Minutes are not final until approved by the Board of Regents at the September 2011 meeting

**BOARD OF REGENTS and its**
**CULTURAL DIVERSITY COMMITTEE**
**NEVADA SYSTEM OF HIGHER EDUCATION**
Joe Crowley Student Union, Ballroom A
University of Nevada, Reno
87 West Stadium Way, Reno
Friday, June 17, 2011

**Members Present:**
- Mr. Cedric Crear, Chair
- Dr. Jack Lund Schofield, Vice Chair
- Dr. Andrea Anderson
- Mr. Robert Blakely
- Mr. Kevin C. Melcher

**Other Regents Present:**
- Dr. Jason Geddes

**Others Present:**
- Dr. Jane Nichols, Vice Chancellor, Academic & Student Affairs
- Mr. Bart Patterson, Vice Chancellor, Administrative & Legal Affairs
- Ms. Crystal Abba, Associate Vice Chancellor, Acad. & Student Affairs
- Ms. Marilyn Delmont, Associate Vice Chancellor, Information Technology
- Dr. Magdalena Martinez, Asst. Vice Chancellor, Acad. & Student Affairs
- Dr. Edith Fernandez, Director, College Access Challenge Grant
- Ms. Christine Casey, Assistant Manager, Human Resources
- Dr. Michael D. Richards, President, CSN
- Dr. Stephen G. Wells, President, DRI
- Mr. Carl A. Diekhans, President, GBC
- Dr. Lesley A. Di Mare, President, NSC
- Dr. Maria C. Sheehan, President, TMCC
- Dr. Neal J. Smatresk, President, UNLV
- Dr. Marc Johnson, President, UNR
- Dr. Carol A. Lucey, President, WNC
- Mr. Richard Hinckley, CSN
- Ms. Patricia Hughes, DRI
- Dr. Cleve McDaniel, DRI
- Dr. John Warwick, DRI
- Ms. Lynn Mahlberg, GBC
- Dr. Erika Beck, NSC
- Mr. Lee Young, NSC
- Ms. Patty Avila-Porter, TMCC
- Mr. Kyle Dalpe, TMCC
- Ms. Estela Gutierrez, TMCC
- Mr. Jay Jorgenson, TMCC
- Mr. Thomas Kearns, TMCC
- Ms. Delores Sanford, TMCC
- Dr. John Tuthill, TMCC
- Dr. Harriet Barlow, UNLV

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Others Present: (continued) Mr. Gerry Bomotti, UNLV
Dr. Michael Bowers, UNLV
Dr. Juanita Fain, UNLV
Mr. Nolan Lister, UNLV-The Rebel Yell
Mr. Christopher Barry, UNR
Dr. Melisa Choroszy, UNR
Ms. Mary Anne Christensen, UNR
Dr. Shannon Ellis, UNR
Mr. Jody Lykes, UNR
Mr. Timothy McFarling, UNR
Ms. Patricia Richard, UNR
Dr. Reginald Stewart, UNR
Dr. Carol Lange, WNC
Mr. Dan Neverett, WNC
Ms. Susan Trist, WNC
Mr. Ricardo Cornejo, UNLV Student

Faculty senate chairs in attendance were Dr. Robin Herlands, NSC; Mr. Brad Summerhill, TMCC; and Mr. Jeffrey Downs, WNC. Student body presidents in attendance were Ms. Aimee Riley, CSN; and Mr. Sebring Frehner, NSC.

Chair Cedric Crear called the meeting to order at 8:01 a.m. with all members present except Regents Anderson and Schofield.

1. Approved-Minutes – The Committee recommended approval of the minutes from the March 11, 2011, meeting (Ref. CD-1 on file in the Board office).

Regent Blakely moved approval of the minutes from the March 11, 2011, meeting. Regent Melcher seconded. Motion carried. Regents Anderson and Schofield were absent.

2. Information Only-Review of Recent Hiring Practices – An overview of recent searches and the resulting hires was provided by Vice Chancellor Bart Patterson and the institutional presidents. The reports covered updates related to climate surveys, searches and hires, and search processes, with identification of the number of search waivers approved by the Chancellor and presidents.

Mr. Bart Patterson, Vice Chancellor of Administrative and Legal Affairs, stated that the institutions were asked to prepare a report (on file in the Board office) for the Committee on search waivers, promotions and interim appointments that became permanent for all middle and upper management positions. He noted that Board policy generally requires that a search be conducted; however, the presidents have the authority to waive a search in the best interest of the institution. Internal promotions do not require a search.
2. **Information Only-Review of Recent Hiring Practices** – (continued)

Vice Chancellor Patterson indicated that the institutions were also asked to report on climate surveys, search processes and steps taken if the applicant pool is not sufficiently diverse.

Regent Schofield entered the meeting.

Vice Chancellor Patterson stated that the report for System Administration covers both Board of Regents and System Administration hires and promotions. In the last three years, the Board waived searches and granted internal promotions in the appointments of two presidents and two interim presidents. The Board also did not conduct a search for the chancellor position and internally promoted Chancellor Klaich. In addition, the Board promoted Mr. Wasserman to CEO and Special Counsel. System Administration waived searches or granted internal promotions for seven positions during that same timeframe. Of those appointments, 43% were minorities and 57% were female.

Vice Chancellor Patterson reported that System Administration has not done a climate survey; however, there are plans to do one in the fall when things might be a little more stable. After discussing the issue with the faculty senate, it was decided that conducting a climate survey in the middle of the budget cuts would not be the best timing. Chair Crear noted that part of him thinks that now would be a great time to do a survey because it would provide a very clear picture of where we are. He feels that it is almost better to know what people are thinking during the bad times rather than in good times. Vice Chancellor Patterson thought that was a valid point; however, he is concerned that right now people may be afraid of losing their jobs. Morale may not be at its highest in the fall, but at least people will know that their position has been maintained.

Chair Crear observed that the individuals who were hired without conducting a search have all turned out to be great hires. With that said, the Board has appointed four presidents, a chancellor and a CEO without searches and, in looking at the ranks beneath them, there is not a lot of diversity in the pipeline. Chair Crear noted that if the Board continues to waive searches, the System will be unable to make any advances in terms of its mission to create an open and unified environment.

Regent Anderson entered the meeting.

Vice Chancellor Patterson indicated that the two major reasons for conducting a search are to find the best candidate and to provide an equal opportunity for individuals to obtain a position. A search does not always result in the best candidate, which is why the Board has a policy permitting internal promotions. Balance can be achieved by ensuring there is always diversity in the pipeline so that when internal promotions occur, there is a diverse pool from which to draw
2. **Information Only-Review of Recent Hiring Practices** — *(continued)*

from. During the budget crisis, it made sense to choose internal candidates for interim president appointments. Those individuals performed successfully and were made permanent. Vice Chancellor Patterson noted that the Board will return to its routine practice of conducting president searches.

Chair Crear stated that the problem is that the pipeline is not diverse and he does not see that changing. He does not believe the presidents are truly stepping up to the plate and trying to make a difference. The Committee has been having the same discussion year after year and continues to look to the institutions for a solution.

Vice Chancellor Patterson indicated that a healthy organization must include opportunities for internal promotion. The System conducts searches the majority of the time. When a search is conducted and an internal candidate is hired for the position, there are some who may feel the search was fixed and the outside candidates did not have a fair chance. When the internal candidate is not hired, that person may feel that they were not treated well. It can be a complicated process.

Regent Melcher expressed his belief that the most important thing is to get the right person for the job. The budget situation essentially forced the hand of the Board, especially with respect to hiring presidents. Regent Melcher feels it is important to consider each situation independently when making a decision. It is also important for the Board to maintain its support of diversity, encourage searches and make sure the institutions are hiring the best people for the job.

Vice Chancellor Patterson indicated that he has discussed the issue with Dr. Magdalena Martinez, Assistant Vice Chancellor for Academic and Student Affairs, and they believe there are various ways it can be addressed. It may be beneficial to create a System-level task force to review best practices and develop a unified procedure for the campuses. Chair Crear suggested that perhaps the Equity, Diversity and Inclusion Council could undertake that task. Vice Chancellor Patterson indicated that he would be interested in hearing Assistant Vice Chancellor Martinez’s thoughts on how best to approach the issue.

Dr. Michael D. Richards, President, CSN, reported that CSN conducted a climate survey during the spring semester and it was a very instructive baseline of information. The data indicate that people enjoy working at CSN; however, there are some concerns. Those concerns can be summarized in four themes: policies, communication, training and service. President Richards stated that he has decided to keep in place the committee of faculty and staff who reviewed the survey findings. The committee will be tasked with providing recommendations as to what the administration can do in each of those four areas. In addition, the survey will be administered on an annual basis in order to measure progress.
2. Information Only-Review of Recent Hiring Practices – (continued)

With regard to search waiver appointments, President Richards reported that 40% were women and 40% were members of a minority group. Of the interim appointments that were made permanent, 50% were women and 75% were members of a minority group. CSN conducted 73 searches during the reporting period. For each of those searches, an affirmative action director met with the search committee to review affirmative action goals.

President Richards observed that it is becoming more difficult to attract people to Nevada given the budget situation, suspension of merit pay and deteriorating health benefits. In order to have diverse candidate pools, you have to be competitive with other states, and the NSHE is no longer in a competitive position.

Chair Crear thought that was an interesting point; however, he does not want it to become the reason why the System loses track of its goal to create a diversified environment. President Richards indicated that CSN will not give up on its goals, but they are encountering these challenges. The institution is also facing internal challenges with the departure and retirement of a number of employees. Chair Crear noted that the problem is not isolated at CSN. All of the institutions are being affected by those same issues.

Regent Melcher asked whether the institutions have access to information on the diversity of the applicant pool during a search. Vice Chancellor Patterson indicated that it is part of Board policy to make searches race-neutral. Typically, the affirmative action officer is responsible for examining the applicant pool and determining whether the pool is adequately diverse and the search can move forward. If the pool is not sufficiently diverse, the options are to reopen the search, close and restart the search or devise other methods to increase the diversity of the applicant pool.

President Richards noted that, in addition to that process, CSN requires that the search committee chair complete an accountability form that reports on the diversity of the pool, the diversity of those selected for an interview and whether there is a partial or full fulfillment of the college’s affirmative action goals.

Regent Blakely observed that the results of CSN’s climate survey indicate that classified staff are the least satisfied group of employees. He suggested that President Richards look at what can be done to increase their satisfaction. President Richards indicated that attention will be given to that area.

Dr. Stephen G. Wells, President, DRI, recalled that he was an internal candidate that went through a search process to get to the presidency. He is aware of that happening only one other time during his tenure with the NSHE.
2. **Information Only-Review of Recent Hiring Practices – (continued)**

President Wells reported that DRI has had only one search waiver in the past three years. In terms of assessment, DRI employs a couple of different mechanisms. The campus environment committee was recently reinstated after a period of being defunct. This committee is tasked with maintaining awareness of policies and procedures regarding affirmative action, equal employment opportunity, diversity and provisions for a safe and healthy work environment. It will meet annually to set goals and review data. President Wells indicated that DRI recently initiated an institutional self-assessment in preparation for its review by the National Science Advisory Committee in 2012. In addition, every year one of the administrative groups is reviewed. This year, under the leadership of Dr. Cleve McDaniel, DRI’s Senior Vice President for Finance and Administration, a 360 degree administrative department review was conducted to provide comprehensive campus and external feedback regarding perceptions of efficiency and effectiveness of key administrators and their departments. President Wells recognized the exceptional work of the staff from the UNR Center for Research Design and Analysis who developed and administered the survey. The response rate was 76.6% and 79.5% for internal and external constituents, respectively.

President Wells indicated that increasing diversity in science and engineering is a challenge. DRI has established links with historically black colleges and universities (HBCU) to bring people to DRI and keep the pipeline going. They are also reaching out to the K-12 system to try and get the pipeline started at the very beginning. President Wells noted that Duke University has an interesting program for managing diversity that DRI may consider as a process.

Chair Crear encouraged DRI to continue its partnerships with the HBCUs and inviting administrators to come out and visit DRI’s campuses.

Dr. Maria C. Sheehan, President, TMCC, reported that in her three years as president, TMCC has not hired a single tenure-track faculty member. The college has been in a state of entrenchment in order to handle the budget reductions. A climate survey conducted in May 2009 provided important feedback about areas in need of attention. The president’s advisory council reviewed the findings and started looking at things they could work on.

President Sheehan indicated that TMCC has had very few search waivers during the reporting period. The policy of the college is to conduct searches. However, when an interim person is in place, and they are doing an incredible job, it is difficult to have a search that is not biased. In addition, outside candidates may not apply if they know there is a superior internal candidate already serving in the position.

With regard to diversity, President Sheehan indicated that if an applicant pool is not sufficiently diverse, justification to the president is required before going
2. Information Only-Review of Recent Hiring Practices — (continued)

forward. During the reporting period, a small number of individuals moved from interim to permanent positions, providing over $1 million in savings to the institution. President Sheehan noted that in California during the early 1990s the state legislature passed a provision that required every community college to meet a target in terms of diversity. With that mandate, they also provided staffing in the chancellor’s office to facilitate workshops and help the colleges achieve those goals. The state legislature set aside millions of dollars for this initiative and, during a six or seven year period, incredible gains were made. The courts eventually struck down the determination made by the legislature; however, gains had been made and the practices were in place.

Chair Crear urged President Sheehan to continue to strive toward creating a diverse environment.

Mr. Carl A. Diekhans, President, GBC, reported that GBC has not done a climate survey and there are no plans to do one in the near future. The college did have a few search waivers during the reporting period, and there were reasons for each. President Diekhans observed that it is difficult in rural Nevada to achieve an adequately diverse applicant pool. GBC has started sending job announcements to 69 career and placement centers at universities and colleges throughout the country. Currently, GBC is conducting national searches for seven teaching faculty positions in an effort to restore credibility in the academic area. President Diekhans noted that individuals who are temporarily serving in those positions may apply.

Chair Crear thanked President Diekhans for his report.

Dr. Lesley A. Di Mare, President, NSC, reported that NSC is in the process of developing a faculty climate survey. The survey will be conducted by the campus diversity coalition in conjunction with the faculty senate. The ethnic and racial breakdown of the NSC workforce is characterized by the robust representation of most underserved groups. Overall, 43.5% of classified staff are members of minority groups, 29% of tenured and tenure-track faculty are members of underserved groups, 36% of professional staff are members of underserved groups and 33% of executive staff are members of underserved groups. President Di Mare indicated that NSC has had two search waivers in the recent past. The college could not afford to conduct searches at that time and there were internal individuals that were able to do the job in the interim.

President Di Mare indicated that she believes in internal promotions and mentoring plans so that individuals can advance through the ranks. She also strongly believes in searches. NSC infuses diversity throughout the campus and curriculum which helps to ensure a diverse group of candidates for searches, waivers and internal promotions.
2. **Information Only-Review of Recent Hiring Practices** – (continued)

President Di Mare noted that people are attracted to a certain student demographic and, if the curriculum has diversity and social justice infused through it, the institution will attract a certain type of faculty and staff. Position descriptions can be written in a way that will attract minority faculty. It is also important to attend national conferences when recruiting faculty and staff. President Di Mare and NSC’s provost traveled to a conference last year and interviewed several people for a particular position. They were fortunate to find an extremely qualified individual of color who was then invited to the campus so they could convince that person that NSC was the place to be.

Chair Crear agreed with President Di Mare’s comment that the impression you put out is the impression you get back.

Dr. Neal J. Smatresk, President, UNLV, stated that he agrees with what the other presidents have said so far. The System needs to recruit more diverse faculty and staff and retain them. It is also important to develop leadership and promote from within whenever there are strong, positive candidates. President Smatresk commented on the difficult climate the institutions are experiencing. UNLV has lost approximately 200 to 250 faculty lines in the last five years. In the face of that loss, it is difficult to dramatically expand diversity. President Smatresk indicated that he is proud of UNLV and its accomplishments. He is particularly proud of the student leadership team which is the most diverse in recent history. The university’s pipeline is being filled with great leaders who are demonstrating incredible accountability and responsibility.

President Smatresk recalled that one of the first things he focused on after becoming interim president was making the cabinet more diverse. He felt that having diverse values around the table where key leadership decisions were being made was the most critical thing he could do. President Smatresk noted that it can be a double edged sword. When you provide people with great leadership and developmental opportunities, sometimes you lose them. He lost two of his diverse cabinet members this year to terrific positions elsewhere. He will need to replace those individuals in a way that continues to represent diversity as a value.

President Smatresk reported that UNLV has most recently conducted climate surveys in 2009, 2010 and 2011 – each survey having a slightly different angle. The results indicate a need for more potent mentoring networks. There is also a need for better communication around diversity issues at the mid-management and departmental levels where, at times, the value of diversity and inclusion is not nurtured as vigorously as it should be. President Smatresk indicated that the Office of Diversity and Inclusion, led by Dr. Harriet Barlow, has been tasked with developing a strong faculty mentoring network with a particular emphasis on providing positive and accurate feedback, especially to faculty members who are still capable of tenure and promotion consideration.
2. Information Only-Review of Recent Hiring Practices — (continued)

President Smatresk indicated that this year, budget permitting, UNLV plans on recruiting and hiring for most of the interim positions in leadership and executive areas on campus. This will be an opportunity for the university to fill the pipeline at high levels with people who might be good candidates for succession. UNLV has seen diverse faculty leave for other states because the offers they are getting are fantastic. Faculty respond to the climate around them and what they believe their future advancement possibilities are. President Smatresk stated that the second 13% tuition increment will create a pool of $8.4 million at UNLV. The university will take the budget cuts as discussed; however, he would like the opportunity to invest in future leadership at UNLV and the ability to offer incentives to overcome the risk of coming to Nevada for a tenured faculty member.

President Smatresk briefly discussed the creation of the UNLV Angel Network. Over the last two months, he realized that the number of faculty leaving, particularly strong, diverse faculty, was huge. He, along with Mr. Bill Boldt, Vice President for Advancement, have established a challenge that has been put out to the UNLV Foundation and others to create three years, $25,000 per year, quasi-endowments for named professorships so that UNLV will be able to recruit strong, diverse leadership for the future. President Smatresk noted that, so far, UNLV has raised 20 of them. He has challenged the deans to each raise at least one more. The university can have up to 35 if this is done successfully. When a strong emphasis on opportunity hires and diverse hires is added, he believes it will help heal the damage UNLV has sustained and rebuild a diverse environment.

Chair Crear observed that it is always important to know the climate on campus. It is vitally important from both a student and administrative perspective.

After reviewing UNLV’s report and climate survey data, Regent Blakely recommended that President Smatresk focus on two areas: 1) retaining faculty who may be considering accepting a position elsewhere and 2) improving the satisfaction of the African American community at UNLV.

Dr. Marc Johnson, President, UNR, reported that UNR has not had a diversity officer on campus for several years; however, by fall, an individual will be identified. Last year, UNR created an opportunity fund that can be used for a superstar hire or for an individual that will add diversity to the faculty.

President Johnson indicated that the most recent climate survey was done three years ago before he arrived at UNR. Most of the issues related to administrative procedures such as having to hand record grades instead of being able to record them electronically. Implementing the iNtegrate system and achieving broad usage of electronic signatures should take care of some of those issues. President Johnson indicated that the best time for UNR to do another climate survey would
2. **Information Only-Review of Recent Hiring Practices** – *(continued)*

be in fall 2012 or spring 2013 if a budget is passed that does not require further curricular review. The cloud of uncertainty hanging over the campus has made people nervous. Stabilization of the budget environment will help people focus on doing their jobs, and then a climate survey can be done.

UNR requires searches for almost all leadership positions; however, within the ranks of the administrative faculty, it is important for a person coming to the institution to know that there is a promotion stream. Creating opportunities for promotion also protects the knowledge gained during previous years of employment. President Johnson used the human resources and facilities departments as an example, noting that national searches are done at the associate vice president level and higher. That way, the university gets the best possible person while allowing diverse candidates the opportunity to come into leadership positions. During the reporting period, UNR may have had more internal promotions than usual. As positions are closed due to budget cutting, promoting individuals to fill critical positions helps stabilize the professional employee environment. He noted that UNR does not use very many search waivers.

President Johnson indicated that UNR conducted national searches for the deans of engineering and science and the interim appointees were selected for the permanent positions. National searches were also done for the associate vice presidents for human resources and facilities and two local candidates were chosen for the positions. President Johnson indicated that UNR follows the standard procedure for searches. A human resources representative meets with every search committee to review procedures for protecting diversity opportunity in hiring, and the position is advertised broadly. Formerly, human resources would review the diversity of the pool for women and ethnic minorities and inform the committee chair. Now, all of those decisions are made explicitly by the provost and the hiring agent. Together, they review the applicant pool to determine whether it is adequately diverse. If it is not, the search is extended.

Chair Crear thanked President Johnson for his report.

Dr. Carol A. Lucey, President, WNC, reported that three factors govern the issues being discussed by the Committee. First, WNC is a college of community with a heavy emphasis on creating a diverse staff and opportunities for promotion. Second, as president, she is an active participant in the search process. She interviews all finalists that come to campus. The human resources office ensures that diversity is represented in the candidate pool and the search committee is asked to report on the decisions made with regard to that pool. President Lucey indicated that she meets with search committees during the final deliberations and is known for asking questions about the candidates. Third, budget issues have affected WNC’s hiring ability in recent years. The college has not done any
2. **Information Only-Review of Recent Hiring Practices** – (continued)

search waivers during the reporting period, nor have any individuals been promoted from temporary positions to permanent positions.

President Lucey indicated that national searches are critical to diversifying faculty and staff. However, it is also important to send people out to national meetings to recruit. WNC will be able to do that once the budget situation improves. President Lucey noted that the college sets a minimum of 30 days for a search. Only two of the eleven searches done in the last three years have run the minimum thirty days. Most have been extended.

Chair Crear thanked President Lucey for her report.

3. **Information Only-Students with Disabilities (Agenda Item #4)** – Representatives from NSHE Disability Resource Centers presented information about students with documented disabilities.

Ms. Mary Anne Christensen, Assistant Director of the Disability Resource Center, UNR, Mr. Jay Jorgensen, Interim Manager of the Disability Resource Center, TMCC, and Ms. Susan Trist, Disability Support Services Coordinator, WNC, gave a collaborative PowerPoint presentation on NSHE resources for the disabled (Ref. CD-4 on file in the Board office). The presentation included information on the Americans with Disabilities Act, a comparison of NSHE and national data, disability categories, services utilized and challenges facing this unique population.

Students Katie Brown and Judy Henderson discussed their experiences at UNR and the services and support they received from the Disability Resource Center.

Chair Crear expressed the Committee’s gratitude to the staff and students for their presentation.

4. **New Business (Agenda Item #8)** – Chair Crear requested that a report on students with disabilities be presented annually to the Committee. This will help to ensure that the disability resource centers and the students they serve have the support and assistance they need from the Board.

5. **Information Only-2009-10 NSHE Diversity Report (Agenda Item #3)** – Assistant Vice Chancellor Magdalena Martinez presented the 2009-10 NSHE Diversity Report (Ref. CD-3 on file in the Board office).

Assistant Vice Chancellor Martinez gave a PowerPoint presentation on diversity in Nevada public higher education (on file in the Board office). The presentation included information on Nevada’s education pipeline and college continuation rate, NSHE student enrollment, graduation rates by race/ethnicity, understanding
5. **Information Only-2009-10 NSHE Diversity Report (Agenda Item #3) – (continued)**

Nevada’s low minority enrollment and completion rates, NSHE faculty and staff diversity, and diversity and inclusion efforts at NSHE institutions.

Chair Crear asked Assistant Vice Chancellor Martinez to briefly describe the work she is doing with the K-12 system to combat some of these issues. Assistant Vice Chancellor Martinez indicated that she has been working closely with the school districts, particularly those in Clark and Washoe counties, to find areas of greater alignment and to strengthen partnerships through programs such as the College Access Challenge Grant.

6. **Information Only- Nevada College Access Challenge Grant and TMCC’s Success First Program (Agenda Item #5)**

Dr. Edith Fernandez, Nevada College Access Challenge Grant Director, provided an update on the College Access Challenge Grant (CACG) and Patty Avila-Porter, Access Program Manager at TMCC, highlighted how the CACG sub-grant is creating opportunities for low-income and underrepresented student populations in Nevada.

Dr. Fernandez and Ms. Avila-Porter gave a collaborative PowerPoint presentation on the CACG and the Success First Program at TMCC *(Ref. CD-5 on file in the Board office).* The presentation included information on CACG goals, the number of students reached to date, Navigation 101 high school grants, statewide Navigation 101 training, the GoToCollegeNevada.org school pledge contest, and TMCC’s Success First Program. The purpose of the Success First Program is to recruit, mentor and provide support services for high school students (grades 9-12) and their families as they prepare to enter college in fall 2011.

In response to a question from Chair Crear, Ms. Avila-Porter indicated that, although the FAFSA form has been streamlined, the process can still be challenging – especially for first-generation students. Personal attention is important.

Dr. Fernandez distributed to the Committee a copy of the most recent CACG newsletter *(on file in the Board office).*

Chair Crear congratulated Dr. Fernandez and Ms. Avila-Porter on their work. He believes it is exactly what is needed to get in touch with students. It also shows that higher education can play a role in the success of the K-12 system.

Regent Anderson was pleased to see that outreach efforts are extending down into the middle schools. She feels it is very important to catch students at that pliable age when they are beginning to think about the future.
7. **Information Only-Equity, Diversity and Inclusion Council (Agenda Item #6)** — Assistant Vice Chancellor Magdalena Martinez reported on the recent work of the Equity, Diversity and Inclusion Council (EDIC).

Assistant Vice Chancellor Martinez reported that, during the last three months, EDIC members have focused their discussions on first year persistence and graduation rates of underrepresented students. In particular, EDIC members decided to focus initially on black and Latino students. Each institution has been asked to provide information on headcount by enrollment disaggregated by race and gender, graduation rates, freshman retention rates and institutional strategies for achieving success among these populations.

Assistant Vice Chancellor Martinez indicated that EDIC members will devote a considerable amount of time in the coming months to examining outcomes and looking for trends, similarities and differences in order to identify interventions and solutions at specific attrition points.

Finally, Assistant Vice Chancellor Martinez and Vice Chancellor Nichols are working with WICHE and USC to schedule a follow up meeting with NSHE institutions in the fall to discuss project data in depth and examine potential policy and practice changes.

8. **Public Comment (Agenda Item #7)** — Mr. Ricardo Cornejo, student, UNLV, observed that the students that will be most affected by the upcoming tuition increase are those from underprivileged and underrepresented backgrounds. He believes the Board should encourage the institutions to make sure the benefits of that tuition increase are seen by the students, especially in the areas of academic and support services. Mr. Cornejo feels that the university is moving in the right direction under the leadership of President Smatresk, Dr. Barlow and Dr. Juanita Fain, Vice President for Student Affairs, UNLV, with regard to establishing a dialogue about diversity.

Chair Crear indicated that students have a very important voice with regard to what takes place on campus. He encouraged Mr. Cornejo to stay active and stay involved.

Dr. Robin Herlands, Faculty Senate Chair, NSC, framed her comments regarding President Di Mare in the context of the Committee’s discussion of contracts and searches. Dr. Herlands reported that President Di Mare has overwhelming support on the NSC campus. She has done an incredible job elevating the reputation of NSC in the past year. This was accomplished during a time of budget cuts, a difficult legislative session, rumors in the media about the future of the institution and an accreditation visit. Dr. Herlands indicated that President Di Mare’s outreach in the community shows how successful she can be as a president, and she believes President Di Mare is an important role model. A White House report on benchmarking female leadership indicated that, starting in
8. Public Comment (Agenda Item #7) – (continued)

2008, women make up more than 50% of PhDs. However, women only make up about 20% of university and college presidents, and there has not been much progress in that area in the last ten years. Dr. Herlands indicated that NSC has had multiple female interim presidents, but no female permanent presidents. She expressed her gratitude to the Committee for starting a dialogue on these issues.

The meeting adjourned at 10:15 a.m.

Prepared by: Keri D. Nikolajewski
Program Officer

Submitted for approval by: Scott G. Wasserman
Chief Executive Officer and Special Counsel
Board of Regents