

# UCCSN Board of Regents' Meeting Minutes October 24-25, 1991

10-24-1991

Pages 7-60

BOARD OF REGENTS

UNIVERSITY OF NEVADA SYSTEM

October 24-25, 1991

The Board of Regents met on the above date in the Pine Auditorium, Jot Travis Student Union, University of Nevada, Reno.

Members present: Mrs. Carolyn M. Sparks, Chairman

Mrs. Shelley Berkley

Dr. Jill Derby

Dr. James Eardley

Mrs. Dorothy S. Gallagher

Dr. Lonnie Hammargren

Mr. Daniel J. Klaich

Mrs. June F. Whitley

Members absent: Mr. Joseph M. Foley

Others present: Chancellor Mark H Dawson

President Anthony Calabro, WNCC

President Joseph Crowley, UNR

President John Gwaltney, TMCC

President Robert Maxson, UNLV

President Paul Meacham, CCSN

President Ronald Remington, NNCC

President Jim Taranik, DRI

Mr. Donald Klasic, General Counsel

Mr. Ron Sparks, Vice Chancellor

Mrs. Karen Steinberg, Acting Vice Chancellor

Ms. Mary Lou Moser, Secretary

Also present were Faculty Senate Chairmen Bill Baines (TMCC),

Larry Goodnight (WNCC), Candace Kant (CCSN), Ed Nickel (NNCC),

Lonnie Pippin (DRI), Elizabeth Raymond (UNR), Lori Temple (UNLV),

and Student Association Officers.

Chairman Carolyn M. Sparks called the meeting to order at 9:50

A.M. Thursday, October 24, 1991, with all Regents present except

Regents Foley and Hammargren.

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 September 5-6, 1991 and minutes of the special tele-conference meeting held October 3, 1991.
- (2) Approved the gifts, grants and contracts, listed in Ref. C-1, filed with the permanent minutes.
- (3) Approved Emeritus status for Professor William Alsup, Emeritus Associate Professor Department of Chemistry, effective immediately upon approval.
- (4) Approved the following interlocal agreements:

A. UNS Board of Regents/UNR and the Nevada Junior Livestock Show Board (Interlocal Contract)

Effective Date: July 1, 1991 to June 30, 1992

Amount : \$26,525 to UNR

Purpose : UNR to hire individuals part-time

to fulfill temporary needs in

conducting the Junior Livestock  
Show and will allow the Junior  
Livestock Show Board use of the  
University's procurement facili-  
ties.

B. UNS Board of Regents/UNR and the Nevada Agency  
for Nuclear Projects/Nuclear Waste Project Office  
(Interlocal Contract)

Effective Date: October 1, 1991 through Septem-  
ber 30, 1992

Amount : \$460,000 to UNR

Purpose : UNR Mackay School of Mines to  
provide evaluation of technical  
suitability of high level radio-  
active waste repository in Nevada.

C. UNS Board of Regents/UNR and City of Reno (Water  
Rights Deed)

Effective Date: Date approved by Board of Regents  
and the Governor

Amount : \$10 to Board of Regents

Purpose : Grant of Easement on a piece of property abutting UNR Dairy Farm for installation of underground electrical service. This easement is necessary to avoid removing several mature Russian Olive trees on the property.

D. UNS Board of Regents/School of Medicine and the Nevada Department of Human Resources/Health Division (Interlocal Contract)

Effective Date: September 1 through October 30, 1991

Amount : \$8000 to School of Medicine

Purpose : School of Medicine to provide on-site training for hospital personnel relative to the Newborn Screening Program.

E. UNS Board of Regents and Sierra Pacific Power Company (Grant of Easement)

Effective Date: Date approved by Board of Regents

and the Governor

Amount : \$1 to Board of Regents

Purpose : Grant of Easement on a piece of

property abutting UNR Dairy Farm

for installation of underground

electrical service. This ease-

ment is necessary to avoid re-

moving several mature Russian

Olive Trees on the property.

#### F. UNS Board of Regents and Nevada Power Company

(2 Grants of Easement)

Effective Date: Date approved by Board of Regents

and the Governor

Amount : \$2 to Board of Regents

Purpose : Grant of Easement to allow Nevada

Power Company to service property

situated at CCSN Campuses in Las

Vegas and Henderson.

## 2. Introductions

President Crowley introduced Samantha Dollison, Executive

Vice President at ASUN.

President Maxson introduced Penny Amy, Campus Advisory Co-Chairman of the Status of Women.

Mr. Klaich took the opportunity to acknowledge the UNLV advertisement which was placed in Newsweek and Time magazines this month by the UNLV Foundation. He circulated the advertisement to the Regents and Officers, and commended UNLV for displaying such a fine ad nationwide.

### 3. Chairman's Report

Chairman Sparks announced that Regent Joseph Foley suffered a slight stroke on Friday, October 18. He is recovering smoothly. His daughter, Helen, also suffered a slight stroke during that same week and too is doing well. On behalf of Mrs. Betty Foley, Chairman Sparks thanked everyone for their prayers and good thoughts.

Chairman Sparks announced that the Board of Regents' Workshop will be held on Wednesday and Thursday, November 13-14, 1991 at the Carson Valley Inn in Minden, Nevada

Chairman Sparks commended the UNLV classified staff for not participating in the publicized "sick-out". She stated that UNLV experienced its highest rate of attendance on that Friday. The Board of Regents appreciate the classified staff's understanding and cooperation.

Dr. Hammargren entered the meeting.

Chairman Sparks indicated that it was her intention to visit each Campus to meet with the Administrators and faculty. She recently visited NNCC and was very pleased with their program. She looks forward to her visits in November with WNCC and TMCC.

#### 4. Chancellor's Report

Chancellor Dawson announced that the four Community Colleges have formed a consortium in order to prepare a proposal for a federal grant for Title III funds to develop a program in the rural areas for distance learning provided by television equipment. He congratulated the Presidents for their cooperation in this endeavor.

Chancellor Dawson announced that the State Risk Management



Office will soon be holding meetings on the various Campuses to discuss the optional group insurance programs available to State employees. Among the plans to be discussed are the Section 125 premium-only plan and the dependent care reimbursement plan offered through the State Committee on Benefits.

He will be directing a memorandum to all UNS employees to advise them that the University of Nevada System administers its own Section 125 plan, which was initiated before the State offered its plan, and currently includes a premium-only plan. UNS is planning to expand this coverage in April, 1992, to include a dependent care reimbursement enabling UNS employees, through pre-tax payroll deductions, to earmark funds for annual dependent-care expenses, and a reimbursement plan enabling UNS employees to set aside pre-tax dollars for health care expenses not covered by insurance (such as orthodontia). The UNS coverage under these plans will be at rates as low or lower than those provided by the State. These plans will be available to UNS only through the UNS. The System will not make the State's Sec. 125 plan available to UNS employees.

Additionally, he will remind the faculty and staff that the

UNS optional group insurance plans, provided through pay-roll deduction with premiums paid by employees, pre-date the plans that have more recently been added by the State. Furthermore, UNS plans are generally at or below the rates offered by the State. These optional plans include a Personal Accident Plan, a Supplemental Term Life Plan, a Cancer Insurance Plan (with available Hospital Intensive Care and Dread Disease coverage), a Short-Term Disability Plan, and an Auto/Homeowners/Renters Plan.

The goal of the University of Nevada System is to provide its employees with the broadest possible insurance coverage, at the lowest possible rates obtained through competitive bids, combined with the best service and one-on-one counseling available.

#### 5. Approved Modification of Resolution #91-6

In April of 1991, Resolution #91-6, a bank loan for the funding of an academic computer system for UNSCS, was approved by the Board of Regents. Since that time, the vendor furnishing the system provided suitable internal financing and the loan is not required. However, UNSCS would like the Resolution changed to allow it to use the

funds to acquire a portion of the newly approved administrative system.

Approved the following modification to Resolution #91-6:

RESOLUTION #91-6

BE IT RESOLVED BY THE BOARD OF REGENTS OF THE UNIVERSITY OF NEVADA THAT:

The Officers of the University are hereby authorized to solicit proposals for a \$500,000 bank loan for the purpose of acquiring and installing an administrative computing system for the University. The loan is hereby designated as a "Qualified Tax-Exempt Obligation" under Section 265(b)(3) of the Internal Revenue Service Code of 1986, as amended.

Dr. Eardley questioned how the loan was to be repaid, and it was indicated that funds would be allocated from the UNS Computing Services operating budget. This loan will enable UNSCS to rent equipment for five years or to purchase the equipment over a five-year period. Mr. Klaich indicated that the Nevada Legislature had approved this

allocation during its last session.

Mr. Klaich moved approval of the modification of Resolution #91-6 for UNS Computing Services to acquire and install an administrative computing system for the University. Mrs. Whitley seconded. Motion carried.

6. Approved Bond Sale Resolution, UNLV

Approved a resolution for the sale of bonds for financing a classroom and office complex on the UNLV Campus in an amount of not more than \$21,921,000.

This resolution has been prepared by UNS Bond Counsel John Swendseid in accordance with State statutes and State Securities Laws.

RESOLUTION #91-15

A resolution pertaining to the University of Nevada; authorizing the Chancellor of the University, Ex-Officio Treasurer, to arrange for the sale of bonds or other securities for the purpose of financing a project authorized by Ch. 718, Statutes of Nevada,

1991; providing other matters pertaining thereto; and  
providing the effective date hereof.

Pursuant to Ch. 718, Statutes of Nevada, 1991 (the  
"Act"), the Board of Regents (the "Board") of the  
University of Nevada System (the "University") is  
authorized to finance the construction, acquisition  
and improvement of a classroom and office complex  
on the Campus of the University of Nevada, Las Vegas,  
and other facilities required and desired by the  
University therefor, including equipment, furnishings  
and appurtenances thereto (the "Project"), by the  
issuing of general obligation bonds of the State in  
a principal amount which does not exceed \$21,921,000.

Mrs. Gallagher moved approval of the resolution for the  
sale of bonds for financing a classroom and office complex  
on the UNLV Campus in an amount not to exceed \$21,921,000.

Mr. Klaich seconded. Motion carried.

The open meeting recessed at 10:00 A.M. to moved into committee  
meetings and reconvened at 11:00 A.M. Thursday, October 24, 1991  
with all Regents present except Regents Derby, Hammargren and  
Foley.

7. Approved Recommendations for Promotion or Assignment to

Rank, UNLV

A. University of Nevada, Las Vegas - President Maxson

recommended the following promotions, effective July 1,

1991, to the following:

Clarence Ray to Professor of Economics, Business and

Economics

Ebrahim Salehi to Associate Professor of Math Science,

Science and Mathematics

Robert Tracy to Associate Professor of Art, Fine and

Performing Arts

Mr. Klaich moved approval of the recommendations for

promotion of assignment to rank at UNLV. Mrs. Berkley

seconded. Motion carried.

8. Approved Recommendation for Award to Tenure, UNLV

The following recommendation for tenure was forwarded for

Board consideration.

A. University of Nevada, Las Vegas - President Maxson

recommended award of tenure, effective July 1, 1991,

to the following:

Edward Davis, Assistant Professor of Social Work,

Liberal Arts

Mr. Klaich moved approval of the recommendation for award

of tenure at UNLV. Mrs. Berkley seconded. Motion carried.

9. Approved the Appointment of Acting Vice Chancellor

Due to the longer than anticipated recruiting process,

Chancellor Dawson requested approval of the appointment

of Karen Steinberg as Acting Vice Chancellor for Academic

Affairs at an annual salary of \$84,000, effective August

1, 1991.

Mrs. Whitley moved approval of the appointment of Karen

Steinberg as Acting Vice Chancellor for Academic Affairs

at an annual salary of \$84,000, effective August 1, 1991.

Mrs. Gallagher seconded.

Dr. Derby entered the meeting.

Mr. Klaich questioned the salary increase, and Chancellor Dawson stated that Mrs. Steinberg has increased responsibilities that warranted a pay increase. Chancellor Dawson stated for the proposed schedule for hiring a new Vice Chancellor for Academic Affairs is as follows:

Revised search advertisement in November, nationwide

30 days for responses

Begin after January 1 to review applications

Begin interviewing process in February-March

Hiring date July 1, 1992

Mrs. Berkley stated she felt that Mrs. Steinberg's employment was worth the salary increase, but she questioned the reason for making it retroactive to August 1, when at that time she received an increase for her appointment as Supervisor of Academic Affairs. Chancellor Dawson retracted his request for the effective date of August 1 and proposed November 1, 1991.

Mrs. Whitley amended the motion to the effective date of November 1, 1991. Mrs. Gallagher seconded. Motion carried.



Chairman Sparks indicated that she had recently met with the UNS Student Affairs Council and they have requested that the position description for the Vice Chancellor of Academic Affairs include overseeing the Academic Affairs Council and the Student Affairs Council. They also requested that their Council be involved in the interview process for the new Vice Chancellor.

#### 10. Approved Naming of Center, UNLV

Approved the naming of the Environmental Research Center The Harry Reid Center for Environmental Studies at UNLV. President Maxson stated that Senator Reid has demonstrated an unwavering commitment to environmental issues and that the Center is already nationally known.

Mrs. Berkley moved approval of the name The Harry Reid Center for Environmental Studies at UNLV. Mrs. Gallagher seconded.

Upon questioning, President Maxson explained that the Center for Environmental Studies is a program within a facility, the Marjorie Barrick Museum of Natural History.

Mrs. Berkley stated she has spoken with Senator Reid and he is very excited and honored about this action.

Motion carried.

11. Approved Handbook Change, Special Course Fees, UNLV

Approved the following Handbook change, Title 4, Chapter 17, Section 11, Special Course Fees, UNLV:

2. University of Nevada, Las Vegas

|                   |                   |
|-------------------|-------------------|
| MUS 160           | 120.00 per credit |
| Special Music     | 75.00 per credit  |
| HOA 467 (was 477) | 100.00 per course |
| PED 116A          | 100.00 per course |
| PED 116B          | 100.00 per course |

Mr. Klaich moved approval of the Handbook change regarding Special Course Fees at UNLV. Mrs. Gallagher seconded.

Motion carried.

12. Approved Capital Improvement Fees, UNLV

Approved the authorization to use \$1,091,500 of Capital

Improvement Fee Funds at UNLV for the following projects:

Remodeling the UNLV Library when UNS Computing

Services moves out. This remodeling will

benefit the Library and the Honors Program. \$ 36,500

Completion of the new Alta Ham Fine Arts

addition, which will provide additional

classroom and office space. 305,000

Modification to White Hall, which will

begin to address the current lack of

adequate Laboratory space. 500,000

Various remodeling projects, which will

create additional faculty office space. 250,000

Mr. Klaich moved approval to use \$1,092,500 of Capital

Improvement Fee Funds at UNLV for the above projects.

Mrs. Gallagher seconded. Motion carried.

Approved the authorization to use \$2946 from the General Improvement Fee Account at WNCC to pay for Summer Session counseling services.

Dr. Derby moved approval to use \$2946 of General Improvement Fee Account at WNCC to pay for Summer Session counseling services. Mr. Klaich seconded.

Mr. Bill Davies, Dean of College Services at WNCC, explained that Counselor Connie Cappuro worked 19 contact days during the Summer Session to provide student counseling. The General Improvement Fee Account expenditures can only be used directly toward student needs and the funds are generated from student fees.

Dr. Hammargren entered the meeting.

Mr. Klaich requested that the Chancellor's staff prepare an annual report on expenditures from the General Improvement Fee Account for each institution.

Mrs. Berkley requested that Campus requests to use this account be made prior to the expenditure. President Maxson stated that the Council of Presidents is developing a

method of reporting to the Board of Regents the expenditures from this account and the policy will be brought to the Board for its consideration.

Mr. Klaich emphasized the need for the Regents to be made aware of the expenditures from this account. He did not think it necessary for the Board of Regents to approve each expenditure, but would like a periodic accounting of these expenditures to assure that these funds are being spent directly on student needs.

Motion carried.

#### 14. Approved Capital Improvement Fees, CCSN

Approved the authorization to use \$83,000 of Capital Improvement Fee funds at CCSN for the purposes of remodeling and upgrading both East Sahara buildings to accommodate new programs and to retrofit the Cheyenne Campus main building and physical plant building to create offices for faculty and staff.

Mrs. Whitley moved approval to use \$83,000 of Capital Improvement Fee Funds at CCSN for remodeling and upgrading

the East Sahara building and to retrofit the Cheyenne Campus main building and physical plant building to create offices for faculty and staff. Mr. Klaich seconded. Motion carried.

Mrs. Berkley suggested that the Board of Regents raise the threshold for reporting requests from the Capital Improvement Fee Funds at the Campuses from \$25,000.

Mr. Klaich announced that President Crowley's daughter, Margaret Crowley, has recently passed the Nevada State Bar examination and ranked in the top ten in the State of Nevada.

#### 15. Dental Practice Plan Report

The Board requested a follow-up report on the CCSN Dental Practice Plan after one year. President Meacham introduced Vice President Herb Peebles, who presented the report, as contained in Ref. B, filed in the Regents' Office.

The Dental Plan actually began operations in December, 1990. CCSN anticipates implementation of the Physical Therapy Plan later this Fall. It was delayed to allow

for the employment of full-time faculty and the overall stabilization of the PTA Program.

Dr. Peebles reported that the quality of education has most definitely enhanced the program along with a full range of courses. The revenues for the program are increasing, and in addition, a savings is being realized due to hiring local dentists. The salary package was enhanced and has provided improved staffing of the program.

Dr. Peebles stated that CCSN attended an accreditation meeting for the Physical Therapy Program and accreditation for the program will probably be finalized next year.

Dr. Peebles thanked President Meacham and staff, the Chancellor and staff, and the Board of Regents for their support of the Program.

Upon questioning, Dr. Peebles explained that CCSN employs five young dentists who have joined the program to get a foothold in the community. Dr. Meacham added that he was unaware of any other Community College having such a plan as CCSN, and that he is pleased with the progress over the last two years.

## 16. Information Only: Outstanding Faculty Recognition

At the request of the Board of Regents, each Faculty Senate Chairman reported on the outstanding faculty achievements for their respective institutions.

Truckee Meadows Community College - TMCC Faculty Senate Chairman Bill Baines announced that Faye Wood, Sociology Professor, recently died of cancer. She will be greatly missed by the staff, faculty and students at TMCC.

University of Nevada, Reno - UNR Faculty Senate Chairman Elizabeth Raymond announced that Wilbur Shepperson, Chairman of the History Department, died on September 21, 1991. He, too, will be greatly missed by the staff, faculty and students at UNR.

She announced the following UNR outstanding faculty:

Thomas R. Kozel, Chairman and Professor of Microbiology, is an outstanding researcher, and is currently involved in two NIAID research projects: drug discovery for treatment of cryptococcal disease (\$4,000,000), project



leader for cryptococcosis: passive immunization with monoclonal antibody (\$635,768); cryptococcal polysaccharide: inhibition of phagocytosis (\$1,089,218). Dr. Kozel is the recipient of numerous awards, including the UNR Foundation Research Professor (1984-87) and Outstanding Basic Science Professor, School of Medicine (1982).

University of Nevada, Las Vegas - UNLV Faculty Senate Chairman Lori Temple announced the following UNLV outstanding faculty:

Laurence Barton, Associate Professor of Management, whose research interests include crisis management and international business. Besides publishing 9 articles and presenting 13 papers at regional, national and international meetings, Dr. Barton has recently completed a book entitled "Crisis in Organizations: Communicating and Managing in the Heat of Chaos", to be published in 1992. He has recently received a major grant from DOE to design a Crisis Management Program in the College of Business and Economics. Student response to his teaching is among the best in the University and his excitement for the classroom environ-

ment is contagious. Most recently, Dr. Barton has been invited to lecture to the Board of Directors at Lucky-Goldstar, one of the world's largest conglomerates and to provide a series of lectures to educators and other professionals throughout Korea. In just 3 short years he has earned an international reputation as an outstanding scholar and a sought after lecturer. His tireless research efforts, his many regional, national and international presentations, and his commitment to providing a quality educational experience for his students make him one of UNLV's outstanding faculty and deserves special recognition.

John Kohl, Hilton Distinguished Professor of Management since 1988, Chairs the Department of Management while maintaining a very active research program and a busy teaching schedule. His most recent research has focused on the impact of the AIDS epidemic in the work environment. Other lines of research include discrimination in the recruiting process and methods of integrating research results into courses frequently taught as part of a business curriculum. Dr. Kohl has been researching sexual harassment long before it was fashionable. He shares his expertise in personnel management

and discrimination in the work environment with others

by conducting local, regional and national seminars.

He has also co-authored a textbook entitled "Personnel

Management: Managing Human Resources" and has taught

a wide variety of courses in organizational behavior,

business policies, as well as personnel management.

Dr. Kohl deserves special recognition for his ability

to balance the competing demands of an active research

program, a full teaching schedule while Chairing a

Department, and serving on several College and Uni-

versity committees.

Community College of Southern Nevada - CCSN Faculty Senate

Chairman Candace Kant announced the following CCSN outstand-

ing faculty:

Joanne Elaine Vuillemot, Professor of Art, has worked

tirelessly to bring art within the reach of the students

and the community. She has arranged numerous art ex-

hibitions on the College Campus, featuring community

and regional artists of note, and student art work. In

addition, several art exhibits have featured her work.

In 1984, three exhibits featured her work. In November

1986 she and Michele Fricke created an exhibit in fiber

and metals for the Allied Arts Gallery. In 1988 her work along with other artists from Henderson and Nevada at large were shown at the Green Valley Library in a collection titled "Separately Together". In 1990 the Moira James Gallery displayed her work in "Space Contained". This year, she has participated in 4 exhibitions. Ms. Vuillemot has been honored by the Nevada State Council on the Arts Individual Artist Grant, and in 1991 was selected by the Las Vegas Arts Commissioners to receive the first annual Mayor's Arts Award.

Northern Nevada Community College - NNCC Faculty Senate  
Chairman Ed Nickel announced the following NNCC outstanding faculty:

Stanley J. Popeck, Business/Industry Liaison, has played a key role in the success of the NNCC Mining Education Program. Over the past three years the program has won several state and national awards, the latest being the AACJC Award for Business and Industry Cooperation in Training. Through dedication and skill Mr. Popeck has taken the Commercial Driver's License, Occupational Health and Safety, Mill Maintenance and

Electricity/Electronics courses from conceptions to nationally recognized training programs. Mr. Popek has a reputation for taking nontraditional students, courses and schedules and making them work. Currently, he is working on an Administrative Leadership degree at UNR.

Western Nevada Community College - WNCC Faculty Senate

Chairman Larry Goodnight announced the following WNCC outstanding faculty:

Dane Apalategui, Director of Financial Services, has been involved in the complex budget process at WNCC and has participated in the newly formed Senate Budget Committee. His efforts to communicate budget information to faculty has improved the decision making process. He participates in System workshops involving faculty and his Controller duties.

Chairman Sparks, on behalf of the Board of Regents, expressed its appreciation for all the outstanding faculty and the presentations in which the Faculty Senate Chairmen bring before the Board at its meetings.

## 17. Information Only: Outstanding Student Recognition

At the request of the Board of Regents, each Student Government Officer reported on the outstanding student achievements for their respective institutions.

University of Nevada, Reno - ASUN President Derek Beenfeldt announced the following UNR outstanding student:

Ronele Richards is an exemplary member of the University community. As a student, she is pursuing a degree in Journalism and a minor in Business Administration which she will complete in May. Along with her academic endeavors, she is currently the Director of both the Student Orientation Staff and the Student Ambassadors. One alone is an arduous enough task. Doing both perfectly displays her hard work and unquestionable dedication to the University. Ms. Richards was Associate Director of the Student Ambassadors and a Chairman of ASUN's Programming Board last year. She has also served as a member of the Sagens for two years.

University of Nevada, Las Vegas - CSUN Senator Mike Kennedy announced the following UNLV outstanding student:

Lauren Field is a Senior enrolled in the College of Health Sciences. She has served for the past two years as a Student Government Senator and is now a member of the Judicial Council. Ms. Field also finds the time to sit on the President's Advisory Council in which she assists in bringing the students' points of view to the attention of President Maxson. She is a very personable young lady who possesses the qualities of a dynamic and progressive individual.

The open meeting recessed at 12:00 noon to attend a luncheon and move into committee meetings and reconvened at 8:30 A.M.

Friday, October 25, 1991 with all Regents present except Regents Foley and Hammargren.

#### 18. Information Only: System Name Change

Regent Berkley requested consideration be given to changing the System name to more accurately reflect all institutions.

Suggestions for such change are contained in Ref. C, filed in the Regents' Office.

Dr. Derby strongly supported the concept to change the

System's name. She reminded the Board that it was recommended by the ad hoc Committee on Faculty Relations.

Mr. Klaich and Dr. Eardley also agreed. Dr. Eardley stated that all units should be identified to the public.

President Calabro related an incident in which he served on an out-of-state committee, and the committee wrote to President Crowley as Dr. Calabro's supervisor, thanking him for allowing President Calabro to serve on the committee.

President Remington also related an incident that happened when he was employed at TMCC in which UNR experienced major flooding and the UNR police arrived at TMCC to close down the Campus because Vice President Ashok Dhingra had instructed them to close all the Campus.

President Taranik indicated that DRI was delighted to be a part of the System, whatever should happen to the name of the System. DRI works closely with the Universities as well as the Community Colleges. The System is unique in that all institutions report to the Board of Regents through its Chancellor. It is a strength for DRI to be associated with the System.



DRI Faculty Senate Chairman Lonnie Pippin stated that being associated with the University of Nevada System facilitates obtaining grants and contracts, and hiring personnel. In his opinion, the current name is satisfactory.

President Meacham suggested that a generic name be chosen so that in the future specific institutions would be included under one name.

Chairman Sparks mentioned that there were other private higher education institutions in Nevada, therefore any name containing "higher education" may misrepresent public higher education.

Regents Berkley and Derby opposed a generic name for the System. Chairman Sparks felt that the Community Colleges did not feel strongly about a name change. President Gwaltney stated that he was pleased this issue had come before the Board and strongly suggested a name change. President Meacham stated that if a generic name was not applicable, then he preferred adding "Community Colleges" to the name. Assistant to the Chancellor Doug Burris stated that he had visited each Community College Campus

and it was his belief that a name change is a burning desire of the Community College faculty. Presidents Crowley and Maxson are supportive of the name change and felt it was appropriate.

General Counsel Klasic reviewed the process for such change and stated that the change can be made by:

- 1) Amending NRS 396.010, which lists only UNR and UNLV as branches of the University of Nevada System, by either listing all branches, or creating a generic term that includes Universities, Community Colleges, and research institutes; and
  
- 2) Amending NRS 396.020, which is the corporate name -- University of Nevada, by changing the University of Nevada System name to the new System name to be administered within the University of Nevada.

Mr. Klaich questioned whether there was a method of changing the name without formal legislation. Mrs. Gallagher stated that this topic has been discussed with some Legislators, and many of them did not have a problem with a name change, however, the manner in which it is to be changed must be

done properly. She suggested that a committee be established to review this issue in more detail and receive input from all the institutions before being considered by the Board.

Mrs. Berkley stated that the Board of Regents has determined the need for a name change; therefore, the Board should notify the Governor and present the name change to the Legislators as a System Administrative decision.

Dr. Derby requested that this issue be placed on the December 5-6, 1991 agenda as an action item.

UNLV Faculty Senate Chairman Lori Temple requested a suggestion list to be presented to the UNLV Faculty Senate for their input. It was determined that the following names were being considered this time:

The University and Community College System of Nevada

The University and Community College System of the

State of Nevada

University and Community College System of Nevada

Nevada System of Higher Education

Nevada System for Higher Education

Nevada State System of Higher Education

Higher Education System of Nevada

The Higher Education System of Nevada

19. Approved the Federal Emergency Management (FEMA) Grant for Earthquake Laboratory Space, UNR

The University has received a grant of \$750,000 for the construction of laboratory space for earthquake research with a time limit for expenditure of June 30, 1991. As the construction of the Engineering Laboratory Center (with earthquake research laboratory space) is just being completed, the Board approved to increase the authorized budget of the Engineering Laboratory Center construction account. This would be done with the understanding that the \$750,000 in State appropriation freed up by the addition of the FEMA funds would be held for a second phase to the Engineering Laboratory Center. It is anticipated that the University will receive another \$5,000,000 from FEMA for a second phase facility. The State Public Works Board has already received approval from the Interim Finance Committee to increase the project budget and expend the FEMA monies.

Mrs. Gallagher moved approval of the Federal Emergency Management Grant for Earthquake Laboratory Space at UNR.

Mrs. Whitley seconded. Motion carried.

20. Approved the Self-Supporting Budgets, UNR

Approved the following self-supporting budgets at UNR:

Nevada Agriculture Experiment Station

Research - Indirect Cost

1991-92

Budget

Estimate

Resources:

|                         |           |
|-------------------------|-----------|
| Opening Account Balance | \$ 49,626 |
| Transfer In             | 15,000    |
| Total Source of Funds   | \$ 64,626 |

Expenditures:

|                                  |           |
|----------------------------------|-----------|
| Professional Salaries (1.85 FTE) | \$ 53,284 |
| Fringe Benefits                  | 10,858    |
| Total Expenditures               | \$ 64,142 |
| Ending Account Balance           | 484       |

Total Use of Funds \$ 64,626

Nevada Agricultural Experiment Station

Ladino Dairy Fleischmann Endowment

1990-91 1991-92

Projected Budget

Actual Estimate

Resources:

Opening Account Balance \$ 17,043 \$ 59,738

Revenue:

Ladino Endowment 44,429 40,000

Sales of Goods - SVC 2,977 0

Total Source of Funds \$ 64,449 \$ 99,738

Expenditures:

Classified Salaries \$ 0 \$ 31,407

Fringe Benefits 0 8,623

Operating 4,711 9,500

Total Expenditures \$ 4,711 \$ 49,530

Ending Account Balance 59,738 50,208

Total Use of Funds \$ 64,449 \$ 99,738

Nevada Cooperative Extension

Clark County Professional Salaries

1991-92

Budget

Estimate

Resources:

Opening Account Balance                   \$    0

Revenue

Clark County Ad Valorum Taxes           93,884

Total Source of Funds                   \$ 93,884

Expenditures:

Professional Salaries (2 FTE)           \$ 79,000

Fringe Benefits                           14,884

Total Use of Funds                       \$ 93,884

School of Medicine

Academic Support - Misc. Program Development

1991-92

Budget

Estimate

Resources:

|  |           |
|--|-----------|
| Opening Account Balance                | \$ 959    |
| Transfer In (Washoe Clinical Contract) | 252,874   |
| Total Source of Funds                  | \$253,833 |

Expenditures:

|                                 |           |
|---------------------------------|-----------|
| Professional Salaries (.49 FTE) | \$ 22,774 |
| Classified Salaries (.90 FTE)   | 23,818    |
| Fringe Benefits                 | 9,180     |
| Operating                       | 85,000    |
| Out-of-State Travel             | 10,000    |
| Total Expenditures              | \$150,772 |
| Ending Account Balance          | 103,061   |
| Total Use of Funds              | \$253,833 |

Dr. Eardley moved approval of the Self-Supporting Budgets at UNR. Mrs. Gallagher seconded. Motion carried.

The open meeting recessed at 9:50 A.M. to move into foundation and committee meetings and reconvened at 11:07 A.M. Friday, October 25, 1991, with all Regents present except Regents Foley and Whitley.

21. Report and Recommendations of the Ad Hoc Committee on Health Care



A report and recommendations of the ad hoc Committee on Health Care meeting, held October 25, 1991, was made by Regent Lonnie Hammargren, Chairman.

Chairman Hammargren stated that the ad hoc Committee will be developing within the year an integrated education plan between UNS and others, such as the State Board of Education. This plan, which will be presented in a brochure, will entice high school students who wish to pursue a medical career to prepare themselves for higher education.

(1) Dr. Robert Daugherty, Dean of the School of Medicine, reviewed the Strategic Plan for the Medical School, filed in the Regents' Office. He informed the Committee that the plan was mailed to every physician in the State of Nevada for their comments, and has been orally presented to the Washoe County Medical Society, the Clark County Medical Society, the State Medical Society, and hospital executive committees and staffs. Deans, Vice Presidents, Faculty Senate Chairmen, and students have all received a copy of the plan. The plan has been well accepted.

The University of Nevada School of Medicine is unique in that it operates in two different urban areas and in rural Nevada. The Reno branch of the school supports the basic research function, primary care and rural health, while Las Vegas supports the specialty functions.

Upon questioning, Dean Daugherty stated that when a researcher in Las Vegas needs laboratory space, he/she must travel to Reno to continue the research project, because Las Vegas does not have the facilities, although not all researchers in Las Vegas need laboratory facilities.

Dean Daugherty stated that this document is the "final" report, although it is an ongoing process and will be updated periodically with the consent of the faculty steering committee.

Dr. Eardley requested information regarding the number of faculty, students and support staff. Dean Daugherty responded with the following information (approximations):

Ph. D. faculty            50-60

M. D. faculty            60 (25 are located  
   in Las Vegas)

Technicians/Secretaries    30-40

Graduates per year        47-48 (attrition is  
   less than 1%)

Tuition                    \$5500 in-state (90%  
   are in-state) \$11,000  
   out-of-state

Average cost per student  
per year                    \$27,000

Annual Operating Budget    \$25,000,000 (\$10 mil-  
   lion are State funds;  
   remainder is from  
   grants, contracts and  
   gifts)

Alumni                    800

1971 first entering class

1980 first graduating class

Original intent was to serve  
the rural areas in Nevada

Mr. Klaich questioned whether the Medical School was  
meeting its original intent by serving the rural

areas in Nevada, and Dean Daugherty felt that the Medical School was addressing this intention by sponsoring AHEC, the Nevada Health Service Corp Program (repay school loans), and advise and recruit medical professionals to the rural counties. He stated that Clark County in itself requires more health care than all the rural areas in Nevada due to a shortage of speciality physicians and the increasing number of indigents which adds to the high cost of health care. He felt that the School of Medicine provides more help to the rural areas than in Clark County alone.

(2) Information Only: New Business - Chairman Hammargren

stated that Nursing issues will be addressed at the meeting in December and suggested a meeting with the State Board of Education regarding brochures to be developed for junior high and high school students.

Mr. Klaich moved approval of the report and recommendations of the ad hoc Committee on Health Care. Mrs. Gallagher seconded. Motion carried.

22. Discussion on Financial Contingency Clause in Professional

## Contracts

At the Board of Regents' meeting of October 3, 1991, to consider the question of deferring professional employees' salaries, one of the Regents suggested the possibility that financial contingency clauses should be drafted into the professional employees' contracts to provide that the payment of salaries or salary increases would be dependent upon the availability of funds. In this way, if salary funding was not forthcoming from the Legislature, State or other funding, professional employees' contracts could be legally modified to reflect fiscal reality. At the request of several Regents, this item is on the agenda for approval in concept only. If approved in concept, the General Counsel would be directed to draft appropriate contractual language with input from the Chancellor, the Presidents, and the Faculty Senate Chairs, for inclusion in next fiscal year's professional employment contracts.

Chancellor Dawson informed the Board that Regent Foley has some deep concern regarding this issue and requested that action be delayed until his return. Mr. Klaich requested that this item be tabled until December 5-6, 1991 meeting.

Mr. Klaich moved to defer action regarding a financial contingency clause in professional contracts until the December Board of Regents' meeting. Dr. Eardley seconded. Motion carried.

23. Approved Handbook Change, Enrollment Count, UNS

Approved a Handbook change, Title 4, Chapter 14, Section 19.2, Enrollment Count:

Section 19. Enrollment Count

1. The enrollment count for each Campus will be made as of the last day to drop/add for regular enrollment.

However, due to the ongoing nature of Community College enrollments, the Fall semester enrollments will be collected as of October 15 (Registrar's First Reports for Universities) and reported to the Chancellor's Office no later than November 1. Spring semester enrollments will be collected as of March 15 (Registrar's First Reports for Universities) and reported to the Chancellor's Office no later than April 1.

2. In addition to FTE student enrollments, each Campus

shall report student headcount for State supported courses, a student headcount total for all credit courses regardless of the funding source (this will include continuing education at the Universities, and community service or sponsored programs at the Community College), and a total student headcount.

3. All enrollment reporting requirements shall be coordinated through the Office of Institutional Research and reported to the Board of Regents at the next scheduled meeting date following collection.

Mr. Klaich moved approval of the Handbook change regarding Enrollment Count for UNS. Mrs. Gallagher seconded.

Dr. Eardley expressed that in the past he felt that continuing education and community services courses were not being accounted for in the enrollment reports. The Universities and Community Colleges have been servicing more students than what is reported. This Handbook change will address this reporting issue.

Motion carried.

24. Approved Handbook Change, Student Government, Open Meeting

Law Regulations

Approved a Handbook change, Title 4, Chapter 20.B, Student Government, Section 3, Regulations for Meetings of Student Governments.

A review of the Open Meeting Law regulations established by the Board of Regents for student governments reveals that they have not kept pace with changes in the Nevada Open Meeting Law as enacted by the Legislature. NRS 241.038 requires that the Board of Regents establish Open Meeting Law regulations for student government that are "equivalent" to those contained in Chapter 241 of NRS. The proposed regulations contained in Ref. F, filed in the Regents' Office, replace the current student government Open Meeting Law regulations in Title 4, Chapter 20.B, Section 3 of the Board of Regents Handbook and, furthermore, have been drafted so that changes to these regulations would not be necessary in the event of future amendment of the Nevada Open Meeting Law.

Mrs. Whitley moved approval of the Handbook change regarding Student Government Open Meeting Law Regulations. Mrs.



Gallagher seconded. Motion carried.

25. Report on Capital Improvement Preliminary Request

Mrs. Karen Steinberg, Acting Vice Chancellor, reported on the UNS Capital Improvement process, as contained in Ref. E, filed in the Regents' Office.

Mrs. Steinberg presented a review of the activities over the last two years regarding the capital construction process, which included informational workshops in the Las Vegas and Reno areas. She stated that the Facilities Inventory Subcommittee of the Capital Construction Committee was formed to review the existing UNS Space Inventory and to develop a new guide for a facilities inventory database. The Subcommittee, consisting of two members from each Campus, collected national data and reviewed the current standards for space allocation. It has been determined that UNS standards are very similar to other standards throughout the country. The Subcommittee has provided additions and refinements to the current UNS standards policy in order to facilitate the gathering of comparable space inventory information across the System.

Mrs. Steinberg distributed a packet of material which details the various formulas used for classroom, class lab, office, research lab, and library/study facilities space. She indicated that leased or rented space is not included in the formulas, and projections for new space that will be coming on line between now and 1995 are included in the formulas.

Mrs. Gallagher returned to the meeting. Dr. Derby left the meeting.

Upon questioning, Mrs. Steinberg stated that an "indication" of need is submitted to the Board of Regents and Presidents when Board of Regents' policies are changed and affect the formula; i. e., changes in admission standards or when attitudes on research functions change. It is not the Committee's responsibility to prioritize space; this responsibility is directed by the Board of Regents. She stated that last capital construction cycle was the first time the process was utilized. For instance, when the Campuses project enrollment, policy changes are reflected.

Mrs. Steinberg indicated that in order to address the issue of leased space, the formula reduces Community College FTE

enrollments by 5%. FTE is used rather than headcount because the FTE data are available and consistent from Campus to Campus. Since the formula uses FTE enrollments rather than headcount, a larger station size fraction is used to compensate. If headcount enrollments were used, the station size would be smaller. The Committee decided to use the FTE indicator and Mrs. Steinberg assured the Board that the formulas do not dismiss headcount, but merely provide for a different method of calculating Campus space needs.

Mr. Klaich moved approval to accept the report on the UNS Capital Improvement process. Mrs. Gallagher seconded. Motion passed.

Mrs. Gallagher stated that these formulas constitute an improvement over the previous methods used to generate the capital construction list. She commended the staff and Committee.

## 26. Report and Recommendations of the Academic Affairs Committee

A report and recommendations of the Academic Affairs Committee meetings, held September 17 and October 24, 1991,

were made by Regent Daniel Klaich, Acting Chairman.

September 17, 1991 - Teleconference

- (1) Approved the extension for the search for the Vice Chancellor for Academic Affairs; to change the make-up of the Search Committee; and to rewrite the ad for the position.

Chairman Derby explained that concerns had been voiced by members of the Committee about the procedures and process of the search being conducted for the position of Vice Chancellor of Academic Affairs. She explained that the System is entering a very serious academic planning program which will be challenging and complex, and the Committee feels strongly that the most capable and competent person available be selected to fill the vacancy. The Committee feels strongly that they need to be more involved in the search process and suggested the search be extended.

At this end, Dr. Derby presented two proposals for consideration by the Committee:

- A. 1) The search be extended.
- 2) The ad be rewritten removing the reference to preference being given to Nevada applicants, and adding information on UNS academic planning.
- 3) Reconstitute the Committee to include the Chancellor, Ron Sparks, Karen Steinberg and Doug Burris from the Chancellor's Office, and one President representing the Universities and one President representing the Community Colleges.
- 4) A Committee be appointed from the Board of Regents whose function would be to act as liaison between the Board and the Chancellor for input into the selection process. (That Committee could be the Academic Affairs Committee or a separate Committee appointed by the Chairman of the Board.)
- 5) Consideration be given to hiring a consultant to assist with the search process.

B. 1) Extend the search.

2) Add two members of the Board of Regents to the Search Committee with voting privileges.

3) Rewrite and recirculate the ad as in 1) above.

Chairman Derby stated she felt proposal A (above) was preferable. Mrs. Whitley stated she felt the Academic Affairs Committee should be the liaison group. Chancellor Dawson explained that the Association of Governing Boards has a professional search consulting service which the Board has used on other occasions. Mrs. Berkley stated she was not in favor of a consultant because of the expense involved. Mr. Klaich stated he did not feel a consultant was necessary.

It was determined that it was necessary for all the members of the Committee to be a part of the liaison group, and Mr. Klaich and Mrs. Whitley both indicated they would not be available for such assignment. It was agreed that Regents Derby and Berkley would serve in that capacity.

Discussion on proposal B (above) centered around the fact that this is a Chancellor's search and the Chancellor should make the appointment, and the perception that would occur within the System if Regents were a voting part of the Committee. Chancellor Dawson stated he was opposed to Regents serving on the Committee; that the appointment should be made by him; and that the appointee must report to him and not to the Board.

Chancellor Dawson explained that a liaison committee of the Board would review applications and make recommendations to him, and would interview candidates separately from the Search Committee. He stated that he would not be willing to take the recommendation to the Board for confirmation. Mr. Klaich stated he felt the liaison committee was duplicative and just another layer of bureaucracy, and that were he a member of the liaison committee he would want to be privy to the questions and answers provided to the Search Committee.

General Counsel Klasick stated that as Regents are a

part of the Search Committee, those meetings would have to be posted and adhere to the Open Meeting Law.

In answer to a question from Mr. Klaich, Chairman Derby stated that she was only comfortable with proposal A (above) if the liaison committee worked very closely with the Search Committee and that she felt proposal B (above) was the more workable proposal.

Mr. Klaich moved to accept proposal B (above, that the search be reopened, the Search Committee be composed of the Chancellor and three members from his staff, two Presidents (one representing Universities and one representing Community Colleges), and that Regents Derby and Berkley be appointed to the Search Committee with voting rights and privileges, and that the ad be rewritten eliminating preference given to System experience and adding information on academic planning.

Mr. Klasic cautioned that the charge to the Academic Affairs Committee was to make recommendations to the Board, not to the Chancellor.



Mrs. Whitley expressed opposition to Mr. Klaich's motion.

October 24, 1991

(1) At the September meeting of the Academic Affairs Committee, Chairman Derby asked for a review of Board of Regents' policies and current practices related to student assessment, review of existing programs, and the timetable for submission of new program proposals.

Acting Vice Chancellor Karen Steinberg reviewed the policies and current practices for the Committee, as contained in Ref. AA-1, filed in the Regents' Office.

Chairman Derby suggested that the Committee review the 1990 student assessment reports in order for the Committee to compare common measures, unique measures and national common measures. Mrs. Steinberg stated that the Academic Affairs Council would prepare such a report for the January or February Board meeting. She added that student assessment is cyclical and ongoing, and that the Campuses are working cooperatively with the System Office.

In regard to the review of existing programs, Mrs. Steinberg stated that the policy has been reviewed by the Academic Affairs Council and the Council is developing a reporting format which will be presented at the February meeting. Mr. Klaich suggested that this process be brought to the Committee in two different stages, 1) a preliminary report stating what the Committee plans to include, and 2) a final format for the report.

Mrs. Steinberg explained that the timetable for submission of new program proposals has been reviewed by the Academic Affairs Council and they recommend that programs be reported to the Committee 4 times a year, as is the current practice. If the reporting is changed to 2 times a year, it would not allow quality time for the Campuses to report to the Committee and travel expenses would be increased.

Mr. Klaich felt that the advantage to a twice a year reporting format was to allow the Committee to gauge academic growth and changes. He suggested that an annual report be presented to the Committee that would summarize annual activity. Mrs. Steinberg agreed and

stated that an annual summary report will be developed for the future.

Chairman Derby requested that anticipated programs also be included in the annual report.

(2) A discussion was held regarding objectives of the November 13 workshop on academic planning. A brief overview of responses to the Committee's questionnaire on System goals was also presented and distributed, and is filed in the Regents' Office. The 1991-92 UNS Strategic Planning Timetable is contained as Ref. AA-2, filed in the Regents' Office.

This past Summer, Regents, Presidents and Faculty Senate Chairmen were asked to suggest five goals for UNS that they wanted to see adopted by the Board of Regents. The responses will be discussed in detail at the workshop. Mrs. Steinberg indicated that this document may aid in bringing forward a thorough discussion at the workshop.

(3) Information Only: New Business - President Gwaltney brought before the Committee an information item re-

garding a two-year associate degree in Communications  
at TMCC and making application for an FCC license.

Mr. Klaich moved approval of the report and recommendations  
of the Academic Affairs Committee. Mrs. Berkley seconded.

Motion carried.

## 27. Report and Recommendations of the Audit Committee

A report and recommendations of the Audit Committee meeting,  
held October 17, 1991, was made by Regent Dorothy Gallagher  
Chairman.

(1) Chairman Gallagher entertained an open discussion with  
the UNS Internal Audit staff to review Audit Committee  
procedures. Staff members included Internal Audit  
Director Sandi Cardinal, Auditors John Love, Mary  
Matheus, Mark Nash, Margo Nielson and Kim Sabini.

Chairman Gallagher stated that she would like to assist  
the work of the auditors and would like to have open  
communications between the Committee and the staff.

One of her concerns is that the follow-up process and  
suggested that the Departments should be held responsi-

ble for the responses to the Audit Committee and be present during the Committee meetings to address any concerns the Committee may have with their particular audit.

Mrs. Cardinal stated that she has communicated with both UNR and UNLV in this regard and it was felt that if minor findings were addressed in the audit report, that it may not be necessary for the Department representative to appear before the Committee during the report. She suggested that the Committee determine for which audit reports and follow-up reports they would like to have representation at the meeting to address responses.

Chairman Gallagher would like to impress upon the Campuses that the Audit Committee does expect implementation of Internal Audit recommendations and that the Board of Regents will support the Internal Audit staff.

Mr. Love suggested that the Departments demonstrate some examples of implemented recommendations or indicate to the Committee what has been accomplished thus

far in achieving implementation of the Internal Audit recommendations. He felt there is a need for more detail rather than just "saying" the problems have been corrected or implemented.

Chairman Gallagher stated that there is a real need to demonstrate the importance of the audits performed by our staff. An audit may be the first line of defense for Board of Regents when under scrutiny.

Dr. Eardley felt that the real breakdown with the Audit Committee is the sincerity of the Board of Regents in attendance at the Committee meetings. He stated that the information supplied to the Regents is very good, if only the members of the Board would read the information. Chairman Gallagher stated that it was her intent to make both the Board of Regents and the System employees aware of the importance of the audit function. It is a fiduciary responsibility of the Board of Regents and should be addressed seriously.

Dr. Eardley stated that he has always viewed the Internal Audit function as an important operation, an aid to the Campuses, and a way to make the Board

of Regents aware of the differences among Campuses.

Mrs. Cardinal explained the reporting process to the Committee, as follows:

- 1) The Internal Audit staff performs the audit on a Department;
- 2) The institution is given a report for review in order to be sure all the facts are correct;
- 3) The audit report is finalized;
- 4) The audit report is mailed to the Board of Regents prior to the Audit Committee meeting. This report includes the actual audit report, a summary prepared by the audit staff, and a response prepared by the institution; and
- 5) A follow-up report is scheduled for the future to indicate whether recommendations have been implemented.

Chairman Gallagher questioned how the audits are

scheduled, and Mrs. Cardinal stated the several different methods:

- 1) Annually the Internal Audit Director asks the President of each institution which audit he would like performed.
- 2) Upon request of the Chancellor and Vice Chancellor of Finance.
- 3) Follow-up audits are performed 3 to 5 years after the initial audit.
- 4) Other means, such as media.
- 5) High cash exposure Departments and Admission Departments are audited frequently.
- 6) Upon request of the Board of Regents.
- 7) Annual schedule of audits.

Mrs. Cardinal stated that, as Director of Internal Audit, she has set an audit schedule which includes



those audits that should be performed more often. The annual audits are performed by Deloitte and Touche, an independent auditing company, who is on contract with the University of Nevada System. Deloitte and Touche performs such audits as A-110 audit, bond audits, NCAA audits, ASUN Bookstore audit (bylaws require an annual audit). The foundations are independently audited and are under separate contracts.

Chairman Gallagher questioned the staff if they have had any uncomfortable audits. Athletics was mentioned and that there are some Administrators who make the auditors uncomfortable.

Mr. Nash stated that during his audit of UNLV Public Safety Department, it occurred to him that there was no written policy on the requirements for hiring qualified police officers. He stated that under the present direction of the Chief of Police at UNLV, it is his understanding that the Chief has set his own policy and requirements, and that the officers he hires must meet the same qualifications as the Las Vegas Metro Police Department; therefore, the officers are considered the best in the field. Requirements for training is not a

UNS policy and Mr. Nash felt that it should be made a policy.

Dr. Eardley requested that all enrollments must be reported to the Board of Regents, including state funded, non-state funded, and credit or non-credit courses. He has heard that it is "too hard to get this information" for continuing education and community service classes, but felt that the Board of Regents should have this very important information to make knowledgeable decisions. The Board of Regents are responsible for "all" finances within the University of Nevada System.

Mrs. Sabini stated that the people she has been in contact with during the audits she has performed have been very cooperative and accepting of the purpose of the audit. Mrs. Cardinal stated that Mr. Tom Judy, UNR Controller, has been assigned to oversee the audit functions at UNR and he views audits as an important process. It is very helpful for the auditors to have his support.

Upon questioning, Mrs. Cardinal stated that the State

Auditing Department has the right to perform audits within the University of Nevada System, although staffing is limited. The Governor could direct the State Auditing Department to perform an audit. The last State audit was performed on the UNR College of Agriculture a number of years ago.

Mr. Love stated that Community College of Southern Nevada has improved over the years and has good expertise on line at the present time. There are still some problems, but they are striving for improvement.

Dr. Eardley questioned the auditors of what the Audit Committee could do to improve its performance as a Committee, and it was suggested that the members read and review the material which is sent with the agenda, if there are any questions or concerns to communicate with Internal Audit Director Sandi Cardinal, and when the Audit Department states that they have major concerns about an audit, the Committee ask pertinent questions of the audit and the implementation of the recommendations suggested by the audit staff.

Chairman Gallagher stated that she would appreciate open communication between the Audit Committee and the Internal Audit staff if there is some particular problem that should be addressed in the future. She thanked the staff for attending and expressing their concerns.

Mr. Klaich moved approval of the report and recommendations of the Audit Committee. Dr. Eardley seconded. Motion carried.

## 28. Report and Recommendations of the Research Affairs Committee

September 13, 1991

The Committee discussed the proposed Mission Statement, the guidelines for the Chancellor's Research Affairs Council, and a list of possible tasks it might undertake.

Approved the Mission Statement for the Committee, the Research Council guidelines and list of tasks.

Mrs. Gallagher explained that this Committee was formed to review large research grants that would involve several in-

stitutions within the System. Dr. Eardley questioned whether there was going to be a re-emphasis on teaching at the Universities. Dr. Ron Smith, UNLV Dean of Graduate College, stated that he felt there was good balance between research and teaching on the UNLV Campus and that there were very few researchers who devoted a larger percentage of their time to research over teaching. He cited the retreat held for graduate faculty this Summer where over half of the agenda dealt with assisting students to progress through their graduate studies programs. He reminded the Committee that in the annual evaluations the faculty must be at least satisfactory in teaching and excellent in one other area to maintain satisfactory progress.

Mrs. Gallagher, in answer to a question as to why both Universities were not represented, stated that one member of the Research Council is to act as staff to this Committee and to report the actions of the Council. (The Vice Presidents for Research on the University Campuses and DRI are on the Council.) Dr. Bishop is the current staff member, but that will rotate.

The Committee discussed the tasks they might undertake, with the following results:

## 1. UNS Policy Regarding Sponsors

The Committee will develop a policy regarding research sponsors and asked the Research Council to prepare data on distribution of research funding for all institutions by sponsor (source) in time for Committee review at the October meeting. The Council will draft a policy for the Committee to review which will then be sent to the Faculty Senates for their review before being finalized for recommendation to the Board.

There is a need for such policy inasmuch as certain agencies or industrial firms occasionally take positions on issues that make them questionable as sponsors in the minds of some in the community, particularly political leaders who may not agree with the positions taken. A prime recent and current example is the Department of Energy, Yucca Mountain project. A hypothetical example might be a power plant that is pouring noxious gases into one of our urban areas. A policy is needed regarding controversial sponsors that completely protects the freedom of the faculty to pursue their intellectual interests while taking account of political

realities and not unnecessarily embarrassing our political leaders or the UNS.

Mrs. Gallagher requested the Council to prepare a list of sponsors and to draft a policy for Committee consideration.

## 2. Research Space at the Institutions

The Research Council was requested to prepare an analysis of existing and needed research space at the institutions, hopefully in time for the October meeting.

Dr. Bishop explained that an institution cannot become a great University without a strong research component; that without that component the School is like a State College or a Community College. Mrs. Gallagher explained that there is a massive educational job to do with State Legislators; that only during the last two biennium have they given any credence to research.

Dr. Bishop stated that a major factor limiting the success of many research programs nationwide, and here in Nevada, is the lack of quality space for laboratories and graduate student researchers. This is clearly

limiting the Physics Department at UNLV, for example.

There is little Federal money available for repairing or establishing such facilities. In principle, depreciation is collected in the overhead on grants and contracts, but generally it has not been kept in separate accounts for repair and replacement.

Inasmuch as research space would have budget implications, the Council was directed to draft for consideration by the Committee any policy implications which might arise during this study.

Dr. Hammargren explained a project he is working on which would house classrooms, a technology center, and parking facilities for the UNLV Campus.

### 3. Representative (or Liaison) from the Academic Affairs Committee

The Committee requested Chairman Sparks to consider appointing a representative (or liaison) to the Academic Affairs Committee to this Committee in order that research matters could be incorporated into the UNS academic master planning process.



#### 4. Competition in Research with the Private Sector

The Research Council was directed to draft a policy for consideration regarding UNS competition in research with the private sector. It was agreed that this was not an immediate problem, but should be addressed within the next six months or so.

Dr. Bishop explained that from time to time, some Professor or group in one of the UNS institutions is charged with unfair competition with private sector firms. To date none of these has proven to be of much substance. In Colorado such a concern led to the passage of a law that totally restricts the Universities, and effectively says if it can be done by a private firm the University may not take part in the work. UNS should have a policy that effectively negates the need for any such legislative action and provides an umbrella under which the faculty can pursue whatever is in their intellectual interest while not unduly competing with the for-profit-provider. Also, this policy should encourage collaboration with such for-profit-providers as opposed to competition.

## 5. Overhead Rates

There will be a workshop for the Committee, or the full Board, on overhead and overhead rates at an upcoming meeting. The Committee is aware of the current controversy surrounding research overhead at such institutions as Stanford University and the attendant congressional attention to this issue.

## 6. The Role of DRI in the UNS

Mrs. Gallagher reported that periodically there is a rumor within the System that DRI will be disbanded and moved to the University Campuses, and reminded the Committee that the Board has taken several votes over the past years to keep DRI as a separate institution. She related that such rumors are very upsetting to DRI faculty and staff and waste a great deal of time and effort. Dr. Bishop stated he felt the current rumors resulted from the report from the academic planning consultants.

## 7. Research "Institutes" and "Centers" within UNS

The Committee asked for an annotated list from the Research Council on research "institutions" or "centers" within UNS possibly by their October meeting, but by the December meeting at the latest. Examples of these are the Regional Climate Center within DRI, the Energy and Environmental Research Institute at UNLV and the Center for Neotectonics at UNR. Each such entity has been created to meet some need of the sponsor of the faculty and it was felt the Committee should become familiar with these entities and their functions.

It was agreed that a tour of the Medical School research facility should be arranged in the near future.

#### 8. Recognition of Outstanding Researchers within UNS

The Committee is aware that the Chancellor has already asked the Research Vice Presidents to devise this program.

October 24, 1991

Dr. Hammargren informed the Committee that a staff member

from either UNR, UNLV or DRI will be appointed on a rotating basis to aid the Committee. Dr. Bill Bishop, DRI, will serve as staff member for this term.

(1) The Research Affairs Council presented a list of research funding by sponsors at UNS institutions, filed in the Regents' Office.

The total for private funding is \$7.5 million; Federal funding is \$55.6 million; and other government funding is \$10.6 million. This indicates a grant total of research funding by sponsors at UNS institutions to be \$73.7 million.

Dr. Bishop reported the following top ten sponsors:

Department of Energy

Department of Labor (Job Corp Service)

Private Industry

U. S. Department of Energy

State Agencies of Nevada

Environmental Protection Agency

Department of Health and Human Services

Other State and City Governments

National Science Foundation

Department of Interior

Dr. Bishop indicated that a policy is being developed regarding sponsors in response to the academic freedom principle which was brought before the Board of Regents by Faculty Senate Chairmen.

- (2) There are a number of research institutes and centers on the UNS Campuses, which were outlined for the Committee. Dr. Bishop distributed information which lists the centers and institutes, and gives a brief description of the centers and institutes. This document is filed in the Regents' Office.

Chairman Hammargren suggested that a booklet be developed from this document which could be used to emphasize the strengths at the UNS institutions and to aid in applying for grants and contracts.

- (3) Information Only: New Business - Dr. Bishop suggested future topics to be discussed by the Committee, such as:

- 1) Analysis of research space
- 2) Recognizing excellence in research by sponsoring  
a "Regents' Researcher Award" to be presented at  
Commencements in May
- 3) Competition with the private sector
- 4) Workshop/tutorial session to discuss overhead  
rates
- 5) EPSCoR and stimulation of research initiatives  
in general

In reference to EPSCoR, Dr. Bishop stated that EPSCoR has brought many opportunities to Nevada. In the past, the State has provided matching funds for EPSCoR, but in the future UNS will need to find other methods in providing matching funds. The EPSCoR Coalition is expanding and being restructured. He requested suggestions for leadership in the EPSCoR Coalition.

Mrs. Gallagher suggested that the Campus foundations be approached and informed about the EPSCoR Coalition.

Chairman Sparks suggested that the Research Affairs Committee conduct a workshop session regarding overhead rates inviting all Regents, Presidents, etc., and then report its

findings to the full Board.

Dr. Derby returned to the meeting.

Mr. Klaich moved approval of the report and recommendations of the Research Affairs Committee. Mrs. Berkley seconded.

Motion carried.

29. Report and Recommendations of the Ad Hoc Committee on Admission Standards

A report and recommendations of the ad hoc Committee on Admission Standards meeting, held October 24, 1991, was made by Regent Daniel J. Klaich, Chairman.

Information Only: Review of Recommendations

At the October 3, 1991 meeting of the Subcommittee several recommendations were considered regarding admissions standards. These recommendations were reviewed by the Committee and are filed in the Regents' Office.

Chairman Klaich thanked the Subcommittee (Dr. Bill Baines, TMCC; Dr. Bill Cathey, UNR; and Dr. Herb Peebles, CCSN) who

helped tremendously in drafting the proposed recommendations which were distributed to the Committee. On behalf of the Subcommittee, Chairman Klaich emphasized to the members of the ad hoc Committee on Admission Standards and the members of the Board of Regents that these are "draft" recommendations. This document should be regarded as a working document for the Committee to use in finalizing the recommendations for the Board of Regents' consideration. Chairman Klaich encouraged questions, comments and suggestions from the Committee and those in attendance.

Mrs. Karen Steinberg, Acting Vice Chancellor for Academic Affairs, explained each of the following 7 recommendations:

## STUDENT SUCCESS

The main goal of the Committee was to develop admissions standards that are geared to promote success of students.

The recommendations given below stem from this central Committee theme.

### Recommendation #1

#### DISCONTINUE SPECIAL NEVADA PROBATIONARY STATUS



Currently, Nevada residents with a high school grade point average (G. P. A.) of 2.0 to 2.29 may be admitted to UNLV and UNR on probation. The data show that these students have a low success rate at the top Universities -- less than half of these students are in good standing after one semester. Further, no other four-year public institutions have been identified in the Western United States that have such a policy.

#### Recommendation #2

INCREASE PERCENTAGE OF SPECIAL ADMITS FROM 4% TO 6%

In contrast, the data showed that approximately 3/4 of the students from the UNLV and UNR Freshman classes in 1989 who were enrolled as Special Admits in the Fall were in good standing the following Spring. The success of these students is attributed to institutional support and positive factors in their background which show potential for success that enables the students to succeed despite admissions deficiencies.

#### Recommendation #3

MANDATORY EVALUATION FOR THE CORE

The academic core courses were established by the Board of Regents in 1989 because they represent a solid group of College-preparatory classes that, if taken, will enable students to succeed in the University setting.

For that reason, the Committee recommends to the Board that all applicants be evaluated for the core as the first part of the evaluation process. The high school core course requirements may be waived for each applicant who satisfies one of the following:

- (a) Graduation from high school with a grade point average of 3.0 (B) or higher in academic courses.
  
- (b) Graduation from high school with a grade point average of 2.5 (C+) or higher in academic courses and an enhanced ACT composite score of 21 or higher (or SAT combined scores of 925 or higher).
  
- (c) Transfer applicants with 15 or more acceptable semester credits in transferable general education courses which apply toward fulfillment of Associate of Arts, Associate of Science, or baccalaureate degree requirements at regionally accredited institutions, and a cumulative

grade point average of 2.0 (C) or higher.

(d) Applicants who are admitted through the Special Admissions program.

Having data on every student for the core will enable the Universities and the System to more thoroughly track student success as related to factors such as the core, ACT/SAT score, and high school GPA.

#### Recommendation #4

#### REQUIRE A 2.3 GRADE POINT AVERAGE IN THE CORE COURSES

Current UNS Admissions Criteria require a minimum overall grade point average of 2.3. Moving this required minimum grade point average to the core courses beginning Fall, 1966, the year that students entering high school in 1992 will be eligible to enter the Universities, will strengthen current admission criteria and place stronger emphasis on the core courses.

While the Committee philosophically endorses a move to further strengthen admissions criteria at the two Universities, there is insufficient data to support such a move at this

time.

#### Recommendation #5

##### ANNUAL REPORT ON STUDENT SUCCESS TO THE BOARD

The Committee recommends that the Universities collect data annually and that an annual report on Student Success be completed by the Chancellor's Office of Academic Affairs or consideration by the Board of Regents. Current admissions criteria should be monitored against these data, with student success as the goal for criteria.

#### Recommendation #6

##### IDENTIFY AND PROVIDE ASSISTANCE FOR AT-RISK STUDENTS

The Committee recommends that students admitted to the Universities and Community Colleges who are considered "at-risk" based on data collected, should be identified and required to seek System assistance. Such students should be advised, counseled, and provided tutorial support services. Where appropriate, University students should be required to concurrently enroll in developmental courses at the Community Colleges. Early identification of need is imperative.

The Committee further recommends that each Campus should develop an institutional plan to implement this recommendation -- and such plans should include a review of and assessment of University applicants for "at-risk" status prior to admission. The budgetary impacts of implementing such plans should also be forwarded to the Board of Regents for their consideration while setting budgetary priorities for the System.

#### Recommendation #7

### ENHANCE COMMUNICATION ON ADMISSION STANDARDS TO NEVADA SCHOOLS

The Committee recommends that the Board enhance communication with students and parents, middle schools/junior high schools, high schools, and the State Department of Education to provide information about skills and academic preparation necessary for student success at UNS Colleges and Universities. The information should include notification of changes in University entrance criteria and provide a sufficient time period for students to meet the enhanced criteria.

The Committee specifically recommends that the 1984 publications "Making High School Work" and "Making High School Count" should be updated and revised for distribution, along with a revised version of the "Preparing for College" brochure.

\* \* \*

Chairman Klaich thanked Acting Vice Chancellor Steinberg and Mr. Glen Krutz, UNS Research Analyst, for streamlining the Subcommittee's discussions on the above draft recommendations.

Chairman Klaich emphasized that it was not the Committee's intention for recommendation #6, Identify and Provide Assistance for At-Risk Students, to become a top priority in regard to budgetary impacts. He suggested that the Board of Regents consider this recommendation during its budget discussions.

After a lengthy discussion, the following major discussion points were made:

1. Adjust the transfer G. P. A. requirement from 2.0 to

- 2.3. A criticism is that it sends a bad message to Community College students -- 2.0 work can KEEP you in University, but can't GET you in. A possible solution would be to require a 2.3 G. P. A. in transfer EXCEPT from Nevada Community College students.
2. Measure the entrance G. P. A. at 2.5 overall rather than 2.3 in the core.
3. Make standards effective Fall 1993, not Fall 1996. Include a statement that students currently in high school would not be denied admission if they met "old" standards instead of "new" ones.
4. Maintain a commitment to the core. Emphasize the importance of core courses.
5. The G. P. A. requirement could be alternatively stated as 2.5 in the core or 2.5 overall.
6. Consider a "new" probationary category from 2.3 to 2.49. This potentially softens the impact on students of this raise in standards. A criticism is that this has all the faults of the "old" probationary category. Students

are admitted who may need assistance, but without any institutional commitment or the ability to assist them.

7. The University of Nevada System must maintain a commitment of sensitivity to protected groups.

Board of Regents' Chairman Carolyn Sparks and President Remington suggested that a representative from the UNS Student Affairs Council be appointed to the ad hoc Committee. Chairman Klaich concurred.

30. Report on Recommendations of the Ad Hoc Committee on Status of Women

A report and recommendations of the ad hoc Committee on Status of Women meetings, held September 5 and October 24, 1991, were made by Regent Jill Derby, Chairman.

September 5, 1991

(1) Chairman Derby presented a status report of activities to date and highlighted the August 29, 1991 Committee meeting, as follows:



The Committee reviewed activities to date and discussed future plans. Dr. Derby gave a brief overview by referring to a letter dated August 16, 1991, which was sent to newly appointed Committee members, Mr. Daniel Klaich and Dr. Jacqueline Kirkland. The letter is filed in the Regents' Office.

The Committee's directives include 1) assessment of issues which are listed in the above mentioned letter, and 2) recommendations to be made to the Board of Regents. Dr. Derby stated that Dr. Jill Winter, Center for Applied Research at UNR, has been hired as the Committee's consultant. Dr. Winter recommended that each Campus complete an "Institutional Self-Study Guide on Sex Equity for Postsecondary Educational Institutions".

Dr. Winter informed the Committee that she has just received UNLV's responses to the self-study and that it is her understanding UNR will be submitting its responses soon. She has talked with each Campus Chairman and they are all close to completion. Dr. Winter stated that she is available to assist the Campuses in completing the self-study guide. She

will develop an overview of the self-study guide  
and present it to the Committee at its October meeting.

Dr. Derby reviewed the calendar for the Committee's  
work. It was requested that the Campus Advisory  
Chairman be informed of the time and place of the  
October ad hoc Committee meeting. Dr. Meacham sug-  
gested that time be allocated at the Regents' Fall  
Workshop to discuss the Committee's issues.

Mrs. Karen Steinberg, UNS Director of Institutional  
Research, reported that the EE06 data collected for  
1989 was distributed to each Committee member and  
Campus. The Office of Equal Rights requests data  
every other year; the next data will be compiled for  
1991. Mrs. Steinberg suggested that when reviewing  
the data from the EE06 report the data should not be  
compared between Campuses, but used internally on  
each Campus by comparing year to year data. She  
reviewed the report with the Committee.

Mr. Klaich questioned whether data was available on a  
national level regarding the make-up of the hiring  
pools from which we choose candidates for positions

at the Universities and Community Colleges. Mrs. Steinberg stated that there are some sources available, such as the number of doctoral graduates in specific areas that have entered the workforce, but that it may be difficult to retrieve national data or statewide data. She did state that census data are available and estimations can be obtained. Dr. Derby directed Mrs. Steinberg to obtain such data and make it available to the Committee.

There was a lengthy discussion regarding the definitions used in compiling the EE06 report. Mrs. Steinberg stated that there are clear and definite definitions established in reporting EE06 data, but that each Campus may interpret them differently.

Dr. Meacham suggested that the definitions used in compiling the data might be discussed on each Campus, especially with the Affirmative Action Officers, prior to compilation of the report in order that they be consistent throughout the System. Mrs. Steinberg will convene the Campus Affirmative Action Officers for this purpose.

Dr. Derby requested that the 1991 EE06 data be presented to the Committee at its December meeting.

Mrs. Steinberg reviewed the current Affirmative Action report and stated that the past reports have been in compliance with Federal regulations, but she has received suggestions for including additional specific information such as a breakdown into salary categories, race/ethnic categories, student information, etc. Mrs. Steinberg stated that if such categories are to be added, we could use the EE06 report, and the Affirmative Action report could be delayed until the January meeting of the Board of Regents. Dr. Derby suggested that a new Affirmative Action report be developed and later refined.

The Committee approved to develop a new Affirmative Action format and that refinement be made in the future.

Mrs. Steinberg stated that she is available to assist the Campuses in submitting data for the Affirmative Action report.

Dr. Derby asked for Committee discussion on the issue of students. In regard to the female student, the following issues were addressed:

peer harassment

classroom dynamics

date rape

Campus safety

orientation for new students

programs in residence halls

child care

non-traditional fields

President Crowley suggested that information on the above subjects be gathered from each Campus in order for the Committee to address these issues. Dr. Winter stated that the first section of the survey does refer to above issues, but suggested that a separate opinion/perception survey be developed for students. She suggested that each Campus Advisory Committee develop a survey based on the information received from the self-study guide survey.

Dr. Amy stated that UNLV has an organizational problem

in that the advisory group is not the appropriate group, at this time, to deal with student issues. She felt that it would be disastrous to take on another project and complete it correctly within the stated timeframe of the ad hoc Committee. Dr. Derby suggested that Subcommittees of students and faculty be established who could respond to another survey developed by Dr. Winter, after the September 30 deadline, but it was suggested that there would not be enough lead time to complete this task appropriately. Mrs. Steinberg suggested that this become a recommendation of the Committee to the Board of Regents for future study.

October 24, 1991

(1) The Committee heard progress reports from the Campuses on their self-evaluation studies. The final report will be presented in December.

Dr. Jill Winter, UNR Center for Applied Research, informed the Committee that the focus of the Campus Advisory Committees has been on the perception survey developed by UNLV and has been adopted by DRI and UNR. She mentioned that questionnaires have been mailed to

all faculty and professional women and responses are in the process of being analyzed. In addition, CCSN, TMCC and WNCC have decided to conduct the survey as well and their Advisory Committees are adapting the questionnaire for use on their Campuses. The perception survey measures the effectiveness of the policies which are the subject of the Institutional Self-Study Guide on Sex Equity.

Dr. Winter stated that all 7 Campuses have completed the Self-Study, which examines practices and policies in effect at each institution. The perception survey measures how faculty and professional women feel about a variety of issues related to those practices and policies, which include how women feel about hiring and advancement practices, promotion and tenure, salaries and benefits, administrative policies, the Campus environment for women, harassment issues and Campus safety. The complex survey involves over 300 variables and the results will be invaluable to the Advisory Committees in making their recommendations to the ad hoc Committee on Status of Women.

Since this is a completely anonymous survey, there is

no possibility of conducting follow-up to reach those who do not return their questionnaires. Dr. Winter reported that UNLV and UNR have achieved over 50% in returns and DRI has achieved 70% in returns. These percentages provide a measure of how important the issue of sex equity is to women in UNS and how committed they are to assisting with the study.

Dr. Stephanie Livingston, DRI, thanked the Board for creating this Committee and stated that the men and women of DRI were pleased. In conducting the survey, it was brought to the attention of the DRI Advisory Committee the uniqueness of DRI, which included the following reasons:

The faculty work on grants/contracts that are renewed annually;

DRI is not a teaching Campus;

Faculty are there because they want to there and it is a unique opportunity for them;

Many women have either a bachelor or masters degree; and

There are fewer than 100 women employed by DRI.



Dr. Livingston reported that DRI is working on a self-study report which includes both the administrative and faculty woman's point of view. At this time, DRI does not have a program to evaluate itself. A handbook is being compiled that should be completed within one year and DRI has hired an Affirmative Action Officer.

She reported that DRI EEOC data should be compared on a national level rather than on a State level because of its uniqueness. She also pointed out that women are not making it through the educational system required in order to be part of the work force. She stated that she was pleased with the high return of the survey.

Ms. Val Easterly, NNCC, thanked the Board for creating this Committee. She stated that their Committee began with 4 people and has created much awareness and interest on the part of the faculty at NNCC. The NNCC Advisory Committee has conducted personal interviews and is implementing the following:

- A self-study

- An awareness on the Campus

Changes in Campus safety (criminal activity, sexual assault, safety) to include suggestions to the facility Committee for Landscaping and Lighting

Self-defense classes

Perform perception survey as a group.

Dr. Jackie Kirkland, TMCC, thanked the Board and introduced Ms. Bridgett Boulton, co-Chairman of the TMCC Advisory Committee. The TMCC Advisory Committee is represented by 14 members, both male and female. It was reported that TMCC was on schedule with the survey. TMCC has modified the perception survey for their Campus. TMCC's ad hoc Committee on Status of Women is an ongoing Committee and is in the process of completing a Mission Statement. A faculty workshop and teleconference regarding women's issues will be scheduled in the near future.

Mrs. Connie Cappuro, WNCC, stated that WNCC has completed the self-study survey and that the perception study was being modified for their Campus. She reported that the recommendations will be presented at the December meeting.

Dr. Penny Amy, UNLV, thanked the Board of Regents and especially Chairman Derby for being instrumental in creating this Committee. She stated that UNLV has a 14-member Committee with one male. She reported that UNLV has created a Subcommittee chaired by Dr. Cheryl Bowles, which was directed to formulate a questionnaire to assess attitudes and perceptions of women on Campus. She reported that UNLV will develop goals and recommendations with President Maxson upon completion. UNLV is seeking a standing committee of the Faculty Senate and is establishing procedures for selecting members and developing short-term and long-term goals.

Dr. Mary Stewart, UNR, stated that UNR has had a Status of Women Committee since 1974 and has a Subcommittee of faculty members, academic affairs officers and members from the Women's Center. Dr. Stewart stated that UNR was not focusing on students at this time, but will at a later date. The UNR study has increased a sense of community on the Campus and decreased feelings of isolation for women on Campus.

Chairman Derby thanked the Campus representatives for their reports.

(2) Information Only: New Business - Ms. Tamela Gorden, UNS Research Analyst, gave a brief report on national data which she has collected for the Committee. The full report is filed in the Regents' Office. The 3 areas in which the data were gathered are faculty, degrees received and enrollment. The following are items Ms. Gorden discussed:

#### FACULTY

Men make up the majority of full-time faculty in most institutions and in most disciplines. In Fall 1987 men comprised 73% of all full-time regular faculty.

Men made up 97% of the full-time faculty in Engineering and 85% in Natural Sciences. (NCES "Faculty in Higher Education Institutions, 1988", Table 2.5)

Women faculty have increased in number in the last decade but the percentage of women faculty has increased only slightly. The greatest gain has been at the rank of Associate Professor and the least at the rank of Instructor, as the following table shows.

(NCES "Salaries of Full-time Instructional Faculty on

9- and 10-month Contracts in Institutions of Higher Education, 1979-80 through 1989-90", July 1991, Table 21)

# Women Faculty % Women Faculty

Academic Rank 1979-80 1989-90 1979-80 1989-90 % Gain

Associate Prof. 16,563 25,122 19.8 27.8 8.0

Lecturer 2,271 3,871 45.3 52.3 7.0

Assistant Prof. 29,215 35,915 34.1 40.6 6.5

No Academic Rank 15,796 20,126 35.3 41.8 6.5

Professor 8,607 15,832 9.8 14.0 4.2

Instructor 13,682 12,266 52.5 56.0 \* 3.5

\*Although the number of women at this rank has decreased, so has the total number of Lecturers, causing a percentage increase.

As of the 1985-86 school year, the percentage of women faculty was highest in two-year institutions and lowest in Universities. ("Fact Book on Women in Higher Education", Judith Touchton & Lynne Davis, Table 82)

An historical summary of numbers of faculty by gender

shows that while the number of women faculty increased by almost 400% between 1869 and 1988, women faculty still make up only about 33% of total faculty. (NCES "Digest of Education Statistics, 1990", Table 156)

The percentage of tenured women faculty continues to be lower than the rate for men; about half of institutions surveyed reported net gains while 10% reported net losses in tenured women faculty for 1990. (ACE "Campus Trends, 1991", July 1991, Elaine El-Khawas)

Of all tenured faculty in 1985, 21% were women and 79% were men. Also in 1985, approximately 46% of full-time women faculty were tenured, compared to 66% of men. ("Fact Book on Women in Education", Figure 65). Of particular interest are the tenure rates for women and men in the combined areas of Science, Mathematics and Engineering. For men the rate in 1985 was 62% and for women 34%. Except in the area of Computer Science/ Information Systems, this is true of most major disciplines. ("Fact Book on Women in Higher Education", Figure 66)

Overall, the number of degrees received by women

exceeds the number received by men at the bachelor's and master's levels, but lags at the doctoral and professional degree levels. ("Chronicle of Higher Education Almanac", August 28, 1991)

In 1989 women earned 36.5% of the 34,319 doctoral degrees conferred. The overall percentage of degree recipients (male and female) planning teaching careers was 36.9%. ("Chronicle of Higher Education Almanac", August 28, 1991)

In 1987 the highest percentages of doctoral degrees awarded to men were in the Physical Sciences and Life Sciences fields. For women, the highest percentages of doctoral degrees awarded were in the Education and Social Sciences fields. ("Fact Book on Women in Higher Education", Judith G. Touchton & Lynne Davis, Table 61)

Numbers of women receiving degrees at bachelor's master's and doctoral levels in selected fields (1988-89): ("Chronicle of Higher Education Almanac", August 28, 1991)

# Degrees # Degrees % Degrees

Field of Study      Awarded   to Women   to Women

Bachelor's

|                          |        |        |    |
|--------------------------|--------|--------|----|
| Engineering              | 66,296 | 10,062 | 15 |
| Engineering Technologies | 18,977 | 1,560  | 8  |
| Life Sciences            | 36,079 | 18,109 | 50 |
| Mathematics              | 15,237 | 7,016  | 46 |
| Physical Sciences        | 17,204 | 5,107  | 30 |

Master's

|                          |        |       |    |
|--------------------------|--------|-------|----|
| Engineering              | 23,713 | 3,080 | 13 |
| Engineering Technologies | 828    | 106   | 13 |
| Life Sciences            | 4,933  | 2,449 | 50 |
| Mathematics              | 3,424  | 1,366 | 40 |
| Physical Sciences        | 5,737  | 1,533 | 27 |

Doctoral

|                          |       |       |    |
|--------------------------|-------|-------|----|
| Engineering              | 4,521 | 400   | 9  |
| Engineering Technologies | 12    | 0     | 0  |
| Life Sciences            | 3,533 | 1,298 | 37 |
| Mathematics              | 882   | 171   | 19 |
| Physical Sciences        | 3,852 | 759   | 20 |



The percentage of doctoral degrees awarded to women has increased over the years from 10% in 1950 to 35% in 1986, with the greatest gain in the area of Education (37% increase) and the least in the area of Physical Sciences (12% increase). By 1998, the percentage of all doctoral degrees awarded to women is projected to be 46%. ("Fact Book on Women in Higher Education", Table 76)

## ENROLLMENT

Nationally, the percentage of women enrolled in higher education has increased over the years and in 1988 women made up 54.6% of the student population. (NCES "Digest of Education Statistics, 1990", Table 191)

| Level of Study     | % Women Enrolled |
|--------------------|------------------|
| Undergraduate      | 54.9             |
| Graduate           | 55.3             |
| First Professional | 37.7             |

Enrollments of women have also increased in numbers and percentages in the non-traditional fields of study,

as is shown below: (NCES "Digest of Education Statistics, 1990", Table 196)

Ten-Year Trend, 1978-88

(for 4-year institutions)

Total

| Field of Study    | Enrollment |         | # Women |         |
|-------------------|------------|---------|---------|---------|
|                   | 1978       | 1988    | 1978    | 1988    |
| Engineering       | 440,038    | 447,820 | 47,167  | 66,564  |
| Life Sciences     | 272,560    | 223,022 | 117,589 | 113,988 |
| Mathematics       | N/A        | 82,226  | N/A     | 35,657  |
| Physical Sciences | 148,432    | 121,172 | 34,266  | 34,898  |

| Field of Study    | % Women |      |
|-------------------|---------|------|
|                   | 1978    | 1988 |
| Engineering       | 10.7    | 14.9 |
| Life Sciences     | 43.1    | 51.1 |
| Mathematics       | N/A     | 43.4 |
| Physical Sciences | 23.1    | 28.8 |

Ms. Gorden stated that this national study may be help-

ful to Campuses in comparing themselves with national trends.

Chairman Derby reported on the ACCT Conference she recently attended. She stated that there was a "human capital crisis" in the nation and she found that other States were facing the same types of problems as is Nevada. She stated that the Sciences were not drawing enough women and that there is attention on recruitment and retention of women in these fields as well as in other fields.

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

### 31. Personnel Session

Upon motion by Mr. Klaich, seconded by Mrs. Whitley, the Board moved to a closed personnel session for the purpose of discussing the character, alleged misconduct, professional competence or physical or mental health of a person in accordance with NRS 241.030.

The open meeting reconvened at 2:00 P.M. Friday, October 24, 1991 with all Regents present except Regents Foley and Whitley.

### 32. Approved Contingency Plans

At its October 3, 1991 teleconference meeting, the Board asked that each institution report on its contingency plan for allocating the 4% cost-of-living increase for professional employees. These plans are contained in Ref. D, filed in the Regents' office. Vice Chancellor Sparks distributed UNSCS, UNLV and NNCC amendments to Ref. D.

Vice Chancellor Sparks stated that, if approved, the contingency plans will be forwarded to the Governor with qualifications stated for each contingency. UNS may want to change this plan, if the Governor finds it necessary to implement the 4% reduction plan submitted to him in September, and UNS reserves the right to review the change.

Upon questioning, Vice Chancellor Sparks indicated that the State's revenues are approximately \$13 million below the projections. The sales and use tax is increasing somewhat, along with welfare decreasing and school enrollments de-

creasing.

Mrs. Gallagher left the meeting.

Mr. Klaich moved to accept the recommendations contained in the contingency plans, which are to be forwarded to the Governor with Vice Chancellor Sparks recommendation that UNS reserves the right to make changes within its own budget as needed. Dr. Eardley seconded. Motion carried.

### 33. New Business

Dr. Derby gave a brief report on the ACCT Conference she recently attended. She reported that it was a very informative conference and very helpful in understanding the Community College mission. The national trends are very sobering, economically and socially. The current demographic trends demand enhanced technical training for those groups historically under-represented in postsecondary education to prevent the creation of a permanent underclass in our economy. Some Community Colleges have been forced to cap enrollments because resources are very limited. The Board of Regents' goal for UNS strategic planning coincides with the national trend for planning. She strongly en-

couraged the members of the Board to attend the next ACCT Conference to be held in Phoenix, Arizona.

Chairman Sparks announced that she recently met with the UNS Student Affairs Council and they have indicated that they will be playing a more active role in UNS affairs.

Dr. Jackie Kirkland serves as Chairman of the Council.

Mrs. Berkley requested the Chancellor's staff to develop a systemwide policy regarding students being excused for Jewish holidays.

Mrs. Berkley expressed her concern regarding the October 3, 1991 special teleconference meeting which was held to discuss the professional 4% cost-of-living salary increase.

She stated that it was a very difficult decision, but one that she would make again, if need be. She has learned that some faculty do not wish to accept the increase and she requested a directive to ease their consciences.

General Counsel Klasic stated that it is not permissible to refuse the increase, but suggested that these faculty donate their earnings to charity. UNR Faculty Senate Chairman Elizabeth Raymond stated that UNR Faculty Senate were in the process of preparing a resolution in this regard and

have suggested charity donations.

Mr. Klaich expressed his dissatisfaction with the recent edition of the "Sagebrush". He felt that the article addressing the Jewish population was disgraceful and strongly emphasized the need for responsible journalism by the "Sagebrush" staff. As a Regent, he was personally embarrassed.

President Crowley announced that UNR will be hosting the Western States Association of Faculty Governments at the Peppermill on Mach 5-7, 1992.

President Gwaltney announced that NNCC has received the American Association of Community and Junior Colleges Training Award, which is the highest technical award given by that organization. President Remington and his staff were commended.

The meeting adjourned at 2:25 P.M.

Mary Lou Moser

Secretary of the Board

10-24-1991

