

UCCSN Board of Regents' Meeting Minutes November 9-10, 1989

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BOARD OF REGENTS

UNIVERSITY OF NEVADA SYSTEM

November 9-10, 1989

The Board of Regents met on the above date in Kingsbury Room C,
Lakeside Inn, Stateline, Nevada.

Members present: Mrs. Dorothy S. Gallagher, Chairman

Dr. Jill Derby

Dr. James Eardley

Dr. Lonnie Hammargren

Mr. Daniel J. Klaich

Mrs. Carolyn M. Sparks

Mrs. June F. Whitley

Members absent: Mr. Joseph M. Foley

Mr. Sig Rogich

Others present: Chancellor Mark H. Dawson

President Anthony Calabro, WNCC

President John Gwaltney, TMCC

President Robert Maxson, UNLV

President Paul Meacham, CCCC

President Ronald Remington, NNCC

President James Taranik, DRI

Vice President Dennis Brown, UNR

Mr. Don Klasic, General Counsel

Dr. Warren Fox, Vice Chancellor

Mr. Ron Sparks, Vice Chancellor

Ms. Pamela Galloway, Public Information Officer

Ms. Mary Lou Moser, Secretary

Mrs. Leslie Jacques, Assistant to the Secretary

Also present were Faculty Senate Chairmen Deborah Ballard-Reisch (UNR), Paula Funkhouser (TMCC), Steve Mizell (DRI), Mike Hardie (WNCC), Tom Kendall (Unit), Nancy Master (UNLV) and Norma Suchy (CCCC).

A workshop for Regents, Presidents, Faculty Senate Chairmen, the Chancellor and the Chancellor's staff was held November 9-10, 1989 in Stateline, Nevada. Chairman Gallagher called the meet-

ing to order at 1:35 P.M., declaring that all attendees were invited to actively participate in discussion of the agenda items.

Chairman Gallagher welcomed participants to the Fall workshop and stated that they hoped for a very educational workshop over the next 2 days and welcomed open discussion on the agenda items.

1. Discussion of Goals

Chairman Gallagher requested from the Regents, Presidents and Faculty Senate Chairmen a list of goals from each group for the upcoming year.

Chairman Gallagher divided the Regents, Presidents and Faculty Senate Chairmen into groups to meet and identify its goals.

The meeting recessed after each group identified its list of goals for the upcoming year and reconvened at 7:40 P.M. Thursday, November 9, 1989, with all Regents present except Regents Foley and Rogich.

Chairman Gallagher requested each group to report its list of goals, as filed with the permanent minutes.

The meeting recessed at 8:15 P.M. and reconvened at 8:40 A.M.

Friday, November 10, 1989, with all Regents present except Regents Foley and Rogich.

2. Discussion of Educational Programs Provided to Correctional Institutions

President Remington reported that telecourses are held at the correctional institutions in NNCC's region with exams and personal contact between instructors and inmates. NNCC is preparing new programs for the Ely correctional institution. He indicated that GED and developmental levels need personal contact with the student.

President Calabro reported that WNCC delivers 41 classes to 176 inmates. 14 classes were cancelled due to lack of enrollment or prisoner shipments to the new facility in Ely.

40 classes have been scheduled for the Spring semester.

The inmates are eligible to receive aid from Pell Grants.

WNCC has processed 260 1989-90 financial aid applications.

Mr. Mike Hill is the coordinator of the prison programs at

WNCC and he will be working with the DOP to develop future occupational programs at the correctional institutions

WNCC serves.

President Meacham reported that CCCC works closely with the Clark County School District at 2 locations. Mr. Mike Henderson is the coordinator of the programs. He indicated that CCCC does hold graduation ceremonies for these students. Dr. Derby stated that she had attended a graduation ceremony and found it to be exciting for the graduates and the institution.

3. Discussion of System Concerns

A. Articulation - Vice Chancellor Fox gave an overview of the history of articulation within the System. There are 3,000 courses listed in the Master Course File with 1,000 courses that are transferable to UNR and/or UNLV.

Other issues discussed regarding articulation were are follows:

Core curriculum at UNR

Community College faculty relations survey concerns

Transfer guide

Evaluation of courses

Developmental and community service courses

Nursing articulation to be reported annually

Additional teaching faculty to serve on Articulation

Board

Additional "B" courses accepted as general electives

Accrediting association standards must be met

Perception and attitude between Universities and

Community Colleges

Misunderstandings

Advising and counseling problems

Involvement and interaction between Universities and

Community Colleges on major articulation changes

Strengthen guidelines and procedures of Academic

Affairs Council

Prep Tech curriculum of AACJC in future

B. Communications - Mrs. Whitley emphasized that one of the roles as a member of the Board of Regents is to implement two-way communication throughout the System. Mr. Klaich hoped that more open discussions on UNS issues would take place in the future. Chairman Gallagher reminded those in attendance that the Regents' workshop is held once a year, and requested suggestions in continuing open communications throughout the System.

Discussion regarding suggestions for open communication throughout the System was held and contained the following points:

Faculty Senates prepare written communications for faculty describing issues and actions taken by the Board of Regents

Board of Regents to receive background information on controversial items

Information reports made by Faculty Senate Chairmen and Student Body Presidents to the Board of Regents

Build trust

Communications from Systemwide committees

Faculty input into the preparation of the agendas

Regents and President to be invited to Faculty Senate meetings

C. Collegiality - President Maxson stated that the Regents' workshop is a perfect example of collegiality. He noted that decisions are made throughout the System by different organizations, such as faculty, Presidents, Regents. There needs to be an understanding between these organi-

zations on who is to make the appropriate decisions.

Further discussion contained the following:

Regents to support administrative decisions

Regents to be informed of administrative decisions

Shared governance means input from all facets, but

someone still must make the final decision and

take the responsibility for that decision

Anticipation of media response

Students are the reason we are here

Two-way communication

Board of Regents to set tone of collegiality

System is not a traditional business model; fragile

business; more liberal than community it serves

D. Budget Concerns

Full-Time/Part-Time Faculty and Salaries: Dr. Eardley

questioned the Presidents as to why their institutions

have a large number of part-time faculty. President

Meacham stated that part-time faculty is a necessity.

They provide Community Colleges with the ability to

change curriculum quickly. Since part-time faculty are

in the work force they are able to bring a touch of reality to the classroom. At this time the ratio for full-time faculty to part-time faculty is 60/40. This can cause a point of diminishing returns. The ratio affects all the institutions differently. CCCC has approximately 500 part-time faculty who teach one class per semester and each semester CCCC has to hire 450-500 well-qualified teachers. President Meacham suggested that the full-time/part-time ratio be removed and replaced with the formula of 100% funding as the Universities are now funded.

President Gwaltney concurred with President Meacham's remarks and added that if the 70/30 ratio is implemented the salary for part-time faculty will continue to be an issue. Part-time faculty need supervision, along with space, equipment, support services and training.

Upon questioning why the 70/30 ratio affects the smaller institutions differently President Remington stated that in utilizing any proportion there is a given that there will be a certain number of students registered in every class. At the smaller institutions many of the classes have a small number of students registered for the sec-

tions. The smaller institutions need flexibility and funding to address this problem. The ratio formula drives funding down at the Community Colleges.

President Calabro added that geographic location is also a factor for the smaller institutions. Quality control is difficult to maintain. We need to look at the original reason for hiring part-time faculty, not just use them as a means to an end.

Some options were discussed regarding full-time/part-time ratio and salaries:

70/30 ratio for CCCC and TMCC, and a lump sum for

NNCC and WNCC

Leave at 60/40, but allocate \$20,000 per position

rather than \$11,000

100% full funding

Flexibility for FT pool

Raise student/faculty ratio, discontinue full-time/

part-time and use 100% funding

Dr. Eardley requested a response from the Community College Presidents as to how the part-time funds are being

allocated. President Meacham stated CCCC spends more dollars on part-time faculty than is allocated by the State Legislature. CCCC uses non-state funds, salary savings and support services funds. Also, these funds are used for supervision personnel for part-time faculty such as Associate Deans.

President Gwaltney stated that TMCC also spent additional funds on part-time faculty from salary savings. Some of the expenditures were for supervisors for off-campus sites.

WNCC also exceeded its allocation for part-time faculty and utilized funds from the excess funds generated by increased enrollments. WNCC also expended funds for supervisors for off-campus sites.

President Remington stated that NNCC utilized funds by lowering the part-time rate to take care of additional sections of classes. The savings were spent on overloads and support services.

Dr. Eardley emphasized the need for the Board of Regents to develop another method of securing additional funding

to support part-time faculty. He also pointed out that the part-time faculty at UNR received \$500 per credit, whereas the part-time faculty at TMCC received \$300 per credit. President Gwaltney responded by stating that if TMCC would raise its salary to \$350 per credit, the total amount to be requested would be \$90,000.

Mr. Mike Hardie, WNCC Faculty Senate Chairman, suggested that the FTEF ratio be lowered to 12:1 rather than 15:1.

Chairman Gallagher emphasized the need to educate the Legislators on the part-time faculty concerns and issues.

Vice Chancellor Sparks indicated that the Legislators recognize the need for part-time faculty at Community Colleges and do not want to do away with them. He offered a suggestion to include an automatic increment in the budget to encompass the cost-of-living increases.

Chairman Gallagher requested a discussion on budgeting for part-time faculty be scheduled for the January or February Board of Regents meeting.

Employment Conditions: Chairman Gallagher requested a response from those in attendance on the employment considerations at their respective institutions.

UNR Faculty Senate Chairman Deborah Ballard-Reisch indicated the following concerns:

- Remodel existing facilities

- Refurbish classroom equipment

- Install air conditioning in older buildings

- Replace drapery

- Library funding

CCCC Faculty Senate Chairman Norma Suchy indicated that there is a need for clerical support for faculty. During the upcoming Spring an accreditation team will be visiting CCCC and she is concerned about the library and support services.

UNLV Faculty Senate Chairman Nancy Master indicated that the library should be brought up to high technology standards to keep up with the demands from the students and faculty.

On a positive note, Vice President Brown indicated that the Administration at UNR sends acknowledgements to faculty on their accomplishments. Chairman Gallagher reminded the Faculty Senate Chairman that she had requested at the last Board of Regents meeting a list of faculty who deserve recognition for their accomplishments.

Mr. Hardie stated that WNCC's faculty are interested in receiving acknowledgements from the Board of Regents and he will be coming forth with a list at the next meeting.

4. Discussion on the Community College Five-Fold Missions

The Community College five-fold mission incorporates occupational education, transfer education, developmental education, community service and counseling and guidance. Mr. Hardie indicated that WNCC is working towards implementing recommendations made by the AACJC in regard to Prep Tech. This will aid in building a stronger occupational transfer program. President Calabro suggested that the term "technical education" be used instead of "vocational education". President Gwaltney described technical education to include science and math courses so that an understanding of high tech could be incorporated in the curriculum,. This would

cause a merging of normal academic science and math courses to be applied to technology. He believes that all undergraduate education will eventually incorporate this philosophy.

3. Discussion of System Concern: Employment Conditions

(continued)

Dr. Hammargren related that an item concerning proposed changes to Title 4, Chapter 4 of the Board of Regents Handbook had been withdrawn from the agenda at the Board of Regents meeting in October, 1989. At that time, a number of people had been anxious to have a copy of the proposed changes. He urged that these changes be released immediately, and, further, that the Chancellor's Office be directed to draft language to appear on the December, 1989 meeting agenda which would extend the implementation date for a separate bargaining unit for Community Colleges to the January 11-12, 1990 Board meeting. Dr. Hammargren stated that by releasing the proposed changes now, it would allow sufficient time for study by all concerned parties.

Mrs. Gallagher stated that it was the feeling of a number of Board members, that in good faith, any changes to be made in

the current collective bargaining policies would require action at the December meeting since the motion adopted at the April, 1989 meeting had specified that the establishment of a separate unit for Community Colleges was to be in effect "not sooner than January 1, 1990".

Mr. Klasic confirmed the effective date of January 1, 1990 for the establishment of the separate units, and informed the group that a draft of new collective bargaining language had been prepared under the assumption that the rules would have to be changed before collective bargaining becomes a fact within the System. He stated that in order to prevent charges being made that the Regents were changing the "goal posts in the middle of the game", changes to the collective bargaining regulations should take place before the new unit was established on January 1, 1990.

Mr. Klaich stated that his recollection of the discussion at the April Board meeting held in Carson City revolved around what the Board was not hearing, not doing, not interacting with Community Colleges, and he did not consider that a discussion on collective bargaining. As a result of the discussion, the ad hoc Committee on Community College Faculty Relations was appointed to look into the matter. He noted

that the Summer "stole 3 1/2 months" of their working time.

Further, he felt the Board should fully discuss any changes with faculty representatives and with NFA members who raised the issue of collective bargaining in the first place, but also he felt the discussions should only take place following the completion of the work of the ad hoc Committee. He stated he had no objections to releasing the proposed changes at this time.

Mrs. Gallagher stated that the Board had talked with a labor attorney/consultant concerning the Board's role in interacting with the collective bargaining unit.

Mr. Klaich stated that he felt the feeling that Mr. Klasic is not a "pro-faculty" attorney is unwarranted, and reminded the group to study the report from the ad hoc Committee in order to confirm the need for the changes as contained in the proposed revision to Chapter 4. He related that Mr. Klasic has prepared a document for all to use as a tool to raise issues.

Mr. Hardy stated he had re-read the April agenda item and the minutes of the meeting and stressed the Board's action provided that the new bargaining unit could not be estab-

lished any sooner than January 1, 1990 and this did not prevent the Board from delaying the implementation of its action until sometime after January 1, 1990. Mrs. Gallagher replied that the Board was aware of this, but in all good faith felt that the January 1, 1990 date should be adhered to.

Mr. Klaich stated he felt it was critical that any proposed language changes should be discussed by a committee consisting of Regents, Administrators, faculty and staff, and suggested it be appointed at the December meeting with direction to report back on the first day of the January meeting and that the Board should not take action until the second day of that meeting.

TMCC Faculty Senate Chairman Paul Funkhouser requested clarification of the process, and further stated that she felt most of the faculty does not have the knowledge or background information concerning the pros and cons of collective bargaining. Mrs. Gallagher stated that the Regents feel strongly that the decision to belong to a separate unit and to change to collective bargaining is a Campus prerogative and the proposed changes speak to this issue.

Mrs. Funkhouser questioned whether the Board would bring in an "authority" to speak to the faculty. Mrs. Gallagher noted that the Board had consulted Mr. Caesar Naples who had stressed that with collective bargaining there is a loss of collegiality and the role becomes very adversarial. Dr. Eardley stated he was deeply concerned with this question and he noted that Mr. Naples would not be the person for a faculty discussion since he is a negotiator for the administrative side. Mrs. Funkhouser stated she felt they would seek a person who knows collective bargaining but who would have "nothing at stake" within UNS, and who could be unbiased.

President Gwaltney related that his Faculty Senate had made a request to bring in a fair/neutral person to talk with all the faculty concerning the issue; that he was opposed to bringing someone from within the State to his Campus (because of the believability factor); and that he would encourage the Regents to provide funds for such a forum.

Mrs. Funkhouser stated she felt the ad hoc Committee has worked diligently toward discovering faculty concerns and now is working toward solutions. Further, she stated she appreciated the Board's concern for "good faith action"

prior to January 1, 1990, but that a change in that date, she felt, would not be unacceptable to the faculty and further urged that the ad hoc Committee be allowed to finish its work and that the System be given time to take action on solutions. Mr. Hardie asked whether the 4 Community Colleges Faculty Senate Chairmen might ask for an agenda item (December meeting) to consider a date beyond January 1?

Mrs. Gallagher stated she felt the Board should continue to address the Community College concerns and to arrive at solutions. Also, she stated she felt the Handbook should contain a collective bargaining chapter and the present one did need to be changed to include the provisions of the motion made at the April meeting. She then asked for suggestions on what a "good faith" date might be. Mr. Klaich stated he felt that any further discussion on collective bargaining should not be held at this time, that the matter at hand was on releasing the information of the proposed changes.

Mrs. Sparks asked for a reiteration of the April motion.

Mr. Klasic replied that the motion was to authorize a 2nd bargaining unit for Community Colleges and provided that each Community College would be allowed to choose whether

or not to belong to the separate unit. Mr. Klaich stated that in the proposed changes, Mr. Klasic had provided for the technicalities of that action. Also, he stated he felt some kind of action must be taken by the Board before January 1. Mr. Klasic stated input from the NFA should certainly be received on any action the Board might take, but cautioned that the NFA must be held "at arms length" during the process inasmuch as there might be other unions interested in this matter who could charge an unfair labor practice against the Board if it showed favoritism to a particular union.

At this point, the proposed changes to the Handbook, Title 4, Chapter 4, were distributed to all present.

Mrs. Sparks stated that the System should be proud that it can discuss these sensitive issues in a one-on-one situation. She was pleased with the discussion on articulation. She noted that the institutions are quieter than when she began serving as a Regent. There is always room for improvement, but we should be proud of our product.

The workshop adjourned at 2:40 P.M.

Mary Lou Moser

Secretary of the Board

11-09-1989