

SPECIAL MEETING

BOARD OF REGENTS NEVADA SYSTEM OF HIGHER EDUCATION

System Administration, Las Vegas
4300 South Maryland Parkway, Board Room
Friday, January 23, 2026

Video Conference Connection from the Meeting Site to:
System Administration, Reno
2601 Enterprise Road, Conference Room
and
Great Basin College, Elko
1500 College Parkway, Berg Hall Conference Room

Members Present: Mr. Byron Brooks, Chair
Ms. Stephanie Goodman, Vice Chair
Mr. Joseph C. Arrascada
Mr. Aaron Bautista
Mr. Patrick J. Boylan
Mrs. Susan Brager
Ms. Heather Brown
Mrs. Amy J. Carvalho
Mrs. Carol Del Carlo
Dr. Jeffrey S. Downs
Mr. Carlos D. Fernandez
Mr. Pete Goicoechea
Ms. Jennifer J. McGrath

Others Present: Mr. Matt McNair, Chancellor
Dr. Daniel Archer, Vice Chancellor for Academic and Student Affairs
Mr. James Martines, Vice Chancellor and Chief General Counsel
Mr. Chris Viton, Vice Chancellor of Budget and Finance/
Chief Financial Officer
Ms. Keri D. Nikolajewski, Chief of Staff to the Board of Regents
Mr. Chris Nielsen, Special Counsel to the Board of Regents
Dr. Stacy S. Klippenstein, President, CSN
Dr. Kumud Acharya, President, DRI
Dr. Amber Donnelly, President, GBC
Dr. Amber Lopez Lasater, Acting President, NSU
Dr. Jeffrey W. Alexander, President, TMCC
Dr. Chris Heavey, Interim President, UNLV
Mr. Brian Sandoval, President, UNR
Dr. J. Kyle Dalpe, President, WNC

Faculty senate chairs in attendance: Tracy Sherman, CSN; Oscar Sida, GBC; Dr. El Hachemi Bouali, NSU; Cruz Laudenslager, System Administration; Dr. Jinger Doe, TMCC; Dr. Maria Roberts, UNLV; and Dr. Jennifer McClendon, UNR. Student body presidents in attendance:

Jennifer Rodriguez Serrano, GBC; Lahana Pearce, NSU; Kelechi Odunze, UNLV-CSUN; Devin Lopez, UNLV-GPSA; and Ratchanya Dev Chinnappan, UNR-GSA. NSHE Classified Council member in attendance: Stacey Fott, UNLV.

Chair Byron Brooks called the meeting to order at 9:31 a.m. with all members present except Regent Fernandez. Regent Boylan led the Pledge of Allegiance.

1. Information Only-Public Comment – The following individuals spoke in favor the proposed increase in tuition and registration fees (Agenda Item 5): Dr. Jennifer McClendon, Dr. Cheryl Hug-English, Dr. Ethan Ris, Rosalind Bucy, Andrey Sarantsev, Dr. Ron Lembke, Rebekah Bogard, Ned Schoolman, Kerri Jean Ormerod, and Dr. Mary Ingram-Waters.

The following individuals voiced opposition to the proposed increase in tuition and registration fees (Agenda Item 5): Ratchanya Chinnappan, Isabelle Hatch, Hanine Haidar, Luis Galvez, Lauren Beals, Princessa Tolano, Juliano Saade, Sharon Flores, Nancy Munoz, Kelechi Odunze, Ethan Phui, Isabella Maldonado, Joseph Keller, Madeline Jarvis, Luisa Bautista, Stephanie Flores, Lahana Pearce, Rylee Brooks, Isaac Briones, Charlette Cameron, Carlos Morales, Bianca Balderas, Devin Lopez, Bianca Oliveira, Charine Lomibao, Pio Rejas, Oscar Segovia, Minjia Yan, Isaac Velazquez, and Zena Hajji.

The following speakers offered alternatives to raising tuition and fees (Agenda Item 5): Dr. Bill Robinson, Dr. Pete Martini, Staci Walters, and Hieu Le.

Parker Tobin spoke in support of the revision to the TMCC student association fee within the student fees proposal (Agenda Item 7).

Tracey Mizrachi urged the Board to delay a decision on the use of UNLV's 42-acre property.

The following individuals submitted written public comment:

- Expressed support of the proposed increase in tuition and registration fees (Agenda Item 5): Jennifer McClendon, Cammi Carpenter, Cheston Carpenter, Dr. Rony Delgarde, Stacia Gordon, Kelly Chorpensing, Eric Nystrom, Renata Keller, Jennifer Mortensen, Candice Bauer, Casey Scheibling, Sarah Mitchell, Yani Dickens, Ethan Ris, Adam Csank, Carmina Aglubat, Cheryl Hug-English, Maggie Farrell, Teresa Schultz, and Gianna Ruiz.
- Expressed opposition to the proposed increase in tuition and registration fees (Agenda Item 5): Shelby Walker, Lorizen Santos, Edward Valdez, Kathleen Quach, Sobhan Ebrahimi Azar, Taissa Lytchenko, James C. Alderin, Angel Mosquera, Christine Nolan, Nicole M. Koval, Mark Ciavola, Masoud Borna, Kristina Cumbyhill, Mir Hadi Banan Khojasteh, Emtiaz Ahamed, Sarath Kraus, Kim Perkins, Sovereign Hone, Daniel Richter, Alicia Carr, and Carter Moore.

1. Information Only-Public Comment – *(continued)*

- Expressed concern or neutrality on the proposed increase in tuition and registration fees (Agenda Item 5): Rich Dunn and Marian Berryhill.
- Expressed support for the TMCC EastView Theatre project (Agenda Item 10): Ron Marston, Jared Sorenson, and Natalie Russell.
- Expressed support for the UNLV Honors College fee within the student fees proposal (Agenda Item 7): Liana Wieand.
- Recommended a future discussion by the Board on reducing the 15% access fee to something more reasonable with respect to both tuition and fees and differential program fees (Agenda Items 5 and 6): Chelsea Herrington.
- Urged the Board to engage with the public commenter who offered an idea for the use of the UNLV 42-acre property: Terry Starks.

Regent Fernandez joined the meeting.

2. Approved-Critical Labor Shortage Designation Renewal, University Police Department Southern Command – The Board of Regents adopted the written findings that support the redesignation of the following employee classifications as critical labor shortage positions based on the criteria set forth in NRS 286.523(5): University Police Officer I and II, Public Safety Dispatcher, Community Service Officer, Sergeant, and Lieutenant; and redesignated the positions as critical need pursuant to NRS 286.523 for a period of two (2) years, to January 23, 2028 (*Ref. BOR-2 on file in the Board Office*).

University Police Department Southern Command Deputy Chief Jessica Moore noted that current critical need designations for sergeant, lieutenant, and community service officer positions expire March 1, 2026, while police officer I and II and public safety dispatcher designations expire September 8, 2026. She emphasized that without an extension the department risks losing stability that it worked hard to build, highlighting that the turnover rate dropped from over 42 percent in 2022–2024 to approximately 7.5 percent in 2025.

The department reported significant staffing improvements, with vacancy rates dropping from 22 percent in 2024 to just over 8 percent currently. Deputy Chief Moore explained that the designation allowed the hiring of seven police officers and one lieutenant, providing a wealth of knowledge and years of experience for mentoring newer officers. She highlighted that despite receiving 250 to 500 applicants annually, only one to ten candidates typically complete the process due to rigorous background investigations and physical fitness standards, and it takes almost a full year before a new officer is fully trained and deployable.

In response to a question from Regent Boylan, UNLV Interim President Chris Heavey, NSU Acting President Amber Lopez Lasater, and CSN President Stacey Klippenstein voiced their support, stating that the designation allows them to fill out the police force and ensure campus safety.

2. Approved-Critical Labor Shortage Designation Renewal, University Police Department Southern Command – *(continued)*

Regent Downs raised a concern about fiscal responsibility and hiring retired individuals who are drawing full pensions. Deputy Chief Moore clarified that it is not a long-term solution but a bridge, and noted a benefit savings of approximately \$215,000, as these hires waive medical and mandatory PERS contributions.

Regent Boylan moved to adopt the written findings that support the redesignation of the following employee classifications as critical labor shortage positions based on the criteria set forth in NRS 286.523(5): University Police Officer I and II, Public Safety Dispatcher, Community Service Officer, Sergeant, and Lieutenant; and redesignate University Police Officer I and II, Public Safety Dispatcher, Community Service Officer, Sergeant, and Lieutenant positions as critical need pursuant to NRS 286.523 for a period of two (2) years, to January 15, 2028.

Chief of Staff Keri D. Nikolajewski recommended the motion be amended to reflect an expiration date of January 23, 2028, for the redesignation, as requested by Deputy Chief Moore due to the special meeting being held one week later than originally planned.

Regent Boylan moved to adopt the written findings that support the redesignation of the following employee classifications as critical labor shortage positions based on the criteria set forth in NRS 286.523(5): University Police Officer I and II, Public Safety Dispatcher, Community Service Officer, Sergeant, and Lieutenant; and redesignate University Police Officer I and II, Public Safety Dispatcher, Community Service Officer, Sergeant, and Lieutenant positions as critical need pursuant to NRS 286.523 for a period of two (2) years, to January 23, 2028. Regent Goicoechea seconded. Motion carried.

The meeting recessed at 11:16 a.m. and reconvened at 11:29 a.m. with all members present.

1. Information Only-Public Comment – *(continued)*

Chair Brooks reopened public comment by phone. The two callers on the line did not unmute and provided no comment.

3. Approved-Procedures and Guidelines Manual Revision, Increase in Tuition and Fees, Academic Years 26-27, 27-28, and 28-29 (Agenda Item 5) – The Board of Regents approved the following tuition and fee increases presented as Option 1 in the reference material: UNLV, UNR, NSU: 3.0% for Academic Year 2026-27; 4.0% for Academic Year 2027-28; 5.0% for Academic Year 2028-29. CSN, GBC, TMCC, WNC (lower division): 2.0% for Academic Year 2026-27; 3.0% for Academic Year 2027-28; 4.0% for Academic Year 2028-29. CSN, GBC, TMCC, WNC (upper division): 3.0% for Academic Year 2026-27; 4.0% for Academic Year 2027-28; 5.0% for Academic Year 2028-29.

Pursuant to NRS Chapter 281A, Regent Downs disclosed he is a parent of a student at UNR. Because the independence of judgment of a reasonable person in his situation would not be materially affected, he will vote on the matter.

Pursuant to NRS Chapter 281A, Regent Carvalho disclosed she is a graduate student and the parent of a graduate student at UNLV. Because the independence of judgement of a reasonable person in her situation would not be materially affected, and she would not accrue a benefit greater than anyone else subject to registration, tuition, and fees at any NSHE institution, or UNLV specifically, she will vote on the matter.

Vice Chair Goodman disclosed she is the parent of a student at UNR, but that does not affect her judgment.

Pursuant to NRS Chapter 281A, Chair Brooks disclosed he is a graduate student at UNLV. This agenda item for broad fee changes does not impact his program directly. Because the independence of judgment of a reasonable person in his situation would not be materially affected, he will vote on the matter.

Chancellor Matt McNair and Chief Financial Officer Chris Viton presented options related to proposed fee increases consistent with the intent of the Board of Regents Handbook, Title 4, Chapter 17, Section 1.2.c, which provides for additional fee increases under the NSHE Predictable Pricing Program due to emergency situations or extreme circumstances (*Refs. BOR-5a, BOR-5b, BOR-5c, BOR-5d, BOR-5e, BOR-5f, and Supplemental Material on file in the Board Office*).

Chancellor McNair framed the conversation as a balancing act between affordability and value, stating that affordability is not a slogan; we chose it and we own it. He emphasized that NSHE remains the second most affordable state in the country for higher education and that affordability alone without value does not increase access. Chancellor McNair stated the System is not top heavy and the proposal is about preservation of core student-facing roles like advising and tutoring rather than expansion.

Chief Financial Officer Viton explained that the budget gap originated from the Cost-of-Living Adjustments (COLA) and that Higher Education Price Index (HEPI) inflation adjustments do not generate new spending power. He presented data showing that NSHE institutions operate with less academic and administrative staff than their peers, generally falling under the 50th percentile.

3. Approved-Procedures and Guidelines Manual Revision, Increase in Tuition and Fees, Academic Years 26-27, 27-28, and 28-29 (Agenda Item 5) – (continued)

Mr. Viton reviewed several options outlined in the reference material for consideration by the Board, noting that the recommended increases are in addition to scheduled HEPI increases of 5.2%, 4.0%, and 3.4% for academic years 2026-27, 2027-28, and 2028-29, respectively. Additionally, Mr. Viton explained how the Access Fee policy would set aside 15% of new revenue to offset that increase in the cases that are most significantly in need.

UNLV Interim President Heavey voiced support for the proposal, stating that while no one wants to increase fees, it is necessary to achieve the full capacity of their mission. He noted that although the legislature provided raises, the institutions became poorer overall because they are struggling to cover the unfunded gap of those increases. Interim President Heavey assured the Board that UNLV is staffed leanly already and there is no excess to absorb the expiring bridge funding.

GBC President Amber Donnelly described the community colleges as the primary entry point and backbone of the state's workforce pipeline. She warned that without the fee adjustment, colleges would face position freezes, layoffs, and prolonged vacancies further constraining student support services. President Donnelly emphasized that the rural institutions are already operating at a structural deficit due to the partial funding of the small institution factor and the proposed tuition and fee increase is needed for long-term sustainability.

CSN President Klippenstein thanked students for their engagement and noted that CSN is already facing a \$12.2 million budget deficit. He said the college is running an advisor-to-student ratio of 600 to 1 (above the mandated 350 to 1) and that the College cannot offer new programs or upskill employees without a healthy budget. President Klippenstein argued that the registration fee increase would help mitigate some of the other reductions they are forced to make to protect student services.

UNR President Brian Sandoval provided a historical perspective on funding reductions since 2019 and noted that even with a 12% increase, UNR would still face a \$1.5 million deficit. President Sandoval emphasized that the University's Pack Promise+ program would use access funds to ensure Pell-eligible students will not pay anything additional. He suggested that the Board could always reduce tuition in 2027 if the legislature chooses to fully fund the System.

Dr. Jinger Doe, speaking on behalf of the Council of Faculty Senate Chairs, expressed genuine worry about pushing students out of higher education. She noted a painful split among faculty, where some cannot support the increase out of loyalty to students, while others fear the decline in the quality of education if programs remain underfunded. Dr. Doe called for a Systemwide transparent review of spending to ensure every dollar supports instruction and research, rather than administrative growth.

Lahana Pearce spoke on behalf of Nevada State University students in opposition to the proposed tuition and fee increase. She shared her personal story of working three jobs at

3. Approved-Procedures and Guidelines Manual Revision, Increase in Tuition and Fees, Academic Years 26-27, 27-28, and 28-29 (Agenda Item 5) – (continued)

the same time to afford college and noted that, for many, affordability is the deciding factor in enrollment, persistence, and completion. She calculated that the proposed increase would result in students paying nearly \$1,800 more per year, and pleaded with the Board not to ask students to absorb the consequences of budget shortfalls.

Dr. Maria B. Roberts, UNLV Faculty Senate Chair, stated that education is about teaching and learning, and everything else is extraneous. She read a statement on behalf of the UNLV Faculty Senate expressing concern with the manner used to advance the proposal to raise fees. Undue pressure was placed on select faculty, senators, and student organizations during last minute meetings held at the behest of the highest ranking administrators. She was not privy to these discussions despite her role as the Faculty Senate Chair. Such intimidation tactics fly in the face of shared governance and demonstrate an environment of coercion. On January 20, 2026, the UNLV Faculty Senate overwhelmingly voted in favor of the following resolutions: 1) the Faculty Senate supports the UNLV undergraduate student senate resolution in opposition to the proposed student fee increases and in favor of maintaining the 15% access funds; 2) the Faculty Senate requests that a detailed analysis of the impact of the proposed fee increases on students from all income brackets be made public before they are imposed; 3) the Faculty Senate requests that any future cuts in salary first be applied to executive faculty and that new executive positions not be added before faculty positions; and 4) the Faculty Senate requests that should cuts have to be made, that students, faculty, and staff be fully involved in the decision-making process from the beginning.

Regent Goicoechea stated the System cannot wait until 2027 to act. He voiced his support for Option 1, characterizing the 2% and 3% increments as a band-aid approach to shore up the \$47 million deficit while building a more robust legislative package for the next session.

Regent Goicoechea made a motion to approve the following tuition and fee increases presented as Option 1 in the reference material: UNLV, UNR, NSU: 3.0% for Academic Year 2026-27; 4.0% for Academic Year 2027-28; 5.0% for Academic Year 2028-29. CSN, GBC, TMCC, WNC (lower division): 2.0% for Academic Year 2026-27; 3.0% for Academic Year 2027-28; 4.0% for Academic Year 2028-29. CSN, GBC, TMCC, WNC (upper division): 3.0% for Academic Year 2026-27; 4.0% for Academic Year 2027-28; 5.0% for Academic Year 2028-29. Regent Brager seconded.

Regent Downs expressed deep concern over the growth in administration across the System, particularly at UNLV, UNR, and NSU. He questioned why institutions would cut revenue-generating portions instead of looking at other areas including executive costs.

3. Approved-Procedures and Guidelines Manual Revision, Increase in Tuition and Fees, Academic Years 26-27, 27-28, and 28-29 (Agenda Item 5) – (continued)

Regent Downs further noted that with HEPI included, students would see a much larger jump in costs than the 3%, 4%, and 5% presented.

Regent Carvalho characterized the proposal as a band-aid and challenged the narrative of a financial crisis when many institutional budgets appear healthy with new initiatives and athletic investments. She expressed frustration that the primary driver of the System – academics - seems to be threatened most by cuts while other areas remain funded, noting this is not a reasonable path for the future of higher education.

Vice Chair Goodman spoke in favor of the fee increase as a necessary tool for legislative negotiation. Showing good faith will allow the System to negotiate better funding which will benefit both the RIs and community colleges. Vice Chair Goodman also suggested a deep-dive by an outside consultant or System Administration to ensure institutions are as lean as they can be and to eliminate any duplication of services.

Regent Brown stated that leadership is about confronting reality and doing the most good with the responsibility given. She noted that everything in 2026 is more expensive and providing cheap education without the resources to sustain it is a disservice. Regent Brown argued that a tuition increase is not extra money but a way to preserve function, and she committed to supporting the motion to ensure a quality workforce pipeline for Nevada.

Regent Fernandez shared his perspective as an immigrant and former Pell grant recipient, acknowledging his fiduciary duty to the System's sustainability. He cited AB 568, when the legislature urged NSHE to seek additional revenue sources for future operations. Regent Fernandez argued that failing to secure sustainable revenue would effectively be voting for cuts that would erode the student experience. He will support the increase to fund the commitment made to staff and faculty.

Regent Bautista spoke in opposition to the 12% increase, noting that students testified it would impact their ability to remain enrolled. He expressed a preference for Option 3 or 4 and suggested that the legislature should fund the remainder.

Regent McGrath thanked the staff for the helpful information provided over the last six weeks and indicated support for the proposal. She requested a review of access fees, noting that the 12% increase could have been 10.1% if the incremental access set-aside hadn't been attached. Regent McGrath stated the Board has an obligation to ensure that non-need-based allocations of those funds are being spent appropriately in the interest of middle-class families.

Regent Arrascada characterized the proposal as a measured investment rather than an expansion in spending. He stated that campuses are not looking to build reserves but are simply seeking to maintain instructional quality and retain high-quality educators. Regent Arrascada supported the cumulative 12% increase, framing it as a choice between planned

3. Approved-Procedures and Guidelines Manual Revision, Increase in Tuition and Fees, Academic Years 26-27, 27-28, and 28-29 (Agenda Item 5) – (continued)

investment now or reactive cuts later, and emphasized the importance of remaining competitive in the national market.

Regent Brager said the System needs to demonstrate good faith to the legislature by committing its own funding. While it is a hard decision, it is made with a clear understanding of where the System needs to go to remain dedicated to Nevada's students.

Regent Del Carlo expressed that supporting the proposal is one of the most difficult decisions she will make during her tenure. She advocated for a breakdown of costs and efficiencies, possibly through an outside consultant as suggested by Vice Chair Goodman. Regent Del Carlo also noted the availability of unused financial aid and scholarships, and praised Chief Financial Officer Viton and the institutional teams for their thorough preparation.

Upon a roll call vote, the motion carried. Vice Chair Goodman and Regents Arrascada, Brager, Brown, Del Carlo, Fernandez, Goicoechea, and McGrath voted yes. Chair Brooks and Regents Bautista, Boylan, Carvalho, and Downs voted no.

The meeting recessed at 2:00 p.m. and reconvened at 2:23 p.m. with all members present.

4. Approved-Code Amendments, Rules and Disciplinary Procedures for Faculty (Agenda Item 3) – The Board of Regents approved amendments to the NSHE Code (*Title 2, Chapter 6, Sections 6.5, 6.6, and 6.20 and Title 2, Chapter 8, Section 8.4*) for the purpose of: 1) providing more reasonable time periods for mediation and hearing procedural deadlines and 2) defining the term “mediation” so that it is not confused with other meetings referenced in the disciplinary processes (*Ref. BOR-3 on file in the Board Office*).

Pursuant to NRS Chapter 281A, Regent Downs disclosed he is an employee of NSHE at Western Nevada College. Because the independence of judgment of a reasonable person in his situation would not be materially affected, he will vote on the matter.

Deputy System Counsel Ryan Herrick introduced the proposed changes to Title 2, Chapters 6 and 8 of the *Handbook* regarding faculty discipline hearings and mediation. Mr. Herrick explained the revisions are brought forward in response to a need raised by the faculty senate chairs and are aimed at making disciplinary timelines more reasonable. Specifically, timelines were extended from 10 to 20 days for hearings and from 15 to 21 days for mediations. He also clarified the mediator selection process, noting that while procedures vary by institution, they generally involve a pool of mediators agreed upon by both the campus administration and the faculty senate.

Regent Arrascada inquired about the compensation of independent mediators and whether faculty members were responsible for the costs. Deputy System Counsel Herrick clarified

4. Approved-Code Amendments, Rules and Disciplinary Procedures for Faculty (Agenda Item 3) – (continued)

that mediators are not paid by the faculty member; instead, if compensation is required, it is handled at the institutional level.

Regent Brager moved to approve amendments to the NSHE Code (Title 2, Chapter 6, Sections 6.5, 6.6, and 6.20 and Title 2, Chapter 8, Section 8.4) for the purpose of 1) providing more reasonable time periods for mediation and hearing procedural deadlines and 2) defining the term “mediation” so that it is not confused with other meetings referenced in the disciplinary processes. Regent Boylan seconded. Motion carried.

5. Approved-Fiscal Year 2025-2026 NSHE Self Supporting Budget (Agenda Item 4) – The Board of Regents approved the Fiscal Year 2025-2026 NSHE Self-Supporting Budget (*Refs. BOR-4a, BOR-4b and BOR-4c on file in the Board Office*).

Pursuant to NRS Chapter 281A, Regent Downs disclosed he is an employee of NSHE at Western Nevada College. Because the independence of judgment of a reasonable person in his situation would not be materially affected, he will vote on the matter.

Chief Financial Officer Viton noted the item was originally heard at the Business, Finance and Facilities Committee meeting in December 2025. Several concerns were raised at that meeting, leading the finance team to spend quite a bit of time with the business officers to revise the reports. The new report includes a column for prior year actual and a column to calculate the variance from the prior year actual. Adjustments were also made at the institution level to improve consistency between the campuses and line items between actual and budget.

Regent Carvalho thanked the business officers for making the changes during the holiday season. She stated that the new format makes the budgets more understandable and transparent, and she appreciates the in-depth nature of the narratives.

Regent Carvalho moved to approve the Fiscal Year 2025-2026 NSHE Self-Supporting Budget. Regent Brager seconded. Motion carried.

6. Approved-Procedures and Guidelines Manual Revision, Differential Program Fees, UNLV and UNR – The Board of Regents approved revisions to the *Procedures and Guidelines Manual* (Chapter 7, Section 10) addressing differential program fees at UNLV and UNR (*Ref. BOR-6 on file in the Board Office*).

Pursuant to NRS Chapter 281A, Regent Downs disclosed he is a parent of a student at UNR. Because the independence of judgment of a reasonable person in his situation would

6. Approved-Procedures and Guidelines Manual Revision, Differential Program Fees, UNLV and UNR – (continued)

not be materially affected, he will vote on the matter.

Pursuant to NRS Chapter 281A, Regent Carvalho disclosed she is a graduate student and the parent of a graduate student at UNLV. Because the independence of judgement of a reasonable person in her situation would not be materially affected, she will vote on the matter.

Pursuant to NRS Chapter 281A, Chair Brooks disclosed he is a graduate student at UNLV. Because the independence of judgment of a reasonable person in his situation would not be materially affected, he will vote on the matter.

Vice Chair Goodman disclosed she is the parent of a student at UNR, but that does not affect her judgment.

Chief Financial Officer Viton introduced the differential program fee proposals. He provided a technical correction to the UNLV Nursing differential fee request, clarifying that a proposed prefix change was intended only for graduate-level courses and that the line item for 300-400 level courses on page 5 of the materials should be disregarded.

UNLV Interim President Heavey stated the University is not proposing any new differential fees. Instead, UNLV seeks to cancel a fee for the Executive Leadership program that is no longer offered, broaden the use of an existing fee in the Urban Leadership program, and add the "NUR" prefix to existing graduate nursing fees to accommodate a shortage of available course numbers.

UNR President Sandoval presented three items: transitioning the Master of Accountancy to a fully online format, resulting in a fee decrease; formalizing a previously disclosed \$100 fee for the online Journalism Master's program; and implementing a fee for the online Social Work program to hire permanent faculty and meet accreditation standards amidst high state demand.

During the discussion, Regent Downs inquired if the access fee portion of these requests could be removed to lower the cost for students. Chief General Counsel James Martines clarified that because the item was not agendized with public notice to suspend the student access fee policy, the Board cannot waive it at this meeting.

Regent Brager moved to approve revisions to the *Procedures and Guidelines Manual (Chapter 7, Section 10)* addressing differential program fees at UNLV and UNR. Regent Del Carlo seconded.

Vice Chair Goodman and Regent Arrascada inquired about the fees proposed for the Journalism and Social Work programs, respectively. Regent Downs inquired further into the scholarship portion of those fees and whether they are separate from the access fee.

6. Approved-Procedures and Guidelines Manual Revision, Differential Program Fees, UNLV and UNR – (continued)

Associate Vice Chancellor for Academic and Student Affairs Renee Davis confirmed Board policy requires that a portion of the differential program fee be set aside for need-based financial aid, which is separate from the access fee set aside applied to registration costs.

Vice Chair Goodman expressed concern regarding the fee set asides, describing it as a double dip where students are charged at both registration and within specific differential programs. She argued that this structure disproportionately affects middle-class families who may not qualify for the resulting aid but are required to fund it. While acknowledging the necessity of student access, she suggested a deeper dive into the policy as a future agenda item.

Upon a roll call vote, the motion carried. Chair Brooks and Regents Arrascada, Bautista, Brager, Brown, Carvalho, Del Carlo, Fernandez, Goicoechea, and McGrath voted yes. Vice Chair Goodman and Regents Boylan and Downs voted no. Motion carried.

7. Approved-Procedures and Guidelines Manual Revision, Student Fees – The Board of Regents approved revisions to the *Procedures and Guidelines Manual (Chapter 7, Sections 11-15)* addressing special fee and student fee changes for the upcoming 2026-2027 academic year (Refs. BOR-7a, BOR-7b, BOR-7c and BOR-7d on file in the Board office).

Pursuant to NRS Chapter 281A, Regent Downs disclosed he is a parent of a student at UNR. Because the independence of judgment of a reasonable person in his situation would not be materially affected, he will vote on the matter.

Pursuant to NRS Chapter 281A, Regent Carvalho disclosed her daughter is a graduate student in one of the UNLV programs being considered under the agenda item, and she is also a graduate student at UNLV. Her daughter will not be a student during the 2026-2027 academic year. Because the independence of judgement of a reasonable person in her situation would not be materially affected, she will vote on the matter.

Vice Chair Goodman disclosed she is the parent of a student at UNR, but that does not affect her judgment.

Pursuant to NRS Chapter 281A, Chair Brooks disclosed he is a graduate student at UNLV. Because the independence of judgment of a reasonable person in his situation would not be materially affected, he will vote on the matter.

Chief Financial Officer Chris Viton provided an overview of the proposal.

In response to a question from Regent Downs, Chief Financial Officer Viton confirmed the proposed fees not subject to the 10-15% student access fee.

7. Approved-Procedures and Guidelines Manual Revision, Student Fees – (continued)

Regent Brager moved to approve revisions to the *Procedures and Guidelines Manual* (Chapter 7, Sections 11-15) addressing special fee and student fee changes for NSHE institutions for the upcoming 2026-2027 academic year. Regent McGrath seconded.

Upon a roll call vote, the motion carried. Chair Brooks and Regents Arrascada, Bautista, Boylan, Brager, Brown, Carvalho, Del Carlo, Downs, Fernandez, Goicoechea, and McGrath voted yes. Vice Chair Goodman voted no.

Regent Boylan left the meeting.

8. Approved-Procedures and Guidelines Manual Revision, Periodic Four-Year Salary Schedule Update – The Board of Regents approved proposed adjustments to the salary schedules within the *Procedures and Guidelines Manual* (Chapter 3, Section 1), excluding the adjustments to the following schedules: NSHE Executive, Universities/DRI Executive, State Colleges Executive, Community Colleges Executive, and NSHE Administrative (Refs. BOR-8a and BOR-8b).

Pursuant to NRS Chapter 281A, Regent Downs disclosed he is an employee of NSHE at Western Nevada College. Because the independence of judgment of a reasonable person in his situation would not be materially affected, he will vote on the matter. Regent Downs added the proposal addresses salary ranges and does not affect his salary in any way.

Chief Human Resources Officer Yonata Rubin stated that periodic review of the salary schedules is critical to ensuring NSHE remains competitive in the market and is able to attract, retain, and sustain a high-quality workforce. Ms. Rubin explained that the process was conducted in partnership with Huron Consulting Group utilizing data from the College and University Professional Association for Human Resources (CUPA-HR) and Oklahoma State University salary survey data. Ms. Rubin noted that for Administrative Faculty, 12 of the 44 ranges were recommended for updates, with midpoint adjustments ranging from 1% to 21%. She further highlighted that 20 of the 33 Academic Faculty ranges were recommended for updates, with midpoint shifts between 2% and 54%. Additionally, Ms. Rubin emphasized that these updates apply to the salary ranges themselves and not the automatic adjustment of individual employee compensation. She noted that the ranges serve as a component for future recommendations rather than an immediate across-the-board pay increase. Ms. Rubin also clarified that a one-time adjustment would be required for fewer than 280 employees whose current salaries fall below the newly established minimums, at an estimated total cost of approximately \$520,000.

Vice Chair Goodman expressed concern regarding hiring consultants to assess competitiveness. She acknowledged that it is standard practice, but it often results in a vicious circle when salaries of higher education administrators are already elevated.

8. Approved–Procedures and Guidelines Manual Revision, Periodic Four-Year Salary Schedule Update – *(continued)*

Regent Downs inquired and Special Counsel Chris Nielsen clarified that the Regents may approve some or all of the recommended adjustments.

Regent Arrascada raised a concern regarding the accuracy of the materials provided, specifically noting that the salary for the President of NSU was listed in Grade 1, but had been moved to Grade 2 at the December 2025 quarterly meeting. Chief General Counsel Martines confirmed that while the material was moved forward from the last meeting, the December agenda item addressing the NSU President salary specifically stated action taken by the Board would survive any upcoming decision on the proposed salary schedule revisions.

Regent Arrascada proposed approving the adjustments to the academic salaries while excluding adjustments to the executive salaries. In response to an observation made by Regent Arrascada that certain adjustments propose a decrease in salary, Ms. Rubin clarified those are nominal rounding adjustments intended to provide a more simply read document.

Regent Arrascada moved to approve the proposed adjustments to the salary schedules, excluding the proposed adjustments to the following schedules: NSHE Executive, Universities/DRI Executive, State Colleges Executive, Community Colleges Executive, and NSHE Administrative. Regent McGrath seconded.

Upon a roll call vote, the motion carried. Chair Brooks, Vice Chair Goodman and Regents Arrascada, Bautista, Brager, Brown, Downs, Fernandez, Goicoechea, and McGrath voted yes. Regent Del Carlo voted no. Regent Boylan was absent.

Regent Boylan returned to the meeting.

9. Approved-Resolution, Purchase of Real Property Located at 208 N. Curry Street, Carson City, Nevada – The Board of Regents approved a Resolution approving the purchase of real property located at 208 N. Curry Street (APN 003-21203) in Carson City, Nevada, and granted authority to the Chancellor or designee to execute the purchase agreement, review and approve environmental condition report(s), and any non-material or corrective amendments to the purchase agreement, and any other ancillary agreements, documents, or applications that may be required to implement the purchase agreement, upon review and approval of said documents by the NSHE Chief General Counsel or NSHE Special Real Property Counsel *(Ref. BOR-9 on file in the Board Office)*.

Chancellor McNair noted the price of the office building in Carson City is \$659,000. He

9. Approved-Resolution, Purchase of Real Property Located at 208 N. Curry Street, Carson City, Nevada – *(continued)*

emphasized the strategic importance of the location, noting it is within walking distance of the Legislature. Chancellor McNair added that UNR's current lease on a property in Carson City is expiring and that purchasing this property allows NSHE to get the benefit of appreciation rather than paying rent.

Chief Financial Officer Chris Viton clarified that the purchase would be funded from the System's investment pool distribution, which is a one-time purchase with one-time earnings. He explained that the money is held in reserve and would not have gone toward recurring operating expenses or student fee offsets. Chancellor McNair added that while the building looks like a house, it was built in 1982 as an office building to fit the neighborhood.

Regent Fernandez spoke in support, noting that properties near the legislative building are rare and that having an asset is better than paying rent. He stated that it is an incredible investment for NSHE. Regent Brager expressed her support and added that she would like the Board to look at all leases and either combine some or end them if they are not in the best interest of NSHE.

Vice Chair Goodman shared her belief that the property purchase will encourage collaboration among the System and institutions, and it is smart to invest when there is money to do so.

Regent Carvalho expressed reservations regarding the timing, noting the purchase price had increased by \$7,000 since the item first came forward in December 2025. She noted that adding another purchase while increasing student fees was difficult for her.

Chief Financial Officer Viton outlined the anticipated costs of minor renovations; ongoing maintenance; and furniture, fixtures, and equipment.

Regent Downs commented on the optics of a property purchase following a 26% compounded increase in student fees. He is also concerned about ongoing maintenance costs and leaving the property unattended for periods of time.

Regent Arrascada requested the Board be provided with specific figures for monthly utilities and maintenance. He also noted that after seeing the property, it appears modifications will be necessary for compliance with the Americans with Disabilities Act (ADA), which could add another \$15,000 to \$20,000 to the total cost.

Vice Chair Goodman moved to approve a Resolution approving the purchase of real property located at 208 N. Curry Street (APN 003-21203) in Carson City, Nevada and grant authority to the Chancellor or designee to execute the purchase agreement, review and approve environmental condition report(s), and

9. Approved-Resolution, Purchase of Real Property Located at 208 N. Curry Street, Carson City, Nevada – *(continued)*

any non-material or corrective amendments to the purchase agreement, and any other ancillary agreements, documents, or applications that may be required to implement the purchase agreement, provided that all such documents shall be reviewed and approved by the NSHE Chief General Counsel or NSHE Special Real Property Counsel to confirm they are necessary to implement the terms and conditions required to finalize the sale. Regent Fernandez seconded.

Upon a roll call vote, the motion carried. Vice Chair Goodman and Regents Bautista, Brager, Brown, Del Carlo, Fernandez, Goicoechea, and McGrath voted yes. Chair Brooks and Regents Arrascada, Boylan, Carvalho, and Downs voted no.

10. Approved-Execution of a Construction Agreement for Eastview Theatre, TMCC – The Board of Regents approved execution of the Construction Agreement by the Chancellor for the construction of the new EastView Theatre at TMCC, including granting authority to the Chancellor to approve any additional construction costs associated with the contract at time of execution (*Ref. BOR-10 on file in the Board Office*).

President Alexander recalled the project was approved by the Board on January 31, 2025, and has since advanced from a concept to a complete shovel-ready design. He highlighted the critical need for the standalone facility, noting that current theatre students are forced to learn and perform in a pair of conjoined classrooms and a carpentry shop located in a nearby storage room. President Alexander emphasized that the existing spaces do not offer the room necessary for full-scale performances, technical instruction, or experiential learning in theatre production. He added that the new building will provide a dedicated environment for instruction in acting, stage design, lighting, rigging, and sound.

President Alexander noted several key steps taken in 2025, including commissioning the architectural firm Van Woert and working with Core Construction. He also acknowledged several hurdles during the design phase. The site survey required shifting the building 150 feet westward to level ground to avoid the high cost of reinforcing a sloped embankment. Additionally, some bids came in higher due to the rising cost of materials and scarcity of available contractors, noting there is a lot of construction going on in Reno. President Alexander also stated that the State Public Works Board ordered changes to the front facade and the HVAC system over the stage which required further design work.

President Alexander confirmed that the updated project estimate stands at \$19.9 million, \$3 million over the initial concept estimate of \$16.9 million. He clarified that \$1 million of the variance is a project contingency fund, which he expects to recover given Core

10. Approved-Execution of a Construction Agreement for Eastview Theatre, TMCC –
(continued)

Construction's strong reputation. President Alexander emphasized that the project is fully self-funded by TMCC with no state dollars or further student fee funds. He added that the facility is expected to be revenue-generating, with estimated annual earnings of \$100,000 from event rentals, performances, and film festivals.

Regent Brager inquired about potential slowdowns or cost increase protections in the contract due to contractors. President Alexander confirmed his understanding that the arrangement with contractors is that if there are interruptions or cost overages the guaranteed maximum price is whole. He further noted that there are mechanisms for the contractor to ensure that delays or cost increases do not impact the bottom line. Regent Brager emphasized the importance of such protections.

Regent Arrascada requested calculations regarding the Northern Nevada trades and workforce commitment. Travis Combs, Vice President with Core Construction, noted that out of 34 total trade scopes of work, 28 have been awarded to Northern Nevada firms which represent approximately 84% to 85% of the total trades on the project. Mr. Combs clarified that the remaining small percentage of non-local firms are due to the unique scopes of work required for a performing arts theatre that are not currently available in the Northern Nevada market.

Vice Chair Goodman expressed her support for the project, noting that excess costs are never easy, but she appreciates that the project will serve as a community workforce space.

Regent Arrascada moved to approve execution of the Construction Agreement by the Chancellor for the construction of the new EastView Theatre at TMCC, and granting authority to the Chancellor to approve any additional construction costs associated with the contract at time of execution. Regent Brown seconded. Motion carried.

Regent Del Carlo left the meeting.

11. Approved-Information Technology Managed Services Contract Renewal, CSN – The Board of Regents approved a three-year renewal of the Synoptek contract to ensure continuity of critical IT services including program management, data center and IT infrastructure operations, 24x7 end-user help desk support, audio/visual support, staff training, and applications management (*Ref. BOR-11 on file in the Board Office*).

CSN President Klippenstein noted that the original five-year contract was approved by the Board in 2020 and the renewal is intended to ensure continuity with critical IT services. He further outlined the comprehensive nature of the contract, which includes overall program management, data center and IT infrastructure operations, help desk support, audio visual support, and platform management.

11. Approved-Information Technology Managed Services Contract Renewal, CSN – (continued)

President Klippenstein highlighted the fiscal benefits of the renewal, stating that the average annual cost is \$6.9 million. He emphasized that the contract comes with an annual savings of approximately \$600,000, totaling \$1.8 million over the three-year term. Additionally, by consolidating services and releasing a cloud services contract, CSN expects to save an additional \$700,000. He characterized the request as a contract reduction item.

Regent Del Carlo returned to the meeting.

President Klippenstein shared the long-term strategy for CSN's IT infrastructure, noting that a consultant's report suggested the best step forward is to begin a scale down of services with Synoptek and explore in-service options. He clarified that this three-year extension serves as a bridge to allow the College to bring these critical services back in-house.

Regent Brown moved to approve a three-year renewal of the Synoptek contract. Vice Chair Goodman seconded. Motion carried.

7. Approved-Procedures and Guidelines Manual Revision, Student Fees – (continued)

Chair Brooks reopened the agenda item at the request of Regent Carvalho.

Regent Carvalho requested clarification on the deletion of the UNLV Social Work fee. Chief Financial Officer Chris Viton noted the \$15 fee is being removed from publication in the *Procedures and Guidelines Manual* because it falls below the \$50 threshold for publication, meaning it will now be maintained at the campus level under the authority of campus president.

12. Information Only-New Business – Vice Chair Goodman requested a future agenda item on how student access fees are spent and the possible development of a policy to ensure those fees are used for the benefit of the workforce moving forward.

Regent Brown requested that at the June 2026 Board of Regents meeting, each institution present a plan outlining how the additional revenue for Academic Year 2026-2027 will be utilized, including how the increase supports student success, institutional stability, and Systemwide priorities approved under Agenda Item 5.

Regent Boylan requested a Board of Regents retreat or special meeting where the reporting structure at each institution is explained, and potential staffing efficiencies are discussed.

Regent Downs echoed Vice Chair Goodman's request for a discussion on student access fees, and asked for the agenda language to be written broadly. He also requested a review of all NSHE properties to determine if they suit the mission or should be liquidated. Finally,

12. Information Only-New Business – *(continued)*

Regent Downs requested the development of a policy on lobbying efforts in advance of the next legislative session to ensure a unified System approach.

13. Information Only-Public Comment – NSU Student Body President Lahana Pierce stated that she was heartbroken, upset, and angry by the approval of the tuition and fee increase. She emphasized that its reality will be felt immediately by students already balancing work, family responsibilities, and unstable financial aid. She also expressed feeling failed by the Regents who voted in favor of the increase because student concerns were not centered in the final outcome.

Stephanie Flores, Attorney General for the Nevada State Student Alliance, echoed those sentiments, calling the decision deeply frustrating and disappointing and asserting that student voices and concerns were clear, but not prioritized. She warned that such increases delay graduation, increase debt, and force students to question whether continuing their education is financially possible. Further, she stated that the decision ultimately erodes trust and weakens the promise of higher education.

Christian Egbo-Cruz, a student at UNLV, expressed profound frustration with the Board's decision, describing it as disappointing, frustrating, and overly irritating. He challenged the Board's understanding of the student experience, asserting that the tuition increase forces students to suffer while already balancing inflation rates and rising costs.

Ashlyn Herold provided comment via telephone to express sincere disappointment in the decision to exclude adjustments to the administrative faculty salary schedule. She highlighted that the proposed changes were primarily increases to Grade A administrative faculty who are entry-level and often overlooked individuals that are integral to NSHE's colleges and universities. She urged the Board to show a willingness to invest in the work of administrative faculty the same way it does for academic faculty.

The meeting adjourned at 4:09 p.m.

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Submitted for approval by:

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