

**BOARD OF REGENTS
NEVADA SYSTEM OF HIGHER EDUCATION**

University of Nevada, Las Vegas
Student Union, Ballroom
4505 S. Maryland Parkway, Las Vegas

Thursday, December 2, 2021
Friday, December 3, 2021

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:

Mrs. Carol Del Carlo, Chair Pro Tem
Ms. Amy J. Carvalho, Vice Chair Pro Tem
Mr. Joseph C. Arrascada
Mr. Patrick J. Boylan
Mr. Byron Brooks
Dr. Patrick R. Carter
Dr. Mark W. Doubrava
Dr. Jason Geddes
Mrs. Cathy McAdoo
Mr. Donald Sylvantee McMichael Sr.
Mr. John T. Moran
Ms. Laura E. Perkins
Dr. Lois Tarkanian

Others Present:

Dr. Melody Rose, Chancellor
Ms. Crystal Abba, Vice Chancellor, Academic and Student Affairs
and Community Colleges
Dr. Constance Brooks, Vice Chancellor, Public Affairs and Advancement
Mr. Caleb Cage, Vice Chancellor, Workforce Development and Chief
Innovation Officer
Mr. Andrew Clinger, Chief Financial Officer
Ms. Anne Milkovich, Chief Information Officer
Ms. Yvonne Nevarez-Goodson, Deputy General Counsel
Ms. Keri Nikolajewski, Interim Chief of Staff to the Board
Mr. Joe Reynolds, Chief General Counsel
Ms. Tina Russom, Deputy General Counsel
Mr. Joe Sunbury, Chief Internal Auditor
Mr. Michael B. Wixom, Special Counsel
Dr. Federico Zaragoza, President, CSN

Others Present:

(Continued)

Dr. Kumud Acharya, President, DRI
Ms. Joyce M. Helens, President, GBC
Dr. DeRionne P. Pollard, President, NSC
Dr. Keith E. Whitfield, President, UNLV
Mr. Brian Sandoval, President, UNR
Dr. Vincent R. Solis, President, WNC

Faculty senate chairs in attendance were: Dr. Julian Smit, CSN; Dr. Dave Rhode, DRI; Mr. Kevin Seipp, GBC; Dr. Samantha Jewell, NSC; Mr. Glenn Heath, SA; Dr. Virginia Irintcheva, TMCC; Ms. Shannon Sumpter, UNLV; Dr. Amy Pason, UNR; and Mr. Jim Strange, WNC. Student body presidents in attendance were: Mr. Zachary Johnigan, ASCSN President, CSN; Zachary Stamp, SGA President, GBC; Ms. Lauren Porter, NSSA President, NSC; Ms. Darian Richards, SGA President, TMCC; Ms. Caren Yap, CSUN President, UNLV; Ms. Nicole Thomas, GPSA President, UNLV; Mr. Austin Brown, ASUN President, UNR; Mr. Matthew Hawn, GSA President, UNR; and Ms. Andrea Sanchez De Loza, ASWN President, WNC. Classified council chair in attendance was: Ms. Phoebe McKnight, NSC.

Chair Pro Tem Del Carlo called the meeting to order at 1:03 p.m. with all members present. The UNLV Army and Air Force ROTC Joint Color Guard presented the colors, and UNLV School of Music Tenor Daveon Bolden, an Artist Diploma student, sang the National Anthem. Regent Boylan led the Pledge of Allegiance. A moment of silence was held for UNLV Student Nathan Valencia.

1. Information Only – Introductions and Campus Updates

Great Basin College (GBC) President Joyce M. Helens welcomed GBC's Faculty Senate Chair Kevin Seipp and SGA President Zachary Stamp. SGA President Stamp is from Brooklyn, New York, pursuing an Associate in Social Sciences online from GBC. In New York, he is an emergency medical technician and coordinates vaccination clinics. He is also a Marine Corp Veteran. Partnerships are key to successfully building and supporting healthy communities and creating a well-lighted pathway. Five of GBC's partnerships include a collaboration with Renown Health in Diagnostic Imaging Sonography; receiving \$800,000 from state and federal programs through Teach Nevada, incentivizing pathways to teaching scholarship; Nevada gold mines invested \$300,000 for the upgrade of the welding laboratory and \$400,000 toward the Winnemucca Health Sciences and Technology addition; the long-standing mining partnerships have realized approximately \$10 million to date; GBC turned its wellness center into a monoclonal antibody clinic at the request of Elko County Public Health and Northern Nevada Regional Hospital; the Winnemucca campus addition, specifically the GBC and UNR collaboration was nominated for the Cashman Good Government Award. GBC's enrollment trends continue to grow.

Desert Research Institute (DRI) President Kumud Acharya noted that DRI faculty continue to do fantastic research despite pandemic adversity. DRI Professor of Biology Dr. Alison Murray is the lead author of a new study published this week in *mSphere*, bringing significant advances to Antarctic science and natural products chemistry. The prestigious journal *Nature* recently published a study designed and led by DRI Research

1. Information Only – Introductions and Campus Updates – (Continued)

Professor of Hydrology Dr. Joe McConnell, who directs the ICE CORE lab, found that early human activities impacted Earth's atmosphere more than previously known. DRI Paleoecologist Sandra Brugger is the lead researcher on a new study published in *Geophysical Research Letters*, which found earlier-than-expected evidence of air pollution through an analysis of thousand-year-old pollen spores, charcoal, and other pollutants frozen in the Colle Gnifetti Glacier on the Swiss and Italian border. DRI scientists, led by Dr. Justin Huntington, worked in collaboration with NASA, Environmental Defense Fund, Google, and others to launch OpenET, a new online water data platform that uses satellites to estimate water consumed by crops and other plants, making critical data for water management widely available in 17 western states. DRI partnered with Lynker Technologies and UNR on a citizen science project called Mountain Rain or Snow, funded by NASA. Volunteers submit observations of rain, snow, and mixed precipitation via smartphone or other device to help researchers better analyze patterns of rain and snow to improve satellite monitoring and model predictions. Dr. Brad Sion, Assistant Research Professor; Frank McDonough, Associate Research Scientist; Yeongkwon Son, Associate Research Professor; and Natasha Sushenko, all have exciting research projects that have been funded. DRI looks forward to hosting its first in-person Science Distilled since the pandemic. DRI and the event partner, The Discovery, will collaborate with Nevada Humanities to welcome Kendra Atleework, author of *Miracle Country: A Memoir of a Family and a Landscape*, for a conversation with DRI scientists.

Regent Perkins left the meeting.

Truckee Meadows Community College (TMCC) Vice President for Academic Affairs Dr. Jeffrey Alexander reported 92 percent of TMCC employees are vaccinated, 5 percent are unvaccinated, and the remainder have approved exemptions. TMCC is making steady progress, and the majority of the unvaccinated are part-time employees, including student employees. Although FTE was down 5.5 percent for Fall 2021, in Spring 2022, the trend is reversing. TMCC is moving forward with the Redfield Health Science Center expansion and has raised \$4 million in funding, plus a \$1 million college match, for a total of \$5 million. TMCC is grateful to the donors. The TMCC Theatre is leasing space in Sparks, Nevada, and hopes to have the theatre running by next fall. TMCC's Tech Careers FastTrack program has been popular since its launch in May 2021. The program is funded through a Sandi Grant through Fall 2023 and currently has 52 students enrolled. TMCC has its first program completers on the horizon and is working to find paid work experiences for them. Through the Sandi Grant, TMCC has been approved for \$500,000 in tuition assistance funds to support 35 accelerated programs (15 weeks or less). The programs combine credit and non-credit opportunities that align with in-demand careers in healthcare, skilled trades, and information technology. The Division of Life Sciences, Allied Health, and Public Safety are developing skills certificates in fire suppression, sterile processing technician, and dental assisting basic skills. They are also working on a skills certificate in veterinary assisting that will take two semesters to complete. The Commission on Dental Accreditation approved TMCC's request to increase class sizes to 20 students or keep them at 14, whichever is more appropriate to meet workforce needs.

1. Information Only – Introductions and Campus Updates – (Continued)

The TMCC Safety Center reopened over the summer and has steadily growing contracts for custom courses in hazardous materials handling. In addition, TMCC's Memorandum of Understanding (MOU) with the Grand Sierra Resort (GSR) offers courses in English as a Second Language and Business Communications to their employees to meet students at their place of work. NSHE's GoWinn statewide agreement with Amazon Web Services will give TMCC access to instructor training, curriculum, and cloud computing and programming certifications. TMCC is holding a 50th celebration in honor of the college's anniversary. TMCC Soccer completed a tough season, with some athletes receiving All-Conference honors. In November, TMCC recognized first-generation students in honor of National First-Generation College Celebration Day. The National Council for Marketing and Public Relations recognized TMCC's Marketing, Communications, and Web Services team for their exceptional work in six different areas, including creating a microsite commemorating TMCC's 50th Anniversary.

College of Southern Nevada (CSN) President Federico Zaragoza reported that last week CSN's employee vaccination rate was 84 percent, and as of the previous night, it was 92 percent, which does not include 150 employees that have requested an exemption. CSN's Fall 2021 student enrollment was down 1.5 percent. CSN is currently monitoring the Spring enrollment trends because the trends are lagging by 36 percent compared to Spring 2021 enrollment levels. CSN believes some of the lag is due to the new student vaccine enrollment procedures. The Northwest Commission of Colleges and Universities (NWCCU) selected CSN as the recipient of the 2021 Beacon Award for Excellence in Student Achievement and Success under the large institution category. CSN has seen a 14 percent increase in student persistence and 13 percent in core student success rates. CSN ASCSN President Zachary Johnigan participated in the student panel on diversity, mentoring, and leadership at the NWCCU Conference. He was an articulate and inspirational speaker who provided excellent examples of how CSN impacted his journey. The Aspen Institute recognized Vice President Clarissa Cota to participate in the College Excellence Program as a Rising Fellow. This recognition is a testament to her leadership and her body of work at CSN. The United States Department of State recently designated CSN as a 100,000 Strong America's Partner. The partnership will provide resources and scholarships for seven CSN and Costa Rica students to participate in an academic exchange program related to Climate Change. The partnership seeks to solve real-world problems and allow students to gain technical linguistic, and inter-cultural skills. The CSN Cross Country teams successfully launched and finished their first seasons ranked nationally.

Nevada State College (NSC) President DeRionne Pollard reported the NSC team has been working diligently on the Back and Bold campaign to help prepare students and employees to return to a full campus experience. The Nevada State Student Alliance has worked hard to make this campaign their own to connect to the communities in which NSC serves. There is a robust outreach to employees about the immunization process and how to help students take control of their health decisions. NSC has 716 fully vaccinated employees, 30 employees with an approved exemption, and 40 employees currently unvaccinated in non-compliance with the vaccination policy. Students now

1. Information Only – Introductions and Campus Updates – (Continued)

meeting the vaccination requirement is 3,035 and includes those that have submitted evidence of a completed vaccination series and those that have an approved exemption request. Spring enrollment, excluding dual enrollment, is down 15 percent from last year at the same time and 9 percent full-time equivalent (FTE). NSC also believes the trend is changing due to students becoming aware of their responsibilities and as the team does extensive community outreach. Advising continues to be at the forefront of the work. The current wait time to see a counselor is two weeks, but NSC is empowering others to help support this area. NSC has 512 acres that the campus is excited to see developed to support the institution's mission. She is working with her team to manage public-private partnership possibilities. She has asked Kevin Butler to start working on proposals to solicit and structure a non-profit entity to formalize the process. NSC is very intentional in its thinking on positioning the institution in the future and deliberate about creating additional revenue streams and delivering on the promise they all have for NSC. As the 20th-anniversary approaches, NSC is looking at ways to redefine the brand, advance its value proposition, and accelerate its market position. The NSC State of the College address will be on January 12, 2022. NSC President Pollard thanked WNC President Solis for his help and stated she was honored to call him a friend and colleague.

Western Nevada College (WNC) President Vincent R. Solis introduced WNC's Faculty Senate Chair Jim Strange and ASWN President Andrea Sanchez De Loza. For Fall 2021, all measures, including FTE, headcount, and weighted credit hours, are up compared to Fall 2020. WNC has worked hard to grow enrollment. Spring numbers are currently down 38 percent, but WNC anticipates that the rest of the registration period will help those numbers. Dual enrollment has increased 28 percent in headcount and 48 percent for the year. WNC sees a similar pattern in the apprenticeship program. WNC is working with digital services to decrease costs to students. Fifty (50) percent of faculty use open educational resources or low-cost textbooks to serve students. WNC has awarded \$1.3 million in Fall 2020 of CARES funds to students. Indigenous student enrollment has increased to 22 percent and Hispanic student enrollment to 25 percent. Workforce majors at WNC have increased by 10 percent. The latest needs survey at WNC shows 49 percent of students are either food or housing insecure, up by 30 percent. WNC cohosted the 2nd Annual Rural Pitch Day for startup businesses and entrepreneurs across the state. The WNC Foundation has opened a merchandise store to support the Foundation. The State Board of Examiners and DETR has approved an agreement between WNC and DETR to launch and pilot a Realizing Opportunities for the American Dream to Succeed (ROADS) program. The program has a \$465,000 contribution via a grant for two years to upscale the workforce throughout the service area. WNC's vaccination rate is 86 percent.

University of Nevada, Reno (UNR) President Brian Sandoval reported the Institute for Democracy and Higher Education in Medford, Massachusetts found that 86 percent of UNR's voting-eligible students registered to vote for the 2020 election and 83 percent voted. The national voting rate average on college campuses for the 2020 election was 66 percent. UNR was recognized nationally and received the gold seal for its excellence in student engagement for the 2020 election from the ALL IN Campus Democracy Challenge for increasing its student voting rate. Community involvement continues to be

1. Information Only – Introductions and Campus Updates – (Continued)

a point of pride and an area of emphasis for UNR. This year, the University delivered 76,126 hours of volunteer work, equating to a more than \$2 million economic impact on Northern Nevada. In addition, in Spring 2022, the Center for Student Engagement will partner with Wolf Pack Meats to contribute fresh meat products to Pack Provisions, the student-run food pantry, to support its mission to eliminate food insecurity within the Wolf Pack community. UNR's First Generation Student Center welcomed the Child Care Access Means Parents in School (CCampus) program. The Nevada Military Support Alliance's Veterans and Military Center's engagement on campus has increased significantly. Weekly attendance has increased between 28 and 32 percent compared to 2019. Approximately 30 percent of UNR's student veterans and family members utilize the Center. UNR learned that an advanced autonomous robotics team based in the College of Engineering won a prestigious Defense Advanced Research Project Agency (DARPA) challenge. The team included researchers from other United States institutions and abroad and received \$4.27 million in federal awards, including \$2 million at the competition's final event. The College of Science's Dr. Neil Lareau received considerable attention for his research in advancing understanding of the ability of large, high-intensity wildfires to generate their extreme weather, including fire-generated thunderstorms and rare fire tornadoes. His work was highlighted by the *New York Times*. Approximately 18,823 students have received their vaccination series or an approved exemption. UNR's faculty and staff vaccination rate is 95 percent.

Regents Moran and Perkins entered the meeting.

University of Nevada, Las Vegas (UNLV) President Keith E. Whitfield thanked WNC President Solis for being a mentor and shining example of a strong leader. UNLV President Whitfield extended his deepest sympathy to the family, friends, and loved ones of UNLV Student Nathan Valencia. UNLV is committed to reviewing the incident and determining how off-campus events can be as safe as possible. The Kappa Sigma Fraternity was temporarily suspended on the UNLV campus, and the national organization was notified. The incident review will be comprehensive, fair, and forthright and will include an analysis of UNLV's internal processes. UNLV President Whitfield recognized Faculty Senate Chair Shannon Sumpter, CSUN President Caren Yap, and GPSA Nicole Thomas for their exemplary service and leadership. UNLV's Fall 2020 enrollment held steady but declined slightly in 2021. For Spring 2022 enrollment, headcount is down 5 percent and 7 percent in FTE. UNLV believes this is due to the job market, COVID-19, and the vaccination mandate. The UNLV faculty and staff vaccination rate is 92 percent. A team with UNLV Engineering developed a human-robot avatar system that is one of 15 worldwide picked to compete for the \$10 million ANA Avatar XPRIZE in Fall 2022. The team has already claimed a \$100,000 finalist prize. UNLV Undergraduate Student Citlally Lopez-Flores is the first-ever UNLV student to earn the Pfizer La Jolla Academic Industrial Relations Diversity Research Fellowship in Chemistry and earned \$20,000 to support research focused on finding new ways to synthesize a line of inhibitors with great potential to prevent cancer cell growth. UNLV is partnering with TheDream.US scholarship program to ensure every student can pursue their goals through higher education. Deferred Action for Childhood Arrivals (DACA) students face incredible obstacles, and UNLV wants to do all it can to remove

1. Information Only – Introductions and Campus Updates – (Continued)

financial barriers to set them on a path to a brighter future. Geochemist Oliver Tschauner reported in the Journal of Science the discovery of a new mineral on the Earth's surface that was entrapped in a diamond, rocketed to the surface from deep within the Earth's lower mantle. It is the first time that lower mantle materials have been observed in nature. The College of Education's Paraprofessional Pathways Project, through which eligible southern Nevada public school employees can earn a bachelor's degree and teaching license, will accept 100 new participants in Spring 2022 through a partnership with the Clark County School District and the Teach for America Program.

2. Information Only – Institutional Student and Faculty Presentations – UNLV President Whitfield introduced Ms. Liz Groesbeck, student presenter, and Dr. Tamara D. Herold, faculty presenter.

Ms. Groesbeck is a medical student at the Kirk Kerkorian School of Medicine at UNLV. She was born and raised in Henderson, Nevada, and graduated from Green Valley High School, completing the International Baccalaureate program. She then attended Carleton College in Northfield, Minnesota, where she was a varsity collegiate volleyball player and obtained a bachelor's degree in Psychology with a minor in Neuroscience. She graduated with honors in her program. She then went to UNR, where she was the first to graduate with a Master of Science in Neuroscience before moving back to Henderson for medical school. She has enjoyed conducting scientific research throughout her academic career and has worked in numerous labs, working with many organisms, from mice and monkeys to humans. Her Master's thesis was published, and she has several other projects that have been submitted for publication. Ms. Groesbeck loves to serve her community and has worked with multiple organizations in medical school, including elderly patients with dementia at the Ruvo Center, victims of sex trafficking at Purple Wings, and medically underserved Nevadans through free clinics. In January 2022, she will serve as one of the student leaders at the school's free Community Clinic. Recently on her way to a Raider's game, Ms. Groesbeck provided life-saving treatment to a critically-injured hit-and-run victim. Ms. Groesbeck detailed her program and life-saving measures during a traffic accident.

Regent Moran stated this shows that NSHE is training the Nevada workforce, which stays in Nevada. He applauded Ms. Groesbeck for taking advantage of the opportunities presented to her.

Chair Pro Tem Del Carlo thanked Ms. Groesbeck.

Regent Doubrava was proud of Ms. Groesbeck's actions and demonstrated how the community benefits from the School of Medicine.

Dr. Herold is an Associate Professor of Criminal Justice and Graduate Director at UNLV. She received her Ph.D. with an emphasis in Crime Prevention from the University of Cincinnati. She uses the crime science perspective to study the criminological impact of the design and management of places and crowd and neighborhood dynamics associated

2. Information Only – Institutional Student and Faculty Presentations – (Continued)

with violence. Her publications translate theory and research evidence into practice and policy. Her book, *Preventing Crowd Violence*, has been translated into two foreign languages. In addition, Dr. Herold has researched and developed police and security crowd management training provided to agencies worldwide (including local police departments, national sports leagues and venues, federal agencies like the Secret Service and Pentagon Police, and international agencies like the Royal Canadian Mounted Police). She has published numerous practitioner-focused research papers, including two Problem-Oriented Policing Guides funded by the COPS Office and three strategies/research monographs recognized for their effectiveness in reducing school violence, property crime in vulnerable communities, and neighborhood gun violence. Dr. Herold co-developed the violence reduction initiative, Place-based Investigations of Violent Offender Territories (PIVOT), which received the 2017 Herman Goldstein Excellence in Problem-Oriented Policing Award. In 2021, she was commissioned by the National Academies of Sciences, Engineering, and Medicine to author a systematic review of effective police training methods. At UNLV, Dr. Herold has received the CSUN Faculty Excellence Award, the College of Urban Affairs Teaching and Community Engagement Awards, and UNLV's Spanos Distinguished Teaching Award. Dr. Herold shared her crowd dynamics research and how to integrate Science into crowd management practices. She created an evidence-based model that helps police and crowd managers think about how to best protect crowd rights and safety. Dr. Herold stated her research and model had been used as the foundation for new policies and standards across the country, including some of the most recent guidelines published by the State of Ohio on how to effectively and ethically police protests.

Regent Boylan appreciated the presentation and all her work.

Chair Pro Tem Del Carlo thanked Dr. Herold for her presentation and UNLV President Whitfield for showcasing outstanding Nevadans that are making a difference in the state and country.

3. Information Only – Public Comment

UNLV GPSA President Nicole Thomas thanked the UNLV administration for its advocacy and support of graduate students. She stated that many graduate students live below the poverty line and asked Regents to advocate for increased stipends for graduate students in the Legislature.

Benjamin Bishop requested that ethics training be provided for students.

Jamie Garlington stated hate has dominated the national headlines and shows the complexity of mental health problems in America. Many students live with trauma, and she urged the Board of Regents and Chancellor Melody Rose to implement and initiate mental health days across the NSHE community.

Jack Anthony Stoll noted he had made multiple formal complaints about the lack of care for the blind and deaf students during the pandemic that NSHE has ignored.

3. Information Only – Public Comment – (Continued)

Regent Tarkanian left the meeting.

The following individuals provided written public comment in support of Regent Cathy McAdoo:

- Shirley Alen (*Alen.Shirley12.21 on file in the Board Office.*)
- Delmo Andreozzi (*Andreozzi.Delmo12.21 on file in the Board Office.*)
- Robert Colon (*Colon.Robert12.21 on file in the Board Office.*)
- Danny Gillins (*Gillins.Danny12.21 on file in the Board Office.*)
- Denise Goff (*Goff.Denise12.21 on file in the Board Office.*)
- Steve Hansen (*Hansen.Steve12.21 on file in the Board Office.*)
- Chris J. Johnson (*Johnson.ChrisJ12.21 on file in the Board Office.*)
- Pamela Lattin (*Lattin.Pamela12.21 on file in the Board Office.*)
- Matt McCarty (*McCarty.Matt12.21 on file in the Board Office.*)
- Dave Roden (*Roden.Dave12.21 on file in the Board Office.*)
- Cheri Chilton Smith (*Smith.CheriChilton12.21 on file in the Board Office.*)

The following individuals provided written public comment in opposition or asked the Board to reconsider its position on Agenda Item 19, Code Revision, Permanent Adoption of Emergency COVID-19 Employee Vaccination Policy:

- Annette Amdal (*Amdal.Annette12.21 on file in the Board Office.*)
- Jamie Bartlett (*Bartlett.Jamie12.21 on file in the Board Office.*)
- Lauren Brown (*Brown.Lauren12.21 on file in the Board Office.*)
- Darla Dodge (*Dodge.Darla12.21 on file in the Board Office.*)
- Joseph A. Greenway (*Greenway.JosephA(2)12.21 on file in the Board Office.*)
- Nigel A. Harrison (*Harrison.NigelA12.21 on file in the Board Office.*)
- Denise M. Haynie (*Haynie.DeniseM12.21 on file in the Board Office.*)
- Mary Murray (*Murray.Mary12.21 on file in the Board Office.*)
- Mersina Swearinger (*Swearinger.Mersina12.21 on file in the Board Office.*)

The following individuals provided written public comment in opposition to PEBP implementing a monthly surcharge for unvaccinated State employees on Agenda Item 20, Impact of COVID-19 on the Public Employee Benefits Program:

- Jamie Bartlett (*Bartlett.Jamie12.21 on file in the Board Office.*)
- Lauren Brown (*Brown.Lauren(2)12.21 on file in the Board Office.*)
- Howard R. Gordon (*Gordon.HowardR12.21 on file in the Board Office.*)
- Joseph Greenway (*Greenway.Joseph12.21 on file in the Board Office.*)

The following individual provided written public comment asking for the restoration of PEBP benefits:

- Janelle Sewell (*Sewell.Janelle12.21 on file in the Board Office.*)
- Douglas Unger (*Unger.Douglas12.21 on file in the Board Office.*)
- Minnie Wood (*Wood.Minnie12.21 on file in the Board Office.*)
- Xiaoxuan Tang (*Tang.Xiaoxuan12.21 and Tang.Xiaoxuan(2)12.21 on file in the Board Office.*)

3. Information Only – Public Comment – (Continued)

The following individual provided written public comment voicing his concern that an elected official was told they could not vote because of a pending personnel matter:

- J.P. Kane (*Kane.JP12.21 on file in the Board Office.*)

The following individual provided written public comment voicing his concern about the negligence of Regents in addressing a documented culture of fear and violence at UNLV that has resulted in an undergraduate student's homicide:

- Neal O'Flaherty (*O'Flaherty.Neal12.21 on file in the Board Office.*)

The meeting recessed at 3:14 p.m. and reconvened at 3:25 p.m. with all Regents present except Regent Moran.

4. Information Only – Regents' Welcome, Introductions and Reports

Vice Chair Pro Tem Carvalho thanked UNLV for hosting the meeting and SCS and Board staff for the quarterly Board meeting preparations. She stated she was honored to have been a speaker at the CSN Blackstone LaunchPad and the NSHE Student Leadership Summit. As a member of the Association of Governing Boards (AGB) Council of Finance Chairs, she participated in meetings to share best practices and current concerns among higher education institutional boards related to financial and budget matters. In addition, she attended ten breakout sessions at the Association of Community College Trustees (ACCT) Leadership Congress. She also joined Chair Pro Tem Del Carlo, Chancellor Rose, and the Presidents in Tempe, Arizona, to visit the Arizona State University campus. Vice Chair Pro Tem Carvalho encouraged her colleagues to get involved with external associations and organizations. Finally, she congratulated WNC President Solis on his next leadership role.

Chair Pro Tem Del Carlo reported that as a member of the Nevada Advisory Committee to the Civil Rights Committee, they completed their report on remote learning and equity in education. She also had the privilege of attending the ACCT Leadership Congress. She was appointed to its Board last year and believed it was the first time NSHE was represented nationally. Finally, she thanked WNC President Solis and Deb Conrad for conducting a seminar on the WNC Prison Program.

5. Information Only – Chair of the Nevada Student Alliance Report – Chair of the Nevada Student Alliance (NSA) and UNR GSA President Matthew Hawn sent NSA's condolences, thoughts, and prayers to Nathan Valencia's family and the entire UNLV community. NSA put together a Resolution titled: A Resolution in Support of Providing Funds from the American Recovery Plan to Individual NSHE Institutions for Affordable Student Housing. The Resolution is partly in response to cooperation between UNR and UNLV through a request submitted to the Governor's Office through the Nevada Recovers Program to invest in affordable graduate student housing using funds from the American Recovery Fund in a three-step phase. Rising housing costs for graduate students attending NSHE institutions should not be a "barrier to entry" for those who desire to attain a higher degree. The NSA urges NSHE to find creative solutions and partnerships to address students' affordable housing on and off-campus, and that the

5. Information Only – Chair of the Nevada Student Alliance Report – (Continued)

Board of Regents and the Chancellor's Office establish an inquiry and development plan that addresses the feasibility of affordable student housing if American Recovery Plan funds cannot be allocated toward individual, institutional goals for affordable student housing. At this morning's meeting, each member reported on areas of focus at their respective organizations. Almost all institutions mentioned beginning to address student transport to and from their campuses.

6. Information Only – NSHE Classified Council Report – NSC Classified Employee Council Chair Phoebe McKnight reported that NSHE Classified Council Chair Jim Boyer submitted his resignation as NSHE Classified Council Chair. The Council appreciates his work. In addition, WNC Classified Council Chair Amanda Godin agreed to step into the role of Acting Chair through the end of 2021. The Classified Council Executive Board is actively working to ensure a smooth onboarding transition for members of the incoming Executive Board, who will assume their new roles and responsibilities beginning January 1, 2022. Finally, the Classified Council is excited about the current selection process to choose the inaugural award recipient of "The Regents' Outstanding Classified Staff Award." The establishment of this award has been a top priority for the Classified Council Executive Board. The award will acknowledge the vital work that all NSHE Classified Employees perform to support NSHE's mission.

Regent Moran entered the meeting.

7. Information Only – Chair of the Faculty Senate Chairs Report – Chair of the Faculty Senate Chairs and UNR Faculty Senate Chair Amy Pason, on behalf of the Faculty Senate Chairs, welcomed Chair Pro Tem Del Carlo and Vice Chair Pro Tem Carvalho. The Chairs continue to support the vaccine mandate for students and employees. Vaccination lessens the risk of COVID-19 in the NSHE community and benefits the state and its health care system. However, NSHE will face challenges during the budget building process for the next biennium. Enrollment has been impacted by various factors related to COVID-19 and its economic implications. NSHE must balance increasing enrollment and retaining students while addressing the needs of students who might not yet be ready to engage as they could pre-pandemic. Faculty are similarly struggling but continue to do their best to support the students and contribute to the state, even when they aren't looking to restore higher education budgets. Recovery from the pandemic must come through the state's investment in higher education and the faculty. Prioritizing faculty salaries and compensation is the only way NSHE can continue to serve Nevada and the students. Future strategic planning needs to address the current problems of today to ensure NSHE is resilient next time. The Chairs hope that the Chancellor's planned listening sessions will help build public support for NSHE's education mission. NSHE's shared governance is vital. Faculty in other states are looking to NSHE as a model of how to address the problems of now and in the future, working together as a System.

8. Information Only – Chancellor's Report – Chancellor Melody Rose stated that she has never worked with a group of such incredible professionals as her team. They are true public servants, and she thanked them for their work. In addition, Chancellor Rose

8. Information Only – Chancellor’s Report – (Continued)

reported she was elected as the incoming vice chair of the National Association of System Heads (NASH). NASH is dedicated to the improvement of systems through public policy and governance. Over the past year, NASH has engaged in ‘The Big Rethink’ to reconsider the critical role of systems in advancing higher education outcomes for all American college students in the rapidly changing environment. Next week, she will visit her colleagues in Washington, DC, to define a new vision for 21st-century public university systems. NASH has focused its efforts on the five areas: 1) amplifying and reconsidering what student success looks like post-pandemic; 2) how to reduce the cost base; 3) how to structure for quality and equity; 4) how to partner for a purpose; and 5) how to lead transformation at a moment when higher education has never been needed more. NASH intends to announce the project at the meeting and ask for significant support from national organizations to accelerate the work in the five categories.

9. Information Only – Board Chair’s Report – Chair Pro Tem Del Carlo stated her focus has been on the students and the necessity of higher education for the economic security of the students and Nevada. Necessity is due to the rapid changes in technology and how jobs are performed in today’s environment. The landscape will look different in five years, and NSHE can only guess what the future holds. Chair Pro Tem Del Carlo reflected on Thanksgiving and the holiday season. Holidays give time to reflect on the past year, relationships, goals, and aspirations. This quarterly meeting always seems to be more festive, kinder, jollier during this time of year. With that spirit, she recognized the enormous work of all NSHE employees, especially the Board staff, Chancellor, Cabinet, and the institutions. She looked forward to robust discussions with collegiality and grace. One of the Board’s greatest strengths is the 13 people who bring many different viewpoints to the deliberations and collaborations. NSHE has important work to do and with the premise of the students first.

10. Approved – Consent Items – The Board approved the consent items, except Item 10b (Appointments, Nevada’s K-12 Regional Training Program Boards), which was considered separately.

10a. Approved – Minutes – The Board approved the following meeting minutes:

- June 30, 2021, ad hoc Chief of Staff and Special Counsel to the Board Search Committee (*Ref. BOR-10a1 on file in the Board Office.*)
- August 16, 2021, ad hoc Chief of Staff and Special Counsel to the Board Search Committee (*Ref. BOR-10a2 on file in the Board Office.*)
- September 9-10, 2021, Board of Regents meeting (*Ref. BOR-10a3 on file in the Board Office.*)
- September 30, 2021, Board of Regents special meeting (*Ref. BOR-10a4 on file in the Board Office.*)
- September 30, 2021, ad hoc Chief of Staff and Special Counsel to the Board Search Committee (*Ref. BOR-10a5 on file in the Board Office.*)

10. Approved – Consent Items – (Continued)

- 10c. Approved – Handbook Revision, University Police Services, Northern Command – The Board approved an amendment to Board policy (Title 4, Chapter 1, Section 12) to add GBC to the list of Presidents that the University Police Services, Northern Command head shall report to. (Ref. BOR-10c on file in the Board Office.)
- 10d. Approved – Tuition and Registration Fee Discounts, NSHE – The Board approved and accepted the report of institutional tuition and registration fee discounts pursuant to Board policy (Title 4, Chapter 17, Section 17). (Ref. BOR-10d on file in the Board Office.)
- 10e. Approved – Technology Fee and Integrate Fee, NSHE – The Board approved and accepted the annual report of the regular and the iNtegrate per credit hour technology fees collected, the use of funds collected and unspent balances remaining at NSHE institutions. (Ref. BOR-10e on file in the Board Office.)

Regent Geddes moved approval of the Consent Items except Item 10b (Appointments, Nevada’s K-12 Regional Training Program Boards), which was considered separately. Regent Carter seconded. Motion carried.

(Consent item considered separately.)

- 10b. Approved – Appointments, Nevada’s K-12 Regional Training Program Boards – The Board approved the following two-year appointments to the three governing boards of Nevada’s K-12 Regional Training Programs, pursuant to *Nevada Revised Statutes 391A.150*: (Ref. BOR-10b on file in the Board Office.)
- Dr. Dennis Potthoff, Southern Nevada Regional Professional Development Program Board
 - Denise Padilla, Northeastern Nevada Regional Professional Development Program Board
 - Dr. Jessica Gallo, Northwestern Nevada Regional Professional Development Program Board

In response to a question from Regent Perkins related to the governing boards, Vice Chancellor for Academic and Student Affairs and Community Colleges Crystal Abba stated the boards are established in statute and regional to the area. They include K-12 and higher education individuals. In addition, the boards provide advocacy advice and oversee professional training programs.

10. Approved – Consent Items – (Continued)

(Consent item considered separately – (Continued))

10b. Approved – Appointments, Nevada’s K-12 Regional Training Program Boards – (Continued)

Regent Perkins moved approval of Consent Item 10b (Appointments, Nevada’s K-12 Regional Training Program Boards). Regent McMichael seconded. Motion carried.

11. Information Only – Center of Excellence, CSN and City of Henderson Collaboration – CSN President Zaragoza, Vice President and Provost of the Henderson Campus Patty Charlton, and City of Henderson Director of Economic Development Derek Armstrong presented a PowerPoint regarding the collaboration between CSN and the City of Henderson on the development of the Center of Excellence Phase 1 for the training of Advanced Manufacturing. (Ref. BOR-11 on file in the Board Office.)

Regent Geddes asked for the source of funding. Director Derek Armstrong responded the City of Henderson passed \$24 million in bond funds for two projects, \$10 million for this. Additional funds of \$1.5 million came from American Rescue Plan funds.

Vice Chair Pro Tem Carvalho thanked the City of Henderson for this partnership opportunity.

12. Information Only – Institutional Metrics, CSN – CSN President Zaragoza presented a PowerPoint that included data and metrics on CSN’s progress in achieving the strategic goals adopted by the Board, including those identified by the Board designed to compare the performance of NSHE and its institutions to other states or respective peers in five key areas: 1) Access; 2) Success; 3) Closing the Achievement Gap; 4) Workforce; and 5) Research. (Ref. BOR-12 on file in the Board Office.)

Regent Brooks left the meeting.

In response to a question from Regent Geddes related to advising, CSN President Zaragoza stated CSN was at 80 percent of its 350:1 advising ratio pre-pandemic. However, CSN has regressed in the ratio due to turnover in the department.

Regent Brooks entered the meeting.

Regent Carter asked why white students were transferring. CSN President Zaragoza thinks that if their goal is to transfer, they do that when it is most strategic.

Regent Carter asked if a student transfers with 45 credits and takes 15 at the following institution, do the credits transfer back to CSN to complete the degree. CSN President Zaragoza responded yes.

12. Information Only – Institutional Metrics, CSN – (Continued)

In response to a question from Regent Perkins related to the more significant graduation gap for African American males, CSN President Zaragoza stated the graduation levels are lower when referring to gender elements. That is why CSN is bolstering male initiatives and mentoring.

CSN President Zaragoza clarified that the associate degrees at CSN are considered terminal because a graduate's outcome allows them to enter the workforce.

13. Information Only – EastView Project Update, TMCC – TMCC Foundation Executive Director Gretchen Sawyer and Dr. Dana Ryan presented a PowerPoint update on the EastView project, an experiential learning and community collaboration space that will offer non-traditional ways to teach and learn. (Refs. BOR-13a and BOR-13b on file in the Board Office.)

14. Approved – EastView Financing Sale Resolution, TMCC – The Board approved a Resolution authorizing the preparation and circulation of a preliminary official statement pertaining to the issuance of obligations to finance the TMCC EastView building and authorizing the NSHE Chief Financial Officer to arrange for the sale of obligations. (Ref. BOR-14 on file in the Board Office.)

TMCC Budget and Planning Interim Executive Director Elise Bunkowski presented the TMCC Eastview Financing Sale Resolution. TMCC will return to the Board at a future meeting (anticipated to be no later than June 2023) to request approval of the financing resolution that will allow for the issuance of the financing.

Regent McAdoo moved approval of a Resolution authorizing the preparation and circulation of a preliminary official statement pertaining to the issuance of obligations to finance the TMCC EastView building and authorizing the NSHE Chief Financial Officer to arrange for the sale of obligations. Regent Arrascada seconded.

In response to a question from Regent Geddes, Chief Financial Officer Andrew Clinger stated he had reviewed the item and did recommend approval.

Motion carried.

15. Approved – Procedures and Guidelines Manual Revision, Differential Program Fees, TMCC – The Board approved the proposed differential fees for TMCC programs (Chapter 7, Section 9). (Ref. BOR-15 on file in the Board Office.)

TMCC Vice President for Academic Affairs Dr. Jeffrey Alexander presented TMCC's proposed differential fees.

15. Approved – Procedures and Guidelines Manual Revision, Differential Program Fees, TMCC – (Continued)

Regent McMichael moved approval of the proposed differential fees for TMCC programs (Chapter 7, Section 9). Regent Arrascada seconded.

In response to a question from Regent Boylan about whether there is a financial loss in the program, Vice President Alexander reported that the student tuition and fees generated by the 40-student cohort are not sufficient to cover the expenses.

Vice President Alexander stated the students' success is due to the faculty's hard work. Vice President Alexander pointed out that nursing programs across the country face extreme challenges in maintaining nursing faculty. As nurses leave the profession, faculty are being drawn away by very high salaries to fill the positions. This fee will help maintain the equipment, ensure additional learning times and that faculty can continue to help their students succeed.

Chancellor Rose clarified that the last time this fee was adjusted was in 2014. Vice President Alexander stated she was correct, and because of that, the fee has not kept pace with the program costs.

In response to a question from Regent Brooks related to the costs that WNC nursing students pay, Vice President Alexander responded TMCC remains competitive, and the fees should be comparable.

Regent Brooks noted the increase in fees was due to the cost of the equipment needed, and part of the fees goes into a grant program to help defray program costs. Regent Brooks asked if there were grants that TMCC could use toward equipment. Vice President Alexander responded that TMCC pursues additional funding sources to keep these programs funded. Perkins Funding has helped and is sometimes available for two years, but the funding must go a great distance to help with all programs, not just nursing.

In response to a question from Regent Geddes related to the Chancellor's recommendation, Chancellor Rose responded she recommended approval.

Vice Chair Pro Tem Carvalho asked if a portion of the differential fee goes toward scholarships. Vice Chancellor Abba stated a provision in the policy specifies a percentage of the fee must be dedicated to financial aid for low-income students. The percentage is 15 percent at the universities and state college and 10 percent at the community colleges.

Regent Perkins stated the program hasn't asked for a fee increase, and it is now necessary to continue to train nurses.

15. Approved – Procedures and Guidelines Manual Revision, Differential Program Fees, TMCC – (Continued)

Motion carried via a roll call vote. Chair Pro Tem Del Carlo, Vice Chair Pro Tem Carvalho, and Regents Arrascada, Brooks, Carter, Doubrava, Geddes, McAdoo, McMichael, and Perkins voted yes. Regent Boylan voted no. Regents Moran and Tarkanian were absent.

16. Approved – Procedures and Guidelines Manual Revision, Student Fees – The Board approved the proposed *Procedures and Guidelines Manual* revisions addressing special fee and student fee changes for NSHE institutions (Chapter 7, Sections 10-15). (Ref. BOR-16 on file in the Board Office.)

Chief Financial Officer Andrew Clinger presented revisions to address special fee and student fee changes for NSHE institutions. These fees include changes to student fees and special course fees at UNLV, UNR, CSN, GBC, and TMCC; residence hall rates at UNR; and food service rates at UNR.

Regent Geddes moved approval of the proposed *Procedures and Guidelines Manual* revisions addressing special fee and student fee changes for NSHE institutions (Chapter 7, Sections 10-15). Regent McAdoo seconded.

Regent Perkins asked why some institutions charge an application fee for international students while others don't. Vice President for Student Services Dr. Shannon Ellis stated the Universities do assess a fee for international students, but the fees are named differently.

UNR GSA President Hawn reported Ponderosa Village apartments are the only appropriate housing units for graduate students at UNR. He informed the Board of Regents that the GSA opposed this suggested rate increase at its last GSA Council meeting. The main reason graduate students were in opposition is because affordable housing is needed because many students are financially struggling.

Regent Geddes understood the GSA's concerns, but the rent is well below the market at this time.

In response to a question from Regent Carter related to utilities, Vice President Ellis responded utilities are included.

Regent Brooks stated this item contains a lot of information from the institutions and asked if there was a way to bring it back, so the Regents have better clarification.

Chief General Counsel Joe Reynolds noted for the record that there is a motion, first and second, on the floor.

16. Approved – Procedures and Guidelines Manual Revision, Student Fees – (Continued)

Chancellor Rose noted for the record that she does recommend approval of the item.

Regent Boylan stated he would also like more information.

Regent Geddes stated he would keep the motion on the floor because a delay would leave the institutions in a bind because students must know the cost of their attendance.

Regent McAdoo stated she would keep her second to the motion on the floor.

Motion carried via a roll call vote. Chair Pro Tem Del Carlo, Vice Chair Pro Tem Carvalho, and Regents Arrascada, Boylan, Carter, Doubrava, Geddes, McAdoo, McMichael, and Perkins voted yes. Regent Brooks voted no. Regents Moran and Tarkanian were absent.

The Board meeting recessed at 5:47 p.m. and reconvened on Friday, December 3, 2020, at 10:56 a.m. as Members of the Corporation for the respective institution foundations (Separate minutes for meetings of the Members of the Corporation of the individual institution foundations maintained by the Board Office). The Board sitting as Members of the Corporation for the individual institution foundations adjourned at 12:44 p.m. The main Board meeting reconvened at 12:54 p.m. with all members present except Regents Boylan, Moran, and Tarkanian.

17. Information Only – Public Comment

Dr. Kent Ervin stated the Nevada Faculty Alliance (NFA) supports mandatory vaccine requirements for students and employees. He noted a strong compensation and benefits package is essential for recruiting and retaining faculty and employees. The budget cuts to PEBP have undermined its mission to provide high-quality benefits at affordable prices. The Governor does not support American Rescue Plan funds to restore health care benefits for state workers. NFA is alarmed at the apparent lack of understanding of how severely the PEBP cuts have damaged the ability of NSHE to attract and retain employees. It is also concerning that the cuts shift costs to the most vulnerable employees. The elimination of long-term disability insurance targets employees with a sudden injury or diagnosis that do not have an income safety net.

Regent Moran entered the meeting.

Doug Unger stated he supports mandatory vaccine requirements for students and employees. Not approving vaccine requirements will vastly increase costs and eventually increase PEBP insurance costs over time. In addition, the COVID-19 budget crisis has been devastating to faculty and staff benefits. The budget cuts are causing widespread financial hardship; the heaviest burden shifted to those most in need. Therefore, he requested the Board of Regents ask the Governor and Legislature to restore PEBP benefits to pre-pandemic levels.

17. Information Only – Public Comment – *(Continued)*

Regent Boylan entered the meeting.

Taissa Lytchenko stated the rising cost of living in Reno should not be an excuse to burden graduate students with more debt. While rent at Ponderosa Village has not increased in two years, graduate students are already burdened with Reno's rising demand in costs. Graduate students' stipends are \$1,800, and rent is \$1,400. The Board's disregard for the plea for help proves how far removed the Board is from who it represents. Graduate students are the driving force behind the University's R1 status. She asked that everyone work toward a common goal and find creative ways to address the needs of graduate students and the housing crisis.

The following individuals provided written public comment in opposition to Agenda Item 19, Code Revision, Permanent Adoption of Emergency COVID-19 Employee Vaccination Policy:

- Barry Perryman (*Perryman.Barry12.21 on file in the Board Office.*)
- Tamzen Stringham (*Stringham.Tamzen12.21 on file in the Board Office.*)

The following individual provided written public comment asking for the restoration of PEBP benefits:

- Alissa Surges (*Surges.Alissa12.21 on file in the Board Office.*)

18. Failed – Code Revision, Development and Review of Salary Schedules – The proposed revisions to the NSHE Code (Title 2, Chapter 5, Section 5.5.1) to clarify the process and timelines for the Chancellor to develop salary schedules for executives, administrators and faculty of NSHE institutions through input from System-wide stakeholders and retention of an independent compensation expert were not approved. (*Ref. BOR-18 on file in the Board Office.*)

Chancellor Rose presented the proposed revisions to the NSHE Code (Title 2, Chapter 5, Section 5.5.1) to clarify the process and timelines for the Chancellor to develop salary schedules for executives, administrators and faculty of NSHE institutions through input from System-wide stakeholders and retention of an independent compensation expert. The proposed revisions were presented for information at the September 30, 2021, Board meeting and the 30-day notice period has been honored for the Board to act at this meeting. Chancellor Rose added that an RFP Review Committee had convened twice. As a result, the Salary Schedule Study RFP was sent out on December 1, 2021.

Regent McMichael moved approval of the proposed revisions to the NSHE Code (Title 2, Chapter 5, Section 5.5.1) to clarify the process and timelines for the Chancellor to develop salary schedules for executives, administrators and faculty of NSHE institutions through input from System-wide stakeholders and retention of an independent compensation expert. Regent Doubrava seconded.

18. Failed – Code Revision, Development and Review of Salary Schedules – (Continued)

Regent Arrascada stated the policy was revised in December 2019 and has yet to be executed. He believed the current policy should be executed before considering changes. A compensation consultant was not hired in time to initiate the salary schedule. He did not believe that missed deadlines were a reason to revise a policy or alter processes. Therefore, he would not support the policy as written.

Regent Moran was in support of the motion. Under current circumstances, this accomplishes a specific goal.

Regent Moran offered a friendly amendment to 5.5.1, Subsection a to keep the bolded ‘**of**’ in the following sentence: The independent compensation expert shall present the proposed updated salary schedules to the Chancellor, based upon the methodology used (including the selection of peer institution and appropriate market data) and any recommendations *of* the Presidents, the Faculty Senate Chairs and other stakeholders.

Regent Tarkanian entered the meeting.

Regents McMichael and Doubrava accepted the friendly amendment.

Regent Geddes stated he would not support the policy as written. He believed specific dates should not be included. He also disagreed with the additions to the policy related to stakeholders being a part of the process. The Chancellor is always free to consult with various groups but does not agree with including it in the policy.

Regent Brooks was also concerned with the dates, and he wasn’t sure why some of the requirements were not met. Chief General Counsel Reynolds stated Code amendments require a minimum 30-day period from when it is noticed before it comes back to the Board for a vote.

Chancellor Rose stated the primary objective in recommending the change was Human Resources was working on COVID-19 policies and asked for the delay in the process. However, it was clear that the Presidents and their employees needed this work to move forward. She tried to accommodate Human Resources workload constraints and deliver the outcome by July 1.

Regent Moran stated the Chancellor is requesting flexibility to accomplish the task.

Deputy General Counsel Yvonne Nevarez-Goodson stated the intention is to eliminate internal deadlines and have stakeholder input at the Chancellor’s discretion. She added this is not a Salary Schedule Study. Instead, it is a review of the salary schedules.

18. Failed – Code Revision, Development and Review of Salary Schedules – (Continued)

Vice Chair Pro Tem Carvalho was concerned that some did not want stakeholders included in the process. Regent Geddes clarified there is input from the Presidents and Faculty Senates. The Chancellor can reach out to other groups as she sees fit. The old process was bogged down by having an advisory group as part of the process.

Regent Moran stated the Chancellor is asking for a simple amendment to do her job and wondered why the Board wouldn't provide that flexibility.

Motion failed via a roll call vote. Chair Pro Tem Del Carlo, Vice Chair Pro Tem Carvalho, and Regents McMichael and Moran voted yes. Regents Arrascada, Boylan, Brooks, Carter, Doubrava, Geddes, McAdoo, and Perkins voted no. Regent Tarkanian was absent.

In response to a question from Regent Carter related to whether the dates could be changed, Chief General Counsel Reynolds recommended the item be revised by the Chancellor's Office and brought back at a later meeting.

19. Approved – Code Revision, Permanent Adoption of Emergency COVID-19 Employee Vaccination Policy – The Board approved an amendment to the NSHE Code (Title 2, new Chapter 12) that sets forth new emergency policies and procedures to enact a COVID-19 vaccine requirement for all NSHE employees effective December 1, 2021. (Ref. BOR-19 on file in the Board Office.)

Regent Geddes moved approval of an amendment to the NSHE Code (Title 2, new Chapter 12) that sets forth new emergency policies and procedures to enact a COVID-19 vaccine requirement for all NSHE employees effective December 1, 2021. Regent Moran seconded.

Chief General Counsel Reynolds presented an amendment to the NSHE Code (Title 2, new Chapter 12) that sets forth new emergency policies and procedures to enact a COVID-19 vaccine requirement for all NSHE employees effective December 1, 2021, that the Board enacted at its September 30, 2021, meeting.

Regent Brooks believed there were disparities among counties related to emergency mandates and asked if further discussions were needed. Chief General Counsel Reynolds stated there is confusion related to the article in the Elko Free Press. State boards in school districts still have the authority to enact vaccine mandates for their employees. Some of the confusion was due to injunctions granted in two separate Federal Courts regarding the vaccine mandate from Washington D.C. The injunctions specifically dealt with presidential authority, not whether the vaccine was lawful. This Board has control over its personnel to enact this policy.

19. Approved – Code Revision, Permanent Adoption of Emergency COVID-19 Employee Vaccination Policy – (Continued)

Regent Brooks offered that the school boards have not enacted a mandated vaccine policy for their faculty and support staff. The State Board of Health's decision can significantly impact any policy that the Board of Regents puts in place. If they decide that there will no longer be a student mandate, NSHE certainly cannot have a faculty mandate. Chief General Counsel Reynolds stated the Board has the authority to make those decisions.

Regent McAdoo asked if the State Board of Health's student vaccine mandate could be repealed later. Chief General Counsel Reynolds stated regulations can be amended or repealed.

Because of the ever-changing dynamics, Regent McAdoo asked the Board to consider tabling this item and bringing it back to a special meeting in January. Chief General Counsel Reynolds believed that tabling the item would signal chaos and uncertainty related to the Board's commitment to the policy and faculty. Since the Board enacted the policy, vaccination rates of System employees have improved dramatically.

UNR Faculty Senate Chair Pason reiterated the Faculty Senates fully support this vaccine mandate.

Regent Geddes believed the Board should make the policy permanent.

Regent Perkins stated she had reservations about making this a permanent solution to a temporary problem.

In response to a question from Regent Carter related to vendors bidding on projects, Chief General Counsel Reynolds stated he had provided a legal opinion that the contractors in question were pleased and comfortable with and respected the Board's intent.

Chair Pro Tem Del Carlo believed it was important that the Board pass the item. She did not want chaos or mixed signals from the Board.

Motion carried via a roll call vote. Chair Pro Tem Del Carlo, Vice Chair Pro Tem Carvalho, and Regents Arrascada, Carter, Doubrava, Geddes, McAdoo, McMichael, and Moran voted yes. Regents Boylan, Brooks, Perkins, and Tarkanian voted no.

20. Information Only – Impact of COVID-19 on the Public Employee Benefits Program –
Chancellor Rose introduced Executive Officer of the Public Employee Benefits Program (PEBP) Laura Rich, who provided an update on matters before the PEBP Board that may impact NSHE employees, including costs associated with surveillance testing for PEBP members who are not vaccinated against COVID-19 and an increase in the number of health care claims by PEBP members due to the COVID-19 pandemic.

20. Information Only – Impact of COVID-19 on the Public Employee Benefits Program – (Continued)

Regent Brooks stated he was trying to wrap his head around all the different scenarios. The Board just voted to continue a vaccine mandate for faculty. There are state employees who will not be vaccinated but instead tested, but they will still work alongside those that have been vaccinated.

Regent Geddes stated NSHE struggles with the disconnect that sometimes NSHE employees are considered state workers and sometimes not. Employees are seeing benefits cuts and costs increasing. The whole point of insurance is that the healthy balance out the expenses of the unhealthy. It seems PEBP just keeps limiting the pool while raising costs and limiting benefits.

Executive Officer Rich agreed that just because state employees are not always lumped into the same category as NSHE employees, they are all under PEBP in terms of health insurance. PEBP must plan for testing expenses. Up to now, the burden of COVID-19 has been shouldered by everyone. This will shift the responsibility to those that contribute to the costs. Unvaccinated members have a much higher chance of hospitalization. If the burden is shifted to all members, \$18 million would significantly impact premiums and benefits.

In response to a question from Regent Geddes related to American Rescue Plan funds, Executive Officer Rich noted the Governor's Office has said that PEBP will most likely not receive any funds. However, there have been conversations with the Governor's Office, and there is interest in improving employee benefits.

Regent McMichael asked if the testing mandate was coming from the Governor's Office. Executive Director Rich stated state employees are already mandated to submit to weekly testing if they are unvaccinated and do not work in a workplace that has met the 70 percent threshold.

Regent Moran left the meeting.

Regent Arrascada asked if the six employees that are currently hospitalized or have high costs plan to return to work. Executive Director Rich stated PEBP receives a weekly report of high-cost claimants. Claimants are people that are covered under the health insurance plan. It could be an employee, retiree, or dependent. Out of the 20 highest-cost claims pending, six are COVID-19 patients.

Regent Arrascada stated there is a chance that the claimants will need long-term disability insurance and asked if it is available. Executive Director Rich said that long-term disability was launched through voluntary products and a special open enrollment period. It is available voluntarily beginning January 1, 2022. The termination of the long-term disability product before this special enrollment period was a part of the budget cuts.

20. Information Only – Impact of COVID-19 on the Public Employee Benefits Program – (Continued)

Regent Arrascada stated NSHE needs to do what it can to attract the best to Nevada. A strong compensation and benefits package is essential to recruiting and retaining faculty. The PEBP program budget cuts have undercut NSHE's mission to provide employees, retirees, and their families access to high-quality benefits at affordable prices. It is unconscionable that long-term disability was removed and should be reinstated.

Regent Brooks left the meeting.

21. Approved – Campus Master Plan Update, UNLV – The Board approved and adopted the UNLV Campus Master Plan Update. (Ref. BOR-21 on file in the Board Office.)

UNLV President Whitfield presented the UNLV Campus Master Plan Update.

Regents Brooks and Moran entered the meeting.

Regent McMichael moved approval and adoption of the UNLV Campus Master Plan Update. Regent Moran seconded.

In response to a question from Regent Perkins related to the major differences between this and the last Master Plan, UNLV Associate Vice President for Planning, Construction and Real Estate David Frommer noted there are a few significant changes, including additional Maryland Parkway frontage development and engagement, the development West of the Lied Library, redevelopment of the Harmon corridor, incorporating plans for new development and redevelopment of student housing, expansion of student life facilities, and the creation of an athletics village.

Regent Carter disclosed he was previously a student in the Gaming Innovation course at UNLV, where he developed a casino game. If the game is marketed and sold, he will be required to pay remuneration to UNLV in the form of shared royalties pursuant to a standard contract that all students in the course were required to sign. He will receive no remuneration from UNLV. He disclosed the relationship under NRS Chapter 281A, as recommended by the Nevada Commission on Ethics. He will vote. He noted for the record that System Counsel had indicated that he could disclose on the record one time per meeting for all UNLV items.

Motion carried.

22. Information Only – Institutional Metrics, UNLV – UNLV President Whitfield presented a PowerPoint that included data and metrics on UNLV's progress in achieving the strategic goals adopted by the Board, including those identified by the Board designed to compare the performance of NSHE and its institutions to other states or respective peers in five key areas: 1) Access; 2) Success; 3) Closing the Achievement Gap; 4) Workforce; and 5) Research. (Ref. BOR-22 on file in the Board Office.)

22. Information Only – Institutional Metrics, UNLV – (Continued)

Regent Moran stated the data and progress on student success, closing the achievement gap, and diversity are incredible. UNLV President Whitfield said UNLV is doing a President's Innovation Challenge, another way to engage and build student success through research and interdisciplinary teams.

Regent Perkins was concerned that comparisons were being made to white students, saying white students set the standard. UNLV President Whitfield apologized that it came off that way because the goal is equity and equal success for all. He completely understands the point being made.

Chair Pro Tem Del Carlo congratulated UNLV on its student-athletes' grade point averages and graduation rates. UNLV President Whitfield stated that it is incredible to see student-athletes achieve this in a team effort that UNLV could use in other areas.

The meeting recessed at 3:30 p.m. and reconvened at 3:41 p.m. with all members present.

23. Information Only – NSHE Mental Health Task Force Update – Vice Chancellor of Public Affairs and Advancement Constance Brooks presented a PowerPoint update and summary of efforts regarding the work of the NSHE Mental Health Task Force. (Ref. BOR-23 on file in the Board Office.)

Chair Pro Tem Del Carlo thanked Chancellor Rose for putting the Task Force together. Mental Health is a problem in Nevada and affects all.

Regent Boylan stated this is hard work and thanked them for their work. He asked for updates, especially on what the students are doing.

Vice Chancellor Brooks thanked the Regents for their concern and attention to this issue. It is appreciated by those on the front lines actively serving the community.

24. Information Only – NSHE Strategic Initiative Coordination Effort – Chancellor Rose and Vice Chancellor for Workforce Development and Chief Innovation Officer Caleb Cage presented a PowerPoint update on the coordination process for upcoming strategic initiatives for the System. (Ref. BOR-24 on file in the Board Office.)

Regent Geddes requested all the meetings be scheduled as soon as possible due to the August deadline.

Regent Moran left the meeting.

In response to a question from Regent Arrascada related to the strategic initiatives presentation, Chancellor Rose responded they are not ready to develop a 10-year plan. Instead, the purpose of the listening sessions is to learn from internal people, gather their input and then create a plan over the next nine months. He congratulated the Chancellor on her efforts.

24. Information Only – NSHE Strategic Initiative Coordination Effort – Chancellor Rose and Regent Moran entered the meeting.

Regent Brooks stated NSHE has five strategic goals that the institutions use as metrics. He asked how the implementation of strategic initiatives intertwines with the institutional metrics. Chancellor Rose anticipated that after the listening sessions, the Regents would continue to see a nested philosophy of system-level goals with initiatives and strategies that support them. The input and participation of the Presidents is imperative. Chancellor Rose reported there are not enough strategic goal targets at the system level. Individual institutions could be excelling with self-established targets, but if they do not all add up in statewide performance, then NSHE has missed an opportunity.

Regent Brooks stated it is impressive to be at the meetings and listen to the Presidents in terms of what is happening at their respective institutions and the showcased students.

Regent Brooks asked if money would be better spent using Nevada's own to develop processes instead of seeking others out of state to develop the processes. Chancellor Rose stated Nevada does have tremendously talented faculty, staff, students, and leadership, but one of the ways to learn is by going to conferences to learn new innovations from colleagues at other institutions. It is a way to gather new perspectives and experiences.

Regent Arrascada stated if he calculated correctly, there is a total amount of \$22.3 million if NSHE followed the MOU with Arizona State University. Chancellor Rose said NSHE is not bound to the MOU. However, it is an opportunity that exists.

Regent Moran pointed out that higher education is crucial in today's world and taking higher education and converting newly developed technologies is critical.

25. Approved – Establishment of ad hoc Committee to Support NSHE's Strategic Planning Efforts (Agenda Item 38) – The Board approved an ad hoc committee of the Board to provide input and support for NSHE's ongoing strategic planning process. (Ref. BOR-38 on file in the Board Office.)

Regent Moran moved approval of an ad hoc committee of the Board to provide input and support for NSHE's ongoing strategic planning process. Regent McMichael seconded. Motion carried via a roll call vote. Chair Pro Tem Del Carlo, Vice Chair Pro Tem Carvalho, and Regents Arrascada, Boylan, Brooks, Carter, Doubrava, Geddes, McAdoo, McMichael, Moran, and Perkins voted yes. Regent Tarkanian was absent.

26. Approved – Chief of Staff and Special Counsel to the Board Search (Agenda Item 39) – The Board approved to restart the ad hoc Chief of Staff and Special Counsel to the Board search with a Committee appointed by the Chair, giving consideration to the members who served previously, utilizing the same job description/parameters and conducted by NSHE staff, not an outside search firm, and adding a third person appointed by the Board Chair to the primary screening committee presently composed of the Interim Chief of Staff to the Board and the Human Resources Director.

Regent McMichael moved approval to restart the search for filling the open Chief of Staff and Special Counsel to the Board position, establish criteria and qualifications for the position and authorize the Chair Pro Tem to establish a Search Committee to review and select one or more finalists to bring back to the full Board for consideration and possible appointment to the position. Regent Perkins seconded.

Regent Perkins offered a friendly amendment to authorize the Chair Pro Tem to appoint a new Committee Chair but keep the rest of the Committee members as is.

Chair Pro Tem Del Carlo said it was her understanding that the previous search failed. Regent Perkins responded yes, a failed search but not a failed Committee. Chief General Counsel Reynolds stated the Board's Bylaws layout two types of Committees: standing and special. The Chair of the Board is permitted to appoint members to a special committee. In response to a question from Chair Pro Tem Del Carlo, Regent Perkins confirmed she is requesting a new chair be appointed to the committee but the other members be retained.

Regents McMichael and Perkins accepted the friendly amendment.

Regent Geddes did not believe that the ad hoc Committee had the authority to fail the search. The Board created the ad hoc Committee and the Board should say if the search failed.

Regent McAdoo pointed out that the position announcement is still on the NSHE website.

Regent Moran stated this is a critical hire for the Board of Regents and believed it was a disservice not to move forward expeditiously. The search needs to open back up and let the Chair Pro Tem determine the committee membership.

Regent Brooks noted he was one of the Regents that requested this agenda item. He stated the Board has established the position's criteria and did not believe it had to be done a second time. The search committee needs a new Chair, but it does not require new membership.

26. Approved – Chief of Staff and Special Counsel to the Board Search (Agenda Item 39) – (Continued)

Regent Brooks offered a friendly amendment to remove the language in the motion that calls for the establishment of criteria and qualifications for the position.

Regent Geddes acknowledged the comments made. However, he asked for a vote to fail the search first. If the search fails, restart the search immediately, and add one more staff person to the application evaluation committee. Regent Brooks asked if the search fails, will the previously voted on criteria stand for the next search. Regent Geddes believed procedurally that the search had to be failed before moving forward. Then, the criteria could be included in the follow-up motion.

Regent Brooks stated he trusts Regent Geddes' guidance and, for expediency, the Board should move forward.

Chief General Counsel Reynolds agreed with Regent Geddes and believed the operative word is to restart the search.

Regent Perkins stated the search technically failed since it did not report back to the Board with a recommendation.

According to Board's Bylaws, Regent Moran suggested leadership appoint a brand-new ad hoc Chief of Staff and Special Counsel to the Board Search Committee.

Regents McMichael and Perkins withdrew the motion.

Regent Geddes moved to fail the previous ad hoc Chief of Staff and Special Counsel to the Board Search. Regent Brooks seconded. Motion carried.

Regent Geddes moved to restart the ad hoc Chief of Staff and Special Counsel to the Board Search with a Committee appointed by the Chair, giving consideration to the members who served previously, utilizing the same job description/parameters and conducted by NSHE staff, not an outside search firm, and adding a third person appointed by the Board Chair to the primary screening committee presently composed of the Interim Chief of Staff to the Board and the Human Resources Director. Regent Moran seconded.

Chief General Counsel Reynolds restated the motion.

26. Approved – Chief of Staff and Special Counsel to the Board Search (Agenda Item 39) – (Continued)

Regent Carter expressed that if the search criteria and qualifications are revised, it should be done at the Board level, not the Committee level.

Chief General Counsel Reynolds recommended that the Board vote on the current motion. Then the Board can vote on search criteria such as whether the Board wants the position limited to Las Vegas.

Regent Geddes strongly believed the position should be in Las Vegas.

Regent Moran stated the motion is to restart the search. But there could be a motion to approve the potential action as written in the agenda language. That puts the Board in the position that the search never started in the first place.

Regent Brooks stated criteria and qualifications were already established by the Board.

Regent Perkins called the question.

Regent Moran referenced the pro tem positions created by the Board, stating those positions do not exist in the Board's Bylaws and questioned whether certain Regents should be able to participate in the meeting.

Regent Carter called for a point of order. He believed the Board was off-topic.

Regent Moran said the Board should allow leadership to decide how to proceed with the search, including the position criteria.

Regent Geddes stated the criteria and qualifications had already been voted on. His motion includes keeping the same criteria.

Regent Doubrava observed Regent Moran's understanding of the motion is contrary to the actual motion made by Regent Geddes. In an effort to clarify and help move things forward, Regent Doubrava suggested that either Regent Moran acquiesce and say he does, in fact, second Regent Geddes' motion or the second really doesn't apply.

Chief General Counsel Reynolds restated the motion. Regent Moran indicated his second to that motion can stand.

Motion carried via a roll call vote. Chair Pro Tem Del Carlo, Vice Chair Pro Tem Carvalho, and Regents Arrascada, Boylan, Brooks, Carter, Doubrava, Geddes, McAdoo, McMichael, Moran, Perkins, and Tarkanian voted yes.

Regent Geddes left the meeting.

Chair Pro Tem Del Carlo stated that Agenda Items 28-33 (*Agenda Item 28, Investment Committee; Agenda Item 29, Academic, Research and Student Affairs Committee; Agenda Item 30, Business, Finance and Facilities Committee; Agenda Item 31, Audit, Compliance and Title IX Committee; Agenda Item 32, Community College Committee; Agenda Item 33, Cultural Diversity Committee*) listed in the minutes as 27-32 would be taken together as one item.

27. Approved – Investment Committee Report (Agenda Item 28) – The Board accepted the Investment Committee report and approved the Committee recommendations. (*Committee report on file in the Board Office.*)

The Investment Committee met on September 30, 2021, and heard the following:

Information items

- Endowment Pool Performance – Russell Investments. Matt Beardsley with Russell Investments presented a report on asset allocations and investment returns for the Pooled Endowment Fund as of June 30, 2021, and provided additional updates as of August 31, 2021. (*Refs. INV-4a and INV-4b on file in the Board Office.*)
- Endowment Pool Performances – Cambridge Associates. Wendy Walker with Cambridge Associates presented a report on asset allocations and investment returns for the Pooled Endowment Fund as of June 30, 2021, and provided additional updates as of August 31, 2021. (*Refs. INV-5a and INV-5b on file in the Board Office.*)

Action items

The Board approved the following recommendations of the Investment Committee:

- The minutes from the June 30, 2021, meeting of the Investment Committee. (*Ref. INV-2 on file in the Board Office.*)
- Operating Pool Performance Discussion and Recommendations. Wendy Walker with Cambridge Associates presented a report on the operating fund portfolio. The Committee recommended approval of the following actions: (*Ref. INV-6 on file in the Board Office.*)
 - Reallocate \$50 million into the Metis International Equity Index from the Vanguard Developed Market position
 - Trim \$10 million from Vanguard Institutional Index
 - Add \$5 million to Vanguard Short-Term Inflation-Protected Securities
 - Add \$5 million to Wells Capital Montgomery

Agenda Items 27 – 32 (*Agenda Item 27, Investment Committee; Agenda Item 28, Academic, Research and Student Affairs Committee; Agenda Item 29, Business, Finance and Facilities Committee; Agenda Item 30, Audit, Compliance and Title IX Committee; Agenda Item 31, Community College Committee; Agenda Item 32, Cultural Diversity Committee*) – (Continued)

27. Approved – Investment Committee Report (Agenda Item 28) – (Continued)

Action items – (Continued)

- *Handbook Revision, Statement of Investment Objectives and Policies for the Operating Funds. The Committee recommended approval of the revision to the Handbook (Title 4, Chapter 10, Section 6 (B)). The following was added to the Financial and Investment Objectives of Discrete Pools, Investment Policy: (Ref. INV-7 on file in the Board Office.)*
 - *Consistent with the exercise of fiscal prudence and to more fully reflect the highly diverse population of Nevada and the System’s institutional values of inclusion, diversity, equity and access, the System seeks to achieve robust diversity within its investment program and through enhanced inclusive investment practices by its investment managers. Accordingly, the investment advisor will make best efforts to recommend diverse investment managers that are women, disadvantaged and minority owned.*
- *Handbook Revision, Statement of Investment Objectives and Policies for the Endowment Fund. The Committee recommended approval of the revision to the Handbook (Title 4, Chapter 10, Section 5 (2)). The following was added to the Objectives section: (Ref. INV-8 on file in the Board Office.)*
 - *Consistent with the exercise of fiscal prudence and to more fully reflect the highly diverse population of Nevada and the System’s institutional values of inclusion, diversity, equity and access, the System seeks to achieve robust diversity within its investment program and through enhanced inclusive investment practices by its Fund Manager. Accordingly, the Fund Manager will make best efforts to hire diverse investment managers that are women, disadvantaged and minority owned.*
- *Management of Investment Portfolios. The Committee heard a presentation from William Jarvis, Bank of America, on investment governance for fiduciaries of long-term funds. The Committee discussed the current management of the NSHE investment portfolios and recommended not renewing the contract with Russell Investments as of December 31, 2021. The Committee also recommended renegotiating the current contract with Cambridge Associates to extend the term of the contract and to move the investments from Russell Investments to Cambridge Associates to manage. (Refs. INV-9a, INV-9b, INV-9c, INV-9d, and INV-9e on file in the Board Office.)*

28. Approved – Academic, Research and Student Affairs Committee Report (Agenda Item 29) – The Board accepted the Academic, Research and Student Affairs Committee report and approved the Committee recommendations. *(Committee report on file in the Board Office.)*

The Academic, Research and Student Affairs Committee met on December 2, 2021, and heard the following:

Information items

- Vice Chancellor Abba presented information on the recently developed data dashboard on dual enrollment that is the result of the work of the NDE/NSHE Dual Enrollment Task Force established by State Superintendent Jhone Ebert and Chancellor Rose. The data dashboard includes information for each academic year on the number of high school students (freshman through senior standing) that are enrolled in an NSHE dual and/or concurrent enrollment course; the number and percentage of high school students who graduate having had a dual and/or concurrent enrollment experience in high school, and the number and percent of Nevada high school graduates with a dual and/or concurrent enrollment experience that continues to NSHE and enrolls immediately following high school graduation. State Superintendent Ebert also gave comments. *(Ref. ARSA-7 on file in the Board Office.)*
- NSHE Senior Analyst Terina Caserto presented the annual 1st, 3rd, and 5th year new academic program reviews and the annual report on institutional reviews of existing programs mandated by Board policy. Following the introduction, NSC Executive Vice Provost Tony Scinta and WNC Provost and Senior Vice President Kyle Dalpe presented their respective institution's existing program review process highlighting NSC's Bachelor of Science in Business Administration and WNC's Associate of Science. *(Refs. ARSA-9a, ARSA-9b, ARSA-9c, and ARSA-9d on file in the Board Office.)*

Action items

The Board approved the following recommendations of the Academic, Research and Student Affairs Committee:

- The minutes from the September 9, 2021, meeting of the Academic, Research and Student Affairs Committee. *(Ref. ARSA-2a on file in the Board Office.)*
- The elimination of the Bachelor of Science (B.S.) in Athletic Training at UNLV due to new accreditation requirements that stipulate the Athletic Training program can no longer exist at the undergraduate level. *(Ref. ARSA-2b on file in the Board Office.)*
- A Bachelor of Science (B.S.) in General Science at UNLV created for non-traditional science majors who have accumulated a significant number of STEM credits but need additional coursework options to complete a degree. *(Ref. ARSA-3 on file in the Board Office.)*
- A Bachelor of Arts (B.A.) in General Studies in Liberal Arts at UNLV designed to offer a flexible pathway to graduation for students who do not choose or are unable to complete a more traditional undergraduate degree. *(Ref. ARSA-4 on file in the Board Office.)*

Agenda Items 27 – 32 (*Agenda Item 27, Investment Committee; Agenda Item 28, Academic, Research and Student Affairs Committee; Agenda Item 29, Business, Finance and Facilities Committee; Agenda Item 30, Audit, Compliance and Title IX Committee; Agenda Item 31, Community College Committee; Agenda Item 32, Cultural Diversity Committee*) – (Continued)

28. Approved – Academic, Research and Student Affairs Committee Report (*Agenda Item 29*) – (Continued)

Action items – (Continued)

- A Bachelor of Science (B.S.) in Computational Linguistics at UNR created as a multidisciplinary major between UNR departments of Computer Science and Engineering, English, and World Languages and Literature. (*Ref. ARSA-5 on file in the Board Office.*)
- Revisions of Board Policy amending Title 4, Chapter 8, Section 13, and Title 4, Chapter 18, Section 3, and 9 eliminating outdated provisions governing scholarships generally and include provisions allowing students to request a waiver from any requirement for a state or institutional scholarship or grant as remedy or supportive measure for sexual harassment. Additional revisions to provisions governing the Governor Guinn Millennium Scholarship provides that a student may seek a remedy or supportive measure for sexual harassment in the form of a waiver from certain eligibility requirements. These revisions are in response to Senate Bill 347 passed in the 2021 Session of the Nevada Legislature. (*Ref. ARSA-6 on file in the Board Office.*)
- Revisions to Board Policy amending the *Handbook* (Title 4, Chapter 16, Section 2) and *Procedures and Guidelines Manual* (Chapter 7, new Section 2) establishing a uniform price across NSHE institutions for dual and concurrent enrollment courses (alternative proposal). This proposal is recommended by the NDE/NSHE Dual Enrollment Task Force established by State Superintendent Ebert and Chancellor Rose and includes additional pricing reductions for students on free and reduced lunch. (*Refs. ARSA-8a1 and ARSA-8a2 on file in the Board Office.*)
- A revision to Board policy further amending Title 4, Chapter 16, Section 2 requiring NSHE institutions to follow a communication protocol when more than one institution engages with a specific high school to offer dual or concurrent enrollment. (*Ref. ARSA-8b on file in the Board Office.*)
- Approval of the *2021-2025 Planning Report*, as revised to include various additions to the previously approved December 3-4, 2020, report. The report highlights additional academic programs that may come forward for Board approval within the 2022 calendar year. (*Ref. ARSA-10 on file in the Board Office.*)

29. Approved – Business, Finance and Facilities Committee Report (Agenda Item 30) – The Board accepted the Business, Finance and Facilities Committee report and approved the Committee recommendations. *(Committee report on file in the Board Office.)*

The Business, Finance and Facilities Committee met on December 2, 2021, and heard the following:

Information items

- First Quarter Fiscal Year 2021-2022 Fiscal Exceptions. The First Quarter Fiscal Year 2021-2022 Report of Fiscal Exceptions of Self-Supporting Accounts was presented. *(Refs. BFF-5a and BFF-5b on file in the Board Office.)*
- First Quarter Fiscal Year 2021-2022 Budget Transfers, State Supported or Self-Supporting Operating Budgets. The First Quarter Fiscal Year 2021-2022 Report of Budget Transfers of State Supported or Self-Supporting Operating Budget Funds between Functions was presented. *(Ref. BFF-6 on file in the Board Office.)*
- Mathewson University Gateway Public Private Partnership Development Concept – Phase One Update – UNR. UNR President Sandoval presented an update on phase one of the development plans for the Mathewson University Gateway, including an anticipated public solicitation for public private partnership development. *(Ref. BFF-11 on file in the Board Office.)*

Action items

The Board approved the following recommendations of the Business, Finance and Facilities Committee:

- The minutes from the September 9, 2021, meeting of the Business, Finance and Facilities Committee. *(Ref. BFF-2a on file in the Board Office.)*
- Fiscal Year 2020-2021 NSHE State Operating Budget to Actual Comparison. The Committee recommended acceptance of the report of Fiscal Year 2020-2021 State Operating Budget to Actual Comparison for the NSHE. *(Refs. BFF-2b1 and BFF-2b2 on file in the Board Office.)*
- Student Association Financial Reports. The Committee recommended acceptance of the report of the NSHE Student Association financial reports for Fiscal Year 2020-2021. *(Refs. BFF-2c1 and BFF-2c2 on file in the Board Office.)*
- Biannual Report on Registration Fees and Non-Resident Tuition Fees. The Committee recommended acceptance of the report required by Senate Bill (S.B.) 553, Section 11.2 (2019 Session). *(Ref. BFF-2d on file in the Board Office.)*
- Effie Mona Mack Social Sciences Building Renaming – UNR. The Committee recommended approval of the request to rename the existing Effie Mona Mack Social Sciences Building to the Effie Mona Mack Building. *(Ref. BFF-2e on file in the Board Office.)*
- Fiscal Year 2021-2022 NSHE State Supported Operating Budget. The Committee recommended approval of the Fiscal Year 2021-2022 NSHE State Supported Operating Budget. *(Refs. BFF-3a and BFF-3b on file in the Board Office.)*

Agenda Items 27 – 32 (*Agenda Item 27, Investment Committee; Agenda Item 28, Academic, Research and Student Affairs Committee; Agenda Item 29, Business, Finance and Facilities Committee; Agenda Item 30, Audit, Compliance and Title IX Committee; Agenda Item 31, Community College Committee; Agenda Item 32, Cultural Diversity Committee*) – (Continued)

29. Approved – Business, Finance and Facilities Committee Report (*Agenda Item 30*) – (Continued)

Action items – (Continued)

- Fiscal Year 2020-2021 Self-Supporting Budget to Actual and Fiscal Year 2021-2022 Self-Supporting Budget. The Committee recommended approval of the Fiscal Year 2020-2021 NSHE Self-Supporting Budget to Actual Report and the Fiscal Year 2021-2022 Budget. (*Refs. BFF-4a and BFF-4b on file in the Board Office.*)
- Building Name Request – “William N. Pennington Health Science and Technology Building” – GBC. The Committee recommended approval of the name “William N. Pennington Health Science and Technology Building” at the Winnemucca Center of Great Basin College to recognize the \$8,300,000 given from the William N. Pennington Foundation. (*Ref. BFF-7 on file in the Board Office.*)
- Purchase of Real Property Located at 4350 South Maryland Parkway (Public Education Foundation Building) – UNLV. The Committee recommended approval to purchase the Property located at 4350 South Maryland Parkway and bearing Clark County Assessor Parcel Number 162-23-201-003. The Committee also recommended for approval authorizing the Chancellor to finalize, approve, and execute a purchase and sale agreement, along with any other ancillary agreements required to implement the purchase of the Property, including but not limited to conveyances, assignments, easements, and right of ways. All aforementioned agreements will be reviewed and approved by NSHE Chief General Counsel and/or NSHE’s designated real estate counsel, in consultation with the Business, Finance and Facilities Committee Chair, to implement the terms and conditions required to finalize purchase of the Property. (*Ref. BFF-8 on file in the Board Office.*)
- Purchase of Real Property Located at 4530 South Maryland Parkway (Runnin’ Rebel Plaza) – UNLV (*Item #9*). The Committee recommended approval to purchase the Property located at 4530 South Maryland Parkway and bearing Clark County Assessor Parcel Number 162-23-301-003. The Committee also recommended approval authorizing the Chancellor to finalize, approve, and execute a purchase and sale agreement, along with any ancillary agreements required to implement the purchase of the Property, including but not limited to conveyances, assignments, easements, and right of ways. All aforementioned agreements shall be reviewed and approved by NSHE Chief General Counsel and/or NSHE’s designated real estate counsel, in consultation with the Business, Finance and Facilities Committee Chair, to implement the terms and conditions required to finalize purchase of the Property. (*Ref. BFF-9 on file in the Board Office.*)

Agenda Items 27 – 32 (*Agenda Item 27, Investment Committee; Agenda Item 28, Academic, Research and Student Affairs Committee; Agenda Item 29, Business, Finance and Facilities Committee; Agenda Item 30, Audit, Compliance and Title IX Committee; Agenda Item 31, Community College Committee; Agenda Item 32, Cultural Diversity Committee*) – (Continued)

29. Approved – Business, Finance and Facilities Committee Report (Agenda Item 30) – (Continued)

Action items – (Continued)

- Request to Expend Capital Improvement Fees – UNR. The Committee recommended approval of the request to expend Capital Improvement Fees for the following funded projects totaling \$5 million: 1) Design and Installation of a Modular Chiller at the Central Plan (\$4,500,000); and 2) University Security Camera System Modernization (\$500,000). (*Ref. BFF-10 on file in the Board Office.*)

30. Approved – Audit, Compliance and Title IX Committee Report (Agenda Item 31) – The Board accepted the Audit, Compliance and Title IX Committee report and approved the Committee recommendations. (Committee report on file in the Board Office.)

The Audit, Compliance and Title IX Committee met on December 2, 2021, and heard the following:

Information items

- Committee Chair Carter provided general remarks during the Chair's Report update to the Committee regarding audit, compliance and Title IX efforts, including upcoming highlights of today's meeting in line with the committee charter.
- Kim McCormick, Partner, Grant Thornton, LLP, presented a report on Communications with Those Charged with Governance for the Nevada System of Higher Education for the year ended June 30, 2021. This is a report on communications related to the consolidated audit of the System and is required for compliance with the professional standards for CPA firms and compliments the Uniform Guidance Audit Report presented. (*Ref. A-7 on file in the Board Office.*)
- Kim McCormick, Partner, Grant Thornton, LLP, presented a report on Communications with Those Charged with Governance for the University of Nevada, Reno School of Medicine Integrated Clinical Services, Inc. for the year ended June 30, 2021. This is a report on communications related to the consolidated audit of the System and is required for compliance with the professional standards for CPA firms. (*Ref. A-9 on file in the Board Office.*)
- Kim McCormick, Partner, Grant Thornton, LLP, presented a report on Communications with Those Charged with Governance for UNLV Medicine, Inc. for the year ended June 30, 2021. This is a report on communications related to the consolidated audit of the System and is required for compliance with the professional standards for CPA firms. (*Ref. A-11 on file in the Board Office.*)

Agenda Items 27 – 32 (*Agenda Item 27, Investment Committee; Agenda Item 28, Academic, Research and Student Affairs Committee; Agenda Item 29, Business, Finance and Facilities Committee; Agenda Item 30, Audit, Compliance and Title IX Committee; Agenda Item 31, Community College Committee; Agenda Item 32, Cultural Diversity Committee*) – (Continued)

30. Approved – Audit, Compliance and Title IX Committee Report (Agenda Item 31) – (Continued)

Information items – (Continued)

- Matt Unterman, Principal – Advisory Services, Grant Thornton, LLP, and Matt Lerner, Managing Director, Grant Thornton, LLP, led a committee development workshop and provided general remarks related to Enterprise Risk Management in Higher Education. (*Ref. A-13 on file in the Board Office.*)

Action items

The Board approved the following recommendations of the Audit, Compliance and Title IX Committee:

- The minutes from the September 9, 2021, meeting of the Audit, Compliance and Title IX Committee. (*Ref. A-2a on file in the Board Office.*)
- The following Internal Audit follow-up reports:
 - Foundation, GBC (*Ref. A-2b on file in the Board Office.*)
 - Facilities Management, WNC (*Ref. A-2c on file in the Board Office.*)
 - Hosting, UNR (*Ref. A-2d on file in the Board Office.*)
- The following Internal Audit Reports: (*Audit Summary on file in the Board Office.*)
 - Internal Audit Department Quality Assurance Review, NSHE (*Ref. A-4 on file in the Board Office.*)
 - Change in Leadership, UNR (*Ref. A-5 on file in the Board Office.*)
 - Hosting, WNC (*Ref. A-6 on file in the Board Office.*)
- The following External Audit Reports for the year ended June 30, 2021:
 - NSHE Uniform Guidance Audit Report and Financial Statements – Draft (*Ref. A-8 on file in the Board Office.*)
(*Note: As NSHE awaits information from the external audit of a different entity, these statements were presented in draft form. The statements and related findings were discussed and accepted. A final version of the report, including the signed opinion from NSHE’s external auditors, will be presented at the soonest possible meeting*)
 - University of Nevada, Reno School of Medicine Integrated Clinical Services, Inc. Financial Statements (*Ref. A-10 on file in the Board Office.*)
 - UNLV Medicine, Inc. Financial Statements (*Ref. A-12 on file in the Board Office.*)

31. Approved – Community College Committee Report (Agenda Item 32) – The Board accepted the Community College Committee report and approved the Committee recommendations. (Committee report on file in the Board Office.)

Agenda Items 27 – 32 (*Agenda Item 27, Investment Committee; Agenda Item 28, Academic, Research and Student Affairs Committee; Agenda Item 29, Business, Finance and Facilities Committee; Agenda Item 30, Audit, Compliance and Title IX Committee; Agenda Item 31, Community College Committee; Agenda Item 32, Cultural Diversity Committee*) – (Continued)

31. Approved – Community College Committee Report (Agenda Item 32) – (Continued)

The Community College Committee met on December 3, 2021, and heard the following:

Information items

- CSN Vice President of Academic Affairs James McCoy, GBC Vice President for Student and Academic Affairs Jake Hinton-Rivera, TMCC Vice President of Academic Affairs Jeffrey Alexander, and WNC Provost and Senior Vice President Kyle Dalpe presented information on what strategies and efforts are being taken to increase the productivity of skills certificates and certificates of achievement at the community colleges to support student success. The presentation included credential definitions, awards by type by institution, academic master planning framework, how employer and student demands are being met, workforce development industry input, challenges encountered, current national data and trends, non-credit to credit pathways, and consideration and next steps. (*Ref. CC-4 on file in the Board Office.*)
- Chancellor Rose presented an overview of the composition and work to date of the Interim Study Committee concerning opportunities to align the need for workforce training and programs offered by the community colleges to meet the needs of the evolving economy in Nevada. The Interim Study Committee was established pursuant to Assembly Bill 450, passed at the 2021 Session of the Nevada Legislature. Chancellor Rose confirmed that the Governor has officially appointed the committee members.

Action items

The Board approved the following recommendations of the Community College Committee:

- The minutes from the July 30, 2021, meeting of the Community College Committee. (*Ref. CC-2 on file in the Board Office.*)
- Revision of Board policy amending Title 1, Article VI, Section 3 provisions for the Community College Committee Charge to establish a focus on workforce and strategic efforts of the community colleges. (*Ref. CC-6 on file in the Board Office.*)

32. Approved – Cultural Diversity Committee Report (Agenda Item 33) – The Board accepted the Cultural Diversity Committee report and approved the Committee recommendations. (Committee report on file in the Board Office.)

The Cultural Diversity Committee met on December 3, 2021, and heard the following:

Information items

- Chair's Report. Committee Chair Perkins thanked staff for the development of the meeting agenda, and she introduced the Allyship Presentation and specifically highlighted the accomplishments of presenter Dr. Sondra Cosgrove.

Agenda Items 27 – 32 (*Agenda Item 27, Investment Committee; Agenda Item 28, Academic, Research and Student Affairs Committee; Agenda Item 29, Business, Finance and Facilities Committee; Agenda Item 30, Audit, Compliance and Title IX Committee; Agenda Item 31, Community College Committee; Agenda Item 32, Cultural Diversity Committee*) – (Continued)

32. Approved – Cultural Diversity Committee Report (Agenda Item 33) – (Continued)

Information items – (Continued)

- Allyship Presentation. Dr. Sondra Cosgrove, History Professor, CSN, and Executive Director, Vote Nevada, presented “What is Allyship.” Specifically highlighting the “March on Washington, August 28, 1963” and the “Letter from the Birmingham Jail, April 16, 1963”. Professor Cosgrove also discussed “built-in” discrimination, the opportunity for change, and the need for fairness, opportunity, equity, and change. (*Ref. CD-4 on file in the Board Office.*)
- NSHE Hispanic Serving Institutions. NSHE (HSI) Taskforce Chair Clarissa M. Cota, J.D., Vice President, North Las Vegas Campus, CSN, presented “NSHE HSI Taskforce Institutional Data Overview” outlining the role of the NSHE HSI Taskforce and the requirements and benefits of NSHE’s institutions obtaining and maintaining status and federal funding as an HSI. Additional information was provided regarding NSHE institution highlights, goals, and priorities of the HSI Taskforce. (*Ref. CD-5 on file in the Board Office.*)
- NSHE Summit Highlights. Constance J. Brooks, Ph.D., Vice Chancellor of Public Affairs and Advancement, provided a summary and highlights from the following NSHE Summits: 1) Southern Nevada Diversity Summit held on October 1, 2021, hosted by Nevada State College; 2) MSI Student Success Summit held on September 24, 2021, hosted by the University of Nevada, Las Vegas; and 3) Student Leadership Summit (Featuring Topics Geared Toward Empowering Women-Identifying and Non-binary Students) held on November 20, 2021, hosted by WNC. (*Refs. CD-8a, CD-8b, and CD-8c on file in the Board Office.*)
- NASH Equity Collaborative. Vice Chancellor Constance Brooks and NSHE Deputy General Counsel for System Administration Yvonne M. Nevarez-Goodson, provided an update on NSHE’s participation in the NASH Equity Collaborative, focusing on equity in recruitment, retention, promotion, and awards of faculty and staff. (*Ref. CD-9 on file in the Board Office.*)

Action items

The Board approved the following recommendations of the Cultural Diversity Committee:

- The minutes from the June 11, 2021, meeting of the Cultural Diversity Committee. (*Ref. CD-2 on file in the Board Office.*)
- Amend Title 1, Article VI, Section 3, Subsection (d) of the Bylaws to rename the Cultural Diversity Committee as the Inclusion, Diversity, Equity and Access (IDEA) Committee, and update the Charge of the Committee with the IDEA definitions and principles. The approved Committee name change to IDEA will require corresponding amendments

Agenda Items 28-33 (*Agenda Item 28, Investment Committee; Agenda Item 29, Academic, Research and Student Affairs Committee; Agenda Item 30, Business, Finance and Facilities Committee; Agenda Item 31, Audit, Compliance and Title IX Committee; Agenda Item 32, Community College Committee; Agenda Item 33, Cultural Diversity Committee*) listed in the minutes as 27-32 – (Continued)

32. Approved – Cultural Diversity Committee Report (Agenda Item 33) – (Continued)

Action items – (Continued)

to provisions in the *Handbook* that reference the former Committee name in Title 4, Chapter 8, Section 5 entitled “NSHE Equity, Diversity, and Inclusion Council” and Title 4, Chapter 10, Section 2 entitled “Supplier Diversity Spending and Inclusion Policy. (Ref. CD-6 on file in the Board Office.)

- Amend Title 4, Chapter 8, Section 5 of the Bylaws to rename the Equity, Diversity and Inclusion Council (EDIC) to the Inclusion, Diversity, Equity and Access (IDEA) Council and update the Charge of the Council with IDEA definitions and principles.
- Include the following Land Acknowledgment in formal communications of the Board of Regents or NSHE-wide activities: (Ref. CD-7 on file in the Board Office.)
 - “Before beginning we take a moment to recognize that here in Nevada we stand on the land of the: Wa She Shu – Washoe, Numu – N. Paiute, Nuwe – Western Shoshone and Nuwu S. – Paiute. We take a moment to recognize and honor their stewardship that continues into today. With this recognition we state an intention to rightfully include their voice and respect them as the 27 sovereign tribal nations of Nevada.”

Regent Perkins moved approval of the Committee Reports (*Agenda Item 28, Investment Committee; Agenda Item 29, Academic, Research and Student Affairs Committee; Agenda Item 30, Business, Finance and Facilities Committee; Agenda Item 31, Audit, Compliance and Title IX Committee; Agenda Item 32, Community College Committee; Agenda Item 33, Cultural Diversity Committee*). Regent Arrascada seconded. Motion carried. Regent Geddes was absent.

33. Deferred – 2023-25 Biennial Operating Budget/2023 Capital Improvement Projects and Overview of Funding Formula (Agenda Item 24) – The item was deferred to a future Board meeting.

34. Deferred – Update on Affiliation with Renown Health, UNR Med (Agenda Item 25) – The item was deferred to a future Board meeting.

35. Deferred – Update on Sierra Nevada University Transfer, UNR (Agenda Item 26) – The item was deferred to a future Board meeting.
36. Deferred – Institutional Metrics, UNR (Agenda Item 27) – The item was deferred to a future Board meeting.
37. Deferred – NSHE Fee Waiver Report (Agenda Item 35) – The item was deferred to a future Board meeting.
38. Deferred – System Computing Services Strategic Plan (Agenda Item 36) – The item was deferred to a future Board meeting.
39. Deferred – ad hoc Fiscal Sustainability Committee Initiative Update-Shared Services/System Computing Services (Agenda Item 37) – The item was deferred to a future Board meeting.
40. Information Only – New Business

Regent Boylan requested a discussion on the UNR graduate student housing price increase.

Regent Moran requested the Board re-establish the ad hoc Athletics Committee.

Regent McMichael requested a discussion on eliminating PEBP's third option that allows employees to opt out of receiving the vaccine if they choose weekly testing.

Regent Doubrava requested UNLV provide the expenses and revenue to play in Allegiant Stadium at the next quarterly meeting.

41. Information Only – Public Comment

Dr. Kent Ervin thanked the Regents for their service and dedication to higher education. He stated faculty disciplinary procedures in Chapter 6 of the Code are critically in need of reform, following two cases at TMCC that could have been resolved at a lower level. Chapter 6 is bewildering and stacked against faculty members. He requested a shared governance discussion to review and revise Chapter 6.

The following individual provided written public comment in opposition to Agenda Item 19, Code Revision, Permanent Adoption of Emergency COVID-19 Employee Vaccination Policy:

- Thana Gomez (*Gomez.Thana12.21 on file in the Board Office.*)

Chair Pro Tem Del Carlo thanked UNLV for hosting the meeting and its campus partners and staff for their hard work. She wished everyone a happy and joyous holiday season.

The meeting adjourned at 5:32 p.m.

Prepared by:

Angela R. Palmer
Special Assistant and Coordinator
to the Board of Regents

Submitted for approval by:

Keri D. Nikolajewski
Interim Chief of Staff
to the Board of Regents

Approved by the Board of Regents at its March 3-4, 2022, meeting.