted that a motion had been made the previous day that the proposed Code amendment be denied and that motion had been tabled until the meeting reconvened on Friday morning. He ordered the motion removed from the table.

Chancellor Humphrey again recommended that since the UNR Faculty Senate, which had originated the proposed amendment, has changed its position and now endorses the Unit Senate position for substitution of the word "used" with the word "required", it would be appropriate to provide an additional month for consideration of this position by all Senates.

Mrs. Fong withdrew her motion. However, the second was not withdrawn and the Chair requested a roll call vote.

Yes - Mrs. Fong, Mrs. Knudtsen, Dr. Lombardi, Mr. Ross,

Miss Thompson, Mr. James Buchanan

No - Dr. Anderson, Mr. John Buchanan, Miss Mason

The Chair declared the motion carried and the proposed Code amendment therefore was denied.

Mr. Ross moved that the word "used" be substituted for the word "required" and the reworded amendment be tabled pending Senate review. Motion seconded by Mrs. Knudtsen, carried without dissent.

30. Proposed Amendment to University Code

Chancellor Humphrey submitted the following proposed Code amendment which he requested be referred in accordance with the provision for such amendments and that action be scheduled for the second meeting in 1976.

Addition to Chapter 5, Section 5.1:

SECTION 5.1 - RULES

The following forms of conduct, being incompatible with the purposes of an academic community, are prohibited for all members of that community and lead to sanctions and procedures as hereafter described.

5.1.13 The participation or knowing assistance in any initiation rite, membership orientation, pledge proceeding, or other ceremony or event into any

organization, club, fraternity, sorority, secret society, or other organized group composed primarily of students, if such rite or proceeding involves or consists in whole or in part of any of the following:

- (a) Forced or otherwise involuntary consumption of any alcohol, drug or controlled substance;
- (b) Forcing the continued involuntary participation of any initiate or pledge who has stated his or her desire to withdraw therefrom;
- (c) Physical or mental abuse of any human being;
- (d) Cruelty to any animal;
- (e) Begging, panhandling, or any other unauthorized public appeal for funds;
- (f) The invasion or intrusion upon any student dormitory, fraternity or sorority house, or other student living quarters without explicit prior written permission.

The proscriptions of this section apply to all conduct whether on Campus or off Campus and to all groups, whether or not officially recognized by the University.

Any student found in violation of this section shall be suspended for the remainder of the academic semester in which he is then enrolled for the first offense, and expelled from the University upon a second violation.

Mr. Ross moved that the matter be deferred until the next meeting. Motion was not seconded.

At Chairman Buchanan's invitation, statements were presented by Mr. Rafael Lara and Mr. Joe Karaffa on behalf of CSUN, and by Mr. Pat Archer and Mr. Paul Hollis on behalf of ASUN.

(Transcripts of taped statements are on file in Chancellor's Office.) The position expressed by the student representatives, although concerned about the circumstances which had prompted the proposed Code amendment, was that in adopting such an amendment the Board would be violating an earlier policy statement, the Student Bill of Rights, and would find

itself with an unenforceable policy in that the Board could not legally control the activity of a student while that student was off Campus and not engaged in a University activity.

Mr. Hug agreed that approval of this amendment would be a change in policy from the approach the Board has followed in the past, that is, that the University has taken the position that it does not wish to regulate the off-campus activities of its students. This, he pointed out, is an attempt to deal with a particular problem which was brought about by the death of a student. The purpose in drawing this particular amendment was to structure a talking point from which an attempt could be made for a talking procedure which would be acceptable. He pointed out that there is a very real problem which must be dealt with and such a provision as is being proposed would be legally permissible even if there is a problem with enforcement. Any activity which has an effect on the University's educational process must be considered a problem with which the Board of Regents must deal.

President Baepler stated that he would not want responsibility for enforcing such a policy, adding that students in

non-academic pursuits must have a degree of freedom equal to other individuals. The University should not have jurisdiction over off-campus activities.

President Milam stated that he recognized the problems of enforcement but he also recognized that there are certain activities which are not compatible with University programs. He suggested that this proposed amendment would provide a tool which the Administration could use in dealing with this kind of problem.

Chancellor Humphrey stated that he was not arguing for this particular Code amendment; rather, he believed that it provided a starting point for discussions within the University community in an effort to find an answer to the problem. He urged the Division Senates to commence these discussions and to invite student body officers to participate in these discussions to see if there is something the University should do and can do to resolve a problem which came to a conclusion with the death of John Davies.

A discussion among the Board members followed, during which there appeared to be consensus that the first step in resolving the problem was to encourage the discussions within

the University community as suggested by the Chancellor.

31. Proposed Code Amendment Regarding Tenure

Chancellor Humphrey recalled that on May 19, 1975 the Legislature, at the request of CCD faculty organizations, adopted SB 494 (now Chapter 573, 1975 Statutes of Nevada). That bill states that the Board of Regents shall adopt regulations establishing a probation system for CCD faculty, a "fair dismissal system" for faculty who have completed the probation period, and the "regulations shall provide that no professional employee who has successfully completed his probationary period is subject to termination or nonrenewal of his contract except for good cause shown".

Chancellor Humphrey also noted that by Code provision all faculty except those in DRI and CCD have long been covered by tenure regulations which are based very closely on the standards established by the American Association of University Professors (AAUP) and which have the advantage of years of experience and numerous court tests nationally. In the belief that the provision of a probationary period, and dismissal only for cause after the completion of a probationary period are vital elements of a tenure system,

Chancellor Humphrey recalled that he and President Donnelly had proposed that the UNS Code be amended to include CCD faculty in the existing tenure regulations. That proposed amendment was presented to the Board at the May 30, 1975 meeting of the Board for referral to the Division Senates in accordance with the Code amendment procedure and was scheduled for action two months following its introduction; however, at the request of the CCD Faculty Senates, action was postponed until November. The proposed amendment was again included with the agenda (identified as Ref. 19B and filed with permanent minutes).

Chancellor Humphrey also commented that the Community College Division Senates have requested that this amendment not be adopted and have proposed adoption of their proposal entitled "Fair Dismissal and Due Process for Community College Division Faculty". This proposal was included with the agenda (identified as Ref. 19C and filed with permanent minutes).

Guidelines for implementation of the proposed Code amendment as recommended by President Donnelly, were also included with the agenda (identified as Ref. 19D and filed with permanent minutes). President Donnelly recommended that the

Board adopt the proposed Code amendment reflected in Ref. 19B, and the guidelines for implementation reflected in Ref. 19D. Chancellor Humphrey concurred.

President Donnelly spoke concerning the proposals before the Board, recalling that because of the enactment of SB 494, he had recommended on May 30 and repeated that recommendation today, that the Community College faculty come under the University tenure policy which incorporated all of the provisions detailed in SB 494. Dr. Donnelly pointed out that this bill, referred to as a "Fair Dismissal" bill, is in effect a "Tenure" bill. By definition, he stated, tenure provides for a system of probation and that is contained in Section 2 of the bill, and it also provides on completion of a probationary period that a faculty member cannot be dismissed except for cause, and that is included in Section 3 of the bill.

Dr. Donnelly continued by noting that the CCD Administration had had discussions with faculty regarding salary schedules and the length of the present probationary period; however, he pointed out, there have not been any discussions with the Administration of the fair dismissal or hearing provisions contained in the CCD faculty proposal nor, to his knowledge,

have there been any requests for discussion of these particular items.

President Donnelly reported that his recommendation that CCD faculty be included in the University tenure policy had been reviewed and endorsed by the three CCD Advisory Boards.

Statements in support of the CCD Faculty proposal were made by Mary Wardlaw, President of the WNCC Chapter of NSP, Robert Rose, Chairperson of the WNCC Faculty Senate, Amy Emerson, Secretary of the NNCC Faculty Senate, Sergio Jaramillo, representing WNCC student government, and Neal Ferguson, President of the UNR Chapter of NSP. Each of the above responded to questions from the Regents. A complete transcript of the statements and the discussion following is on file in the Chancellor's Office. Additionally, Dr. Eugene Grotegut, speaking on behalf of the UNR Faculty, recommended a delay to final action to provide for an opportunity for additional discussion.

State Assemblyman Albert Wittenberg, Chairman of the Education Committee, requested an opportunity to speak to clarify for the Board the question of legislative intent in the adoption of SB 494. Mr. Wittenberg stated that SB 494 did

not, in his opinion, anticipate or require the granting of University type tenure to Community College faculty and that if the Board adopted a tenure plan for Community Colleges that he was certain the Legislature would take additional action at the next session.

The meeting adjourned for lunch and reconvened at 1:30 P.M.

Discussion resumed on Item 31, Proposed Code Amendment Regarding Tenure

Miss Thompson moved that this matter be referred to the Chancellor's Advisory Cabinet with a strong recommendation that an ad hoc committee be established by enlarging the Cabinet to include for this purpose representatives from the concerned Campuses and other interested parties in this question and that they work out some kind of dialogue and come back to the February meeting. Motion seconded by Miss Mason, carried without dissent.

Mr. Hug stated that he believed it important that the Board of Regents fully understand their legal and constitutional position which places the responsibility for management and control of the University upon the Board of Regents. SB 494

has to be interpreted as advisory, he stated. Any other interpretation would be unconstitutional.

32. DRI Reorganization

Chancellor Humphrey recalled that when Dr. Lloyd Smith was first appointed as Acting President of DRI, he had been requested to prepare a position paper concerning the Institute, to consider whether it should remain as a separate Division, and, if it should, what changes, if any, should be made in its structure. Dr. Humphrey noted that his request to Dr. Smith was in response to suggestions made by Administrators, faculty and others. Accordingly, at the May, 1975 Board meeting, Dr. Smith presented his position paper in support of his conclusion that DRI should continue as a not-for-profit research and development Division of UNS. That paper enumerated ten changes in operations, organization and financial structures which he recommended and that report was referred to all other UNS Divisions for review. (Position paper identified as Ref. 3A and filed with permanent minutes.) Dr. Humphrey also recalled that in May, Dr. Smith had recommended a change of names for some of the DRI laboratories and in September, had expanded this recommendation (identified as Ref. 3B and filed with permanent

minutes). This expanded recommendation was also referred to all other Divisions for review.

On September 23, the Chancellor's Advisory Cabinet, expanded to include designees of the Presidents who are particularly knowledgeable concerning this problem, met to review Dr. Smith's proposals. Minutes of the meeting were included with the agenda (identified as Ref. 3C and filed with permanent minutes).

Chancellor Humphrey continued by noting that it was agreed at that September meeting of the Cabinet that UNR and UNLV would present reaction papers by October 20 and that these would be discussed by the Cabinet and submitted to the Board. Accordingly, President Baepler's paper on behalf of UNLV was included with the agenda (identified as Ref. 3D and filed with permanent minutes). In addition, a report of a UNR Senate ad hoc committee which had been approved by the Senate and by President Milam was also included with the agenda (identified as Ref. 3E and filed with permanent minutes).

Chancellor Humphrey commented on the two options presented in the paper by Dr. Baepler. The first would dissolve DRI

as a separate Division and establish research administration units at both UNLV and UNR reporting to the respective Presidents. The second option would continue DRI as a separate Division. Dr. Baepler emphasized in his paper that if option two is followed, there must be greatly increased cooperation between DRI and the other Divisions and that DRI should abstain from projects in areas already being pursued by UNR or UNLV.

Chancellor Humphrey continued by noting that the UNR ad hoc committee's transmittal memorandum had stated as follows:

"...we recommend that DRI remain for now as a separate Division of the UNS, but that it take a much more active role in the stimulation of cooperative research programs with UNR and UNLV. A number of steps are proposed that in our opinion will serve to strengthen the relationship between the academic Divisions and the Institute, and that will improve the ability of DRI, UNR and UNLV to participate as coequals in Systemwide research programs. These steps would require modification of some procedures and administrative attitudes within the 3 Divisions, but no major structural changes. If within a 2-year period UNR and UNLV take the steps required to

improve their research posture, and if the DRI in the meantime does nothing to assist the development of research on the academic Campuses, then we recommend that the Institute be restored into the academic Divisions."

Chancellor Humphrey noted that President Smith had filed a response to the reaction papers and his response was included with the agenda (identified as Ref. 3F and filed with permanent minutes). He also noted that the DRI National Advisory Board had met in Reno on November 6-8, 1975 and had issued a report upon completion of that meeting which was also included with the agenda (identified as Ref. 3G and filed with permanent minutes).

Chancellor Humphrey recommended that the Board of Regents reaffirm the status of the Desert Research Institute as a separate Division of the University of Nevada System, and further recommended that the Board direct that:

- (1) There be no change in DRI laboratory and center names or missions at this time, but that the material presented to date be considered equivalent to a Phase I proposal and President Smith be authorized to prepare a Phase II proposal for consideration;

- (2) The recommendation that DRI "take a much more active role in the stimulation of cooperative research programs with UNR and UNLV" be aggressively implemented by President Smith with the cooperation of Presidents Baepler and Milam and Chancellor Humphrey;
- (3) The use of joint UNR-DRI and UNLV-DRI professional appointments be expanded in 1976-77; and
- (4) The progress of these efforts be assisted and monitored by a four-person committee consisting of representatives of Presidents Baepler, Milam and Smith and Chancellor Humphrey, which committee shall periodically report to the Chancellor's Advisory Cabinet.

President Smith commented on his recommendations and made the following statement in response to the Chancellor's recommendations:

Members of the Board of Regents - You have read my position paper on the future role, status and program reorientation of DRI in the University of Nevada System, and the position papers of Presidents Milam and Baepler

with respect to the future of DRI and my comments and recommendations in response to the positions of the two Universities and their faculties. Also, you have read the strongly expressed recommendations of the DRI National Advisory Board and you have the resulting recommendations of the Chancellor.

Altogether many, many man months have been spent on the subject and I would hope that in retrospect the effort will have produced a structure and mode of operation that will strengthen the research posture, not only of the DRI, but the total University of Nevada System and increase the System's contributions to the more and more complex and important State, federal and international technical, economic and social problems.

I wish particularly to comment on the Chancellor's statement in paragraph 2 of Item 3 on the agenda with respect to the change of names of the research units in the DRI which I have recommended. It is stated that "implicit in the change of names was a change of mission." I do not consider that the changes of names constitutes a change of mission of DRI. The mission was set forth in the enabling legislation which es-

established DRI and the change of names does not change this. What the change of names is intended to accomplish is a reorientation of fields of research which would enable the Institute to more nearly fulfill its mission which is stated in paragraph 3 of the UNR position paper.

With respect to the Chancellor's specific recommendations, I want to comment as follows:

First - I concur completely in the recommendation that the Board of Regents reaffirm the status of the DRI as a separate Division of the University of Nevada System.

Second - I fully concur with the aims of the provisions for achieving constructive cooperation among the three Divisions and the assumption of a more active DRI role in stimulating and strengthening research throughout the University of Nevada System as set forth in paragraphs numbers 2, 3, 4.

Third - In order that DRI be able to fulfill its mission and achieve the research stimulation and cooperation delineated in paragraphs 2, 3 and 4, the DRI Senate

and I take exception to the recommendation stated in paragraph 1. Not to permit an R & D organization to change its internal organization and program emphasis in a timely way to meet the needs of the times is to guarantee its slow demise by administrative strangulation. The recommended changes in program emphasis are long overdue. Information concerning the name changes and outline of the corresponding program emphasis has been before the faculties of the three Divisions for several months and further delay in approval can only be disadvantageous to the Institute and the University System financially and technically.

I strongly recommend your approval of the name changes so that the DRI can fulfill the role for which it was intended. I am confident that the University System as a whole has much to gain by approval of the requested changes and I will personally make every effort to see to it that this is the case.

Mr. Herbert Grier, Chairman of the National Advisory Board of the Desert Research Institute, commented on the Board's recommendations concerning the Institute, noting that the Board recommends strongly that the Institute be continued.

He stated that, in his opinion, the change in names is not a big issue; rather, the issue is that DRI must settle down, adopt a mode of operation and stick with it. He commented on the appointment of Dr. Smith as a positive action which would result in "the pieces being picked up" and suggested that Dr. Smith would hold the Institute together while the search for a new President proceeds. Mr. Grier also expressed the opinion that care must be taken in determining the kind of person the Institute needs at this stage of its development and in selecting the right person for the job.

Mr. Warburton, DRI Senate Chairperson, stated that the Senate has reviewed the documents included with the agenda and read the following statement for the record:

1. The Senate fully supports the Reorganization Plan of President Smith and agrees with his several basic reasons for implementing such a plan at this time.
2. The changes in names of centers within the Institute do not represent a change in mission of DRI. The role of DRI as set forth in the enabling act remains the same. Certainly some of the research programs have undergone metamorphosis in the last 5 years. Individ-

uals who previously worked entirely in Atmospheric Physics, e. g., are now finding that the specialities they developed in that field can be applied in energy storage and in air pollution. Faculty previously engaged in Oral Histories of Nevada are now working on problems of alcohol abuse and rehabilitation. As the national and state societal requirements change, so scientists' research activities adapt. This is precisely what we are observing in the Institute and it is a healthy sign.

3. The Institute has become much more involved in State problems than heretofore. In most cases, this has occurred through close interactions with and stimuli from State offices and departments. This is reflected in the DRI State appropriation, which is composed principally of funds earmarked for specific projects for the benefit of the State.

The Institute has become well known in the State as well as nationally and internationally. Most of the senior scientific staff have developed close personal ties with State departments and with scientific groups in other states and other countries who are working in

allied research areas.

The Institute has played a significant role in identifying this University has having authoritative faculty who can respond to the societal needs of the State and the nation.

4. We agree with the Chancellor's recommendation to maintain the Institute as a separate Division of the University of Nevada System.

We are not a large Division of the University, but we do believe we have made significant contributions to the University, the State and the nation. We do not appreciate the repeated review of our very existence, nor do we enjoy having to respond to position papers, etc.

Such activities are very time consuming and lead to considerable loss in productivity. The time spent on these issues is usually coming straight out of our grants and contracts whereas that of the faculty of other Divisions is being paid by the State.

5. The faculty would like to see renewed and revitalized cooperation with the research-oriented faculty at UNLV

and UNR. We believe that all Divisions will benefit from such cooperative activities.

There have been many instances of successful cooperation in the past and a variety of spin-offs which we believe have benefited the other Divisions. Among these are the spawning of the Medical School, the Computer Sciences Program, the Oral History Program, and the Basque Studies Program. The Institute has done important work in specific academic areas and has contributed to the accreditations of graduate programs in several academic Departments. There is still a need for specific matters to be resolved such as the financial arrangements for joint appointments, for graduate and undergraduate training programs, and for released time for teaching faculty to participate in research projects. Some of the mechanisms for handling these matters are available, but their implementation still leaves much to be desired. We trust that the 3rd and 4th recommendations of the Chancellor will assist in this regard.

6. And finally, we would like to comment on the types of research to be conducted in the Institute. The DRI fac-

ulty are always willing to enter into multidisciplinary programs and to involve faculty from other Divisions in such programs, but as in the past, we feel that our ability to compete successfully with other institutions or with industry in the large field oriented programs, is strongly related to the competitive scientific edge we have achieved through individual grant supported research (e. g., from the National Science Foundation).

We are anxious that this edge can be maintained through continued involvement in individual basic and fundamental research as well as in the broader multidisciplinary type programs.

Dr. Baepler stated that he supported the Chancellor's recommendation with the recommendation contained in #1 being the key ingredient.

At Dr. Milam's request, Dr. Ryall spoke concerning the UNR Senate Committee report, emphasizing the recommendations contained in the report. Dr. Milam then endorsed the Chancellor's recommendation.

Mr. Warburton spoke of the concerns expressed by UNR and UNLV that DRI was perhaps moving into areas of research

which were of interest to the Campuses and pointed out that DRI is also concerned that the Campuses are perhaps moving into areas of interest to DRI. He suggested that the Campuses generate research information so that faculty members can be identified who might be interested in cooperating in joint programs.

Mrs. Knudtsen moved that the Board reaffirm the status of DRI as a separate entity of the University System. Motion seconded by Mr. Ross, carried without dissent.

Dr. Lombardi moved approval of the name changes as proposed by Dr. Smith. Motion seconded by Mrs. Knudtsen, carried with the following roll call vote:

Yes - Dr. Anderson, Mrs. Knudtsen, Dr. Lombardi, Miss Mason,

Dr. Ross, Mr. James Buchanan

No - Mr. John Buchanan, Miss Helen Thompson

Abstain - Mrs. Fong

Mrs. Ross moved approval of the Chancellor's recommendations as contained in (2), (3) and (4). Motion seconded by Mrs. Fong, carried without dissent.

Mr. Ross suggested that Dr. Grier report to the National Advisory Board that the Board of Regents had unanimously reaffirmed DRI's status. Mr. Ross also asked if the previous motion implied that a Phase II proposal would be brought back to the Board by DRI.

Miss Thompson moved that a Phase II proposal be required at the January meeting. Motion seconded by Mrs. Fong, failed by the following roll call vote:

Yes - Dr. Anderson, Mr. John Buchanan, Mrs. Fong, Miss

Thompson

No - Mrs. Knudtsen, Dr. Lombardi, Miss Mason, Mr. Ross,

Mrs. James Buchanan

33. Faculty Work Load Proposal

Chancellor Humphrey presented the following summary of action on this matter:

(1) In December, 1974 the Board adopted Resolution 74-3.

This resolution referred draft regulations concerning faculty work loads to the various Faculty Senates and to the Administration for review and recommendation in

order that adoption of a set of regulations might be accomplished prior to the issuance of 1975-76 faculty contracts.

- (2) In March, 1975 the Board agreed to schedule this subject for action in April.

- (3) Following the March meeting, The Chancellor, the Presidents of the instructional Divisions (or their designees), and Senate Chairpersons met to discuss Resolution 74-3 and alternatives. No consensus was reached; however, in an attempt to interpret possible areas of agreement a revision was developed by Chancellor Humphrey and was submitted to the April meeting. (Entitled "Faculty Responsibility Prospectus", that document was included with the agenda, identified as Ref. 27A and filed with permanent minutes.) An alternate document prepared by President Milam was also submitted to the April meeting (also included with the agenda, identified as Ref. 27B and filed with permanent minutes).

- (4) It was reported at the April meeting that President Donnelly, President Baepler and the UNLV Senate had

endorsed the Faculty Responsibility Prospectus document. The Unit Senate declined to take action since the documents affected only instructional Divisions.

At the April meeting, the Chairman of the WNCC Faculty Senate reported that the Senate endorsed the Faculty Responsibility Prospectus document with minor changes in wording.

The Chairman of the UNR Faculty Senate reported that he had been directed to request the Board not to adopt any regulations but stated that if regulations were adopted the faculty wished to propose a number of changes to the Faculty Responsibility Prospectus document.

Action was then deferred until May to allow the UNR Faculty Senate to forward its recommendations.

(5) In May the Board agreed to further defer action on this matter until November.

Chancellor Humphrey commented that although there appears to be consensus concerning the desirability of using some

instrument to record and quantify faculty work load, both for assignment and evaluation purposes, this consensus is not unanimous. Reservations appear to be centered around assumed administrative misuse in evaluation of individual faculty.

Chancellor Humphrey also noted that as this discussion has progressed within UNS, the National Center for Higher Education Management Systems (NCHEMS), a unit of the Western Interstate Commission for Higher Education (WICHE), completed work on the long-awaited Information Exchange Procedures (IEP). IEP includes forms, procedures and computer software for gathering and analyzing information concerning an institution, which would assist faculty, Administration and Regents in institutional management. Included with the IEP materials is a "Faculty Activity Survey" form which, if completed by each professional staff member once each semester, would describe faculty activities in a manner which would enable UNS to participate in IEP and would develop information and experience upon which future efforts to more adequately describe faculty assignment before the fact could be based. A draft of the survey form was included with the agenda (identified as Ref. 27C and filed with permanent minutes).

Chancellor Humphrey recommended that this "Faculty Activity Survey" be utilized by all UNS faculty for Fall, 1975 and Spring, 1976 assignments and that further discussion of faculty work load proposals be postponed until that experience is gained and evaluated. Dr. Humphrey also noted that agreement had been reached within the Cabinet that a uniform time for the survey forms to be returned for compilation was desirable and one month before the end of each semester was determined to be satisfactory.

Mr. Ross moved approval of the Chancellor's recommendation.

Motion seconded by Dr. Anderson, carried without dissent.

34. Nevada Council of Student Governments

Mr. Archer and Mr. Karaffa, representing ASUN and CSUN respectively, requested an allocation of \$1,000 from the Board of Regents Special Projects Fund to assist in payment of travel expenses for a meeting of the members of the Nevada Council of Student Governments in Tonopah.

Miss Thompson moved approval. Motion seconded by Mrs. Knudtsen, carried with Mrs. Fong opposing.

35. Foreign Language Requirement

Mr. Archer reported that a number of students who wish to complete their requirements for graduation in May, 1975, but have not yet completed their foreign language requirement, are anxious that the Board take some action to deal with their problem. He spoke of discussions with Dean Gorrell concerning establishment of a committee to develop recommendations for consideration by the College of Arts and Science, stating that Dean Gorrell had agreed to this procedure and Mr. Archer wished to ask the Board's approval.

Dr. Milam stated that he had not been informed of this by Dean Gorrell, and he further believed that it was a matter for the College to deal with and could be handled administratively. The Board concurred and no action was taken.

36. New Business

Mrs. Knudtsen asked for a complete report at the February meeting on the Sundowners' activities on Campus and requested that Dean Barnes, former Dean Basta, Associate Dean Kinney, and University Police Chief Shumway be present, along with any other individuals who were informed about

this matter and wished to be present. Paul Hollis, who identified himself as a Sundowner, agreed to present a report on behalf of that organization.

The action agenda was completed and the information agenda was submitted. That agenda is on file in the Chancellor's Office and contains the following items:

1. Nepotism (to be referred to the January meeting)
2. Board of Regents Special Projects Fund
3. Report of Fund Transfers
4. Report of Purchases in Excess of \$8,000
5. Report of Foreign Travel
6. Progress of University Projects
7. Mackay School of Mines Press Release
8. Recommendations of UNS Salary and Benefit Committee
(to be referred to January meeting)
9. Report of Purchase in Excess of \$8,000, UNLV
10. State Public Works Board Status Report

Chancellor Humphrey commented on the recommendations of the UNS Salary and Fringe Benefit Committee (item 8 of the information agenda) requesting that the Division Senates look at these recommendations and communicate to this committee,

with all information then to come back to the January meeting of the Board. If the Division Senates do not agree with the UNS Salary and Benefits Committee, they should communicate that fact both to the committee and to the Board of Regents.

The meeting adjourned at 4:25 P.M.

Bonnie M. Smotony

Secretary to the Board

11-20-1975