

**UCCSN Board of Regents' Meeting Minutes
Desert Research Institute
Conference Room, Southern Nevada Science Center
755 East Flamingo Road, Las Vegas
October 1-2, 1998**

Members Present: Dr. Jill Derby, Chair

Mr. Mark Alden

Ms. Shelley Berkley

Mrs. Thalia Dondero

Dr. James Eardley

Mrs. Dorothy S. Gallagher

Mr. Madison Graves, II

Mr. David Phillips

Mrs. Nancy Price

Mr. Howard Rosenberg

Mr. Tom Wiesner

Others Present: Chancellor Richard Jarvis

Vice Chancellor Tom Anderes

Vice Chancellor Jane Nichols

General Counsel Tom Ray

Interim President Peter Barber, DRI

President Richard Moore, CCSN

President Ronald Remington, GBC

President John Richardson, TMCC

President James Randolph, WNCC

President Carol Harter, UNLV

President Joseph Crowley, UNR

Chair Jill Derby called the meeting of the Board of Regents to order at 1:08 p.m. on Thursday afternoon, October 1, 1998 in the Conference Room of the Southern Nevada Science Center at the Desert Research Institute with all members present except Regents Dondero and Phillips.

Also present were Faculty Senate Chairs Dr. Diane Barone, UNR; Mr. William G. Culbreth, UNLV; Dr. Doris Dwyer, WNCC; Dr. Jack Smith, GBC; Dr. Maria Teirumniks, TMCC; Mr. J. Scott Wiley, System Administration; Dr. Alan Balboni, CCSN; and Dr. Lonnie Pippin filling in for DRI. Student government leaders present were Ms. Liza Micheli, GBC; Ms. Amber Joiner, UNR; Mr. Otto MacLin, GSA-UNR; Mr. Richard Thomas, GSA-UNLV; Ms. Nora Stefu, TMCC; and Ms. Damita Jo Halcromb, WNCC.

1. Introductions – President Jim Randolph reported that WNCC does not employ a Vice Presidential structure; they rotate academic deans through the meeting process. This year Executive Dean of the Fallon campus, Ms. Michelle Dondero, will be representing WNCC for Academic Affairs. President John Richardson introduced TMCC's new student body president, Ms. Nora Stefu. President Crowley introduced UNR's new Vice President for

Student Services, Dr. Shannon Ellis. President Harter introduced Ms. Nancy Flagg, the new Deputy to the President, and Dr. Barbara Cloud, UNLV's new Associate Provost for Academic Affairs. Dr. Derby introduced Regent candidates Dr. John Ellerton and Ms. Sherry Colquitt, and Lt. Governor Lonnie Hammargren.

2. Chair's Report -

- The meeting would be adjourning at 3:10 p.m. in order to accommodate attendance at the Governor's pre-paid tuition press conference at UNLV at 3:30 p.m.
- The Regents' Retreat has been scheduled for December 2-3, 1998 in Mesquite, Nevada. The retreat will encompass new Regent orientation as well as a reception on the evening of December 3rd for the retiring Regents. The retiring Regents are encouraged to participate in the Regents' Retreat. Newly elected Regents will officially take office January 1, 1999, with the official swearing in taking place at the January 14-15, 1999 meeting.
- Dr. Derby thanked all of the Regents for their committee participation and for devoting their time to the committee efforts.
- Dr. Derby attended the ACCT's national convention in San Francisco September 23-28, 1998 with Regents Phillips, Price, and Rosenberg.
- Mrs. Price felt that the community college associations are ahead of the universities in areas of innovation, new ideas, addressing tough issues, and governance. The ACCT has adopted a new form of governance, which has been under discussion for quite some time. She encouraged current and new Regents to participate in these national discussions. Mrs. Price thanked Dr. Derby for conducting an informative meeting on athletics at community colleges.
- Mr. Rosenberg reported that he learned a great deal about community colleges. There were 2,500 attendees from across the country. Frank

discussions were held on the problems with, and solutions for, athletic programs at other community colleges. The conference theme was global education and education for a global society.

Mrs. Dondero entered the meeting.

- Mr. Rosenberg reported that there was an emphasis on distance education with presentations made by the WGU, New Mexico, and Santa Monica. The luncheon speaker was one of the youngest college presidents in America, who discussed young children's inability to read. His feeling was that teaching young people to read properly forms the foundation for all learning.
- Dr. Derby mentioned that it was interesting to see how other communities are addressing the need to educate students to live in a global environment. There was a presentation on offering the baccalaureate in community colleges. Dr. Derby also attended two sessions regarding methods of board governance. The System follows a similar method utilizing the Board's involvement in strategic planning.

3. Chancellor's Report – Dr. Jarvis called for the presidents' reports:

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Interim President Peter Barber, DRI –

- The September, 1998 issue of Smithsonian Magazine included an article entitled "Ice Station SHEBA" (Surface Heat Energy Budget of the Arctic Ocean) which featured a DRI scientist involved in an NSF-sponsored program entailing the study of surface heat in the Arctic affecting radiation and energy from the sun.
- The October, 1998 issue of National Geographic featured a research article about deserts in Antarctica with quotations from DRI scientists working on the project. The DRI scientists are studying life that has been frozen in time for thousands of years.

President Carol Harter, UNLV –

- UNLV is conducting a research exposition that highlights the field of transportation and the manner in which UNLV faculty are relating to global issues and problems. Features include the building of highways, highway speed & safety issues, and traffic patterns. A speech and reception were scheduled for 4:00 p.m. in the Great Hall of the Engineering Building that day.
- UNLV submitted their self-study to the NCAA as a condition of the certification process. They are anticipating a December site visit.
- This weekend is "Family Weekend" at UNLV. Parents, children, families of students, faculty and staff have been invited to the campus for three days of academic, athletic and social activities.

President Joe Crowley, UNR –

- UNR dedicated a memorial to slain university police officer, Sgt. George Sullivan. The memorial is a bench in the middle of a star and is located just across from where he was murdered. The university's first flag pole has been restored (circa 1898) and is also located at the site.
- UNR has established the first chapter in the state of Alpha Sigma Lambda, an honorary society for non-traditional students, thanks to the efforts of Ms. Denise Abbey, the 1997 Board of Regents' Scholar, who spearheaded the effort. One hundred non-traditional students will be inducted at the initial ceremony on October 9th, as well as Chancellor Jarvis, Vice President Shannon Ellis and Dr. Crowley.
- In honor of the weekend's football game, Dr. Crowley entered into a non-wager with Dr. Harter whereby the president of the losing institution will write different lyrics to the fight song of the winning team, complimenting the winning team's efforts. Dr. Harter presented Dr. Crowley with a photo of the Chancellor wearing a UNLV T-shirt following the Madison, Wisconsin game, and indicated that his wearing the UNLV colors indicated his preference in football teams.

President John Richardson, TMCC –

- The American Bar Association has accredited TMCC's Legal Assistant program, making it the first such accredited program in the state.
- All incoming students to TMCC are tested for reading, math, and English skills. Those performing below collegiate level are channeled into developmental classes on TMCC's campus.
- The number one Board priority is to provide access to students. Fall enrollment at TMCC is up approximately 7%, representing a 30% increase at the college over three years. One of the problems this represents is that TMCC is 700 students over the level of state funding. TMCC currently has more demand than can be met with current resources. Enrollment is effectively capped in areas such as English, Mathematics, Social Science, Western Traditions and in certain laboratory sciences. Dr. Richardson expressed his hope that the next legislative session would relieve some of these shortcomings.

President Jim Randolph, WNCC –

- WNCC Engineering instructor, Dr. Aniruddha Mitra, recently received a \$12,000 research grant to study the strength of plastic skin. The TREK program provided the research grant. Dr. Mitra is collaborating with a mechanical engineering professor from UNR on the project. Dr. Mitra was the only community college professor recognized by the 13th U.S. National Congress of Applied

Mechanics Conference, where he presented his paper.

- WNCC has been recognized in a trade magazine for the automotive collision repair industry due to its new, state-of-the-art welding facility that has recently been completed with testing stations created specifically for the ICAR automotive welding qualification test. WNCC Professor Jim Pawluk is responsible for the design of the building and the establishment of the testing stations.

President Ron Remington, GBC –

- GBC has participated in forums devoted to teacher education curriculum. Three more forums were held, the results of which will be shared at a future meeting.
- Results were received from a student satisfaction survey with students citing knowledgeable faculty and support staff, and safety & security efforts as making their college-going experience pleasurable.
- A college-wide training effort will be made this year to familiarize students, faculty, and staff with accessing the electronic library.
- A contractor has been selected to enhance the Elko campus. Funding for this project was provided through a Reynold's gift.

President Richard Moore, CCSN –

- CCSN recently completed a student satisfaction survey with 75% of the 118 responding students rating the college high in student satisfaction.
- Enrollment for this fall is expected to top 30,000, which indicates a 17% increase in growth.
- Most CCSN students are working adults with a predominant interest in computing classes.
- The second most popular course is a college writing class.
- Dr. Moore also attended the ACCT meeting in San Francisco and found it to be a valuable learning experience. He is working with President Remington to develop a new teacher's academy for community college faculty.
- Dr. Moore commended CCSN Faculty Senate Chair, Dr. Alan Balboni, for his efforts in unifying the relationship between the Faculty Senate and administration.

Dr. Eardley asked whether community college annual headcount accounted for the actual number of students served. Dr. Moore responded that the previous semester's figures were added into the headcount figures. Dr. Remington acknowledged that turnover is similar among the community colleges.

Mrs. Dondero asked President Richardson if he had a plan to present to the Board that would help accommodate the excess number of students. Dr. Richardson

responded that TMCC's Capital Program is their plan and that the Regents had approved two projects in the first tier. The Public Works Board is only recommending one of those projects, and is not recommending full funding for that project. This will create a shortage in faculty offices.

Chancellor Richard Jarvis, UCCSN –

- Nevada teams won two of ten EPSCoR awards presented nationally. This is the first time Nevada has won such an award. Dr. Jarvis congratulated Vice Chancellor Nichols and her team for the project on construction of a high-speed research network, and Dr. Jim Coleman and his team for constructing a long-term ecological research program at the Nevada Test Site.

Dr. Derby recognized Ms. Lillian Hickey from the State Board of Education.

4. Approved Academic, Research & Student Affairs Committee Report - Chair Thalia Dondero presented a report on the Academic, Research & Student Affairs Committee meeting held on October 1, 1998. Regent Berkley had requested that a policy be developed on anti-hazing within the System. Vice Chancellor Nichols reported that the Student Affairs Council would bring forward a policy for consideration at the November meeting. The Council began work during the summer but because student input is vital to such a policy, it was delayed until after the students returned for the fall semester. The 1998 Nevada WICHE/Kellogg Foundation public policy roundtable will focus on K-16 issues that will face the 1999 legislature. The Roundtable will be held before the legislature meets.

Mrs. Dondero moved acceptance of the report.
Mr. Graves seconded.
Motion carried.

4.1 Approved Northwest Association Accreditation Process - The Committee reviewed the request to approve action by UCCSN to work more closely with the Northwest Association of Schools and Colleges Commission on Colleges on institutional accreditation and recommended approval.

Mrs. Dondero moved approval of the request. Mr. Graves seconded. Motion carried.

4.2 Approved Policy on Campus Educational Agreements - The Committee reviewed the request to approve Handbook revisions that require the Chancellor and the Board of Regents to review and approve institutional affiliation agreements and collaborative arrangements with other higher educational institutions in order to deliver educational programs, and recommended approval.

Mrs. Dondero moved approval of the Handbook revisions. Mr. Graves seconded. Motion carried.

4.3 Approved Report on Transfer Policy - The Committee reviewed the update on action following the last Transfer Policy report to the Board, and recommended approval.

Mrs. Dondero moved approval of the report. Mr. Graves seconded.

Dr. Derby commended Dr. Nichols for her work on this project, adding that Dr. Nichols had indicated a grade of "C" for the System; they are making progress but still have a distance to go for total success.

Motion carried.

4.4 Approved Reassignment of the Department of Public Administration, UNLV - The Committee reviewed the request for the reassignment of the Department of Public Administration from the College of Business to the College of Urban Affairs, and recommended approval.

Mrs. Dondero moved approval of the reassignment. Mr. Rosenberg seconded. Motion carried.

5. Approved Audit Committee Report - Chair Tom Wiesner presented a report on the Audit Committee meeting held on October 1, 1998. Mrs. Sandi Cardinal, Director of Internal Audit, reported that the institution bank reconciliations are up to date. The Committee reviewed follow-up reports on previous audits of the University Inn at UNR, Cooperative Extension Service at UNR, and the learning Resource Center at CCSN. The Committee reviewed the Audit Exception Report for the six months ended June 30, 1998. Mrs. Cardinal reported that the campuses have been very responsive to internal audit recommendations.

Mr. Wiesner moved acceptance of the report. Mr. Rosenberg seconded. Motion carried.

5.1 Approved Internal Audit Reports - The Committee reviewed the following Internal Audit reports as presented and recommended approval. Ref. B on file in the Board office.

- Printing Services, UNR
- Library Department, UNLV
- Associated Students of Truckee Meadows Community College

Mr. Wiesner moved approval of the Internal Audits. Mr. Rosenberg seconded. Motion carried.

6. Approved Campus Environment Committee Report - Chair Howard Rosenberg presented a report on the Campus Environment Committee meeting held on October 1, 1998.

6.1 Approved Diversity Goals Progress Report - The Committee reviewed the progress report containing data through fall 1997 in relation to the Board's approved Diversity goals. The committee recommended acceptance of the report.

Mr. Rosenberg moved acceptance of the report. Mrs. Gallagher seconded.

Mrs. Price requested information on the goals regarding men and women in general. Mr. Rosenberg responded that the System campuses are close to achieving their set goals. The benchmarks are very close to being met, while some of the goals are not being met. Campus representatives felt that some goals may have been set unrealistically high. Dr. Michael Coray suggested the use of supplemental data for a more accurate reporting of what is actually happening on campus.

Motion carried.

Mr. Rosenberg reported that, due to time constraints, the issue of hearing campus reports on efforts in the area of curriculum diversity and multiculturalism was deferred to the next meeting. The childcare issue will not be addressed until June 1999 when the meeting will be held at WNCC.

Mrs. Price asked for more information on the childcare problem. Mr. Rosenberg reported that there are a number of issues facing the institutions that the Committee wishes to discuss. It was originally scheduled for November, however this conflicts with a national childcare convention that will be attended by five members from the System. Mrs. Price asked whether childcare was a problem for students in the System,

with Mr. Rosenberg responding that it was. Mrs. Price asked if the Committee was formulating a plan that would address the issue. Mr. Rosenberg stated that each institution had achieved a degree of success in certain areas and he was hopeful that a pooling of their knowledge would lead to a solution for all of the institutions. Mrs. Price asked if students were prevented from taking classes as a result of their childcare problems, with Mr. Rosenberg responding that he did not know, but perhaps it did.

7. Approved CCSN Athletics - Following the direction of the Board at its April 1998 meeting, President Moore established a Citizens' Advisory Committee, chaired by Mr. John O'Reilly, to conduct a feasibility study on intercollegiate athletics at CCSN.

President Moore and Mr. O'Reilly presented the report and recommendations of the Committee. President Moore recommended the Board approve the initiation of intercollegiate athletics programs at CCSN, offering initially one sports program each for men and women, and authorize reallocation of \$200,000 of state operating funds in the 1999-2000 budget to support the program. President Moore further recommended the addition of one sport each for men and women per biennium. Ref. A (on file in the Board office) contains the president's and committee recommendations.

Mr. O'Reilly reported that the advisory committee had faced the issue of "what is more important: academics or athletics?" They attempted to keep an open mind in determining what is appropriate for CCSN. The advisory committee decision was unanimous in recommending that President Moore be authorized to initiate intercollegiate programs at CCSN. A student body survey revealed the following responses:

- 84% of the student body believe that intercollegiate sports would help some students set and achieve goals and develop positive attitudes.
- 91% responded that intercollegiate sports would enhance school pride.
- 78% support the development of an intercollegiate sports program, even though they may not participate in or watch CCSN sports.

Mr. O'Reilly suggested separating the decision for allocating funds from existing or future budgets from the decision to authorize President Moore to initiate an intercollegiate sports program at the college. Mr. O'Reilly was hopeful that the Board would support providing seed money to start the program and process. Early learning occurs through games played as early as in kindergarten. Students learn by receiving a complete education consisting of academics, athletics, and other extra curricular activities (drama, debate).

Mr. Dave Abrabson, a member of the committee, stated that he was originally skeptical of sports at the community college. The students overwhelmingly support the program, as do their parents. He expressed his hope that the Board would pass

the committee's recommendation.

Mr. Mike Meyer, President of the Boys & Girls Club of Las Vegas, stated that Las Vegas is fortunate to have one of the largest and most productive organizations in the country. Mr. Meyer felt that sports and education go together hand-in-hand, a feeling that is echoed by southern Nevada youth. He urged the Board to at least give the program a try.

Senator Tom Hickey stated that it was full-time students who expressed the desire for athletic programs and to participate as student athletes. He stated there are approximately 3,000 high school students in Clark County who want to participate in and play sports. This program is not intended to feed a university program, but as a means of attracting local youngsters to continue their college education.

Mr. O'Reilly commented that a broad base of the community had communicated their approval of the recommendation. Other members of the community are enthused about this program and have pledged their support. He again urged the Board's approval.

Dr. Derby thanked Mr. O'Reilly for an excellent report.

Mr. Alden asked President Moore if he could ensure that all rules and regulations (gender equity, Title IX, compliance, GPA) would be met, with Dr. Moore responding that he would ensure that they would be met and had done so for twenty years at another institution. Mr. Alden asked if the program could be accomplished without state funds, with Dr. Moore responding that it could on a limited scale since there is enough support within the community.

Mr. Alden moved to accept the report and act on the recommendations from the Chancellor and the President, with the caveat that no state funds be used. Ms. Berkley seconded.

Dr. Derby referenced a letter from the Culinary Workers Union Local 226 written in support of an intercollegiate athletics program at CCSN, adding that the incentive of athletics would benefit the community and the students. Senator Tom Hickey wrote a letter pledging to match the sum of money allocated by the student body government to the intercollegiate athletic program. He pledged to raise \$100,000 that is to be deposited with the CCSN Foundation.

Chancellor Jarvis commented that this topic had been a difficult one on which to deliver an opinion. His comments on this issue are not a criticism of any existing athletic or extra curricular programs. The extent of community support for this program is extraordinary and a compelling force for the Board to consider. Dr. Jarvis agreed that many valid arguments exist regarding the benefits to the college that an

athletics program would bring. The Board has approved a budgeted enrollment increase for CCSN of approximately 10% per year for the last several years, and will likely continue to do so for the foreseeable future. This is the largest funded increase for any college in the United States. Access is so important to the System that they have submitted a budget request to grow the budget of CCSN by 60% in the next biennium. This college is meeting the greatest urban access challenge in America at this time. The president and faculty have brought very creative ideas forward to meet this challenge. If CCSN were in a stable market, or one of modest growth and coping with a stable budget, he stated he could support this program. Dr. Jarvis expressed a concern for the administrative overhead detracting from access requirements and meeting the needs of the most under-served population. Dr. Jarvis stated that he was not opposed to using state funds to support the program if it were approved. Chancellor Jarvis recommended the Board accept the report and that the Board consider the initiation of intercollegiate athletic programs at CCSN at a future meeting.

Mr. Graves acknowledged the validity of the Chancellor's concerns. The committee represents a tremendous cross-section of southern Nevadans. Mr. Graves spoke with several members of the committee and established that there were no pre-conceived notions. Mr. Graves recommended that the Board support the program proposal. He stated that times have changed and there is support in the community to warrant the Board's support. He urged an amendment to the motion in order to allow the use of state funding.

Mrs. Price stated that she felt the issue warranted further discussion. She thanked the young people present and the committee for their efforts. She acknowledged the importance of sports and its positive effect on young people. She agreed with Mr. Graves that if a commitment were made, state funds should be used to support the program. She also agreed with the Chancellor that now is not the best time to institute this program. Mrs. Price stated that she felt there are more students in need of childcare than in need of a sports program. She wondered if the results of the survey would have been different if the questions had been phrased in another manner (i.e. would you support an athletic program over a childcare center or lower bookstore fees?). She recommended the decision be postponed to a future meeting.

Mrs. Gallagher asked for an explanation of the baseball program currently in existence. Dr. Moore responded that it is a club program that participates intercollegiately. Mrs. Gallagher asked how it was funded, with student Justin Kittrell responding that it was with student fund raisers (car washes, donations, and ticket sales). Mrs. Gallagher stated that the legislature might take a dim view of a \$200,000 request for an athletics program, and might be more inclined to reduce the operating budget instead. While the first year seems to be funded, she asked what would happen in subsequent years. She felt that further review was required.

Senator Tom Hickey stated that the legislature could also be flexible and referred to a letter from former Chairman of the Ways & Means Committee, Mr. Don Mello. He stated he felt that the legislature would look at what the community wants and that the program is designed to start, continue and/or stop.

Dr. Eardley stated that he is highly supportive of athletic programs and what they can teach students. He added that his participation in athletics was the best thing that ever happened to him. The league in which CCSN would be participating would be tough and expensive because it would be out-of-state.

Mr. Rosenberg apologized to the young people, but spoke out against the program for the following reasons:

- Using the program as a recruitment tool is unnecessary based on the existing demand for education in southern Nevada.
- There are hidden costs; would this program be taking money away from others?
- He recognized the importance of the program and how badly the students want it, but the majority of the community college's population is non-traditional students, not young people who wish to be athletically active.

Ms. Berkley expressed her surprise at the level of faculty support and felt there is legislative support for the program. She stated that the mission of the community college is to accommodate and serve the community in which the college exists. She acknowledged the community, faculty, and student support for the program and stated that it is a modest proposal worth implementing. The Board has the authority to review the program after a year to see if the program is working and had enhanced the value of a college education or created other problems. She was opposed to using state funding for the program.

Mr. Graves suggested the motion be in two parts.

Mr. Wiesner expressed his hope that the Board would approve the program, adding that intercollegiate athletics provides an opportunity for student athletes to attain higher education. He felt that the Board should ask the state for money to support the program.

Mrs. Dondero expressed her support of the program. She felt that the Board should listen to the students present and that it was a healthy endeavor.

Mrs. Price moved to table the motion until there was more time for the Board to discuss the issue. Mr. Rosenberg seconded. Motion failed.

Mr. Alden stated that our youth are the most important asset that the community possesses and that their presence was a clear vote for approval. He felt that athletics and academics go hand-in-hand and that it was a well-conceived proposal.

Upon a roll call vote, the motion carried. Regents Alden, Berkley, Dondero,

Eardley, Graves, and
Wiesner voted yes.
Regents Gallagher, Price,
and Rosenberg voted no.
Regent Phillips was absent.

The meeting recessed at 3:10 p.m. and reconvened at 8:10 a.m. on October 2, 1998, with all members present except Regents Berkley, Graves, and Phillips.

8. Approved Finance & Planning Committee Report - Chair Mark Alden presented a report on the Finance & Planning Committee meeting held on October 1, 1998. A discussion was held on the organizations and funding supporting intercollegiate athletics at UNR and UNLV. It was decided to perform a study of athletic funding for both universities. Mr. Alden expressed his hope that there would be more collaboration between UNLV and UNR with the report formats. Mr. Alden commended Presidents Crowley and Harter and their staff for their efforts. A discussion was held on the mandated formulas and their use in the biennial budget process.

Mr. Alden moved
acceptance of the report.
Dr. Eardley seconded.

Mrs. Price asked how the athletics program at CCSN would be financed. Mr. Alden responded that the Finance & Planning Committee did not address that issue. Mrs. Price stated that since this committee is no longer a committee of the whole, there needed to be a venue for this type of discussion. Mrs. Price asked what the Board had approved with regard to the athletics program at CCSN. Mr. Wiesner suggested reading the original motion. The original motion was to approve the proposal for an athletic program at CCSN with the caveat that no state dollars be used. Mrs. Price asked if the funds would come from the bookstore. President Moore responded that he did not have a specific funding plan in mind. He stated that he would have to return to the Chancellor with a funding plan, that there was no specific source of funds earmarked for this purpose. Mr. Wiesner commented that there were some pledges. Dr. Moore acknowledged the pledges, but stated he would need to meet with campus personnel to formulate a funding plan. Mrs. Price asked if donations to the Foundation for this purpose would be tax exempt. Dr. Moore responded that he did not know, that he had simply identified categories from which the money might come (donations, student body funds, soft money accounts). Dr. Moore reiterated that he would bring a plan to the Chancellor. Mrs. Price asked if the Regents would be made aware of the plan. Mr. Wiesner requested a permanent agenda item for the next several meetings be established to discuss the funding of the program. Mr. Wiesner added that Dr. Moore should keep the Board apprised of his plan for their approval. Vice Chancellor Tom Anderes commented that if the budget exceeds \$25,000 it must come forward to the Board per System policy. Mrs. Price expressed her hope that proper care would be taken to the tax ramifications for funds raised and placed into the Foundation for this purpose. Mr. Wiesner requested that this item appear on the agenda regardless of the value of the budget so that the entire Board could be involved in the decision. Dr. Derby stated that she would direct it to

be on the agenda in the next meetings. Mr. Alden clarified that if the budget exceeds \$25,000 the item would follow the proper process of going through the Finance & Planning Committee as a self-supporting budget. They would follow the same procedures as UNR and UNLV with the 501 tax-exempt relationships being reported properly.

Motion carried.

8.1 Approved Report of Fiscal Year 1998 Budget Activity - The Committee reviewed the report summarizing activity on transfers, budget revisions, use of instructional funds, and budget-to-actual comparisons, and recommended acceptance. Mr. Alden stated that any Board member is welcome to attend even though this committee is not meeting as a committee of the whole.

Mr. Alden moved
acceptance of the report.
Mrs. Dondero seconded.
Motion carried.

9. Approved Investment Committee Report - Chair Dorothy Gallagher reported the Investment Committee met on September 14, 1998 and received a report from Cambridge Associates' Matt Lincoln and Lindsay Vorhees of investment performance of the pooled endowment and operating funds for the quarter and fiscal year ended June 30, 1998. Over the last 14 years the System has averaged 14.3% net of all fees. A discussion was held about the current market situation for July and August and the current outlook for domestic and international financial markets. Director Tim Ortez reported on risk control issues for fiscal year ended June 30, 1998, including use of soft dollars by managers, directed brokerage and year 2000 compliance. Director Ortez reported investment costs expended during calendar year ended June 30, 1998 including securities custody, consulting, and investment management expenses.

Mrs. Gallagher moved
acceptance of the report.
Mr. Alden seconded.
Motion carried.

9.1 Approved Gifts - The Committee reviewed new gifts and additions to the pooled endowment funds and recommended approval. Ref. C on file in the Board office.

Mrs. Gallagher moved
approval of the new gifts
and additions to the pooled
endowment funds. Mr.
Alden seconded. Motion
carried.

9.2 Approved Investment Policies - The Committee reviewed the revisions to the Investment Policies and Objectives, as contained in Ref. D on file in the Board office, and recommended approval of the revisions.

Mrs. Gallagher moved approval of the revisions to the Investment Policies and Objectives. Mrs. Dondero seconded.

Mr. Alden asked for a synopsis of the policies changed. Director Ortez stated that the investment policy requires a review of the policies every two years. As the policies are quite comprehensive, a slow approach is being used over the course of this year to complete the task. This first set of changes was made to clarify and make the policies easier to read and understand.

Mrs. Price stated that one portion of the policy sets a policy on gifts of \$25 or more. Officers are not to receive gifts unless approved by the Board or called to the attention of the Board.

Motion carried.

10. Approved ad hoc DRI Presidential Search Committee Report - Chair Dorothy Gallagher reported that the DRI Presidential Search Committee and the Institutional Advisory Committee met on September 18-19, 1998 to interview presidential candidates. Two candidates will be invited back later this month for meetings with Regents, DRI faculty and staff, Foundation members, and community leaders.

Mrs. Gallagher moved acceptance of the report. Mr. Alden seconded.

Mr. Rosenberg was very impressed with the hard work and concern of the people from the Institution and the Foundation. Mr. Rosenberg expressed his thanks, adding that they are doing a tremendous job.

Motion carried.

Regent Phillips entered the meeting.

- o Approved ad hoc Board Development Committee Report - Chair Howard Rosenberg reported the Board Development Committee met on September 21, 1998. Discussion focused on orientation for new Regents and the Board Retreat to be held on December 2-3, 1998. The retreat will be held in Mesquite, Nevada and will begin at 10:00 a.m. on Wednesday, December 2 and end at 4:00 p.m. on Thursday afternoon. Those attending the retreat will be current Regents, newly elected Regents, the Board secretary, Chancellor, General Counsel, Senior Deputy to the

Chancellor, and the Vice Chancellors. One day will be set aside for new Regent orientation and one day for review of a Code of Ethics, evaluation and goal setting. The second session for new Regent orientation will take place on Wednesday, January 13, 1999 prior to the January Board meeting. System institutions will be encouraged to invite new Regents to visit their campuses. A second meeting for this committee will be held sometime in February to discuss future Board development activities.

Mr. Rosenberg moved acceptance of the report. Mrs. Gallagher seconded. Motion carried.

12. Approved ad hoc Health Care Education Committee Report - Chair Thalia Dondero reported the Health Care Education Committee met on September 29, 1998 to organize the committee and receive information reports and discuss future meetings. Dr. John Packham, UCCSN Health Care Planning and Research Coordinator, reported on the methodology, timeline and anticipated outcomes of the study currently underway that looks at UCCSN educational programs that prepare students to enter health care fields and anticipates state needs for such personnel. This report will be given to the 1999 Legislature. Dr. David Westfall, UNR Vice President for Academic Affairs, reviewed the progress made on the actions approved by the Board related to the School of Medicine Practice Plan and the current search for the Dean of the School of Medicine. Vice Chancellor Jane Nichols provided an update on the progress made by the Dental Residency program toward accreditation by the American Dental Association.

Mrs. Dondero moved acceptance of the report. Mr. Phillips seconded. Motion carried.

The Chancellor introduced Dr. John Packham who is working as the Health Care Planner on the study. Mrs. Dondero commented that Dr. Packham had done a tremendous amount of work.

13. Approved Task Force on Regents' Initiative for Teacher Education Report - Chair Thalia Dondero reported the Regents' Initiative for Teacher Education Task Force met on September 2, 1998 and reviewed the charge to the Task Force. Chancellor Jarvis reported that the Strategic Directions of the Board of Regents challenge the System to meet state needs in access and growth. He acknowledged that there exists a national shortage of teachers, but the urgent problem is in Clark County. In its budget proposal to the state, the Regents are requesting \$3 million for a teacher education initiative. \$2 million has been earmarked for UNLV and \$1 million for CCSN. This initiative calls for a plan to be developed with Regents very much involved. The proposed principle is to improve and expand current teacher education programs including a role for the community colleges and to think creatively for solutions. Superintendent of the Clark County School District (CCSD), Dr. Brian Cram, outlined the district's current and future needs for K-12 personnel

and his request for assistance from UCCSN in meeting this need. CCSD hires approximately 1700 teachers per year and is hopeful the UCCSN can supply 1200 of those teachers. Within the next 8 years, CCSN will lose half of its administration in CCSD, so there is a need to prepare school principals. There will be a need to look at state licensure of teachers. UNLV and CCSN presented preliminary plans for meeting the System need. Mrs. Dondero directed the Chancellor and Vice Chancellor Nichols to work with Dr. Cram and presidents Moore and Harter to develop a more detailed plan. The next meeting has been set for October 13 at 2:00 p.m. in the System Administration Conference Room. Private institutions will be invited to present their teacher education programs.

Mrs. Dondero moved acceptance of the report. Mr. Alden seconded.

Mr. Rosenberg stated he had a problem with Dr. Cram's "equal partner" statement given the salaries provided for teachers in Clark County. An experienced teacher coming into Clark County, with 10-15 years of experience, is placed on the salary schedule with only one-year of credit. Mr. Rosenberg stated that if we profess to be partners, then we must adjust the salaries of teachers so they are more attractive to prospective students. He encouraged the committee to look at the salary component as well. Mrs. Dondero agreed.

Regent Eardley left the meeting.

Mr. Alden complimented Mrs. Dondero and stated he felt that this is a most important initiative for the Board. The System requires students from the school districts enrolling in the colleges and universities to be taught properly. Teachers need to be educated properly and returned to the school districts. Mr. Alden urged all Board members, university and community college presidents to do whatever they can to collaborate on this initiative.

Mrs. Price stated that the System should set an example and advised them to review the treatment of part-time community college faculty. Mr. Rosenberg agreed.

Dr. Derby expressed her appreciation for the work resulting from the committees. She stated that this is a critical issue and thanked everyone involved with this initiative. Mrs. Dondero thanked the presidents for doing a fabulous job assembling the information.

Motion carried.

14. Approved Consent Agenda - Approved the Consent Agenda.

(1) Approved Minutes - Approved the minutes of the meeting held August 6-7, 1998.

(2) Approved Emeritus, UNLV - Approved emeritus status for the following as recommended by the president:

Mr. Robert S. Ball

Emeritus Librarian effective upon Board approval

Ms. Barbara Hanford

Emeritus Librarian effective upon Board approval

Dr. Lee R. Tilman

Emeritus Professor of Public Administration effective
upon Board approval

Dr. William Brogan

Emeritus Professor of Electrical Engineering
effective upon Board approval

(3) Approved Promotion, UNR - Approved promotions or assignment to rank as recommended by the campus president. Each candidate has been evaluated and reviewed in accordance with appropriate Board and campus policies. The Chancellor recommended approval of these recommendations effective July 1, 1998. Ref. C-3 on file with the permanent minutes.

(4) Approved Handbook Changes, Withdrawal and Refund Policy, UNR - Approved Handbook changes, Title 4, Chapter 16, Sections 13, 14, and 17, and Title 4, Chapter 17, Section 8, Withdrawal and Refund Policies, UNR as contained in Ref. C-4, on file in the Board office.

(5) Approved Handbook Changes, UNLV Bylaws - Approved Handbook changes, Title 5, Chapter 6, Bylaws, UNLV as contained in Ref. C-5, on file in the Board office.

(6) Approved Land Use Agreement, GBC - Approved GBC to negotiate a land use agreement between the Board of Regents on behalf of Great Basin College and White Pine Family Recreation Center. Ref. C-6 on file in the Board office.

(7) Approved Lease Extension, Sierra Nevada Job Corps, UNR - Approved the extension of the Sierra Nevada Job Corps lease agreement be extended to three years.

A one year lease extension for the Job Corps was approved at the August 6-7, 1998 Board meeting however, the DOL has requested the lease be extended for three years, from 1998 to 2001, to coincide with the time remaining on the Job Corps operating contract between the university and the DOL.

(8) Approved Property Acquisition, UNR – Approved UNR to negotiate a price for acquisition of property at 1505 North Virginia Street to house its growing University Studies Abroad Consortium. This property is located in a very prominent location across from the Lawlor Events Center. The price will be brought back to the Board for formal action.

(9) Approved Property Acquisition, WNCC - Approved acceptance of the conveyance of real property from Carson City School District to UCCSN. This property will be the location of the High Technology Center. The consideration for this exchange is the joint use of the high Technology Center by WNCC and Carson High School.

(10) Approved Interlocal Agreements – Approved the following Interlocal Agreements:

Note: Items A and B were withdrawn.

C. Parties: Board of Regents/UNR and the Nevada Welfare Division.

Effective: Board approval date – February 28, 1999.

\$\$: \$150,000 to UNR.

Purpose: Develop a welfare data collection and analysis system to measure effectiveness of Temporary Assistance to needy Families (TANF) programs.

D. Parties: Board of Regents/UNR and the Nevada Welfare Division.

Effective: August 19, 1998 – September 30, 1998.

\$\$: \$17,301.90 to UNR.

Purpose: Provide child welfare training.

E. Parties: Board of Regents/UNR and the Nevada Division of Child and Family Services.

Effective: July 1, 1998 – June 30, 1999.

\$\$: \$35,000 to UNR.

Purpose: Child Intervention Program.

F. Parties: Board of Regents/UNR and the Nevada Division of Mental Hygiene and Mental Retardation.

Effective: July 1, 1998 – June 30, 1999.

\$\$: \$11,000 to UNR.

Purpose: Provide one UNR psychology

doctoral candidate intern to Rural Clinics offices.

G. Parties: Board of Regents/UNR and the Nevada Division of Mental Hygiene and Mental Retardation.

Effective: July 1, 1998 – June 30, 1999.

\$\$: \$22,000 to UNR.

Purpose: Provide required supervised experience for students in doctoral clinical psychology program at UNR.

H. Parties: Board of Regents/UNR and the Nevada Division Environmental Protection.

Effective: Board approval date – December 31, 2000.

\$\$: \$52,156 to UNR.

Purpose: Washoe Valley Nonpoint Source Education Program.

I. Parties: Board of Regents/Medical School and the Clark County health District.

Effective: July 1, 1998 until terminated.

\$\$: \$12,000 per year to Medical School.

Purpose: Provide physician review of Clark County Health District nurse practitioner services and of medical charts.

J. Parties: Board of Regents/Medical School and the Nevada State Health Division.

Effective: July 1, 1998 – March 31, 2001.

\$\$: \$60,000 to Medical School.

Purpose: Nevada Immunization Program.

K. Parties: Board of Regents/UNLV and the Clark County School District.

Effective: Board approval date – to be reviewed on an annual basis.

\$\$: None.

Purpose: Facility Services Agreement for the Paradise School Building at 900 Cottage Grove Avenue on the UNLV campus.

L. Parties: Board of Regents/UNLV and the Nevada Department of Human Resources.

Effective: Board approval date - June 30, 1999.

\$\$: \$282,951 to UNLV.

Purpose: Early Intervention Program through Family to Family Connection, Infant Support Districts.

M. Parties: Board of Regents/UNLV and the Nevada Welfare Division.

Effective: Board approval date – July 31, 1999.

\$\$: \$50,000 to UNLV.

Purpose: Provide a report of various strategies to increase the quality of Nevada childcare.

N. Parties: Board of Regents/UNLV and the Las Vegas Valley Water District (Easement).

Effective: Board approval date – permanently.

\$\$: \$1.00 to UNLV.

Purpose: To accommodate vacation of Dorothy Avenue for fire hydrant.

O. Parties: Board of Regents/TMCC and the Nevada Division of Mental Hygiene and Mental Retardation.

Effective: July 1, 1998 – June 30, 1999.

\$\$: None.

Purpose: A.S. Degree/Nursing Program – Clinical Practice and Certificate of

Achievement – Paramedic (EMT-P).

P. Parties: Board of Regents/TMCC and the Nevada Division of Mental Hygiene and Mental Retardation.

Effective: July 1, 1998 – June 30, 1999.

\$\$: Charge for course will be determined in conformity with tuition and fees as established by Board of Regents.

Purpose: Provide course of instruction for mental health technicians, mental retardation technicians, and forensic specialists.

Q. Parties: Board of Regents/TMCC and Board of Regents/DRI.

Effective: July 1, 1998 – June 30, 2001.

\$\$: \$34,000 to TMCC.

Purpose: Provide security services to DRI.

R. Parties: Board of Regents/DRI and the Nevada Division of Environmental Protection.

Effective: Board approval date – June 30, 1999.

\$\$: \$35,000 to DRI.

Purpose: Perform literature review of positively and negatively buoyant plume models.

S. Parties: Board of Regents/GBC and the Elko County School District.

Effective: Board approval date, for five years, and may be renewed for another five years with approval by both parties.

\$\$: None.

Purpose: Operate a technology training facility.

(11) Approved Appointment of Associate Professor of Dentistry and Director of Dental Residency Program - President Crowley recommended the appointment of Dr. George F. Seng as Associate Professor of Dentistry and Director of the Dental Residency Program at the University of Nevada School of Medicine with a three-year initial contract. President Crowley has approved a salary of \$94,911.

Mrs. Gallagher moved approval of the Consent Agenda. Mr. Alden seconded.

Mr. Alden asked President Crowley to clarify the scope of item #11 for the record. Dr. Crowley responded that the item relates to the appropriation from the last legislature for a Dental Residency Program. Three residents (2 in the south and 1 in the north) are to be under the supervision of the School of Medicine at UNR. This item appoints a director to the program.

Motion carried.

Regents Alden and Price left the meeting.

15. Information Only – Policy Workshop: Strategic Planning - Chancellor Jarvis and Vice Chancellors Anderes and Nichols described the current status of strategic planning, facilities master planning and academic master planning, and the relationships of these activities to budget request development. A new framework is needed to enable the Board to move beyond its vision as articulated in its Strategic Directions document, and to shape and direct the long-term System-level strategic planning agenda for the UCCSN. The underlying principles and some elements of that framework were introduced, and System-level strategic planning led by the Board, distinguished from campus-level strategic planning conducted at each institution, was discussed. Ref. E on file in the Board office.

Regent Price returned to the meeting.

Chancellor Jarvis reviewed the method presently employed by the UCCSN for planning.

- Predominantly short-term; less than 2 years
- Incrementally
- "Planning" driven by Budget
- Priorities set by opportunity

Regent Alden returned to the meeting. Regent Berkley entered the meeting.

Chancellor Jarvis proposed a method of strategic planning that incorporates taking a long-term perspective and asking the campuses to assess external & internal environments.

Regent Eardley returned to the meeting.

Chancellor Jarvis continued that the System should:

- Identify System-level issues and Regental priorities
- Identify indicators and measure performance
- Develop strategies that will affect performance
- Set the context for campus-level operational planning

Chancellor Jarvis stated he was trying to differentiate between what the Board does at the System-level and the autonomy and appropriate flexibility that the campuses require in order to accomplish their campus-level tasks. Dr. Jarvis related that a lot of planning activity currently exists. He expressed a desire for System-level strategic planning to inform and direct the efforts of biennial budget priority tools, campus-level strategic planning, and external input and pressures (i.e. state and federal audits, mandates, legislative studies). The Chancellor related that what is missing are long-range goals, objectives and timelines set by the Board (i.e. how much? and by when?). The need exists to quantify long-range objectives in order that goals are achieved and success can be measured.

Mr. Alden expressed a need to include the requirements for economic diversity in the state as part of state workforce development. The Chancellor agreed and acknowledged he was using the scenarios for illustrative purposes.

The Chancellor identified actions and roles as a means of distinguishing who takes what role at System-level and campus-level strategic planning. At the System-level, the Regents set the direction, lead and direct the course of action. At the campus-level the presidents lead and direct campus-level planning efforts, which are then approved by the Regents. Dr. Jarvis stated there are too many goals and objectives to accomplish them all, so they must be prioritized.

Regent Graves entered the meeting.

The Chancellor suggested a System-level strategic planning framework that entails the selection of issues with priorities set for strategic analysis in a given year. The Board (or a Board Strategic Planning Committee) could maintain oversight and Board authority throughout the process. Dr. Jarvis itemized the anticipated benefits this new framework would provide for the Board that included a heightened awareness of higher education public policy issues, strengthened policy positions, clarified goals in budget requests, and the ability to distinguish System-level strategic planning from campus-level operational planning. Dr. Jarvis provided a timeline for the development of the framework.

Vice Chancellor Jane Nichols provided a synopsis of the academic master planning purpose, which serves as a roadmap of future directions for instructional, research, public service and student services programs. Academic master planning provides the basis for budget development, facilities planning, new branch campuses or satellite campuses, enrollment projections, new programs, and educational partnerships with other institutions.

Mr. Alden asked how often programs at the universities were reviewed for

effectiveness and/or the need for addition or elimination. Dr. Nichols responded that there is a plan in place that calls for review at least every ten years and definitely five years following the placement of a new program. Mr. Rosenberg commented that at the campus level, each department constantly evaluates their doctoral programs.

Dr. Nichols related that each UCCSN institution develops an academic master plan with a minimum four-year time-line for the universities and DRI and a two-year time-line for the community colleges. An annual review of progress made toward goals is provided to the Board. Regents approve academic master plans and updates every January, February, and March. The academic master plans are built on each institution's mission as defined by the Regents.

Mr. Alden suggested that a fourth step of "business & industry partnering" be added to the universities' mission, with Dr. Nichols stating that the Board could revisit the institution missions as a part of this process. Mrs. Gallagher commented that business & industry partnering is not really a part of a university's mission. She asked for feedback from the university presidents. Dr. Harter agreed with Mrs. Gallagher, adding that UNLV has included partnerships with external agencies as one of their seven goals under their mission statement. Dr. Crowley agreed that those partnerships arise as a course of doing business.

Mrs. Dondero asked how this dialog related to the universities' national ranking. Dr. Harter responded that a series of factors are reviewed that may not be related to missions and goals (i.e. library books, endowment per student, student SAT scores, etc.) Dr. Crowley added that the national ranking was not to be taken too seriously.

Dr. Nichols encouraged the Board not to think of individual campuses but to think strategically statewide about Nevadans, Nevada education, and the goals for higher education in Nevada.

Regents Alden and Phillips left the meeting.

Vice Chancellor Tom Anderes reported on the existing UCCSN facilities planning process. He identified critical elements necessary to build a facility plan and planning process. Dr. Anderes stressed that there is a big difference when comparing different timeframes. He recommended extending projections out beyond the two years employed for the biennial budget process.

Regents Alden and Phillips returned to the meeting.

Dr. Anderes reported that the ten year facility master plan will incorporate major program changes, administrative program enhancements, faculty and staff growth with a focus on enrollment projections and maintenance/renovation demands over a ten year period. Dr. Anderes stressed that maximum utilization of existing space is required when a campus experiences significant growth. Costs should be prioritized and itemized on a yearly basis. Dr. Anderes proposed a timeline to accommodate Board approval of a capital request in April 2000.

Mr. Alden asked about collaboration with the school districts in the state to take

advantage of the use of facilities when not otherwise occupied, with Dr. Anderes responding that this process will ask those types of questions. Dr. Eardley asked if the community colleges were currently using public school buildings to hold college classes, with President Richardson responding that they were. Dr. Harter commented that UNLV is also utilizing Clark County School District buildings as well.

Dr. Jarvis emphasized the importance of implementing this form of long-range planning no later than January 1999. A proposal will be brought before the Board at the November 1998 meeting.

Mr. Wiesner commented that this had been the best presentation he had witnessed in two years, and asked for feedback from the presidents prior to accepting this much responsibility. Mrs. Price commented that the presentation had been wonderful and that it clearly identified the role of the Board. She stated that meetings should have already been employing these methods and that the role of the Board is governing in the state. With this process, progress can be measured. She added she would like to add governance to the process and encouraged Board members to review progress on a yearly basis. Dr. Derby responded that the Chancellor had defined the structure for Regent Price's suggestion, which is the Board's involvement in the visioning and follow-up measurements.

Mrs. Gallagher expressed her pleasure with the presentation. She felt it defines the Regents' and campus' role and interaction well. She stated it would be a very important step for the Board to take and urged the Board to accept the responsibility. She thanked the System staff for the presentation, adding that it would be a big step forward. Mr. Rosenberg complimented the fact that these objectives can be measured and that progress could be monitored.

Dr. Crowley stated that he is a disciple of planning requiring everyone to participate and take planning seriously. The Board will need to make tough decisions about priorities. Dr. Crowley cautioned that while planning provides guidelines, opportunities should not be overlooked. President Harter stated that planning is the single most important accomplishment at UNLV and expressed her enthusiasm for the proposal. President Moore observed that it is good to be in agreement with a goal for the next ten years. He does not want to be perceived as the villain for exceeding a Board goal (like access) in a shorter period of time. Dr. Moore liked the idea that the Regents would be committing to the goals.

President Richardson stated that this plan is the primary responsibility of a statewide governing board and what they should be doing. He did not feel that it was necessary for the Board to be involved in the decision for an athletics program at CCSN for example. TMCC is currently collaborating with UNR to discuss how their institutional strategic planning can be more complimentary with one another rather than competitive. The competitive nature is the result of enrollment-driven funding measures. The Board will need to struggle with the issue of how the institutions are funded. Dr. Richardson felt the current formulas do not provide a level playing field. In 1986, when the current formula was established, the community colleges represented one-third of the System (22,000 total students; 7,500 community

college students). For the next biennium, projected community college enrollment constitutes 47.2% of the System total. The largest enrollment will soon come from the community colleges, and the money is not appropriated reflective of those figures.

Mr. Carl Diekhans, Vice President for Administrative Services at GBC, commented that the presentation had been very good and that facilities planning needs to be brought up to current standards.

Dr. Derby thanked the System representatives for the presentation, adding that it is consistent with the policy governance model revisited at the ACCT meeting, where the Board engages itself at the visioning level of strategic planning in higher education. She expressed her enthusiasm for moving in this direction.

The meeting recessed at 10:00 a.m. and reconvened at 10:20 a.m. with all members present except Regent Gallagher.

- Approved Proposed Dental School, UNLV – Chancellor Jarvis reported that at its April 1998 meeting, the Board approved a request from UNLV to conduct a feasibility study for a dental school. The consultant, Dr. Linda DuBois of Northwestern University, presented her report. Chancellor Jarvis, Vice Chancellor Nichols, President Harter, UCCSN Director of Dental Programs Dr. Rawson, and President Moore responded to the report and sought approval of the Board to:
 - Establish a dental school at UNLV;
 - Locate the UNLV dental school on the West Charleston campus of CCSN;
 - Raise the priority of the dental school capital project to the bottom of Tier 1 in the UCCSN Capital Improvement Project budget request; and
 - Retain the support for the dental school in the UCCSN operating budget request as presented to and approved by the Board at its August 1998 meeting.

Mrs. Gallagher returned to the meeting.

President Harter expressed the importance of this program to fulfill UNLV goal statements that include the offering and development of professional programs, reaching out to the community, and establishing partnerships within the System community. Dr. Harter stated that the dental school is part of the master plan and would serve the community and state. Dr. Harter was persuaded by the results of the study which included:

- The oral health needs of Nevada citizens are not being sufficiently met.
- Nevada students interested in pursuing a dental education do not have access to dental programs and do not typically return to Nevada to practice.
- Only 72 Nevadans were enrolled in U.S. dental schools in 1997. The tuition is prohibitively high. There is a high rate of student indebtedness, which can discourage dentists from practicing in

- urban areas and/or treating Medicaid patients.
- Only 126 WICHE dental graduates have returned to Nevada to practice since 1954.
- The percentage of minorities and women practicing in Nevada is significantly lower than the Nevada population percentages.
- The mission of the school would be to provide access to those students.
- Nevada needs to grow its own professional workforce.
- Nevada's ratio of dentists per population (35:100,000) is the lowest in the nation. The need is expected to grow in the future.
- The fastest growing segment of Nevada's population is elderly.
- There are only 54 dental schools in the U.S.; and only 14 west of the Mississippi.

Dr. Harter reported that Las Vegas is attractive for national and international conferences. UNLV proposes a small school of 40 students per year until full enrollment of 160 students is met. The first class could start as early as August, 2000. It would require \$12-13 million for capital funds in the 1999-01 biennium, and \$5-6 million per year in operating funds after full enrollment is achieved. Applications to dental schools have increased even as dental schools are closing; access is limited. Most of the schools to close have been private schools, and only one was west of the Mississippi.

Dr. Linda DuBois, Associate Dean of Academic Affairs at Northwestern University Dental School, submitted her findings:

- The dental school would educate dentists at the level of projected need.
- Opportunities for dental education in Nevada are deficient. There is high population with a small number of Nevadans graduating from dental school.
- The number of dental schools has declined dramatically while the population has rapidly increased.

Dr. DuBois concluded by stating that the justification for establishing a College of Dental Science clearly exists. The College would serve the oral health needs of the community; it would educate oral health care at the estimated level of need; and it would support the university in its mission. A College of Dental Science would contribute to the spirit and vitality of the professional community, the university and the state of Nevada.

Director of Dental Programs, Dr. Ray Rawson, elaborated on meeting an educational need while also addressing a need for dental treatment. He acknowledged that the unmet educational needs include a low dental representation of minorities and females. Last year 710 Nevadans applied to dental school and only 23 were accepted. Those students face high out-of-state tuition costs estimated at \$44,000 per year without books and living expenses. Dr. Rawson explained that children, senior citizens, the medically compromised, indigent, and uninsured people

of Nevada experience the greatest amount of unmet dental needs. Nevada has the fastest growing population in the nation yet holds the lowest dentist-to-person ratio. Nevada also has the fastest growing senior population in the nation. Only 10% of Nevada dentists currently participate in the Medicaid plan. The mission of the college should be to provide dental care to those patients without access while training the highest quality of dental professionals. Dr. Rawson concluded by stating that starting a dental college would not take funds away from other existing programs.

Vice Chancellor Jane Nichols reported that a dental school at UNLV is included in the UNLV Academic Master Plan approved by the Regents in 1997-98. The dental school would be part of a comprehensive Health Science initiative designed "to establish UNLV as a major provider of health-related educational programming at both the baccalaureate and graduate levels in southern Nevada." Dr. Nichols added that a dental school is clearly supported by preliminary results of a statewide survey of health needs mandated by the 1997 Nevada legislature. Dr. Nichols stated that there are limited openings available through the WICHE exchange program; in 1998-99, only 19 Nevadans were enrolled in dental schools out-of-state through WICHE and WICHE slots will never produce the 40 new dentists needed in the state each year. It is very expensive to leave home and attend dental school out-of-state. UNLV could recruit women and minorities into professional health-related programs and address the low representation in this area.

Chancellor Jarvis elaborated that the West Charleston site was chosen due to the diversity of health profession courses currently offered at CCSN, the commitment to and partnerships with University Medical Center, and the access provided to the most needy clinical participants. Dr. Jarvis reported that only 7 dental schools closed between 1986-2001, all had been private schools associated with medical schools whose primary mission was research, and did not provide much access to local populations. There are not seats available at private schools for out-of-state (Nevada) students. There is an increasing demand for dental education and services with a decreasing amount of access; applications are up 97% while enrollments are up only 9%.

CCSN President Richard Moore stated that CCSN is delighted to have UNLV on their property, adding that it is good for the success of CCSN and good for the health field family of programs. Dr. Moore commended Dr. Rawson for building a high-quality dental hygiene program.

Dr. Jarvis asked the Board to approve the following four elements:

- Establishment of a dental school.
- Locate the school at the West Charleston campus.
- Raise the priority of the dental school to the bottom of Tier I. This will not displace any other campus' Tier I objective.
- Continue to seek state and non-state support of the dental school.

Mr. Rosenberg moved acceptance of the report

and approved establishment, location, and budget requests for the UNLV dental school. Ms. Berkley seconded.

Mr. Graves asked whether Dr. DuBois' study addressed the licensing procedures in Nevada and whether they were on a par with other states. Dr. DuBois responded that Nevada is not part of a regional board, but conducts its own State Board and that pass rates appear reasonable. Mr. Graves asked whether Nevada's licensing requirements were more stringent, with Dr. DuBois responding that it has an unusual requirement relative to prosthesis removal. Mr. Graves asked if local recommendations were required for state licensure, with Dr. DuBois responding that they were not, but applicants must have graduated from an accredited dental school. Dr. Rawson stated that a higher percentage grade on the National Board exam was required to practice in Nevada (80% in Nevada vs. 75% nationally). Dr. Rawson added that he recalled a dentist's recommendation being required when passing the Board exam. Mr. Graves wondered whether the State Board requirements were deterring dentists from practicing in Nevada. Dr. Rawson responded that it was good to have strict procedures to protect the public.

Dr. Eardley asked whether the Dental Association and the State Board of Examiners were in Nevada, with Dr. Rawson responding they were. The State Board takes no position on the addition of this dental school, while the Dental Association supports the school.

Dr. Jade Miller, President of the Nevada Dental Association, commented that he had not seen the study, but supported the program as a benefit to the citizens, students, and dentists of Nevada. He expressed a concern for the taxpayers in making the program operate as cost-effectively as possible.

Mr. Rosenberg expressed his concern for the cost of the program and the cost to the individual student. President Harter responded that the study estimated tuition at \$9,000 per student, which is the average cost of public dental school. Dr. DuBois added that the cost configured in the study of \$9,100 per student was targeted toward the average dental school. Mr. Rosenberg asked what additional costs the students would incur, with Dr. DuBois responding that books and instruments would be extra. Books would cost approximately \$2,000 for the four-year curriculum. Instruments and sterilization are extremely expensive. The college would need to decide whether to rent instruments or require the students to purchase instruments themselves. Dr. DuBois estimated the total cost per student for four years at just under \$50,000.

Mr. Alden asked whether the dental school would be a separate budget line item request, like the Boyd School of Law, and not part of UNLV's overall budget, with Dr. Harter responding that it would be a separate item. Mrs. Gallagher expressed her concerns for the cost of the dental school to the State. She commented that good things are not easy, and supported that the State Board exam was not easy to pass. She felt it was important to protect the population with strict requirements. The

dental school should educate the students to be capable of passing the State Board exam. Mr. Phillips expressed his concern for the cost of the dental program. He congratulated Senator Rawson for the fine report and hurdles he had overcome in pursuit of this goal. Mr. Phillips commended Dr. Harter and Dr. Moore for their collaborative efforts. Dr. Derby offered her congratulations and enthusiastic support, adding that the program fits into the strategic directions beautifully and addresses compelling access concerns.

Dr. Eardley asked about the difference in pay for faculty dentists vs. dentists who maintain a private practice. Dr. Rawson stated that a pay schedule would be designed that is in line with other dental schools. Usually some of their salary is made in private practice; they typically teach 4 days/week and practice 1 day/week in an attempt to match salaries that could be obtained in other parts of the country. Dr. Rawson stated that good faculty are attracted with competitive salaries.

Dr. Eardley asked the Chancellor about his perception of how much of the list in Tier I would be funded. Dr. Jarvis responded that preliminary indications were not promising. He added that the reason he was requesting the move in priorities was to enable the System to continue to lobby support for the program. The focus is on the items in Tier I. Dr. Jarvis added that the System is working diligently to pursue non-state funds to lower the state obligation. Dr. Eardley asked about the probability of the order of priority for items in Tier I changing when at the legislature, with Dr. Jarvis responding that the list of priority should not change.

Motion carried.

The meeting recessed at 11:55 a.m. and reconvened at 12:45 p.m. with all members present except Regents Alden, Berkley, Graves, and Phillips.

17. Campus Presentation – Dr. Jack Hess hosted the DRI presentation by introducing film clips from local television programs that featured DRI researchers:

Regents Alden and Graves entered the meeting.

NOVA Program: "Is Antarctica Melting?" - Dr. Kendrick Taylor, Associate Research Professor for the DRI, was featured for his involvement with a project that analyzed ice as an indicator of past weather patterns. Dr. Taylor's team retrieved layers in a compacted ice core that enabled them to determine the climate over the last 100,000 years. The team used the largest ice drill in the world. Dr. Gregg Lamorey, Manager, DRI Science Coordination Office, elaborated on how a single broken part stopped all action on the project.

Horizon Program: "Antarctica—West Antarctic Ice Sheet Siple Dome" – This program provided similar coverage as the NOVA program and featured the same DRI researchers working on one of ten National Science Foundation research projects.

Outdoor Nevada: "Amargosa Valley—Finding the Hidden River" – Dr. Colleen M. Beck, Deputy Director, QSC expounded on her fascination with artifacts. First lady, Sandy Miller accompanied Dr. Beck and Dr. Stephen Wells, Executive Director,

QSC on a trip through the Amargosa Valley that yielded finds such as rock caves and hunting blinds that provided indications of the past. The Amargosa River formerly filled an ancient lake. Mrs. Miller commented that this was a great opportunity to learn why and how things happened.

18. Information Only - Code Revision, Administrative Code Officer - A discussion was held regarding the duties of the Administrative Code Officer at System institutions in relation to the role of the UCCSN General Counsel. The Board considered a possible amendment to Code 6.7.1, which will appear on the next Board meeting agenda for possible action. Dr. Jarvis clarified current Board policy and the proposed amendment, attached as Ref. F, on file in the Board office.

A round of discussion revealed the following:

- One does not need to be a lawyer to qualify for the position.
- The position was intended to assist the campus with appeals on personnel matters.

19. Approved Handbook Change, Honorary Doctorate Degrees - Approved the proposed change for the Honorary Doctorate degree for the universities as contained in Ref. G, on file in the Board office. During the discussion on changes to the Regents' Distinguished Nevadan Award, the Board directed the Chancellor to review the policies for honorary awards. This change allows an Honorary Doctorate to be conferred at any time during the year and not just at commencement exercises, and extends the qualifications of nominees.

Mr. Graves moved approval of the Handbook change.

Mr. Alden seconded.

Motion carried.

20. Approved Construction of Building on UNLV Campus - Approved the UNLV Foundation to construct a building on the UNLV campus to house all of the university's development programs. The building will be about 22,000-sq. ft. and will be completed for approximately \$5 million. When this building is finished, the UNLV Foundation will give the building to UCCSN and UNLV. Dr. Harter reported that the building would be built entirely with private funds.

Mr. Graves moved approval of the UNLV Foundation to construct a building on the UNLV campus. Mrs.

Dondero seconded.

Mr. Alden suggested clarifying the motion to include the information that the building would be built with private money. Mr. Alden asked about the Board's liability with construction performed by a private foundation. General Counsel Tom Ray responded that the Foundation would hire a licensed contractor who would require adequate liability insurance. The System as the property owner could potentially be

a party to a lawsuit if harm occurred, but that is typically covered in additional liability insurance on such projects.

Mr. Graves amended the motion to approve the UNLV Foundation to construct a building on the UNLV campus using entirely private funds and incorporating proper liability insurance. Mrs. Dondero seconded. Motion carried. Mrs. Price voted no.

Regent Phillips entered the meeting.

21. Information Only – UNLV Radio Station, KUNV - President Harter reported on the discussions that have been taking place between student representatives and the university administration about operations and oversight of the campus radio station, KUNV. Dr. Harter thanked Mr. Rosenberg for his participation in the four meetings that have transpired. The committee includes a broad cross section of the campus community including students, faculty, and Regent Rosenberg. The committee has made certain that there is an appropriate chain of authority and responsibility back to the Board as license holders. They have recommended the creation of an advisory board, with campus and community representatives, that reports to one of the UNLV executive officers, who in turn reports to President Harter. President Harter would report any issues and activities that need to be monitored by the Board. Yet to be resolved is how to develop funding, maintaining accountability for budgets and expenditures, and format questions. Dr. Harter reported that the students have been very cooperative and willing to compromise.

Mr. Rosenberg reported that the students and faculty have both been outstanding, and community participation has been great. Discussions have transpired with current radio station staff. Mr. Rosenberg stated it has been a wonderful learning experience for the students as well as for him. He is optimistic a resolution will be accomplished.

Mrs. Dondero asked if the station sold advertising, with Dr. Harter responding that they did and that much of the revenue for the station was accomplished by advertising and fundraising which was why the issue of format was so critical. A strong listenership must be developed to support the station.

Mr. Phillips asked if it was currently a jazz radio station, with Dr. Harter responding that it was with a passionate audience. Mr. Phillips asked if the format was expected to change, with Dr. Harter responding that she did not know the answer as that was currently under discussion.

Dr. Derby thanked Dr. Harter, Regent Rosenberg, and all involved, congratulating them on moving from conflict to cooperation through the process of dialog.

22. Approved Campus Logo Items - At its April 1998 meeting, the Board discussed drafting a UCCSN Fair Labor Practices statement that could be used with vendors that provide campuses with logo products. The Board asked that the issue be considered and brought back to the October meeting. The Board recommended the draft language contained in Ref. H (on file in the Board office) for consideration. Senior Deputy to the Chancellor, Ms. Karen Steinberg, reported that the institutions would only purchase products produced by companies using fair labor practices. Ref. H will be included with contracts with future vendors. The policy places the onus on the vendor to comply.

Mr. Graves moved adoption of recommended language. Mr. Rosenberg seconded.

A round of discussion revealed the following:

- Each school registers their own logo; there is no recourse for unlawful copying of the logo or use of a campus name on products.
- The policy is intended to assure compliance with the Fair labor Standards Act and to cover products produced outside of the U.S.
- Existing vendor contracts would need to be amended to include this provision.

Motion carried.

Mrs. Price left the meeting.

23. Information Only - Teaching Excellence Policy - As a follow-up to the Workshop on Excellent Teaching at the August Board of Regents meeting, Vice Chancellor Jane Nichols summarized current policy and practice that supports excellent teaching and identified potential future policy directions.

are informed, energetic, and thoughtful. need knowledge, an appropriate attitude, confidence, and time. is deliberately and intentionally designed to achieve a particular effect or goal (high levels of learning and student achievement).

- The award of tenure requires at least a satisfactory rating.
 - Post-tenure review includes an evaluation of teaching.
 - Annual evaluations are required including student feedback and peer evaluations.
 - Regents provide awards for Outstanding Teachers.
 - Budget enhancements include positions to support teaching with technology.
- Approved Resolution, Bank Loan, College of Engineering, UNR - Approved the following resolution:

RESOLUTION NO. 98-8

WHEREAS, the University and Community College System

of Nevada (the "University") intends to borrow \$600,000 from Norwest Bank (the "Bank") pursuant to a letter from the Bank opened on September 28, 1998, in response to a solicitation of bids therefor (the "Proposal", attached hereto) for the purpose of financing improvements for the University of Nevada, Reno, College of Engineering, such borrowing to be evidenced by a note signed by the appropriate officials at the University (the "Note").

Banking & Investments Director Tim Ortez reported that the loan was secured at an interest rate of 4.645% for a total of \$616,000.

Mrs. Gallagher moved approval of the Resolution. Dr. Eardley seconded.

Mr. Alden asked for clarification of the purpose of the loan. President Crowley responded that the money would be used to build an additional bay for the bridge engineering studies. Mr. Alden asked where the funds would come from to repay the loan. Dr. Crowley reported that it was a gift from Mr. James Rogers over multiple years.

Motion carried.

25. Approved Bank Loan, WNCC - Approved WNCC seeking a bank loan of up to \$744,000 for the purpose of financing a capital project on the WNCC Carson City campus. The loan will be used to complete the construction and equip the Donald W. Reynolds Center for Technology, a 28,500-sq. ft. facility. Ref. I on file in the Board office. President Randolph reported the project is valued at \$3.2 million; a grant of \$2.5 million has been received toward this effort. The requested loan is for the difference. The bank loan will be paid back with Foundation pledges.

Mr. Graves moved approval for WNCC to seek a loan for financing a capital project. Mrs. Dondero seconded. Motion carried.

26. Approved Honorary Doctorate, UNR - Approved an honorary doctorate for Cardinal Edward Idris Cassidy. Cardinal Cassidy was awarded a doctorate in Canon Law from the Lateran University, Rome, in 1955 and, in the same year, a diploma in diplomatic studies from the Pontifical Ecclesiastical Academy. He has been a member of the Holy See's diplomatic service since 1955, with postings in India, Ireland, El Salvador, Argentina, China, Bangladesh, Burma, Lesotho, and Holland. In 1989, he was appointed as President of the Pontifical Council for Promoting Christian Unity and of the Commission for Religious Relations with the Jews.

Cardinal Cassidy will be visiting Reno and the university in November for a series of events promoting interfaith relations, under the auspices of the University of

Nevada, Reno, the E.L. Weigand Millennium Speaker Series and the Governor's Council on Education relating to the Holocaust.

Mr. Alden moved approval of the Honorary Doctorate. Mr. Graves seconded. Motion carried.

27. Approved Lease/Purchase of Mining Claims, UNR - Approved the San Antonios Resources' bid for the lease/purchase of the Pick and Shovel property and mining claims located in northern Elko County. The bids were opened on September 8, 1998. The property, consisting of approximately 47 acres, was gift-deeded to the Mackay School of Mines in 1993 by Stanford University.

Only one (1) bid was received, that being from San Antonios Resources (USA), Inc. of Vancouver, Canada, as follows:

The bid is for a lease/purchase with an up-front payment of \$3,100 plus a 3% net smelter royalty with a \$3,100 minimum annual advance royalty payment. When and if the payments reach \$31,000, the purchase will be complete and title of ownership will be transferred. After transfer of the title, the Mackay School of Mines will continue to receive an annual 2% net smelter royalty payment.

Mr. Graves moved approval of the Lease/Purchase of Mining Claims. Dr. Eardley seconded. Motion carried.

28. Approved Contract, Head Men's Basketball Coach, UNLV - Approved a five-year contract for Coach Bill Bayno, Head Men's Basketball Coach at UNLV.

President Harter reported the revision to Bill Bayno's contract would be a new 5-year contract retroactive to July 1st with an increased base salary of \$136,500, and would include a series of bonuses for increasing attendance. Coach Bayno's team won the WAC tournament and advanced to the first round of the NCAA tournament this year.

Mr. Graves moved approval of a five year contract for Coach Bill Bayno, Head Men's Basketball Coach at UNLV. Dr. Eardley seconded.

Mr. Phillips expressed a lack of understanding for changing the contract at this time, adding that Coach Bayno was still bound to UNLV with the four remaining years on the current contract. Dr. Harter stated that UNLV was trying to communicate to Coach Bayno that he is a highly-regarded coach whom they wanted to keep in Las Vegas. Dr. Harter expressed the importance of observing the marketplace in which

he operates. The average salary package of a Division 1A coach is \$358,000 as compared with the \$293,000 package being offered, and the average contract length for this group of coaches is five years. He is in a market that commands a high dollar figure and a long contract and has done very well for Las Vegas. Coach Bayno had not coerced the university for these changes. UNLV wanted to provide good incentives for him to stay at the university. President Harter added that were Coach Bayno to leave UNLV prior to the expiration of his contract, the hiring institution would be required to buy out the remaining years of base salary. Mr. Phillips stated that he felt the money could be better spent elsewhere and that the primary mission of the university is education and not basketball. He added that he felt it would set a dangerous precedent. Dr. Harter stated that Coach Bayno had brought many supporters and donations to the university for use in areas other than basketball, including academics.

Mr. Graves stated that he was also not in favor of repeated salary reviews, but felt that President Harter had provided excellent reasoning and justification.

Regent Berkley entered the meeting.

President Harter stated that Coach Bayno works hard to emphasize academics. She added that good coaching and good athletic programs enhance the university.

Mr. Alden stated that he would abstain from the discussion and voting as Mr. Bayno is a client of his firm, and left the room.

Mr. Rosenberg stated that Coach Bayno had made \$430,000 with his current contractual provisions. Mr. Rosenberg felt that having the coach make more than the president of the university was the wrong signal to send to the students. Ms. Berkley stated she supported the economic rewards proposed for Coach Bayno. She felt that UNLV could express their appreciation in the form of the contract. She felt that if the president of the institution was not opposed to the contract, the Board should not oppose it either.

Mrs. Gallagher left the meeting.

Mr. Phillips stated that Coach Bayno was already under contract and that no extra compensation was necessary. Dr. Harter responded that the basketball program earns considerably more than just his salary; the basketball program also supplements football and women's sports.

Regent Gallagher returned to the meeting.

Mr. Rosenberg stated that six months ago the community was ready to send him away and that had he lost the remaining games the situation would be different. He agreed with Regent Phillips.

Mr. Phillips stated he was willing to compromise, but was concerned about what would happen in the future. Dr. Harter stated there were only four years remaining on his contract and that it was a regular practice to renew a coach's contract to maintain a 5-year contract. President Crowley added that it is standard operating

procedure for winning coaches. This contract renewal is not Coach Bayno's idea. The UNLV Athletics Department wanted to lock him in before someone else does. Regent Phillips proposed a compromise that apportioned half of the money to the coach, one quarter to a day-care program/women's center, and one quarter to the women's basketball program. Dr. Derby reminded the Board that Regents do not negotiate contracts. Mr. Phillips responded that he was trying to represent his constituents.

Motion carried. Regents Phillips and Rosenberg voted no. Regent Alden abstained. Regent Price was absent.

A request was made for a roll call vote.

Motion carried. Regents Berkley, Dondero, Eardley, Gallagher, Graves, and Wiesner voted yes; Regents Phillips and Rosenberg voted no; Regent Alden abstained. Regent Price was absent.

Regent Alden returned to the meeting.

29. Approved Chancellor's Salary - The Board's Chancellor Evaluation Committee presented its recommendation for the Chancellor's salary for 1998-99 to the Board in August 1998 with action to follow at this meeting. The Committee recommended 2-1/4% merit plus the 3% COLA which had been authorized for all state employees by the Nevada State Legislature. Ref. J on file with the permanent minutes.

Mr. Graves moved approval of the recommendation. Mr. Alden seconded. Motion carried. Regents Berkley and Rosenberg voted no. Mrs. Price was absent.

30. Approved Executive Salaries - At the August 1998 meeting, recommendations for merit raises for presidents and System Administration officers were presented for information, with action to be taken at this meeting. The recommendations are contained in Ref. K on file with the permanent minutes.

Mr. Graves moved approval of the recommendations. Mrs. Gallagher seconded. Motion carried. Regents

Berkley, Phillips, and Rosenberg voted no; Regent Price was absent.

A request was made for a roll call vote.

Motion carried. Regents Alden, Dondero, Eardley, Gallagher, Graves, and Wiesner voted yes; Regents Berkley, Phillips, and Rosenberg voted no; Regent Price was absent.

- Information Only - Report on High Technology Centers, CCSN - The Community College of Southern Nevada and representatives of Clark County School District gave an overview of the new High Technology Center recently opened at Palo Verde High School in Las Vegas. President Moore reported that Dr. Brian Cram, Clark County School District Superintendent, agreed to use CCSN money to build a High Technology Center at his newest high school, the Palo Verde High School. A video of the architecture was presented.

Mr. Graves left the meeting.

President Moore announced that the state is paying for one set of computers that will be used by high school and college students and gave public honor to Dr. Cram. Dr. Cram stated that it was a pleasure to do business with Presidents Harter and Moore. He acknowledged that there is strength in numbers and that costs were decreasing while quality and efficiency were increasing. He thanked the Chancellor for being brave enough to effect change, adding that this will change the face of public schools throughout the state. Dr. Cram thanked the Board for paying attention to the need for teachers in the state.

Mr. Alden suggested that the school district loan the facilities to UNLV and CCSN with no charge for utilities, with Dr. Cram responding that there was already an agreement to do so. Dr. Derby thanked Dr. Cram on behalf of the Board.

32. Approved Naming of High Technology Centers, CCSN - Approved the naming of the two new High Technology Centers at CCSN:

- Bob and Sandy Miller High Technology Center located on the Palo Verde High School campus.
- William and Dorothy Raggio High Technology Center located on the Western High School campus.

Mr. Alden moved approval of the naming of High Technology Centers at CCSN. Mr. Phillips seconded. Motion carried.

33. Information Only – Salary and Compensation Factors - Regent Rosenberg requested discussion and consideration of the different factors that go into determining salary and compensation for executive and administrative salaries. Ref. L on file in the Board office. Mr. Rosenberg stated that he meant no disrespect but was disturbed with the inflation of UCCSN administrative salaries.

Regents Alden and Eardley left the meeting.

Mr. Rosenberg suggested not providing housing and automobile allowances for executives and administrators after a salary level of \$175,000 had been attained.

Regent Eardley returned to the meeting.

Mr. Rosenberg asked if there was Board interest in discussing these issues. Mr. Phillips stated that this is a recurring issue and that the legislature would likely confront the Board with ultimatums. He acknowledged that System Administration staff works hard to earn their salaries and requested a committee to study the levels and factors.

Chancellor Jarvis provided an overview of the principles and practice with UCCSN evaluations and merit. All UCCSN professional employees are eligible to be considered for annual merit increases, subject to performance evaluation and sufficient length of employment. Merit increases are in addition to the legislatively-approved cost-of-living adjustment (COLA). Merit and COLA are increases to base pay; there are no bonuses. Dr. Jarvis stated that he had no interest in defending his salary, but argued that presidents should not be separated from the executive staff and that no instructional positions are kept vacant in order to generate vacancy savings to fund merit raises for senior administrators. Dr. Jarvis provided a comparison of western college salaries. He stated the set of states chosen in Mr. Rosenberg's information bore no resemblance to the states from where UCCSN presidents are recruited. Dr. Jarvis' list included salaries from the schools from where the UCCSN top administrators are recruited and lost.

Mr. Rosenberg stated he still felt that discussion would be viable. Mr. Phillips again requested a committee to study the System's salaries. Dr. Derby stated that a consultant had been hired to do so. Dr. Jarvis stated that they were in the process of selecting a consultant and specifying the parameters of the study. Vice Chancellor Anderes stated that if the Board wished to expand the scope of the study, it would need to be discussed with the consultants. Dr. Derby suggested waiting for the consultant's report prior to discussion of this issue.

Ms. Berkley stated that she shared concerns about merit and felt that further discussion was necessary. She related that the Board had worked diligently to rid the System of "golden parachutes". Dr. Jarvis stated that there is a policy in place that addresses Chancellors, Presidents, and Vice Presidents stepping down and that there are no golden parachutes. Regents Phillips and Rosenberg agreed to hold the discussion at a later date.

President Crowley stated that it was useful for Boards to entertain this type of

conversation and that he did not take it personally. There is public concern for the legitimacy of administrative salaries. Dr. Crowley related that he had worked under salary caps where it was difficult to fill upper positions and that the merit pool had been a large positive change for faculty salaries. Dr. Crowley added that a bonus program for administrators would open the door for the legislature to make the same requirements for faculty. Mr. Rosenberg responded that he appreciated the information. Mrs. Dondero related that it makes a big difference to know of the legislature's involvement with this issue.

Mrs. Gallagher recollected that the merit pool had been a tough fight in the legislature and that she was not opposed to future discussion. Dr. Derby thanked Mr. Rosenberg for raising an important issue.

34. Public Comment – UNR-GSA President, Mr. Otto MacLin, clarified that he had not been involved with the collection of data for Mr. Rosenberg. He cautioned the Board to remember that the students are their customers and they had several concerns:

- Childcare – A global concern of the UNR-GSA, ASUN, Faculty Senate, and administration. UNR has an excellent childcare program, but a long waiting list. As an instructional program, it does not address the needs of everyone. The GSA and ASUN were developing plans for a drop-off center.
- The Nevada Student Alliance also has childcare issues and requests the Campus Environment Committee make room on their agenda for this issue prior to June.
- Dental care - Dentists appear to be suspicious of the non-insured. Even with the state-of-the-art dental school for UNLV, there will still be students in the north with unmet needs.
- Teaching Excellence – The GSA participates in a program entitled "Preparing Future Faculty" that enhances a graduate student's ability to teach.
- Technology – It is unfortunate that technology cannot always be provided for everyone. Letters of Appointment (LOA's) and part-time faculty do not have access to PPP accounts making it difficult for them to perform at their ultimate level.
- Syllabi on the Internet – Not accessible when the equipment does not work and can sometimes pre-empt a class.

Ms. Tracy Walker, UNLV newspaper news editor, thanked the Board for their openness. She thanked Dr. Harter for being student-oriented and promoting the December commencement exercises. Ms. Walker expressed her gratitude to the Board for approving the dental school, adding that she had some questions about the interaction between campuses. Ms. Walker added that e-mail on campus fails often and that SCS is not always responsive to complaints.

35. New Business – none.

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The meeting adjourned at 3:30 p.m.

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Mary Lou Moser

Secretary to the Board