

SPECIAL MEETING
BOARD OF REGENTS
NEVADA SYSTEM OF HIGHER EDUCATION

System Administration, Las Vegas
4300 South Maryland Parkway, Board Room
Tuesday, December 16, 2014

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. Kevin J. Page, Chairman
Dr. Andrea Anderson (*via telephone*)
Mr. Robert J. Blakely
Mr. Cedric Crear
Dr. Mark W. Doubrava
Dr. Jason Geddes (*Reno*)
Mr. Ron Knecht (*Reno*)
Mr. James Dean Leavitt
Mr. Kevin C. Melcher
Ms. Allison Stephens
Mr. Michael B. Wixom

Regents Absent:

Dr. Jack Lund Schofield
Mr. Rick Trachok, Vice Chairman

Others Present:

Mr. Daniel J. Klaich, Chancellor
Dr. Constance Brooks, Vice Chancellor, Govt. and Community Affairs
Ms. Brooke Nielsen, Vice Chancellor, Legal Affairs
Mr. Scott G. Wasserman, Chief of Staff and Special Counsel to the Board
Mr. Frank R. Woodbeck, Executive Director Nevada College Collaborative
Mr. Richard S. Young, Deputy Chief of Staff to the Board
Dr. Michael D. Richards, President, CSN
Mr. Donald D. Snyder, President, UNLV

Also present were Dr. Camille Naaktgeboren, Chair Elect, CSN Faculty Senate; Ms. Catherine Cortez Masto; and Regent-elect Lieberman.

Chairman Page called the meeting to order at 1:13 p.m. with all Regents present except Regents, Knecht, Schofield, Stephens and Trachok.

Regent Crear led the pledge of allegiance.

Regent Knecht entered the meeting.

1. Information Only-Public Comment (Agenda Item #1) – Mr. Douglas Grassi, stated his opposition to the proposed UNLV Head Football Coach. His opposition was based on his belief that there was a general lack of accountability for the UNLV football program (*see letter on file in the Board office*).

Mr. Jose Solorio, Chairman of Higher Education, Latino Leadership Council, stated his support for both of the items on the agenda and his support for both of the recommended candidates. He indicated that these are capable individuals with very good experience.

Mr. Dan Tafoya, Secretary and Treasurer, Las Vegas Latin Chamber of Commerce, thanked the Board for its wisdom and stated he is fortunate to live in a time of diversity. Ms. Catherine Cortez Masto is a highly respected individual. The Latin Chamber of Commerce fully supports both of these nominations.

Mr. Otto Merida, President and CEO, Las Vegas Latin Chamber of Commerce, supports Ms. Masto and Mr. Tony Sanchez. Mr. Sanchez will have the support of the community and is totally committed to having good players that are also good students and citizens.

Regent Stephens entered the meeting.

Mr. Rich Abajian, General Manager, Findlay Toyota, stated his support for Mr. Sanchez and complimented UNLV's president and athletics director for their choice.

Mr. Tom Jingoli, Chief Compliance Officer and Senior Vice President, Konami Gaming stated his support for Mr. Sanchez.

Mr. John Kilduff, President, Bishop Gorman High School, stated his support for Mr. Sanchez. His technical competence on the football field is unparalleled. The confidence Mr. Sanchez instills in young student athletes is admirable. He values well-rounded student athletes, and cares about their academic performance, moral character and involvement in community service. Mr. Kilduff wished Mr. Sanchez well and stated he is confident Mr. Sanchez will be successful.

Mr. Chuck Davidson, former two-time president of the UNLV Football Foundation, said he has a long history with UNLV football and Mr. Sanchez is a good hire. The community and the UNLV need to support Mr. Sanchez going forward.

Regent-elect Lieberman stated his enthusiastic support for the appointment of Ms. Masto as Executive Vice Chancellor for the NSHE. Ms. Masto is a woman of integrity and inclusion. She has the ability to build consensus and resolve conflict and will be a welcome addition to the NSHE.

2. Approved – Employment Contract, Head Football Coach, UNLV (Agenda Item #2) – The Board approved a multi-year employment agreement for Mr. Tony Sanchez as UNLV's Head Football Coach. The terms and conditions of the agreement were presented and discussed at the meeting. (*Ref. BOR-2a, Ref. BOR-2b, Ref. BOR-2c, Ref. BOR-2d and Handout 2 on file in the Board Office.*)

Mr. Donald D. Snyder, President, University of Nevada, Las Vegas (UNLV) said this is a very big day. UNLV felt it best to conduct the search for the next UNLV Head Football Coach quickly and thoroughly. Mr. Sanchez was the unanimous choice.

President Snyder reviewed the candidate search and interview process. Upon the resignation of Coach Hauck in November, President Snyder asked Ms. Tina Kunzer-Murphy, Director of Intercollegiate Athletics, UNLV, to lead that effort. President Snyder and Ms. Kunzer-Murphy comprised the committee. The search committee was limited to two because of UNLV's presidential transition and the desire to get this done as promptly as possible. It was determined a more informal search would be appropriate. Initial outreach provided a good range of potential candidates. Dr. Jessup the UNLV President-designee was updated throughout the process. This process has created positive feedback in terms of the recommendation being made today. A prompt decision was vital due to timing and communication challenges. The recruiting season has begun for student athletes and coaching staff. The coach needs to be visible to the current student athletes. As mentioned earlier, a prompt decision is also warranted because of the pending presidential transition. Press coverage can also cause disruption to the university, the Board office and the Chancellor's office.

President Snyder expressed his delight in introducing Mr. Tony Sanchez as the recommendation as the UNLV head football coach. UNLV is recommending a four-year contract at \$500,000 annually with the opportunity for additional incentives. UNLV needs to change the culture of its football program and this is why UNLV is making these recommendations. UNLV thinks Mr. Sanchez can transform the UNLV football program. Mr. Sanchez is a winner and has the energy to make this transformation happen. The Sanchez family is committed to the community. UNLV understands that changing the culture of an underperforming program will need broad support. Mr. Sanchez will build a program that includes academic achievement, excellence, growth and community engagement. He is the right guy at the right time. President Snyder concluded this is not the traditional course, but he firmly believes this is the right direction for UNLV.

Ms. Elda Sidhu, General Counsel, UNLV, explained minor changes to the contract (*Handout 2 on file in the Board office.*) in sections 5.7(a) and 6.2.a.2. These changes include the name change from Bowl Championship Series to College Football Playoff Game Series, correction to make dates consistent and clarifying language regarding supplemental compensation. The revised contract will reflect these changes.

Regent Melcher referenced 5.7(a) and asked if the compensation would be \$100,000 for participation in each playoff game. Ms. Sidhu confirmed this is correct. Regent Melcher suggested the contract include the word "each" for clarity.

2. *Approved – Employment Contract, Head Football Coach, UNLV (Agenda Item #2) –continued*

Ms. Kunzer-Murphy highlighted key elements of the contract. This is a four-year contract effective December 2014 through December 2018. She explained the annual base compensation is \$500,000 and there is opportunity to earn additional compensation of up to \$50,000 annually and additional supplemental compensation as specified in the contract. She stated the proposed contract protects UNLV in several ways as specifically outlined in the contract.

Regent Leavitt moved approval of the contract including the changes presented by the UNLV General Counsel and the suggested clarification by Regent Melcher. Regent Crear seconded.

Regent Leavitt thanked the Latin Chamber of Commerce for its support and excitement. The two individuals being considered by the Board today are being considered because of their outstanding performance; however, he is not sure the Board should be proud of the salaries being offered. He thanked the many people here to support Rebel football. The community should get together to help bring about the other things that a successful program needs, such as updated facilities. He stated he strongly supports this hire and the process by which it came about. Tony Sanchez molds young men into great citizens.

Regent Crear stated three things come from Bishop Gorman, God, family, and community. Coach Sanchez emulates this and is the right person for UNLV at this time. With the support of the university and the community, Coach Sanchez can turn the UNLV football program around. He will fight tirelessly for UNLV and will continue to be active in the community. Regent Crear said this is a historic hire. Regent Crear stated that hiring a Latino coach for UNLV is monumental, wished Coach Sanchez the best and stated his wholehearted support.

Regent Knecht expressed his support of Mr. Sanchez and his support for the motion.

Regent Stephens stated she had some initial concerns with the process, but after discussions with President Snyder and Ms. Kunzer-Murphy she is now comfortable with the process. The contract terms are reasonable and they have taken into consideration the comments from the Board on contracts.

Chairman Page said in 1951, UNR cancelled its football season because of budget deficits and in 1959, hired a coach from Reno High who successfully led the program for ten years. Hopefully Mr. Sanchez will bring that kind of leadership to the UNLV program. He is a great football coach but a better person.

Motion carried. Regents Anderson, Blakely, Crear, Doubrava, Geddes, Knecht, Leavitt, Melcher, Page, Stephens and Wixom voted yes. Regents Schofield and Trachok were absent.

2. Approved – Employment Contract, Head Football Coach, UNLV(Agenda Item #2) –continued

Mr. Sanchez thanked President Snyder for the opportunity and Ms. Kunzer-Murphy for her support through the process. He expressed his commitment and love for the community and thanked the Board for its support. Mr. Sanchez said he will give his genuine and best effort to develop students first and then student athletes, working hard to be the best football team possible.

3. Approved – Initial Salary, Executive Vice Chancellor (Agenda Item #3) – The Board approved the initial salary for Catherine Cortez Masto, Executive Vice Chancellor. Terms and conditions of the appointment were provided at the meeting. (Ref. BOR-3a and Ref. BOR-3b on file in the Board Office.)

Chancellor Klaich stated Ms. Masto is a unique individual. She knows both ends of the state of Nevada. Ms. Masto's depth and breadth of knowledge are remarkable and her experience is a welcome resource for the NSHE.

Regent Wixom moved approval of the initial salary for Catherine Cortez Masto, Executive Vice Chancellor. Regent Stephens seconded.

Regent Crear stated Ms. Masto is more than capable of performing this job. Her background has prepared her for this position. As Chairman of the Periodic Chancellor Evaluation Committee, he is fully aware the Committee determined the Chancellor needs an assistant. The Chancellor position needs to be more global and the hiring of Ms. Masto will provide comprehensive balance. He thanked the Chancellor for the memo on the process and wished Ms. Masto the best.

Regent Leavitt stated the Chairman of the Board is charged with writing an evaluation of the Chancellor and during his term as Board Chairman in 2011, he recognized the need for the Chancellor to have assistance as well as the need for succession planning. This addition will free up the Chancellor to address the big picture issues.

Regent Leavitt stated when the Board does not conduct a national candidate search it is criticized because people think it is hiding something, and when the Board does conduct a search it is criticized over the expense. There was an initial search and the Chancellor was not comfortable with the candidates at that time, the Chancellor resumed the search which led to this agenda item. In terms of salary it is more than Ms. Masto was making as Attorney General. The proposed salary is market based and consistent with the salary ranges within the System. He is in full support of the recommendation.

Regent Blakely said he supports the recommendation and appreciates having someone who can step into the Chancellor's position if needed.

3. Approved – Initial Salary, Executive Vice Chancellor – continued

Regent Stephens expressed her enthusiastic support of this hire. She applauded the process the Chancellor followed. Ms. Masto is a stellar candidate. Regent Stephens stated she thought the proposed salary is low and appreciates that Ms. Masto still accepted the position; this speaks of Ms. Masto's character.

Motion carried. Regents Anderson, Blakely, Crear, Geddes, Knecht, Leavitt, Melcher, Page, Stephens and Wixom voted yes. Regent Doubrava abstained. Regents Schofield and Trachok were absent.

Regent Doubrava explained he abstained on the motion because Ms. Masto is a family friend.

Catherine Cortez Masto thanked the Board and stated she was honored by its comments and confidence in her abilities. It is a privilege to represent Nevada and she looks forward to continuing to do so with the NSHE. She stated she is also looking forward to supporting the Board and highly values the Regents' commitment to higher education in Nevada.

4. Information Only – New Business (Agenda Item #4) – Regent Doubrava suggested discussing possible modifications to the presidential evaluation, search, termination and discipline processes. He would also like to discuss the vice chancellor positions and hires by the Chancellor.

Regent Knecht said he would like to discuss alleged plagiarism in the Chancellor and vice chancellors' offices and asked the Chancellor for a report on the next agenda. He said this will probably reflect very badly on the Brookings Institute and the UNLV Political Science Department. Regent Knecht stated it is important to clean the slate and publically exonerate the people who have been falsely accused.

5. Information Only – Public Comment (Agenda Item #5) – Mr. Douglas Grassi congratulated Mr. Sanchez and Ms. Masto. His concerns expressed during the opening Public Comment item were not about Mr. Sanchez but about the finances, the donor money and the taxpayer money. He thanked President Snyder and appreciates the Board for allowing the public to attend and provide comment. Now that the Board has voted he is ready to support the decision. Everyone should come together and support the Board's decision. Democracy works.

Regent Wixom thanked President Snyder for his hard work and the stellar job he has done.

Chancellor Klaich and Chairman Page thanked President Snyder for the partnership he has displayed with the NSHE as President of UNLV. The Chancellor also acknowledged President Snyder's family for their contribution, support and commitment.

President Snyder thanked the Board and the Chancellor for its genuine partnership. The collaboration with the System is important. It is not often people get the opportunity to pursue their passion. President Snyder stated his passion is higher education and it has been an honor to serve.

The meeting adjourned at 2:38 p.m.

Prepared by: Patricia Rogers
Special Assistant and Coordinator to the Board of Regents

Submitted for approval by: Scott G. Wasserman
Chief of Staff and Special Counsel to the Board of Regents
and
R. Scott Young
Deputy Chief of Staff to the Board of Regents

Approved by the Board of Regents at the March 5-6, 2015, meeting