

**BOARD OF REGENTS and its
WORKFORCE COMMITTEE
NEVADA SYSTEM OF HIGHER EDUCATION**
University of Nevada, Reno
Joe Crowley Student Union, Milt Glick Ballroom A
87 West Stadium Way, Reno
Thursday, June 6, 2024

- Members Present: Ms. Heather Brown, Chair
Ms. Laura E. Perkins, Vice Chair
Mr. Patrick J. Boylan
Mrs. Amy J. Carvalho
- Members Absent: Mr. Byron Brooks
- Others Present: Dr. Daniel Archer, Vice Chancellor for Academic & Student Affairs
Mr. Chris Viton, Vice Chancellor of Budget & Finance/
Chief Financial Officer
Dr. Natalie J. Brown, Assistant Vice Chancellor for
Workforce Development & Community Colleges
Ms. Terina Caserto, Senior Analyst for Academic & Student Affairs
Ms. Renée Davis, Associate Vice Chancellor for Academic & Student
Affairs
Mr. Chris Nielsen, Special Counsel to the Board of Regents

Chair Heather Brown called the meeting to order at 9:33 a.m. with all members present except for Regent Brooks.

1. Information Only-Public Comment – None.
2. Approved-Minutes – The Committee recommended approval of the minutes from the November 30, 2023, meeting. (*Ref. WF-2 on file in the Board office*)

Vice Chair Perkins moved approval of the minutes from the November 30, 2023, meeting. Regent Carvalho seconded. Motion carried. Regent Brooks was absent.
3. Information Only-Chair’s Report – Chair Heather Brown provided a report which included: 1) the Committee’s significant role in shaping Nevada's economic development; 2) the importance of shifting focus from more traditional metrics of student success (e.g. graduation rates) to ensuring students are prepared for the 21st-century workforce; and 3) the need to support upskilling and workforce programs, particularly non-credit programs.

3. Information Only-Chair's Report – *(continued)*

Chair Brown highlighted the recent legislative appropriation of \$10 million to the Workforce Innovations for a New Nevada (WINN) fund. Over \$7 million has already been allocated with additional projects underway. NSHE community colleges have been the main beneficiaries of the WINN funds.

Chair Brown discussed the need to standardize workforce program definitions, including services for non-credit students and budget reporting expectations. She suggested the use of commercial tools to assist NSHE in assessing alignment of degrees and programs with workforce demands. The report concluded with a vision of a unified approach to steer higher education towards meeting evolving workforce needs.

4. Information Only-Non-Credit Workforce Programs – Vice Chancellor of Budget and Finance/CFO Chris Viton and Assistant Vice Chancellor for Workforce Development and Community Colleges Dr. Natalie Brown presented the unique attributes of non-credit programs, policies and processes related to non-credit programming, with specific emphasis on non-credit workforce programs. *(Refs. WF-4a and WF-4b on file in the Board office)*

The presentation included: an overview of non-credit programs and non-credit workforce programs; existing NSHE non-credit workforce programs; policies governing non-credit acceptance; and financial data for non-credit programs.

Vice Chair Perkins and Dr. Jeffrey Alexander, TMCC Vice President of Academic Affairs, discussed TMCC's financial efficiencies with its non-credit workforce programs, and how the faculty and students have made those programs successful.

Regent Carvalho and Dr. Brown discussed the inconsistencies of credit for prior learning across the NSHE institutions and the work being accomplished in streamlining policies to address the issue. At the request of Regent Carvalho, Dr. Brown will provide the Board with retention and completion of non-credit workforce program data for each institutions.

Chair Brown and Dr. Brown addressed and discussed the following topics: improving policy language to make it more concise; the lack of a definition for "nontraditional sources" and how the academic officers are having conversations about addressing it; review credit by examination policy; process to create a non-credit program; and business managers overseeing funding sources for non-credit workforce programs at each institution, including how that impacts salaries for academic faculty.

Chair Brown, Regent Carvalho and Dr. Brown discussed the following topics: determining a need for mission differentiation and/or a definition of who should be involved in non-credit workforce programs at each of the institutions; a hallmark of these programs is how nimble and flexible they are to meet the community's needs; the difficulty with establishing training programs in Nevada and the rigorous requirements

4. Information Only-Non-Credit Workforce Programs – *(continued)*

set by the Commission on Postsecondary Education; and NSHE having direct connections with local businesses and providing wrap-around services.

5. Information Only-UNR Cooperative Extension – Dr. Jake DeDecker, UNR Director of Extension and Associate Dean for Engagement, provided an overview of UNR Cooperative Extension, highlighting statewide activities and partnerships across the NSHE institutions. *(Ref. WF-5 on file in the Board office)*

Dr. Jeffrey Thompson, UNR Executive Vice President and Provost, provided a brief background on Extension and introduced Director of Extension and Associate Dean for Engagement, Dr. Jake DeDecker.

Dr. DeDecker provided a presentation of the role Extension plays in serving Nevada now and in the future which included: mission; program areas and locations; expansion of research and education through community programs; critical issues facing Nevada; partnerships with counties, agencies and organizations; advancing partnerships to address critical issues facing Clark County; expanding through partnerships with NSHE institutions; workforce development; and helping Nevada thrive with the following: prioritize and invest in key areas impacting the State and its people, diversify funding and expanding faculty/staff footprint, reach new audiences and communities, expand University expertise and resources throughout the State, serve as a resource and connector to agencies and organizations, increase partnerships to work together across the State, support Extension professionals as leaders, and measure and communicate Extension's impact and story.

Regent Perkins thanked Dr. DeDecker for his focus on maintaining and building relationships statewide on behalf of Extension for the benefit of the entire State. She commended him for the collaboration with the other NSHE institutions. Regent Perkins and Dr. DeDecker discussed ways the Workforce Committee could support Extension.

Chair Brown and Dr. DeDecker addressed and discussed the following topics: the six program areas that Extension oversees and the percentage breakdown of individual programs in each category (Dr. DeDecker will provide the exact data to the Board); general funding and budgeting by county for Extension and its programs; 80-90 percent of Extension's budget is for staffing and 10-20 percent of the budget is for operations (facilities and equipment); federal grants utilized for Extension's budget; Extension faculty identify and apply for grants that benefit the community; program promotion through social media, newsletters and events; and prioritizing programs and workforce needs by communicating with NSHE faculty and staff, and community partners.

Regent Boylan left the meeting.

6. Information Only-New Business – Chair Brown requested the following: 1) establish a clear and consistent definition of workforce programs across the NSHE that should involve delineating the criteria and components that qualify educational offerings as workforce-oriented, ensuring alignment with industry needs and state economic goals; 2) standardize wrap-around services for non-credit students; 3) establish a standardized reporting system for institutional budgets; 4) standardize credit for prior learning through revision of existing policies; 5) explore commercial products for strategic decision making; 6) standardize reporting for Extension services; 7) a report on completion and retention of workforce programs from each institution; and 8) standardize Board policy language regarding workforce programs.
7. Information Only-Public Comment – None.

The meeting adjourned at 10:50 a.m.

Prepared by: Winter M.N. Lipson
Special Assistant and Coordinator to the Board of Regents

Submitted for approval by: Keri D. Nikolajewski
Chief of Staff to the Board of Regents