

Minutes approved by the Board of Regents at the February 29-March 1, 2024, meeting.

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

University of Nevada, Las Vegas
Student Union, Ballrooms B & C
4505 S. Maryland Parkway, Las Vegas

Thursday, November 30, 2023
Friday, December 1, 2023

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

Members Present:

Mr. Byron Brooks, Chair
Mr. Joseph C. Arrascada, Vice Chair
Mr. Patrick J. Boylan
Mrs. Susan Brager
Ms. Heather Brown
Mrs. Amy J. Carvalho
Dr. Michelee Cruz-Crawford
Mrs. Carol Del Carlo
Mr. Jeffrey S. Downs
Ms. Stephanie Goodman
Mr. Donald Sylvantee McMichael Sr.
Ms. Laura E. Perkins
Dr. Lois Tarkanian

Others Present:

Ms. Patricia Charlton, Interim Chancellor
Dr. Daniel Archer, Vice Chancellor for Academic and Student Affairs
Dr. Natalie Brown, Assistant Vice Chancellor, Workforce Development and Community Colleges
Ms. Lynda P. King, Associate General Counsel
Mr. James J. Martines, Vice Chancellor and Chief General Counsel
Ms. Keri D. Nikolajewski, Chief of Staff to the Board of Regents
Ms. Carrie L. Parker, Deputy General Counsel
Mr. Alejandro Rodriguez, Director of Government Relations
Ms. Lauren Tripp, Interim Chief Internal Auditor
Mr. Chris Viton, Vice Chancellor, Budget and Finance and Chief Financial Officer
Mr. Tillery Williams, Director of Community Engagement, Equity and Inclusion
Mr. Michael B. Wixom, Special Counsel to the Board of Regents

Others Present:

(Continued)

Dr. Federico Zaragoza, President, CSN
Dr. Kumud Acharya, President, DRI
Ms. Joyce M. Helens, President, GBC
Dr. DeRionne Pollard, President, NSU
Dr. Karin M. Hilgersom, President, TMCC
Dr. Keith E. Whitfield, President, UNLV
Mr. Brian Sandoval, President, UNR
Dr. J. Kyle Dalpe, President, WNC

Faculty senate chairs in attendance included the following: Mr. Patrick Villa, CSN; Mr. JD Lancaster, DRI; Mr. David Sexton, GBC; Dr. Molly Appel, NSU; Mr. Ed Boog, SA; Dr. Eric “Rick” Bullis, TMCC; Dr. Bill Robinson, UNLV; Dr. Peter S. Reed, UNR (*Chair, Council of Faculty Senate Chairs*); and Ms. Rachelle Bassen, WNC. Student body presidents in attendance included the following: Mr. Pio Rejas, ASCSN President, CSN; Mr. Kevin Osorio Hernández, NSSA President, NSU; Mr. Brayson Gomez, SGA President, TMCC; Ms. Makayla Franklin, CSUN President, UNLV; Ms. Nicole Thomas, GPSA President, UNLV; Mr. Boris Carpio Guerra, ASUN President, UNR; Mr. Matthew Hawn, GSA President, UNR; and Ms. Suzanna Stankute, ASWN President, WNC (*Chair, Nevada Student Alliance*). Classified council chairs in attendance included the following: Ms. Helen Corbello, NSU (*President, Classified Council Executive Board*); Ms. Deana Wilson, UNLV; Mr. Brian Miller, UNR; and Ms. Stacy Wallace, NSU, ex-officio.

Land Acknowledgment

Before beginning, we take a moment to recognize that here in Nevada we stand on the land of the Wa She Shu – Washoe; Numu – Northern Paiute; Nuwe – Western Shoshone; and Nuwu – Southern 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.

Chair Brooks called the meeting to order at 1:00 p.m., with all members present except Regent Tarkanian. The UNLV Joint Air Force and Army ROTC Honor Guard presented the colors, and Soprano Savannah Baltera, UNLV Director of New Student Orientation, Transition & Family Programs, sang the National Anthem. UNLV GPSA President Nicole Thomas led the Pledge of Allegiance.

Chair Brooks noted that Agenda Item 12, Upcoming Vacancy in the Office of President, CSN, had been withdrawn and will be heard at the special meeting on December 12, 2023.

1. Information Only – Introductions and Campus Updates

Interim Chancellor Patricia Charlton introduced Vice Chancellor of Budget and Finance, Chief Financial Officer Chris Viton, and Vice Chancellor for Academic and Student Affairs Daniel Archer.

College of Southern Nevada (CSN) President Federico Zaragoza reported that CSN had the honor of welcoming Vice President Kamala Harris as a part of the Freedom College Tour, hosting a capacity crowd of over 700 participants, primarily higher education

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

students from southern Nevada. The forum allowed students to speak to Vice President Harris about issues that matter to them, including topics like loan-forgiveness, educational opportunities, voting rights, and LGBTQ and DEI issues. The White House invited a delegation of CSN first-generation college students to participate in a White House Office public engagement meeting through the National First-Generation College Celebration Day. The delegation included CSN ASCSN President Pio Rejas, and President Zaragoza said that he appreciated all who participated for giving CSN such a strong voice on important higher education issues. He was also pleased to report that CSN students will be eligible to participate in remote national internship opportunities with federal agencies. He commended North Las Vegas Campus Vice President Clarissa Cota and Director of Student and Life Brian Akins for creating this new opportunity for CSN students. CSN also hosted several important conferences and was proud to join NSHE and sister institutions, serving as a local host for the Association of Community College Trustees (ACCT) annual conference, allowing an opportunity to be at the forefront of significant national and international higher education conversations. CSN student-athletes continue to excel on and off the field. Thirty-three student-athletes were selected as Academic All-Americans by the National Junior College Athletic Association (NJCAA), obtaining a 3.6 GPA or higher. In addition, sixty-one student-athletes earned Southwestern Athletic Conference (SWAC) all-conference honors, obtaining a 3.2 GPA or higher. Collectively, student-athletes have provided over 3900 community service hours. President Zaragoza thanked UNLV President Whitfield and the UNLV team for their hospitality.

Truckee Meadows Community College (TMCC) President Karin M. Hilgersom stated that the Student Government Association (SGA) led by TMCC SGA President Brayson Gomez did a marvelous job with campus events. The SGA, faculty leaders, and classified council have shown outstanding leadership, and she congratulated all of them on behalf of TMCC for their achievements. She announced that TMCC was awarded a \$1.94 million Department of Labor grant titled “Building Pathways to Infrastructure Jobs Grant” to develop training programs and work-based paid learning opportunities for students. This is in addition to the National Science Foundation (NSF) grant she reported on in September to help build engineering pathways and expand access in partnership with the University of Nevada, Reno. TMCC is committed to maximizing college affordability, especially by adopting no-cost, or low-cost, course materials known as open educational resources (OER). TMCC is delighted to share that in both spring and fall 2023, faculty OER adoptions saved students a total of nearly \$920,000. This is also a significant step toward environmental sustainability through reduced use of paper, printing, and shipping. Furthermore, TMCC is actively reducing special course fees and eliminating any fees that have other solutions. In 2023, TMCC deleted 206 course fees with a combined sticker price of \$10,304. TMCC is doing its best to offset tuition and fees, particularly the \$7.65 per credit fee proposal she supports to fund COLAs fully. Senator Catherine Cortez Masto attended TMCC’s Hispanic Heritage celebration and held an engaging forum with students and staff. Senator Jacky Rosen visited the Nursing program at the TMCC William N. Pennington Health Science Center to see the new expansion funded, in part, with \$2 million in federal appropriations. President Hilgersom also highlighted new nursing legislation, the Train More Nurses Act. Lieutenant Governor Stavros Anthony and Secretary of State Cisco Aguilar also visited TMCC, and she is grateful for their interest in and support for

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

TMCC students and programs. TMCC CNA students had a licensure pass rate of 92% in 2023, a significant increase from pass rates coming out of and during the pandemic. TMCC men's and women's soccer teams have enjoyed their best records. Twelve players were named to the all-region teams, and for the first time in TMCC history, TMCC player Rylee Husted was named as an All American. Both teams took first place in the Silver State Championship, Home Means Nevada. In September 2023, at the Renewable Energy Market Conference in Washington, D.C., TMCC was announced as one of five winners by the U.S. Environmental Protection Agency (EPA) in the Green Power Leadership Award. The winners span a range of different types of organizations that choose renewable energy and exemplify EPA's Green Power Partnership market leadership and principles of driving product innovation, enabling green power access, and accelerating the transition to a pollution-free electricity sector. TMCC's work on strategic sustainability has not gone unnoticed.

Desert Research Institute (DRI) President Kumud Acharya reported that DRI joined UNLV, Arizona State University, University of Utah, and others in supporting a Regional Innovation Engines proposal to the NSF. The proposal includes inter-related sustainability innovations to transform water security, renewable energy, and net carbon emissions. If funded, this proposal will bring over \$150 million to the region over 10 years. DRI Researchers were awarded \$2 million from the National Oceanic and Atmospheric Administration (NOAA) for research on preserving Lake Tahoe as it is threatened by evolving risks to natural ecosystems and the tourism-based economy. The project seeks to create a transparent and accessible set of tools to utilize better data and insights from ongoing scientific and management efforts to protect Lake Tahoe. DRI is leading the way in building climate resiliency through the California Nevada Applications Program (CNAP). DRI CNAP was selected as the regional model for building national climate adaptations and will prepare communities for local-level action to address climate hazards, including extreme heat, wildfire smoke, water scarcity, and coastal flooding. Several DRI scientists recently launched the Nevada Orchid Project dedicated to studying and conserving Nevada's orchids. Nevada is home to 14 species of native orchids. DRI has completed the inaugural DRI Science at the Springs Adult Science Education series at the Springs Preserve in Las Vegas. DRI also held the final 2023 Science Distilled event, Far, Far Away in Reno, featuring scientists from DRI and UNR. DRI will kick off the 2024 season with The Story of the Future, focusing on mathematical models' power in forecasting and informing the public about critical environmental concerns.

Western Nevada College (WNC) President J. Kyle Dalpe reported the WNC Realizing Opportunities for the American Dream to Succeed (ROADS) program, which assists underemployed and unemployed Nevadans in accessing higher education through scholarships, received the 2023 Innovation and Access Award from the National Rural Community College Alliance. WNC Marketing won several awards from The National Council for Marketing and Public Relations. The WNC Child Development Center was awarded a five-star rating from the Nevada Department of Education for continuous improvement practices. President Dalpe thanked the E.L. Cord Foundation, the playground at the Center was replaced entirely. WNC is ramping up Jack C. Davis Observatory

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

activities, including weekly star parties. President Dalpe also thanked all Regents who attended this semester's activities. The WNC Musical Theatre program performed Mary Poppins. WNC has been recognized as one of the best colleges in the nation to work for from the Great Colleges to Work For program and received recognition in the categories of Mission and Pride, Supervisor/Department Chair Effectiveness, and Confidence in Senior Leadership. He also thanked his executive team and the entire Wildcat family for their daily work to support students and employees. The WNC Outreach and Access Team has been selected for the 2023 Friend of K-12 Public Education award by the Nevada Association of School Boards for supporting access to college for students across Nevada. WNC received \$2.3 million for nursing expansion in Fallon, \$75,000 for a Workforce Endowment from Ron Turek, \$48,000 to support unemployed or underemployed students from Betsy and Jerry Kanago, \$1,500 from Greater Nevada Credit Union for the Wildcat Reserve food pantry, and \$275,000 from the William N. Pennington Foundation to support the WNC Career Center. The Enrollment Management Committee continues to guide the campus each semester with a special thanks to JW Lazarri and Professor Rebecca Bevans for leading the Committee. President Dalpe stated he presented at the ACCT conference in October with an educational partner and Regent Del Carlo on leading enrollment management efforts on campus. WNC showcased its new application for admission at the Hyland/Onbase Conference in October, highlighting enhanced mobility, a user-friendly interface, and accessibility. President Dalpe Thanked to Troy Wadsworth for his presentation and the staff for implementing the application, which has doubled the number WNC receives. After strategic initiatives over the past year, WNC has reached its highest enrollment level in over 10 years. WNC is serving 4,377 students, an increase of 17 percent over last fall. That is 650 additional students, and still growing.

Nevada State University (NSU) President DeRionne Pollard welcomed new NSU Provost and Vice President of Academic Affairs Sarah Frey. NSU's preliminary fall enrollment report shows over 4 percent growth in student credit hours. Over 70 percent of the students are physically back on campus attending in-person classes. NSU's spring enrollment is well underway, opening two weeks earlier, and the impact is clearly showing. As there will be talk about budgets over our next two days, she noted that she issued a memo to the campus placing a strategic pause on the submission process for new initiatives for FY 25's "flat budget" for the upcoming year that includes scenarios to respond to both COLA scenarios that the Board is considering. In the memo, President Pollard noted NSU's tightly coupled strategic budget imperatives: valuing employees as essential to delivering the profound mission of NSU and building a solid teaching University for students that amplifies the potency of higher education in the region and state. She thanked the NSU faculty, leadership team, and the institutional budget committee, for their counsel and support of this direction. NSSA President Kevin Osorio Hernández is showing the impacts of giving back to the community with monthly service projects. The NSSA volunteered on the Nevada Day of Service with Teach for America Nevada at the Obodo Collective and Spread the Word Nevada. They have volunteered for several community initiatives and believe this is a solid commitment to community engagement, as woven into the very fabric of the student government. This reflects a profound dedication to fostering positive change by addressing diverse needs, from environmental stewardship to educational

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

empowerment, infant care, and food security. The Classified Employee Council, under the leadership of Phoebe McKnight, will partner with the Nevada Partnership for Homeless Youth to distribute 100-150 blessing bags filled with basic needs products to youth experiencing homelessness. She is so proud of these colleagues and students. NSU is now accepting applications for its Education Specialist Degree in the School Psychology Graduate Program, designed to help address the shortage of school psychologists. Through a partnership with the Clark County School District, prospective graduate students can get real-world experience and training in local schools as they complete their degrees and join the workforce. NSU recognizes that it serves as an essential gateway to higher education, and its statewide mission compels them to explore new and improved pathways for adult learners, sister institutions, and the region's workforce and economic development needs. Recently, a group of NSU faculty, staff, and students came together to discuss the chaos and political dysfunction that seemingly surrounds us across the globe, and they grappled with the potency and pain of hate, extremism, conflict, and resolution. Their courage and vulnerability reminded her that we need a notion of inclusion that is omnipresent, that a deep-seated and profound recognition that inclusion and equity cannot exist in the absence of justice, empathy, compassion, and truth. This moment isn't about performative leadership and high rhetoric, wrapping benign platitudes in gratuitous sentimentality or obfuscation. It is about the deep and painful work of truth-telling, reconciliation, and community building. Justice and truth are always preconditions for peace and compassion. She thanked the outstanding NSU faculty, staff, and students for reminding her why our superpowers are intellectual fortitude and visceral compassion.

Great Basin College (GBC) President Joyce M. Helens reported all GBC center locations have exceeded their enrollment targets, and the health science enrollment is up almost 5 percent. GBC is graduating 16 students with a Bachelor of Science in Diagnostic Medical Imaging in December. These graduates will significantly affect the rural and urban hospitals where students accept employment. Many students received scholarship funding from the Helmsley Charitable Trust and wouldn't have been able to complete their educational goals and dreams without tuition aid. Students received training at area hospitals throughout Nevada; without these partnerships, these students' success would not have been possible. GBC has trained over 22 medical providers, including physicians, physician assistants, and nurse practitioners, on point-of-care ultrasound in emergency rooms, clinics, and urgent care. This education program is part of the million dollars received from the Helmsley Charitable Trust. Point-of-care ultrasound trains doctors to use state-of-the-art sonography equipment at the bedside to improve patient outcomes. GBC received grant funding from the Nevada First-Gen Network to develop competition math clubs. GBC has approximately 100 middle school students from Elko, Ely, and Winnemucca. GBC has three math instructors helping these students prepare for this international math competition, Math Kangaroo, to be held in March. This is the start of a model to help students have fun with math and increase their skill levels across the State of Nevada. GBC is adding certificates in Data Science and Analytics and Cyber Security. GBC restarted the diesel program in Ely and started an instrumentation program in Winnemucca. The GBC welding expansion is nearing completion, allowing enrollment to double with an improved facility. GBC collaborated with rural school districts and the

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

Nevada Department of Education to create a paraprofessional educational skills certificate starting the first cohort in the spring of 2024 and was awarded \$169,000 to increase this pipeline. GBC received funding from DETR to develop an Early Childhood Education skills certificate program, and the first cohort began in the fall with 30 students. The Lovelock Correctional Center has 70 students, and GBC hopes to have its first commencement exercise in the spring. GBC's accomplishments are possible because of the dedicated employees, faculty, staff, and a small but dedicated executive team.

University of Nevada, Reno (UNR) President Brian Sandoval thanked UNLV President Whitfield and his team for the incredible hospitality, and he wished the Rebels good luck in their efforts to win the Mountain West Conference Football Championship. President Sandoval wished farewell to Vice President of Student Services Shannon Ellis. Vice President Ellis has served UNR for over 25 years and will enter a well-deserved retirement starting mid-January. Her impact is felt not only at UNR but also throughout NSHE. Thousands of students have benefitted from the work she and her team provide. UNR has announced the permanent appointment of Dr. Lillian Wichinsky as Dean of the School of Social Work. The faculty initiated and recommended the appointment, a testament to her incredible leadership and vision that will move the school forward. UNR recently celebrated the 130th anniversary of the *Nevada Sagebrush*. On October 19, 1893, the university students published the first edition of a student-run newspaper called the *Student Record*. On October 26th, the Kenny Guinn Center for Policy Priorities hosted its first open house to commemorate its new location inside the historic Southside School Building in Reno's Midtown District. Since naming Jill Tolles as Executive Director in January 2023, the Guinn Center has grown from three full-time employees to eight, published six policy reports, and added five new board members. The University enrolled 21 new National Merit Scholars, making the total 58, the highest number that the University has enrolled in a semester. He participated in the School of Social Work ribbon-cutting ceremony for its new building. He thanked Regent Del Carlo for attending. The new location, "Building 58," has been on the UNR campus for over 100 years. The University recently announced the largest monetary gift in its history, a record \$36 million from the George W. Gillemot Foundation. This gift, with Board of Regents approval, will create the George W. Gillemot Aerospace Engineering Department within the College of Engineering and will provide next-generation technology that will transform the visual experience within the George W. Gillemot dome in the College of Science's Fleischmann Planetarium. The Gillemot gift will also help fund visits for K-12 students who visit the facility each year with their schools. The University will hold winter commencement with over 1,800 graduates.

University of Nevada, Las Vegas (UNLV) President Keith E. Whitfield stated the fall semester has been busy and productive due to incredible leaders like Faculty Senate Chair Bill Robinson, CSUN President Makayla Franklin, and GPSA President Nicole Thomas. He welcomed Interim Vice President of Diversity Initiatives and Chief Diversity Officer José Melendrez, and Chief Financial Officer Casey H. Wyman. The University launched the planning process for a comprehensive Climate Action Plan earlier this fall. The plan will encompass academic courses, research, and campus operations and will have a lasting

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

impact on the University and community. The plan is an inclusive process with input driven by students, faculty, and staff. Being sustainably minded is not new to the campus, as the University has worked hard for years to reduce its carbon footprint and create a more sustainable community. Continuing on the theme of sustainability, a UNLV-led Las Vegas Urban Forestry Initiative received a \$5 million grant from the U.S. Forest Service to help counteract the growing impacts of extreme heat and climate change in Southern Nevada. Over the next five years, UNLV and community partners will engage and educate residents about the importance of trees in urban areas and add thousands of drought-tolerant trees to our community. A UNLV-led team traveled to caves beneath the Grand Canyon to capture stalagmites, which act as ancient rain gauges. The team used the stalagmites to study the relationship between warming temperatures after the last Ice Age and intensifying summer monsoon rains on groundwater reserves. The study, which explores whether ancient trends can predict future realities, was the cover story in the journal *Nature Geoscience*. The University recently earned two grants from NASA that will open opportunities for students from all backgrounds to gain hands-on experience with NASA and partner labs nationwide. Students will attend workshops, have mentorship experiences with top scientists, and even develop technology to improve the safety of NASA's space flight teams. Recently, Formula 1 (F1) brought the Las Vegas Grand Prix to town, and in February, the Super Bowl comes to Allegiant Stadium. These events provide excellent opportunities for UNLV students. Hospitality students participated in an F1-focused sustainability course that centered on diverting food waste from the event. A team of engineering students is building a 1/10th scale F1 vehicle that can function autonomously in competition. Dozens of students from numerous academic disciplines have spent the better part of a year serving as interns for the Las Vegas Super Bowl Host Committee, preparing for the big game. UNLV will host the Mountain West Conference championship football game. Good luck to the Rebels. Coach Barry Odom was named the Mountain West Coach of the Year. The Nevada Forward Initiative, a teacher prep program housed within the College of Education, was approved by the State Apprenticeship Council as our state's first teacher training apprenticeship program. The program is also the first in the Western U.S. and one of just eight nationwide. It will open doors to new funding opportunities and support a path to teaching for paraprofessionals in local schools and those with degrees in non-teaching fields.

2. Information Only – Institutional Student and Faculty Presentations – UNLV President Whitfield introduced Zachary Billot, student presenter, and Dr. Alison Sloat, faculty presenter. (*Supplemental Material on file in the Board Office.*)

Dr. Alison Sloat, an Associate Professor-in-Residence in the College of Sciences, teaches First-Year and Second-Year Seminars, geoscience courses, and STEM outreach programs. She has received over \$5.25 million in funding for Rebel Science Camp, the STEM Teacher Development Academy and the Resident Scientists-in-Schools program, summer STEM camps for elementary students, and the Las Vegas Urban Forest Center. She received her B.S. and M.S. in Geology at California State University San Bernardino and her Ph.D. in Geosciences at UNLV. She was a UNLV Faculty Development Fellow and a UNLV President's Fellow. She was awarded the 2019 UNLV Distinguished Teaching Award and the 2017 and 2022 UNLV CSUN Faculty Award for Excellence in Teaching.

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

Dr. Sloat presented a PowerPoint titled “From Seed to STEM: Growing climate resiliency with community-based education.” In response to a question from Regent Perkins about how they choose elementary schools, Dr. Sloat responded that the schools ask if they can come on a particular day, and if they are available, then they go.

Zachary Billot is a senior at UNLV pursuing a major in Political Science with minors in Brookings Public Policy and Great Works of Philosophy and Literature. He is a contributing researcher and coauthor of the Data Hub, a collaborative initiative between Brookings Mountain West and The Lincy Institute. Although Mr. Billot has been most active in researching policy areas related to the environment, youth physical and mental well-being, and the intersection between the two, he often takes on new tasks to learn more about the communities at home and abroad. He served as the Teaching Assistant for the Introduction to Public Policy course in the Spring of 2023 within the Brookings minor and is a Peer Instructor for an Honors College First-Year Seminar course. He has been the recipient of several awards for both his research and service to the community. On campus, his research on Municipal Waste, completed through the Brookings Public Policy minor, was awarded the UNLV Lance & Elena Calvert Award. He is the Nevada 2023 Harry S. Truman Scholar and the Nevada 2023 Morris and Stewart Udall Scholar. He completed the prestigious Public Policy and International Affairs Junior Summer Institute at Carnegie Mellon University and was a finalist for the Rhodes Scholarship. Outside of Campus, Mr. Billot spends much of his time outside and loves to hike, explore new natural landscapes, and connect with the environment as a master gardener in training. Mr. Billot presented a PowerPoint titled “Garbage, International Organizations, and Africa.”

Regent Tarkanian entered and Regent Boylan left the meeting.

In response to a question from Regent Brown asking if he finds that a domestic or international audience is more receptive to his training, Mr. Billot stated all groups of people should be receptive to conversations on how to make the world a better place. Regent Brown stated she has found that a domestic audience is often apathetic because they don’t see it. When she lived in Europe, there were six different colors of bags to recycle with.

Regent Boylan entered the meeting.

3. Information Only – Public Comment

Michael Ahlmeyer stated that excluding thousands of dedicated state employees from longevity and merit pay will affect the backbone of state employees and retirement benefits.

The meeting recessed at 2:13 p.m. due to technical difficulties and reconvened at 2:27 p.m. with all members present.

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

The following individuals provided in-person or written public comment in support of the appointment of Amber Donnelly, Ph.D. to the position of GBC Interim President, Item 11, Upcoming Vacancy in the Office of President/Interim Appointment, GBC:

- Cheryl Hug-English (*Hug-English.Cheryl12.23 on file in the Board Office.*)
- George Kleeb (*Kleeb.George12.23 on file in the Board Office.*)
- Caroline McIntosh (*McIntosh.Caroline12.23 on file in the Board Office.*)
- David Sexton
- John M. Tierney (*Tierney.John12.23 on file in the Board Office.*)
- Adam Young (*Young.Adam12.23 on file in the Board Office.*)

The following individuals provided in-person or written public comment in support of the appointment of Dr. James McCoy to the position of CSN Interim President, Item 12, Upcoming Vacancy in the Office of President, CSN:

- Karen Ahern (*Ahern.Karen12.23 on file in the Board Office.*)
- Walter Aminger (*Aminger.Walter12.23 on file in the Board Office.*)
- Charles Ansell
- Sarah Ansell
- Juan Avalos
- Lisa Ball
- James Bartlett
- Cameron S. Basquiat (*Basquiat.CameronS12.23 on file in the Board Office.*)
- Angel Clemens (*Clemens.Angel12.23 on file in the Board Office.*)
- Stavan Corbett
- Dan Corsi
- Darin Dockstader
- Dhanfu Elston
- Charlene Gibson
- Steve Goebel
- Shellie Keller (*Keller.Shellie12.23 on file in the Board Office.*)
- Zend Lakdavala (*Lakdavala.Zend12.23 on file in the Board Office.*)
- Annette Lord (*Lord.Annette12.23 on file in the Board Office.*)
- Monique Makhlof
- Jodie Mandel
- Rick Marks
- Jennifer Mitchell (*Mitchell.Jennifer12.23 on file in the Board Office.*)
- Kevin Mitchell
- Eric Moreau (*Moreau.Eric12.23 on file in the Board Office.*)
- Rolando Mosqueda
- William Neff
- Luis Ortega
- Brandon Protas
- Randy Robison
- Danita Simons

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

In support of the appointment of Dr. James McCoy to the position of CSN Interim President, Item 12, Upcoming Vacancy in the Office of President, CSN: – *(Continued)*

- Doug Sims *(Sims.Doug12.23 on file in the Board Office.)*
- Mark Taormino *(Taormino.Mark12.23 on file in the Board Office.)*
- Mugunth Vaithyalingam
- Staci Walters
- Frank Woodbeck

The following individual provided written public comment in opposition to the appointment of Dr. James McCoy to the position of CSN Interim President, Item 12, Upcoming Vacancy in the Office of President, CSN:

- Arnold Bell *(Bell.Arnold12.23 on file in the Board Office.)*
- Angela M. Holland *(Holland.AngelaM12.23 on file in the Board Office.)*
- Shirley Johnston *(Johnston.Shirley12.23 on file in the Board Office.)*
- Dana L. Jones *(Jones.DanaL12.23 on file in the Board Office.)*
- Felicia Thomas

The following individuals provided in-person or written public comment in support of Item 18, FY 2025 Cost-of-Living Adjustments for Professional Employees:

- Ryan Abrahamian *(Abrahamian.Ryan12.23 on file in the Board Office.)*
- Britni Adams *(Adams.Britni12.23 on file in the Board Office.)*
- Nyleen Adams *(Adams.Nyleen12.23 on file in the Board Office.)*
- Vicky Albert *(Albert.Vicky12.23 on file in the Board Office.)*
- John Aliano *(Aliano.John12.23 on file in the Board Office.)*
- Misha Allen *(Allen.Misha12.23 on file in the Board Office.)*
- William Alquist *(Alquist.William12.23 on file in the Board Office.)*
- Sushma Alphonsa *(Alphonsa.Sushma12.23 on file in the Board Office.)*
- Jodie Barker *(Barker.Jodie12.23 on file in the Board Office.)*
- Nicholas Barr *(Barr.Nicholas12.23 on file in the Board Office.)*
- Richard Bednarski *(Bednarski.Richard12.23 on file in the Board Office.)*
- Brandon Bell *(Bell.Brandon12.23 on file in the Board Office.)*
- Marian Berryhill *(Berryhill.Marian12.23 on file in the Board Office.)*
- Kyren Bogolub *(Bogolub.Kyren12.23 on file in the Board Office.)*
- Lisa Bossert *(Bossert.Lisa12.23 on file in the Board Office.)*
- Ryan Brandani *(Brandani.Ryan12.23 on file in the Board Office.)*
- Angela Brown *(Brown.Angela12.23 on file in the Board Office.)*
- Adam Burgess *(Burgess.Adam12.23 on file in the Board Office.)*
- Pamela Call *(Call.Pamela12.23 on file in the Board Office.)*
- Ania V Calvillo-Mason *(Calvillo-Mason.AniaV12.23 on file in the Board Office.)*
- Cristina Caputo *(Caputo.Cristina12.23 on file in the Board Office.)*
- Sarah Chvilicek *(Chvilicek.Sarah12.23 on file in the Board Office.)*
- Paige Clarno *(Clarno.Paige12.23 on file in the Board Office.)*

3. Information Only – Public Comment – (Continued)

In support of Item 18, FY 2025 Cost-of-Living Adjustments for Professional Employees:
– (Continued)

- Daniel Cook (*Cook.Daniel12.23 on file in the Board Office.*)
- Sarah Coyl (*Coyl.Sarah12.23 on file in the Board Office.*)
- Adam Csank (*Csank.Adam12.23 on file in the Board Office.*)
- Courtney Danforth (*Danforth.Courtney12.23 on file in the Board Office.*)
- Ben Davis (*Davis.Ben12.23 on file in the Board Office.*)
- Elizabeth de los Santos (*delosSantos.Elizabeth12.23 on file in the Board Office.*)
- Samuel Decker (*Decker.Samuel12.23 on file in the Board Office.*)
- Schaller DeSart (*DeSart.Schaller12.23 on file in the Board Office.*)
- Brad Donohue (*Donohue.Brad12.23 on file in the Board Office.*)
- Kevin Dugan (*Dugan.Kevin12.23 on file in the Board Office.*)
- Amanda Elliott (*Elliott.Amanda12.23 on file in the Board Office.*)
- Spencer Eusden (*Eusden.Spencer12.23 on file in the Board Office.*)
- Afton Faillers (*Faillers.Afton12.23 on file in the Board Office.*)
- Natacha Faillers (*Faillers.Natacha12.23 on file in the Board Office.*)
- David Feil-Seifer (*Feil-Seifer.David12.23 on file in the Board Office.*)
- Corey Fernandez (*Fernandez.Corey12.23 on file in the Board Office.*)
- John and Linda Gannon (*Gannon.JohnLinda12.23 on file in the Board Office.*)
- Marc Garber (*Garber.Marc12.23 on file in the Board Office.*)
- Melissa Giovanni (*Giovanni.Melissa12.23 on file in the Board Office.*)
- Cydney Giroux (*Giroux.Cydney12.23 on file in the Board Office.*)
- Edward Giroux (*Giroux.Edward12.23 on file in the Board Office.*)
- Lucas Giroux (*Giroux.Lucas12.23 on file in the Board Office.*)
- Huston Green (*Green.Huston12.23 on file in the Board Office.*)
- Mariam Halstead (*Halstead.Mariam12.23 on file in the Board Office.*)
- Julia Hammett (*Hammett.Julia12.23 on file in the Board Office.*)
- Colleen Harrington (*Harrington.Colleen12.23 on file in the Board Office.*)
- Maira Franco Hernandez (*Hernandez.MairaFranco12.23 on file in the Board Office.*)
- Emily Hobson (*Hobson.Emily12.23 on file in the Board Office.*)
- Marcus Hooker (*Hooker.Marcus12.23 on file in the Board Office.*)
- Dan Hooper (*Hooper.Dan12.23 on file in the Board Office.*)
- William S. Honjas (*Honjas.WilliamS12.23 on file in the Board Office.*)
- Cody Hunter (*Hunter.Cody12.23 on file in the Board Office.*)
- Enid Jennings (*Jennings.Enid12.23 on file in the Board Office.*)
- Lars Jensen (*Jensen.Lars12.23 on file in the Board Office.*)
- Hyo Jin Jeon (*Jeon.HyoJin12.23 on file in the Board Office.*)
- Martha Johnson-Olin (*Johnson-Olin.Martha12.23 on file in the Board Office.*)
- Matthew Jordan (*Jordan.Matthew12.23 on file in the Board Office.*)
- Sara Jordan (*Jordan.Sara12.23 on file in the Board Office.*)
- Talley Kayser (*Kayser.Talley12.23 on file in the Board Office.*)
- Jungnam Kim (*Kim.Jungnam12.23 on file in the Board Office.*)
- Saralinda Kiser (*Kiser.Saralinda12.23 on file in the Board Office.*)
- Agnes K. Koos (*Koos.AgnesK12.23 on file in the Board Office.*)

3. Information Only – Public Comment – (Continued)

In support of Item 18, FY 2025 Cost-of-Living Adjustments for Professional Employees:
– (Continued)

- Aspen Kuhlman (*Kuhlman.Aspen12.23 on file in the Board Office.*)
- Dingsheng Li (*Li.Dingsheng12.23 on file in the Board Office.*)
- Anna Lincoln (*Lincoln.Anna12.23 on file in the Board Office.*)
- Mitchell Lincoln (*Lincoln.Mitchell12.23 on file in the Board Office.*)
- Aren Long (*Long.Aren12.23 on file in the Board Office.*)
- Monica Maccaux (*Maccaux.Monica12.23 on file in the Board Office.*)
- Robert Manis (*Manis.Robert12.23 on file in the Board Office.*)
- Sunil Manzoor (*Manzoor.Sunil12.23 on file in the Board Office.*)
- Vanessa Zoe Mari (*Mari.VanessaZoe12.23 on file in the Board Office.*)
- Miguel Martinez (*Martinez.Miguel12.23 on file in the Board Office.*)
- Ron Marston (*Marston.Ron12.23 on file in the Board Office.*)
- Miguel Martinez (*Martinez.Miguel12.23 on file in the Board Office.*)
- Melody McAllister (*McAllister.Melody12.23 on file in the Board Office.*)
- Julie McMahan (*McMahan.Julie12.23 on file in the Board Office.*)
- Mary Miller (*Miller.Mary12.23 on file in the Board Office.*)
- Kelley Miner (*Miner.Kelley12.23 on file in the Board Office.*)
- Samuel Moloche-Garcia (*Moloche-Garcia.Samuel12.23 on file in the Board Office.*)
- Angelo Monroy (*Monroy.Angelo12.23 on file in the Board Office.*)
- Daniel Morse (*Morse.Daniel12.23 on file in the Board Office.*)
- Nick Nemsgern (*Nemsgern.Nick12.23 on file in the Board Office.*)
- Jim New
- Lisa Nicholas (*Nicholas.Lisa12.23 on file in the Board Office.*)
- Eric Nystrom (*Nystrom.Eric12.23 on file in the Board Office.*)
- Amy O'Brien (*Obrien.Amy12.23 on file in the Board Office.*)
- Abbie Olszewski (*Olszewski.Abbie12.23 on file in the Board Office.*)
- Luis Ortega
- Jamie Palmer (*Palmer.Jamie12.23 on file in the Board Office.*)
- Leila Pazargadi (*Pazargadi.Leila12.23 on file in the Board Office.*)
- Jeff Perry (*Perry.Jeff12.23 on file in the Board Office.*)
- Robert Peterson (*Peterson.Robert12.23 on file in the Board Office.*)
- Jennifer Pierce (*Pierce.Jennifer12.23 on file in the Board Office.*)
- Gabriel Plank (*Plank.Gabriel12.23 on file in the Board Office.*)
- Catherine Pollard (*Pollard.Catherine12.23 on file in the Board Office.*)
- Austin Pratt (*Pratt.Austin12.23 on file in the Board Office.*)
- Jody Prsbrey (*Prsbrey.Jody12.23 on file in the Board Office.*)
- Roger Putnam (*Putnam.Roger12.23 on file in the Board Office.*)
- Saira Rab (*Rab.Saira12.23 on file in the Board Office.*)
- Misty Riddle (*Riddle.Misty12.23 on file in the Board Office.*)
- Lora A. Robinson (*Robinson.LoraA12.23 on file in the Board Office.*)
- David Rondel (*Rondel.David12.23 on file in the Board Office.*)
- Andrew Rosenberg-Main (*Rosenberg-Main.Andrew12.23 on file in the Board Office.*)
- Tenera Sanders (*Sanders.Tenera12.23 on file in the Board Office.*)

3. Information Only – Public Comment – (Continued)

In support of Item 18, FY 2025 Cost-of-Living Adjustments for Professional Employees:
– (Continued)

- Judy Santo (*Santo.Judy12.23 on file in the Board Office.*)
- Mariana Sarmiento (*Sarmiento.Mariana12.23 on file in the Board Office.*)
- John R. Sawyer (*Sawyer.JohnR12.23 on file in the Board Office.*)
- William Saxon (*Saxon.William12.23 on file in the Board Office.*)
- Joshua Schill (*Schill.Joshua12.23 on file in the Board Office.*)
- Marianne Sebok (*Sebok.Marianne12.23 on file in the Board Office.*)
- Danny Sierra (*Sierra.Danny12.23 on file in the Board Office.*)
- Ellery Sills (*Sills.Ellery12.23 on file in the Board Office.*)
- Chris Smith (*Smith.Chris12.23 on file in the Board Office.*)
- Erin Smith (*Smith.Erin12.23 on file in the Board Office.*)
- Colin Sturrock (*Sturrock.Colin12.23 on file in the Board Office.*)
- Bradley Summerhill (*Summerhill.Bradley12.23 on file in the Board Office.*)
- Mike Teglas (*Teglas.Mike12.23 on file in the Board Office.*)
- Gerald Turner (*Turner.Gerald12.23 on file in the Board Office.*)
- Carrie Tyler (*Tyler.Carrie12.23 on file in the Board Office.*)
- Brooke Wagner (*Wagner.Brooke12.23 on file in the Board Office.*)
- James Webber (*Webber.James12.23 on file in the Board Office.*)
- Corina Weidinger (*Weidinger.Corina12.23 on file in the Board Office.*)
- Barrett Welch (*Welch.Barrett12.23 on file in the Board Office.*)
- Britany Wiele (*Wiele.Britany12.23 on file in the Board Office.*)
- James Winn (*Winn.James12.23 on file in the Board Office.*)
- Carla Wright (*Wright.Carla12.23 on file in the Board Office.*)
- Andrew Yanez (*Yanez.Andrew12.23 on file in the Board Office.*)
- Xiaoshan Zhu (*Zhu.Xiaoshan12.23 on file in the Board Office.*)

The following individual provided written public comment in opposition to Item 18, FY 2025 Cost-of-Living Adjustments for Professional Employees, citing it adds to the financial burden of students who are also impacted by the increasing cost-of-living.

- Lissette Hernandez (*Hernandez.Lissette12.23 on file in the Board Office.*)

The following individual provided written public comment voicing concern on Item 18, FY 2025 Cost-of-Living Adjustments for Professional Employees, that deciding whether an employee is merit-eligible at the end of the year is not right and will likely create diminishing returns on the actual performance of NSHE's most respected workers.

- Elora Paik (*Paik.Elora12.23 on file in the Board Office.*)

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

The following individual provided written public comment voicing concerns on Item 18, FY 2025 Cost-of-Living Adjustments for Professional Employees, that the 12 percent COLA in 2024 led to a 5 percent budget reduction in each unit at UNR due to unmet student enrollment and the 12 percent COLA. The COLA intended to promote retention and attract capable workforces to state agencies, but it has had counter effects at UNR. He supports a student fee increase to fund COLA so that a reasonable budget reduction can be applied to remain market competitive.

- Hyo Jin Jeon (*Jeon.HyoJin12.23 on file in the Board Office.*)

The following individual provided written public comment voicing concerns on Item 18, FY 2025 Cost-of-Living Adjustments for Professional Employees, that there is a lack of respect for education in the state and that CSN nursing faculty salaries are insultingly low and do not reflect the amount and quality of education provided, while UNLV and NSC have less workloads and receive higher wages.

- Roselyn Tomasulo (*Tomasulo.Roselyn12.23 on file in the Board Office.*)

The following individuals provided in-person public comment in support of Item 22, Annual Salary Schedule Update:

- Jim New
- Luis Ortega

The following individuals provided written public comment on Item 22, Annual Salary Schedule Update, voicing concern that a 10 percent salary schedule update does not address the community college salary schedule that hasn't been updated in 10 years.

- Colleen Harrington (*Harrington.Colleen12.23 on file in the Board Office.*)

The following individual provided written public comment voicing concerns that the voices of CSN Academic and Administrative Faculty were not heard when meeting with the Board Chair and Chancellor since they asked for an “acting” not an “interim” President, and many that spoke felt that no current CSN employee would be effective in the role.

- Patricia Marshall (*Marshall.Patricia12.23 on file in the Board Office.*)

The following individuals provided in-person public comment reporting issues of antisemitism on the UNLV campus and urging the NSHE Board of Regents to be aware and to protect the UNLV campus community. Further, campus administrators and campus police have been extremely helpful to the Jewish community, but Jewish students do not feel safe.

- Benjamin Krakower
- Jacob Stalk

3. Information Only – Public Comment – (Continued)

The following individuals provided in-person public comment related to a group of faculty members that have come together to support one another and contribute meaningfully to the UNLV campus culture and the educational mission around Israel and the Jewish community on the campus by providing a space where it is okay not to be okay. They thanked campus administrators for working with them to enhance dialogue, promote understanding and empathy, help educate the campus community, and create and expand opportunities throughout academic learning.

- Gregory Brown
- Beth Davis
- Rob Levrant

The following individual provided in-person public comment requesting a comparative investigation into unfair interview practices she received as a candidate for the Vice President of Student Affairs at CSN:

- Felicia Thomas

The following individual provided in-person public comment in support of longevity and merit pay for all state employees:

- Brian Miller

The following individual provided in-person public comment reporting that after an illustrious CSN career, he was demoted by email in the middle of the night, and that his demotion was sent to all colleagues. After a phony investigation by CSN, it was determined that the department chair's action was not racist or discriminatory. James McCoy was one of the department chair's biggest supporters.

- Dr. Lonnie G. Wright

The following individual provided in-person public comment stating he favored an acting President appointment at CSN that can come in and fix the mounting problems that CSN has.

- Patrick Villa

The following individual provided in-person public comment related to inclusion, empowerment, equity, and justice. He ran for and won a senate position within the Associated Students of CSN and then was removed because he is undocumented. He is also a Marine Corps Veteran. After research, UNLV is the only school that accepts undocumented students to participate in student government. He asked the Board to come up with a solution.

- Cesar Lopez

The meeting recessed at 3:49 p.m. and reconvened at 4:08 p.m. with all members present except Regent McMichael.

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

Regent Downs thanked UNLV President Whitfield and UNLV for hosting the meeting and the professionalism exhibited by the personnel in preparing the space. He stated that in the last three months, he attended UNR President Sandoval’s tailgate parties and football games, and it was an enjoyable experience. He and his daughter attended the UNLV Foundation Dinner at the Bellagio in early October. He thanked the UNR Faculty Senate and the UNR NFA Chapter for inviting him to meet with faculty and staff to discuss the upcoming COLA decision and the impacts of the previous COLA implementation. He also thanked the UNR ASUN and Government Affairs for inviting him to discuss the COLA decision. In addition, he enjoyed meeting with students from the GBC Winnemucca Campus to have the same discussion. Meeting students is a delightful and critical component of being a Regent, and he cherishes the opportunities. He thanked UNR GSA President Matthew Hawn and the Graduate Student Association for inviting him to be a judge at the Poster Symposium. It impressed and overwhelmed him to see the research students are conducting. He also thanked the Nevada Student Alliance (NSA) for inviting the Regents to their mixer. He thanked Hunter Noble and Sarah Bisbing from the UNR Whittell Forest and Wildlife program. He and his daughter recently visited the Aspen Creek Property and the Whittell Forest. The impressive properties offer the students and faculty an incredible laboratory to study forestry topics, hydrology, and agriculture. He encouraged the Regents to visit the properties.

Regent McMichael entered the meeting.

Regent Perkins reported that she attended the UNLV Foundation Dinner, which was an excellent opportunity to socialize with people she does not see daily. She also attended the Northern Nevada Development Authority (NNDA) Economic Round Up, where WNC President Dalpe was the emcee. It was an opportunity for her to build and continue relationships with the Authority. She thanked the UNLV Faculty Senate for inviting her to their meeting. She also attended the UNLV Climate Action Plan kick-off event. Lastly, as a Cooperative Extension Advisory Committee member, she invited everyone to visit the Alamo facility, which would be an excellent location for a retreat or any other meeting.

Regent Carvalho thanked Regent Del Carlo for her passionate advocacy for community colleges and willingness to serve on the ACCT Executive Board. She also thanked Chair Brooks and Interim Chancellor Charlton for their remarks at the ACCT Leadership Congress in October. She attended the final DRI Science at the Springs presentation. The work that DRI does and the abilities of the scientists to bring it to the public are amazing. She attended the CSN Youth Entrepreneur success pitch competition at the North Las Vegas Campus. There were contestants from NSU, CSN, and UNLV. She attended the UNR Discover Science Lecture Series, which was entertaining and fascinating, bringing science to the layperson. She had the opportunity to go to UNLV’s Anthropology Department Proseminar Series and listen to nationally recognized Anthropologists. She participated in the WNC Stargazing Party with several other Regents. She was honored to attend a recent NSA meeting where she discussed her work on the Business, Finance and

4. Information Only – Regents’ Welcome, Introductions and Reports – (Continued)

Facilities, and Investment Committees, the upcoming COLA discussion, and how it impacts students. She also spoke with the Nevada State Student Association’s leadership, and the conversation was riveting. She thanked the students who spent the time to get to know the Regents at last night’s NSA mixer.

Regent Del Carlo stated one of the best things about being a Regent is the variety of things they are invited to and can participate in. She attended UNR’s 150th Anniversary, the UNR Business Building groundbreaking, Oasis Academy College Prep groundbreaking, WNC’s performance of Mary Poppins (twice), and the NNDA Economic Round Up. One of her district activities was a trip to the Walker Lake Rehydration Ceremony. She attended the DRI Science at the Springs presentation, where they take complex subjects and help people understand them. A first-time experience for her was attending the UNLV Symphony Orchestra’s performance. Everyone needs the Arts in their lives. She participated at the TMCC Legacy Scholarship Dinner where Heather Morton, a single mother of three and aspiring welder, discussed how higher education has changed her life. She attended the CSN Southern Nevada Diversity Summit and encouraged Regents to attend future summits. She also attended the State of the City of Henderson 2023 Address where the water shortage was discussed. She attended the ACCT Leadership Congress held at the Aria with record attendance. She thanked Chair Brooks, Interim Chancellor Charlton, and fellow Regents for their attendance, CSN for its tremendous planning team, and all the institutions that stepped up to fill the grab bags. The ACCT Legislative Summit is in February, and she hoped Nevada would have a contingent of Regents and students. She attended the Kenny Guinn Policy Center open house, the NSHE Funding Formula meeting, and the Nevada Advisory Committee to the U.S. Commission on Civil Rights meeting.

Regent Brown stated she tries to be as involved as possible on the campuses because she is so proud of the institutions and wants the faculty, staff, and students to know she is here to support them. She attended a Dual Enrollment Conference with Regent Cruz-Crawford, and they walked away with future legislation they are looking to work on for the next legislative cycle. She joined the UNR Wolf Pack Way Community Walk and attended the rivalry football game wearing her alma mater colors. She explored NSU’s campus on their Scorpion Stroll and spent time with DRI Professors during the Nevada National Security Site Tour. She appreciated the warm reception and active dialogue at the UNLV Faculty Senate meeting. She participated in the UNLV Liberal Arts student-led podcast coming out in the spring. The WNC’s Evening Star Party blew her away. These experiences have enriched her perspective and reaffirmed her unwavering commitment to the System and the shared mission of striving for excellence in everything they do. The dedication of the professors, students, administration, and staff profoundly humbles her. She deeply appreciates the exceptional leadership of the presidents and the robust infrastructure fostering an environment of growth and ongoing academic excellence at each institution. However, in her reflection, she could not overlook the challenges or ignore the gaps in the Board’s achievements. Her aspirations for overhauling the culture, fostering strategic discussions about the future of NSHE and instilling critical thinking in deliberations have fallen short. She is disappointed and concerned. The Board must engage in introspection and evolve to support the institutions better. Neglecting the issues isn’t an option. This Board shapes public perception and serves as the institutions’ faith to other government

4. Information Only – Regents’ Welcome, Introductions and Reports – (Continued)

entities. She would challenge her colleagues to invest time between meetings for personal growth and engage in meaningful conversations. The Board’s collective preparedness will drive efficient operations and pave the way for impactful outcomes because the institutions and students deserve it. In one year, she hopes they gather and envision the Board’s evaluation showcasing unwavering dedication to introspection, fostering growth, and a commitment to tangibly advancing the higher education system. She aspires to proudly witness commendable achievements that have significantly uplifted the students, faculty, and staff.

Regent Cruz-Crawford stated she enjoyed attending events with faculty, students, and staff. She noted that as a Regent who is a K-12 administrator, she looks to expand dual enrollment to create access and bridge the preparedness gap that many higher education professors see when students are not ready for their coursework. She shared that at the Dual Enrollment Conference, statistics showed that Nevada students have a math proficiency rate of 19.6 percent and an English Language Arts proficiency rate of 45.5 percent. However, the graduation rate was 81.75 percent. The statistics show that graduating students are not proficient in reading and math. One of the solutions developed by her and Regent Brown is requesting \$2 million in state funding for 250 high school teachers to receive 18 graduate credits in either math, science, or English to improve their craft and support better dual enrollment programs.

5. Information Only – Chair of the Nevada Student Alliance Report – Chair of the Nevada Student Alliance (NSA) and WNC ASWN President Suzanna Stankute reported the NSA held a mixer in collaboration with the UNLV GPSA in the Graduate Commons. She thanked Regents Brown, Carvalho, Cruz-Crawford, Del Carlo, and Downs for attending. She also thanked UNLV President Whitfield, WNC President Dalpe, and the NSA members for attending. As NSA Chair, one of her goals this year was to facilitate better connections between the students and the Board of Regents. The mixer provided a chance to learn more about one another. She welcomed the Associated Students of the University of Nevada School of Medicine (ASUNSOM) to the Nevada Student Alliance. NSA is excited to welcome this new and previously unrepresented voice into the alliance. NSA President Stankute highlighted the following:

UNLV GPSA

- GPSA hosted a Grad Rebel Appreciation night at Allegiant Stadium, with over 200 graduate students and their families in attendance to support Rebel Football. They will work with UNLV President Whitfield and Athletic Director Erick Harper to schedule two additional Grad Rebel Appreciation Nights for basketball season.
- GPSA is hosting a 5K fundraiser in January 2024.
- GPSA will hold the 25th annual Graduate & Professional Student Research Forum and poster presentation in April 2024.

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

UNLV GPSA – (Continued)

- GPSA President Nicole Thomas served as a member of the NSHE Cost-of-Living Adjustment Committee and supports an 11 percent cost-of-living adjustment to retain talented faculty and staff. The GPSA will continue to advocate and encourage legislators to support public school employees fully.

TMCC SGA

- SGA engaged in student advocacy and hosted impactful events.
- SGA decided to approve a student survey to gain valuable insights into the preferences and concerns of the student body regarding SGA operations.
- SGA partnered with the counseling center to establish the Mental Health Advisory Committee, which met on November 17th to discuss and address mental health concerns among students.
- SGA approved the acquisition of work gloves to distribute free of charge to students in the upcoming spring semester.
- An SGA Senator has taken the initiative to organize a food cart, providing fresh fruits and vegetables to alleviate students' stress across all TMCC campuses during finals week.
- TMCC SGA President Brayson Gomez is actively working toward securing NARCAN access for Nevada institutions and a commitment to providing resources to the community to prevent the loss of lives due to overdoses.

UNR ASUN

- ASUN passed The Passion Fund to help tackle the financial insecurity that UNR students face within their club/organization memberships.
- ASUN presented at conferences like NASPA on diverse student engagement, NASC for high school leadership students, and the ILead conference for all UNR clubs.
- City of Reno Mayor Hillary Schieve spoke at Wolf Pack Talks and engaged with the Wolf Pack community.
- ASUN thanks Regent Downs for coming to their campus and speaking on COLA to UNR students.

UNR GSA

- GSA is finalizing their 2021-2022 Graduate Student Climate Survey to better understand their constituency's needs.
- GSA added four new representative members, bringing their Council to 29 voting members.
- GSA is creating a fundraising committee to help support graduate student scholarship, endowment, or emergency funds.

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

UNR GSA – (Continued)

- GSA is working on initiatives to raise Graduate Student Emergency Fund funds. “Wolf Truck Wednesday” brought over \$2,000 to the Fund.
- GSA is working on an Industry and Academia program to help bridge the gap between industry and academia by helping determine ways to incentivize faculty to receive grants from industry partners that also help support graduate student research and stipends while providing to the University.
- UNR GSA President Matthew Hawn visited Washington, D.C. to host a Congressional Briefing for the Graduate Research and Development (GRAD) Coalition to showcase the importance of mentorship for graduate students and how mentorship is improved through requirements in grant funding within the NIH and NSF.

NSU NSSA

- NSSA has consistently been involved in monthly service projects, collaborating seamlessly with notable organizations like Get Outdoors Nevada, Teach for America, Obodo Collective, Baby’s Bounty, and Three Square.
- NSSA’s comprehensive approach to service, spanning environmental stewardship, educational empowerment, infant care, and food security exemplifies a holistic commitment to addressing diverse needs.

CSN ASCSN

- ASCSN passed the Period Equity Project, funded by the CSN Foundation, and spearheaded by Senator Gilda Espinoza, to address the critical issue of period poverty and ensure that students can access period products by collecting products from the different campuses.
- ASCSN held the ambassador day at the Charleston Campus during International Educational Week; they awarded a scholarship to former senator and student Cesar Lopez for being an active member of the CSN community.
- The Office of the President sent an ASCSN delegation to the Hispanic Association of Colleges and Universities Conference. They formed connections, learned about how other institutions serve their students, and understood and became aware of the educational changes for existing and emerging Hispanic Serving Institutions.
- ASCSN has engaged and shared their voices and perspectives in the CSN Strategic Planning process.

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

WNC ASWN

- Student enrollment at WNC is up, and ASWN's goal is to help create a vibrant student experience to help retain students moving forward. ASWN hosted over 50 student events to support this goal.
- ASWN is gearing up for De-Stress Fest, which starts next week and includes 47 events over two weeks to support students during finals.
- ASWN handed out pink t-shirts and information throughout October for Breast Cancer Awareness Month.
- ASWN participated in the Nevada Day Parade.
- ASWN supported Dia De Los Muertos with the Latino Leadership Academy.
- ASWN Student Affairs Committee has been actively working with the student body to get their opinions on campus updates.
- WNC ASWN President Stankute will sit on the Committee for Funding Higher Education and looks forward to learning more about the funding formula's role in our system.

6. Information Only – NSHE Classified Council Report – NSHE Classified Council President and NSC Classified Council Chair Helen Corbello reported the Council is updating and finalizing its Bylaws. She thanked Chief of Staff to the Board of Regents Keri D. Nikolajewski for her guidance through this process. The 2024 Regents' Outstanding Classified Staff Award process is underway, and she thanked the Board of Regents for providing an opportunity to recognize the outstanding work of classified employees. The Council will meet with Interim Chancellor Patricia Charlton and work to build a strong rapport between the Chancellor's office and the NSHE Classified Council. In addition, the Council would like to establish a date to meet with the Board of Regents to build upon its collaboration efforts. The Council is also working toward developing and implementing equity across the NSHE institutions and is evaluating parking fees implemented at UNLV and UNR and the financial impact on the classified staff community. With the cooperation of the UNLV Controller's office, UNLV Faculty Senate, UNLV Administrative Faculty Committee, and the UNR, CSN, GBC, NSU, WNC, and TMCC Classified Councils, the NSHE Classified Council Executive Committee proposes that the current classified staff employee dependent tuition award, also known as Grant in Aid, offered at each institution be equally extended to include all eight NSHE institutions. Academic and administrative faculty receive different benefits than classified employees and their dependents. She clarified that current classified employees could attend classes primarily at their institution and some can extend to their geographical area. For example, UNLV employees can attend another Southern Nevada institution. Classified employee dependents can only receive benefits at their institution. For example, a current classified employee who works at UNLV has three children attending NSHE institutions statewide. Dependent "A" attends UNLV and receives the grant in aid assistance offered, Dependent "B" attends UNR, and Dependent "C" attends TMCC and receives no aid. In contrast, for academic and administrative faculty in the same scenario, all three dependents would receive grant in aid assistance. Governor Lombardo's recent 2023 State of the State Address mentioned that

6. Information Only – NSHE Classified Council Report – (Continued)

he will focus on restoring and enhancing funding for higher education programs and this would be a first step in that direction. As proven by implementing the Enrichment Award Program at UNLV, all other NSHE institutions have followed suit and provided such aid to their classified staff dependents. Administrative and academic faculty dependents were offered a grant in aid for all other NSHE institutions with a great success rate. The Council is asking to have this benefit extended to the classified staff. The Council proposes that this extension be effective with the upcoming 2024 - 2025 Academic Year and asks the Board of Regents to review and discuss the proposal.

7. Information Only – Chair of the Faculty Senate Chairs Report – Chair of the Council of Faculty Senate Chairs and UNR Faculty Senate Chair Peter S. Reed reported the Council has held many discussions together, as well as with faculty across the campuses, regarding the decisions the Board will make tomorrow about FY 25 budgets. They realize that these are complex decisions, and they believe the ideal way to navigate complex decisions is through the power of shared governance: collaboration, reciprocal relationships, and effective communication can help point the way. Faculty Senates have sought broad input from faculty through surveys, voting, and open campus dialogues. He offered the following perspectives for the Board's consideration:

- GBC Faculty Senate Chair David Sexton reports that at GBC around 70 percent of faculty favor the 11 percent COLA, including a delayed COLA, using a mix of student fees and other austerity measures. The other 30 percent have concerns about what would be required to balance the budget, including raising student fees, and thus, these faculty are open to a reduced COLA.
- WNC Faculty Senate Chair Rachelle Bassen reports that faculty at WNC feel similarly, with a strong preference for implementing the COLA with student fee increases or offsetting the cost with alternative options such as a COLA delay. It is worth noting that the WNC Faculty Senate voted unanimously to support the 11 percent COLA.
- CSN Faculty Senate Chair Patrick Villa reports that a similar proportion of faculty at CSN share these perspectives, including a quarter of faculty calling for the COLA to be fully funded by student fees. The rest of those supporting the full COLA believe a mix of shared solutions, including student fees and other budget measures, is appropriate.
- NSU Faculty Senate Chair Molly Appel reports that faculty at NSU strongly believe that funding should be sought in equal measure from increased student fees and the institutional shouldering of operational budget adjustments. NSU student government leaders also voted in support of this recommendation.
- UNLV Faculty Senate Chair Bill Robinson reports that UNLV faculty overwhelmingly supports the full 11 percent COLA, with around 70 percent encouraging the COLA no matter the budget impact. They prefer it to be implemented in a manner that shares the burden with everyone, including students, faculty, and the institution.
- UNR reports faculty input and formal all-campus conversations with faculty, staff, students, and campus leaders, demonstrate that most UNR faculty support the full 11 percent COLA alongside increased student fees. That said, a significant

7. Information Only – Chair of the Faculty Senate Chairs Report – (Continued)

minority of faculty are open to a reduced COLA amount due to deep concerns about the impact of the full COLA and the implications for course offerings, faculty workload, and student experience if deep cuts are required to balance the budget.

- Another critical element in the discussion is the impact on self-supporting (or non-state) budgets, a significant consideration at both R1 universities and the prevailing concern for DRI. DRI Faculty Senate Chair JD Lancaster shared that covering increased costs for research faculty will be very difficult. Self-supported long-term projects that were budgeted before this discussion began will suffer significantly. The Legislature provides no support for faculty on self-supporting budgets, meaning faculty, principal investigators, and program directors are responsible for shouldering the total amount of any COLA for their teams.

Chair of the Council of Faculty Senate Chairs Reed stated in summary that the majority, or around two-thirds of faculty, favor the full 11 percent COLA, including support for a delayed COLA, alongside a modest increase in student fees and leveraging other reasonable options to balance the budget. On the other hand, there is a significant minority, around one-third of faculty, with deep concerns about balancing budgets after an 11 percent COLA. Mainly, if there is no increase in student fees, these faculty prefer to consider a reduced COLA to minimize adverse outcomes, including those affecting the student experience, such as program disruptions, delayed progress to degrees, and fewer opportunities for student participation in faculty research. In short, a shared solutions approach appears to be the only viable option.

Further, for all NSHE faculty, there is deep concern and rising anxiety over how tomorrow's decisions will be implemented, which affects morale. The Council asks that the Board consider the complexities of this issue, lean on the input received, and make decisions that establish a path forward that affirms the value, importance, and labor of faculty on the front line of teaching, research, and service. Ultimately, it is the faculty, through these efforts, who create the experience students seek when they choose an NSHE institution for their education.

8. Information Only – Chancellor's Report – Interim Chancellor Patricia Charlton reported that the NSHE Committee on Higher Education Funding met on November 14th and she thanked Chair Brooks, and Regents Goodman and Del Carlo for participating. Recently, she was invited by Superintendent of Public Instruction Jhone Ebert to serve on the Commission on Innovation and Excellence in Education, which will begin in January 2024. NSHE is happy to conclude the recruitments for the Vice Chancellor of Budget and Finance and the Vice Chancellor for Academic and Student Affairs. She hoped to have announcements for the Chief Human Resources Officer and the Public Information Officer soon. NSHE has been busy coordinating and preparing for the 2025 Legislative Session. Over the last few months, much work has been done on presidential periodic evaluations. She thanked DRI Faculty Senate Chair Lancaster, UNLV Faculty Senate Chair Robinson, and UNR Faculty Senate Chair Reed. Interim Chancellor Charlton expressed appreciation for Director of Government Relations Alejandro Rodriguez, as they engaged in the preparatory work for the interim study that will happen with the Legislature. They are meeting with legislators to engage in conversations in support of NSHE and the

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

institutions. She thanked everyone who helped evaluate strategies regarding the cost of living. The System team continues to work aggressively and collaboratively around the state with key groups, including the Governor’s Office of Economic Development, Nevada Department of Education, Las Vegas Global Economic Alliance, and others that have invited NSHE to the table to be a part of the future. Additionally, NSHE staff and the institutions have been preparing and planning for the Complete College America Conference in Las Vegas on December 10-12, 2023. Finally, she thanked CSN President Zaragoza for his leadership in the organization that brought the International Education Conference to Las Vegas, the first time the conference had been held in the United States.

9. Information Only – Board Chair’s Report – Chair Brooks honored and extended heartfelt gratitude to the individuals who have dedicated three decades or more of service to the NSHE. He stated he is happy to celebrate the unwavering commitment, expertise, and passion of esteemed administrators and faculty members throughout Nevada. These exceptional individuals have been the guiding stars, shaping the minds of countless students, and their devotion to academia has enriched the academic landscape and touched the lives of generations of students. On behalf of the Board of Regents and the System Office, he extended sincerest thanks and admiration for their thirty years or more of exemplary service. Their dedication has been the cornerstone for higher education success in Nevada.

As NSHE celebrates the dedication of exceptional individuals, it’s crucial at this time to recognize the unpredictable nature of the world we live in. Just as our honored individuals exemplify resilience, recent events, specifically the horrific terrorist attacks in Israel, remind us of the unforeseen challenges that can impact us all. We are now 54 days since the attacks, and we are still awaiting the return of American and Israeli hostages. The graphic photos, videos, and first-hand eyewitness accounts of brutal and inhumane acts committed by Hamas have had a significant impact on people all over the world, particularly the Jewish population from across the globe. Unfortunately, we are witnessing an alarming rise in antisemitism on college campuses across the nation, which has a direct impact on our Jewish population locally, particularly for Jewish students and faculty. Recent statistics reveal that between October 7th and November 7th of this year, compared to the same period last year, there has been an increase of anti-Semitic incidents by 300 percent. This hate-driven behavior not only violates the fundamental principles of tolerance and respect but also undermines the educational experience and sense of security for Jewish students and faculty on the campuses. The First Amendment of the United States Constitution grants individuals the cherished right to free speech, a cornerstone of our democracy. It is a fundamental right that we deeply respect and strive to protect within our educational community. However, it is crucial to emphasize that while free speech is the bedrock of our society, there are limitations when it comes to unlawful and criminal acts. Maintaining a safe learning environment for our students is paramount. It is imperative to understand that the First Amendment does not protect actions or expressions that are unlawful or criminal. Threats, harassment, violence, discrimination, and any form of illegal behavior are not and should not be misconstrued as protected speech. Our institutions must uphold their commitments to providing a safe and welcoming

9. Information Only – Board Chair’s Report – (Continued)

environment for all students, regardless of their background or beliefs. Title VI of the Civil Rights Act of 1964 protects individuals from discrimination based on race, color, or national origin in programs and activities receiving federal financial assistance. Antisemitism falls within this purview and requires a firm stance against any form of discrimination or harassment targeting Jewish individuals. Rallies and demonstrations advocating for the eradication of Jews are not only abhorrent but also create an atmosphere of fear and intimidation. No student should ever feel threatened or unsafe because of their religious or cultural identity. This time last year, the Board of Regents adopted the International Holocaust Remembrance Alliance definition of antisemitism to support the recognition of antisemitism when it appears on the campuses. This definition is used by the U.S. Department of Education when they are investigating antisemitic reports. There is a System-wide shortfall in its implementation and collective messaging that demonstrates empathy guided by a moral compass. School administrators are often torn between obligations to defend First Amendment freedoms and the commitment to maintain an environment free from bigotry, harassment, intimidation, and violence.

According to guidance from the U.S. Department of Education Office for Civil Rights, speech crosses over from protected territory into harassing verbal conduct that is not protected by the First Amendment when it is “sufficiently severe, pervasive, or persistent to interfere with or limit the ability of an individual to participate in or benefit from the services, activities, or privileges provided by a school or college.” The protests on NSHE campuses with either written slogans or verbal chants of “From the River to the Sea, Palestine Will Be Free” call for ethnic cleansing of Jews from the only Jewish state in the world. The chant “Zionists are not welcome here” clearly calls for discrimination against Jews. The chant “There is only One Solution, Intifada, Revolution” is reminiscent of Hitler’s Final Solution, the elimination of all Jews. The Jewish student experience and education are being interfered with. While all students must feel protected and safe on NSHE campuses, it is Jewish students who are vulnerable. We must do more, and he commends the institutions for having difficult conversations to find better ways to support Jewish students and faculty.

Chair Brooks provided a great appreciation to UNLV President Whitfield and UNR President Sandoval for their continued conversations and urged the continuation of proactive measures to combat antisemitism.

10. Approved – Consent Items – The Board approved the consent items.

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

- September 8, 2023, Board of Regents meeting (*Ref. BOR-10a1 on file in the Board Office.*)
- September 28, 2023, Board of Regents special meeting (*Ref. BOR-10a2 on file in the Board Office.*)

10. Approved – Consent Items – (Continued)

- 10b. Approved – Tuition and Registration Fee Discounts Report, NSHE – The Board approved the report on institutional tuition and registration fee discounts, pursuant to Board policy (*Title 4, Chapter 17, Section 18*). (Ref. BOR-10b on file in the Board Office.)
- 10c. Approved – Technology Fee and iNtegrate Fee Report, NSHE – The Board approved 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-10c on file in the Board Office.)
- 10d. Approved – Handbook Revision, Enhanced 12-Month Contracts for Academic Nursing Faculty – The Board approved a revision to Board policy (*Title 4, Chapter 3, Section 37*) to include all institutions for enhanced 12-month B3 contracts for academic nursing faculty. (Ref. BOR-10d on file in the Board Office.)
- 10e. Approved – Appointments, NV Regional Training Programs Boards – The Board approved the following two-year appointments to the three governing boards of Nevada’s K-12 Regional Training Programs, pursuant to the *Nevada Revised Statutes 391A.150*: (Ref. BOR-10e on file in the Board Office.)
- Jenny Ahlvers, M.Ed., Northeastern NV Regional Training Program
 - Jessica Gallo, Ph.D., Northwestern NV Regional Training Program
 - Kenneth Varner, Ph.D., Southern NV Regional Training Program
- 10f. Approved – Appointments, Task Force on Power-Based Violence at Institutions of Higher Education – The Board of Regents approves the appointment of members to the Task Force on Power-based Violence at Institutions of Higher Education, as required by the *Nevada Revised Statutes (NRS) 396.141(1)*. Assembly Bill 245 of the 82nd (2023) Session of the Nevada Legislature, codified at NRS 396.141 – 396.159, replaced the Task Force on Sexual Misconduct at Institutions of Higher Education with the Task Force on Power-based Violence at Institutions of Higher Education, modifying the composition of the statutorily required membership. The Board approved the following individuals for appointment to the Task Force on Power-based Violence at Institutions of Higher Education: (Ref. BOR-10f on file in the Board Office.)
- Patricia Charlton, Interim Chancellor, NSHE (or designee)
 - James J. Martines, Chief General Counsel, NSHE (or designee)
 - Elizabeth Gunn, Ph.D., NSU
 - Erin Frock, TMCC
 - Michelle Sposito, UNLV
 - Kevin Leon-Martinez, UNLV
 - Lisha Allison, TMCC
 - Tabor Griswold, Ph.D., UNR

10. Approved – Consent Items – (Continued)

10f. Approved – Appointments, Task Force on Power-Based Violence at Institutions of Higher Education – (Continued)

- Kavita Batra, Ph.D., UNLV
- Alison Netski, M.D., UNLV
- Christina Hall, UNLV
- Shaun Mabanta, TMCC
- Stefanie Coleman, Ed.D., NSU

Regent Perkins moved approval of the consent items.
Regent Del Carlo seconded. Motion carried by
unanimous vote.

11. Approved – Upcoming Vacancy in the Office of President/Interim Appointment, GBC –
The Board approved the appointment of Amber Donnelly, Ph.D. to the position of Interim
President of Great Basin College (GBC), effective July 1, 2024, for a period of 1-3 years
with the specific term to be determined at a later date. *(Supplemental Material on file in the Board
Office.)*

Interim Chancellor Charlton, in consultation with Chair Brooks, recommended the
appointment of Amber Donnelly, Ph.D. to the position of Interim President of Great Basin
College (GBC), effective July 1, 2024, following a series of meetings with major
constituencies of GBC to receive their suggestions and input for the appointment of an
acting or interim President.

Special Counsel to the Board of Regents Michael B. Wixom provided an overview of the
Code provisions that apply to a presidential search.

Chair Brooks stated it was evident during the stakeholder conversations that the
stakeholders and community wanted to move in this direction.

Regent Perkins asked GBC President Helens her thoughts about the recommended
appointment. GBC President Helens stated she has always believed that success comes
from succession planning. She has a small but effective team. Some are highly sought
after by other institutions. Dr. Donnelly was elevated to Assistant Vice President as part of
the succession planning. She believes in the succession plan and Dr. Donnelly. Dr.
Donnelly has earned this, and President Helens strongly supports her appointment.

Regent Cruz-Crawford moved approval of the
appointment of Amber Donnelly, Ph.D. to the
position of Interim President of Great Basin College
(GBC), effective July 1, 2024, for a period of 1-3
years with the specific term to be determined at a
later date. Regent Goodman seconded.

11. Approved – Upcoming Vacancy in the Office of President/Interim Appointment, GBC – (Continued)

In response to a question from Regent Carvalho about why they are requesting a contract to come forward at a later date, Interim Chancellor Charlton responded that it was a timing issue. Because of the shortened timeframe of the stakeholder meetings, the holidays, and the negotiation of a contract, they felt it was best not to rush the contract.

Regent Del Carlo stated she supports the motion. Dr. Donnelly has been a phenomenal leader at GBC. She is humble and highly respected. It also takes a particular person to be in a rural community. The community is looking for stability and someone who wants to stay.

Regent McMichael offered a friendly amendment for a term of three years.

Regent Cruz-Crawford did not accept the friendly amendment.

Regent McMichael withdrew the friendly amendment.

Motion carried by a unanimous roll call vote. Chair Brooks, Vice Chair Arrascada, and Regents Boylan, Brager, Brown, Carvalho, Cruz-Crawford, Del Carlo, Downs, Goodman, McMichael, Perkins, and Tarkanian voted yes.

Dr. Donnelly thanked Chair Brooks, the Regents, and Interim Chancellor Charlton and expressed her heartfelt gratitude for the opportunity to serve as Interim President at GBC. It is with great enthusiasm she accepts the position. She is confident they can navigate the challenges and opportunities ahead together. She is committed to maintaining open lines of communication and ensuring transparency and collaboration. She also thanked GBC President Helens for her support.

12. Withdrawn – Upcoming Vacancy in the Office of President, CSN – The item was withdrawn. (Supplemental Material on file in the Board Office.)

13. Information Only – Public Comment (Agenda Item 16)

Pio Rejas stated that whoever is the next President of CSN needs to reflect not only being passionate in the work field but meeting the needs of the students and representing the student population percentages.

Brayson Gomez expressed his support for Item 18, FY 2025 Cost-of-Living Adjustments for Professional Employees, Option A. Undoubtedly, increased student registration fees concern students. However, it is crucial to recognize the shared responsibility students bear in fostering a thriving educational environment. The proposed fee increases are not

13. Information Only – Public Comment (Agenda Item 16)

arbitrary. Instead, they are necessary to ensure the esteemed faculty and staff receive the compensation they rightfully deserve.

Molly Appel read Cristina Caputo's public comment into the record in support of Item 18, FY 2025 Cost-of-Living Adjustments for Professional Employees, Option A.

The meeting recessed at 5:32 p.m. and reconvened on Friday, December 1, 2023, at 10:14 a.m. with all members present.

14. Information Only – Public Comment (Agenda Item 17)

The following individual provided written public comment in support of the appointment of Amber Donnelly, Ph.D. to the position of GBC Interim President, Item 11, Upcoming Vacancy in the Office of President/Interim Appointment, GBC:

- Stacy Smith (*Smith.Stacy12.23 on file in the Board Office.*)

The following individuals provided in-person or written public comment in support of the appointment of Dr. James McCoy to the position of CSN Interim President, Item 12, Upcoming Vacancy in the Office of President, CSN:

- Robin Rohde
- Jyoti Senthil (*Senthil.Jyoti12.23 on file in the Board Office.*)

The following individuals provided in-person or written public comment in support of Item 18, FY 2025 Cost-of-Living Adjustments for Professional Employees:

- Erika Abad
- Natasha Anderson
- Rachelle Bassen
- Christine Beaudry
- Ted Chodock
- Jenna Dewar
- Katie Dockweiler
- Kent Ervin (*Ervin.Kent12.23 on file in the Board Office.*)
- Jenna Altherr Flores (*Flores.JennaAltherr12.23 on file in the Board Office.*)
- Shaun Franklin-Sewell (*Franklin-Sewell.Franklin12.23 on file in the Board Office.*)
- Brayson Gomez
- Elizabeth Gunn (*Gunn.Elizabeth12.23 on file in the Board Office.*)
- Sabina Malik (*Malik.Sabina12.23 on file in the Board Office.*)
- Vanessa Mari
- Teresa Marie

14. Information Only – Public Comment (Agenda Item 17) – (Continued)

In support of Item 18, FY 2025 Cost-of-Living Adjustments for Professional Employees:
– (Continued)

- Shantel Marshall
- Pete Martini
- Justin McMenemy
- Lori Navarrete
- Jim New
- Lahana Pearce
- Esther Placazares
- Heather Reardon
- Natalie Renkes (*Renkes.Natalie12.23 on file in the Board Office.*)
- Alexia Rivera-Perez
- Bill Robinson
- Robin Rohde
- Todd Ruecker
- Doug Unger
- Patrick Villa
- Staci Walters
- Glynda White
- Michael Whitehead (*Whitehead.Michael12.23 on file in the Board Office.*)
- Catalina Wilson
- Kinsey Wright

The following individuals provided in-person or telephone public comment opposing Chair Brooks' anti-Palestinian statements during Agenda Item 9, Board Chair's Report. They stated that Chair Brooks' statements were biased, false, and harmful to the Palestinian and Muslim students at UNLV. Chair Brooks' statements mistakenly concluded Zionism with Judaism. How can UNLV call itself one of the most diverse institutions in the nation while disregarding the effect that the false statements have on the safety and well-being of Muslim and Palestinian students when there have been multiple stories of students being harassed on campus solely for being Muslim or Palestinian?

- Sofie Dagostino
- Yvette Machado
- Jacque Veloso
- Stephanie (last name indiscernible), UNLV alumnus
- High school student (no name given)

The following individual provided in-person public comment requesting a change in requirements to be a University Regent to include that a person must have at least a bachelor's degree to be qualified to sit on the Board of Regents:

- Steve Sanson

14. Information Only – Public Comment (Agenda Item 17) – (Continued)

The following individuals provided in-person public comment extending thanks to Chair Brooks for his unwavering support of the Jewish and Israeli community and determination to end antisemitism on college campuses. They said that they are fearful of antisemitism and do not feel safe on the UNLV campus. Dangerous and harmful rhetoric has been spread on the UNLV campus. Students and friends have been targeted by pro-Hamas supporters from the student organization Nevadans for Palestinian Liberation (NPL) on the UNLV campus. Jewish and Israeli voices have been silenced. Classes have been interrupted by NPL's unsanctioned rallies. It is disheartening to see highly regarded students and faculty posting misinformation online about Jewish people. Hate does not belong on the UNLV campus. They urged the Board to take action on the hateful group that calls for the eradication of the Jewish state. NPL does not share the core values and beliefs that make UNLV a diverse and welcoming campus for all. NPL directly violates the definition of antisemitism established by the Board of Regents.

- Seth Amram
- Corey Gerwaski
- Ben Sagman
- Elaine Sanchez
- Darcy Silver
- Gaia Steinberg
- Brooke Wingate

Jim Matovia provided in-person public comment on Item 22, Annual Salary Schedule Update. The salary bands are currently 31 percent deficient; if the salaries are raised by an additional 11 percent, the salary bands will be 45-46 percent deficient. Title 4, Chapter 3, Section 27, limits initial placement to the median of the salary bands. If you raise the bands and the median by 10 percent, it is still deficient for new faculty members. The section does allow Presidents to approach the Board for exceptions. But do the Regents want the presidents to come to the Board to ask for an exception to pay a new faculty member a living wage?

Molly Appel provided in-person public comment on what the Regents' investment in Option A would mean for faculty. She appreciates the concern about the potential loss of academic programs and student opportunities. She reiterated that administrative and academic faculty retention and recruitment are the most significant barriers because they are struggling to meet financial obligations. Show legislators that you value the administrative and academic faculty, which is how to invest in higher education.

Esther Placazares provided in-person public comment expressing her gratitude to the Board, System Office, and all that worked behind the scenes to support AB 226. She offered a special thank you to Regent Carvalho for her kind letter of support during the session. AB 226 did pass, and they are incrementally moving the needle on equitable policy for students regardless of their immigration status.

14. Information Only – Public Comment (Agenda Item 17) – (Continued)

Dawson Deal provided in-person public comment stressing the need for comprehensive student outreach for FY 25 proposals. The importance of cost-of-living adjustments for faculty and staff retention is critical. The lack of thorough student involvement burdens students, especially in light of suggestions for student governments to shoulder more outreach responsibilities on behalf of the Board. He urged the Board to prioritize robust communication strategies that ensure students are thoroughly informed about proposed fee increases and COLA adjustments. Engagement from the Board empowers students and significantly enhances transparency and accountability within the decision-making process by fostering an open dialogue and providing comprehensive information to ensure the student community actively shapes the institution's future.

Taissa Lytchenko provided in-person public comment on graduate student stipends, graduate student fees, the mandatory fitness fee, the Ponderosa Village rent increase, and an expansion of campus food pantry services (Pack Provisions).

Gerardo Aguilar provided telephone public comment sharing his experience attending the First-Generation College Celebration Day at the White House in Washington, D.C.

Regent Boylan requested a special meeting to include a factual discussion of incidents on campus that are making students feel unsafe. The Regents are concerned about all students feeling safe.

9. Chair's Report – (Continued)

Chair Brooks stated he stands by his remarks during his Chair's Report and extends an offer to any student, staff, or faculty member for further discussion.

The meeting recessed at 11:56 a.m. and reconvened at 12:10 p.m. with all members present except Regents Brown and Perkins.

15. Information Only – Student Success Programs and Activities (Agenda Item 25) – The Board discussed the importance of activities and programs to support student success. Student success is a strategic goal of the Board intended to direct strategies across the NSHE that support student engagement and successfully accomplish every student's educational goal(s). UNLV and WNC presented the activities, initiatives, and programs designed to support student success at their respective institutions.

Regent Brown entered the meeting.

William S. Boyd School of Law Dean Leah Grinvald provided an overview of how Boyd Law provides law students with pathways to professional success.

Regent Perkins entered the meeting.

15. Information Only – Student Success Programs and Activities (Agenda Item 25) – (Continued)

Chair Brooks stated that the Boyd School of Law has demonstrated a blueprint to be mirrored throughout the state.

WNC President Dalpe invited students Catalina Wilson, Alyssa Butler, ASWN President Stankute, and Logan McAlister to discuss initiatives WNC has implemented to help support students as they progress through the educational pipeline to complete their classes, degrees, and certificates.

Regent Del Carlo thanked ASWN President Stankute for the invitation to the mixer. President Stankute is a remarkable leader at 17 years old, and Regent Del Carlo thanked her for her passion.

In response to a question from Regent Boylan related to the food pantry, WNC President Dalpe stated there has been an outpouring of donations from other sectors that are keeping the shelves stocked.

The meeting recessed at 12:27 p.m. and reconvened at 12:38 p.m. with all members present.

16. Approved – FY 2025 Cost-of-Living Adjustments for Professional Employees (Agenda Item 18) – The Board approved 1) awarding an 11% cost-of-living adjustment for all professional employees for FY 2025 with a delayed implementation date of October 1, 2024; 2) a 5% increase in NSHE student registration fees, non-resident tuition, part-time non-resident tuition, and distance education tuition; 3) dedicating 15% of the increased fee for the universities and upper-division community colleges and 10% of the increased fee for the community colleges to student access, consistent with Board policy, with the remainder to be used exclusively in support of the salary increase to the state supported operating budget; 4) suspending Title 4, Chapter 3, Section 50 concerning Annual Professional Performance Pay Awards of 1% for FY2 025; 5) a waiver of the 6% limitation on increases in fees and tuition, set forth in Title 4, Chapter 17, Section 1, Subsections 2(a) and 2(b); and 6) a waiver of the notice requirements for increases in fees and tuition set forth in Title 4, Chapter 17, Section 1, Subsections 2(c) and 2(d). (*Ref. BOR-18 on file in the Board Office.*)

Interim Chancellor Patricia Charlton, the NSHE Committee to Recommend FY 2025 Salary Increases, and Chief Financial Officer Viton presented two options for consideration by the Board of Regents. The respective options are for the implementation of a not to exceed eleven percent (11%) increase to base salary for all NSHE professional employees.

Option A: Award an eleven percent (11%) salary increase for all professional employees for FY 2025, with a delayed implementation date of October 1, 2024. Approve a five percent (5%) increase in NSHE student registration fees, non-resident tuition, part-time non-resident tuition, and distance education tuition. Fifteen percent (15%) of the increased fee for the universities and upper-division community colleges and ten percent (10%) of

16. Approved – FY 2025 Cost-of-Living Adjustments for Professional Employees (Agenda Item 18) – (Continued)

Option A: – (Continued)

the increased fee for the community colleges will be dedicated to student access, consistent with Board policy, and the remainder be used exclusively in support of the salary increase to the state supported operating budget.

Option B: Award a nine and a half percent (9.5%) salary increase for all professional employees for FY 2025, effective July 1, 2024. Approve a five percent (5%) increase in NSHE student registration fees, non-resident tuition, part-time non-resident tuition, and distance education tuition. Fifteen percent (15%) of the increased fee for the universities and upper-division community colleges and ten percent (10%) of the increased fee for the community colleges will be dedicated to student access, consistent with Board policy, and the remainder used exclusively in support of the salary increase to the state supported operating budget.

Both options include a recommendation to suspend Board policy (*Title 4, Chapter 3, Section 50*) concerning Annual Professional Performance Pay Awards of one percent (1%) for FY 2025.

NSA Chair and WNC ASWN President Stankute expressed ASWN's full support of the 11 percent salary adjustment for professional employees, delayed by three months. Student fee increases are a serious concern, so ASWN took the time to learn how the fee will affect them and, most importantly, how they can help students navigate the new fee. ASWN appreciates the structuring of the fee increase because it is included in the registration fee. Financial aid can be used to cover the increase, and 10 percent of the fee will be allocated to the student access portion of the budget. A majority of students were in favor of Option A. Still, some students agreed with the adjustment for only teaching faculty and staff who work directly with the students, not executive faculty.

UNLV GPSA President Nicole Thomas stated this was a difficult decision. Without faculty, students would not exist, and vice-versa. She strongly advocates for increased funds from the Legislature to support public education. In terms of student support at the graduate level at UNLV, she has spent the last three months communicating with students. She has faced very little pushback for this increase. Everyone has understood that faculty are not paid enough. UNLV GPSA fully supports a registration fee increase, not a surcharge.

UNLV CSUN President Makayla Franklin stated today's decision impacts the livelihood and well-being of dedicated professional employees. It is imperative to address the issue of fair compensation and equitable treatment of all within the institution. She advocates for the much-deserved acknowledgment and support of the 11 percent COLA for all professional employees, with a delayed start of October 1st. It is essential to emphasize that faculty members are the institution's backbone and contribute significantly to all students' academic excellence and overall success. Yet, they have been consistently

16. Approved – FY 2025 Cost-of-Living Adjustments for Professional Employees (Agenda Item 18) – (Continued)

overlooked when it comes to fair compensation. Additionally, it is pertinent to highlight the disparity that exists within the institution's compensation structure. Executive-level hires at the NSHE level have often been brought in at notably high compensation levels, while faculty salaries have lagged. This discrepancy is not justifiable and further underscores the pressing need to address the issue of fair compensation across all levels. As the student body president, she understands this requires a student fee increase. Still, she urged the Board to consider how the increase affects students, and after deciding to continue looking for ways to create affordable and equitable pathways to support the students financially.

UNR GSA President Matthew Hawn reported he brought both options to the GSA Council and invited Vice President for Administration and Finance Andrew Clinger to present the options and their impacts. The GSA unanimously decided not to support Option A or Option B. The discussion mainly centered on who it would impact. UNR has a graduate student population of 3,000. One-third of those are on a full-time assistantship, meaning their tuition is covered, and this fee will not impact them but will impact professors and the departments they work with. However, approximately 200 are on a part-time assistantship, meaning they will pay half of the increase, with all other fee increases suggested on the agenda. Furthermore, that means about two-thirds of the population will pay the total amount. GSA asked who this would directly hurt or impact the most. GSA believes that this will affect most students, especially international masters-degree students. The University has entered into an agreement with a recruiting firm to bring in more international master's students. Differential fees impact these individuals, and many are already using Pack Provisions. Now, UNR is asking more master's students to come, where their tuition is not covered, and an increase in tuition and differential fees they already have to pay will exacerbate the problem.

UNR ASUN President Boris Carpio Guerra acknowledged the complexity of the decisions. The proposed options highlight the financial challenges facing the institutions. Recognizing the importance of the COLA for faculty and staff retention is paramount. Their dedication significantly contributes to the University's success, and fair compensation is crucial. On the other hand, the proposed fee increase underscores the financial realities students are grappling with. While students understand the need for fiscal responsibility, there is an undeniable concern about the impact of increased fees. It is a delicate balance, and they appreciate the Board's awareness of this challenge. He also recognized the sheer struggle among the Board, University administration, faculty, and students. As the deliberations unfold, they want to ensure the effects on students and concerns remain at the forefront of conversation. The commitment is to work collaboratively toward solutions that safeguard the University's financial stability and accessibility and well-being of the student body. He urged careful consideration of the implications for both faculty and students. The entire University community feels the weight of the decisions, and finding a balanced approach is essential.

16. Approved – FY 2025 Cost-of-Living Adjustments for Professional Employees (Agenda Item 18) – (Continued)

TMCC SGA President Brayson Gomez stated he has engaged in conversations with fellow officers and constituents, revealing diverse opinions. Some students expressed concerns about the potential impact of the 5 percent increase on personal finances. However, the prevailing sentiment is that given the challenging circumstances, this increase is necessary. Students recognize that maintaining the esteemed faculty and staff requires shared sacrifices, and many believe it is a worthwhile investment. The TMCC SGA voted in support of Option A, and the decision reflects the concerns articulated by the college community and acknowledges the shared burden necessary in these trying times. As student body representatives, he and his officers strongly encouraged the Board to consider all student perspectives. It is important to recognize that while students may be hesitant about a fee increase, there is a collective understanding that supporting faculty and staff with the proposed 11 percent COLA is imperative. They believed that Option A strikes the right balance and ensures the continued excellence of the educational institutions. As the student government leader at TMCC, he will continue to assess the changes in tuition and fees. While most TMCC students understand the increase is necessary to provide faculty and staff with COLA, it is essential to echo that these increases cannot become routine.

NSU NSSA President Kevin Osorio Hernández reported that NSSA voted to support the proposed 11 percent, with a 5 percent increase in student fees. This decision stems from the commitment to fostering an academic environment that prioritizes student interests while recognizing the vital contributions of its dedicated professors. They believe this is a strategic investment in faculty retention, ensuring the institution continues to benefit from the expertise and commitment of NSU's esteemed educators. Even with the 5 percent increase, this adjustment maintains NSU's state standing as the third most affordable for education. However, they also acknowledge concerns among underrepresented groups such as undocumented students and those in high-cost programs. While supporting the overall goal, they emphasize the need for an inclusive decision-making process considering a range of fee options. He urged the Board to consider this adjustment's potential challenges to students. Additionally, NSSA recognizes the financial challenges students face and endorses the move, understanding that it will be accompanied by the return on investment of retaining quality faculty and staff.

CSN ASCSN President Pio Rejas expressed the difficulties this will present to CSN students. This will affect a community college differently than a university. Community college is to be accessible to traditional and nontraditional students. The increase will impact the CSN community. However, they appreciate the faculty and understand that retaining faculty is essential to generating a sense of belonging between students and faculty. Faculty deserve to be paid. He stated he supports Option A.

UNLV Faculty Senate Chair Robinson stated that UNLV Faculty Senate supports Option A. It is essential for faculty hiring and retention.

WNC Faculty Senate Chair Bassen stated that the WNC Faculty Senate unanimously supports Option A.

16. Approved – FY 2025 Cost-of-Living Adjustments for Professional Employees (Agenda Item 18) – (Continued)

CSN Faculty Senate Chair Villa stated the CSN Faculty Senate supports Option A.

DRI Faculty Senate Chair Lancaster stated the DRI Faculty Senate supports Option B.

NSU Faculty Senate Chair Appel stated that the NSU academic and administrative faculty overwhelmingly support Option A.

GBC Faculty Senate Chair Sexton stated the GBC Faculty Senate supports Option A. He provided some real-time numbers of the paycheck that he received this morning.

UNR Faculty Senate Chair Reed stated that based on faculty input and campuswide conversations, he can confidently state that while there are diverse opinions among the academic and administrative faculty, a decisive majority of faculty support Option A.

Regent Downs disclosed he is an employee of Western Nevada College. Because the independence of judgment of a reasonable person would not be materially affected, he will vote on the matter. He disclosed the relationship under NRS Chapter 281A. He added that while it may be easier not to vote, he thought honoring his constituents by participating was important.

In response to a question from Regent Perkins related to whether the 5 percent increase was on top of automatic tuition increases, Chief Financial Officer Viton responded the 5 percent increase is on top of the Higher Education Price Index (HEPI) adjustments. Regent Perkins believed it was prudent for the Board to reexamine the predictable pricing model.

Regent Perkins stated she had great pause about balancing the budget on the backs of students. However, with the overwhelming support she has heard, she will support Option A.

WNC President Dalpe thanked the faculty, staff, and students who spoke. A more extensive discussion related to the reimbursement rate will have to happen with the Legislature. WNC has continued to support Option A.

NSU President Pollard stated one of the challenges is that NSHE is separating COLA from a broader economic issue facing higher education. She noted three additional things related to COLA: unpredictable enrollment patterns, awaiting outcomes from the formula funding study, and today's action on salary schedules. She has two overriding principles, including valuing employees and building a solid teaching university for the region and state. There will be long-term impacts on the growth of NSU, such as holding open vacant positions, additional operation reductions, and limiting or deferring new initiatives. As a result, she will support Option A, adjust the institutional budget accordingly, and ask all stakeholders to help be a part of the solution finding.

UNR President Sandoval stated he had carefully listened to the testimony and had met with the campus community. He has marveled at the faculty. He appreciates, respects, and

16. Approved – FY 2025 Cost-of-Living Adjustments for Professional Employees (Agenda Item 18) – (Continued)

thanks them. He will support Option A. He is frustrated because there will be consequences. UNR receives the least state support, meaning they must find the most money. UNR has a lot of self-funded budgets that receive zero state support, which means that UNR will have to come up with 100 percent of the increase. There is no justification to treat a group of state employees differently than the rest, and the 2025 Legislature should fix this.

UNLV President Whitfield stated that UNLV supports Option A. Faculty and staff deserve this. He gave the students a round of applause for deciding to increase their costs by 5 percent because they understand that excellent faculty will improve their lives and the bottom line of their investment in education. He is overwhelmed by the uniformity of their support. The faculty will have to work with the administration as changes must be made to the operational budget to do this. NSHE will have to work hard at the Legislature to make this right.

DRI President Acharya stated that because self-supporting funds fund DRI faculty, presently funded projects will be impacted, and the short-term impact will be profound. However, the increased COLA can be used to write new proposals and budgets so that the long-term impact won't be as significant. He will support Option B.

CSN President Zaragoza stated he had the opportunity to serve on the committee, and this is the right and moral thing to do. He affirmed that this is important for CSN's business model because they must stay competitive, retain, and attract faculty, and support the students. He will support Option A. Work is ahead, and he believes they must have a collective energy when approaching the Legislature.

TMCC Vice President of Academic Affairs Jeffrey Alexander shared that TMCC supports Option A. He added that he did reach out to TMCC Faculty Senate Chair Bullis, and he responded that the Faculty Senate is also in support of Option A. TMCC Vice President for Finance Mike Peyerl stated that what he has noticed in the last five months is that there is shared governance across the board. He also thanked Interim Chancellor Charlton. With the Faculty Senate, NFA, and the student government, TMCC has developed a proper plan and supports Option A.

GBC President Helens believed this was a perfect storm. There have been years of funding reductions, which have resulted in operational cuts that limit GBC's capacity to grow. There have also been unfunded mandates for various groups, including businesses. There have been no tuition increases, and salaries have not kept up with inflation. As a small rural institution, GBC fills operational cuts with salary savings. Regardless, it would be criminal not to support Option A. There needs to be a broader governance discussion on some things that NSHE can control.

The meeting recessed at 1:34 p.m. and reconvened at 1:56 p.m. with all members present except Regents Brown and Downs.

16. Approved – FY 2025 Cost-of-Living Adjustments for Professional Employees (Agenda Item 18) – (Continued)

Regent Carvalho agreed that this was an exercise in shared governance. She stated for the 2024-2025 academic year, the HEPI is 1.9 percent, making for a total increase of 6.9 percent to include the 5 percent for COLA. Board policy states that there cannot be more than a 6 percent increase for any given year. She asked Chief Financial Officer Viton and Special Counsel Wixom how they should frame a motion.

Regents Brown and Downs entered the meeting.

Special Counsel Wixom requested any motion to include the following language: per Board policy, a waiver of the 6% limitation in fee increases, and a waiver of notice requirements of increases.

In response to a question from Regent Del Carlo related to COLA rolling into the budget, Chief Financial Officer Viton responded the standard process followed for building the base budget includes the inflation factors from the previous legislative session so that the COLA will be a part of the inflation adjustments built into the base budget on the expenditure side. Regent Del Carlo then asked if there was a time that the COLA was not built in, with Chief Financial Officer Viton responding not that he is aware of.

Regent Downs stated it was beneficial for him to meet with students about the impact that a 5 percent will have. He noted that graduate students would be impacted by approximately \$197.00 a semester, and community college students have an impact of roughly \$87.00 a semester. Students expressed concern regarding how the institutions will implement budget cuts to make it all work.

Regent Brown was glad that predictable pricing was brought up. Predictable pricing plus the 5 percent is not an insignificant tuition increase. However, this tuition increase will have an immediate return on investment. It is asking the students to further invest in their future. It is critical to recognize that investing in faculty is investing in the quality of education provided. It is a strategic step toward retaining and attracting top faculty. Retaining top talent is essential to institutional success and for preparing students to be adequately ready for future jobs. She stated she supports Option A.

Regent McMichael stated there are consequences to both options, but he is more inclined to choose Option A.

Regent McMichael moved approval of Option A: Award an eleven percent (11%) salary increase for all professional employees for FY 2025, with a delayed implementation date of October 1, 2024. Approve a five percent (5%) increase in NSHE student registration fees, non-resident tuition, part-time non-resident tuition, and distance education tuition. Fifteen percent (15%) of the increased fee

16. Approved – FY 2025 Cost-of-Living Adjustments for Professional Employees (Agenda Item 18) – (Continued)

(Motion Continued)

for the universities and upper-division community colleges and ten percent (10%) of the increased fee for the community colleges will be dedicated to student access, consistent with Board policy, and the remainder used exclusively in support of the salary increase to the state supported operating budget, with i) a waiver of the 6% limitation on increases in fees and tuition, set forth in Title 4 Chapter 17 Section (1) Subsection (2) paragraphs (a)(b), and ii) a waiver of the notice requirements for increases in fees and tuition set forth in Title 4 Chapter 17 Section (1) Subsection (2) paragraphs (c)(d). Regent Del Carlo seconded.

Regent Boylan was proud to see the students stand for Option A. He also supports Option A.

Regent Goodman stated she is a fiscal conservative, and the sustainability of this seems daunting. It is critical to put together a plan on how to sustain this. This is going to affect how the institutions grow and prosper. Regent Goodman was happy to see all that supported this, but they must show up to the Legislature with the same excitement and energy.

Regent Cruz-Crawford stated that the institutions will need to invest in wrap-around services to ensure students understand all the opportunities that may be available. Nothing is more powerful than students advocating for themselves and more funding and resources.

Regent Perkins stated NSHE touts that it is one of the most affordable institutions in the country. She asked for the price of students attending school full-time versus the median income.

Regent Carvalho reiterated that looking at NSHE's pricing structure is essential.

Chair Brooks asked Chief Financial Officer Viton to address any carve-out considerations NSHE must have for the medical school. Chief Financial Officer Viton recalled that at the June meeting, one exception to the COLA was necessary for the clinical faculty at the two medical schools. There is no agenda item to address the two medical schools specifically, but they will return at the next meeting, subject to approval today, with a proposal for the medical schools.

16. Approved – FY 2025 Cost-of-Living Adjustments for Professional Employees (Agenda Item 18) – (Continued)

Vice Chair Arrascada stated the Regents received an email from the NFA, and he hoped they went to the NFA website, which has a breakdown of the student fees and shows where Nevada ranks among the other states in the country. NSHE academic and administrative faculty will receive a 23 percent raise in one year.

Regent Del Carlo stated this has been a beautiful display of shared governance. What she found disheartening is that Nevada ended the legislative session with a \$1.3 billion surplus. The \$63 million shortfall is not very much money compared to a \$1.3 billion surplus.

Regent Brager stated the call for action sounds good today, but she reminded everyone that they must stay strong to the call for action. She applauded the students for knowing that this 5 percent would affect them but still choosing to do it.

Chair Brooks clarified the motion to include language provided by Special Counsel Wixom.

Option A: Award an eleven percent (11%) salary increase for all professional employees for FY 2025, with a delayed implementation date of October 1, 2024. Approve a five percent (5%) increase in NSHE student registration fees, non-resident tuition, part-time non-resident tuition, and distance education tuition. Fifteen percent (15%) of the increased fee for the universities and upper-division community colleges and ten percent (10%) of the increased fee for the community colleges will be dedicated to student access, consistent with Board policy, and the remainder used exclusively in support of the salary increase to the state supported operating budget, with i) a waiver of the 6% limitation on increases in fees and tuition, set forth in Title 4 Chapter 17 Section (1) Subsection (2) paragraphs (a)(b), and ii) a waiver of the notice requirements for increases in fees and tuition set forth in Title 4 Chapter 17 Section (1) Subsection (2) paragraphs (c)(d) and a waiver of the notice requirements for increases in fees and tuition set forth in Title 4, Chapter 17, Section 1, Subsections 2(c) and 2(d)

Regents McMichael and Del Carlo agreed.

In response to Regent Perkins' request for information, Regent Downs stated that looking at the average median income compared to the average cost of attendance, Nevada ranks ninth in the comparison.

16. Approved – FY 2025 Cost-of-Living Adjustments for Professional Employees (Agenda Item 18) – (Continued)

Motion carried via a unanimous roll call vote. Chair Brooks, Vice Chair Arrascada, and Regents Boylan, Brager, Brown, Carvalho, Cruz-Crawford, Del Carlo, Downs, Goodman, McMichael, Perkins, and Tarkanian voted yes.

17. Information Only – Fiscal Year 2023 Student Fee Account Balance Report (Agenda Item 19) – Chief Financial Officer Chris Viton presented the Fiscal Year 2023 Student Fee Account Balance report in accordance with Board Policy (Title 4, Chapter 10, Section 19) in which all NSHE institutions reported FY 23 actuals; student fee revenue, student fee expenditures and balances as of July 1, 2023, along with an explanation if the account balances exceed one year of revenues. (Ref. BOR-19 on file in the Board Office.)

In response to a question from Regent Carvalho related to UNLV's "other" student fee balance of \$39 million, Chief Financial Officer Viton stated the "other" category is adjusted for feedback from the LCB audit. Before the LCB audit, the student fee balance account included legacy interpretations of self-supporting auxiliary activity. After working with the auditors, it was determined that the policy applies to all fees under Chapter 7. Because of that, UNLV captured some auxiliary activity that was not previously in the category.

Regent Perkins left the meeting.

18. Approved – Multi-Year Employment Contract Dr. Leora Frimer, Geriatrician, Kirk Kerkorian School of Medicine, UNLV (Agenda Item 14) – The Board approved a multi-year employment contract for Dr. Leora Frimer. (Ref. BOR-14 on file in the Board Office.)

UNLV President Whitfield requested a multi-year employment contract for Dr. Leora Frimer. Pursuant to the NSHE Code (Title 2, Chapter 5, Section 5.4.2), an employment contract for a term in excess of twelve (12) months or which overlaps a fiscal year requires approval of the Board of Regents prior to being issued or becoming binding.

Regent McMichael moved approval of a multi-year employment contract for Dr. Leora Frimer. Regent Brown seconded.

Regent Del Carlo stated she would request a review of the policy under New Business.

Motion carried by unanimous vote. Regent Perkins was absent.

19. Approved – Multi-Year Employment Contract, Dr. Jacqueline Choa, Pulmonary Critical/Interventional Pulmonary Position, Kirk Kerkorian School of Medicine, UNLV (Agenda Item 15) – The Board approved a multi-year employment contract for Dr. Jacqueline Choa. (Ref. BOR-15 on file in the Board Office.)

19. Approved – Multi-Year Employment Contract, Dr. Jacqueline Choa, Pulmonary Critical/Interventional Pulmonary Position, Kirk Kerkorian School of Medicine, UNLV (Agenda Item 15) – (Continued)

UNLV President Whitfield requested a multi-year employment contract for Dr. Jacqueline Choa. Pursuant to the NSHE Code (Title 2, Chapter 5, Section 5.4.2), an employment contract for a term in excess of twelve (12) months or which overlaps a fiscal year requires approval of the Board of Regents prior to being issued or becoming binding.

Regent Perkins entered the meeting.

Regent McMichael moved approval of a multi-year employment contract for Dr. Jacqueline Choa. Regent Del Carlo seconded. Motion carried by unanimous vote.

The meeting recessed at 2:47 p.m. and reconvened at 3:02 p.m. with all Regents present except Regent Downs.

20. Approved – Procedures and Guidelines Manual Revision, Student Fees – The Board approved revisions to the Procedure and Guidelines Manual (Chapter 7, Sections 11-14) addressing student fees at UNLV, UNR, NSU, and GBC; special course fees at UNLV, UNR, GBC, TMCC, and WNC; and residence hall and food service rates at UNLV and UNR. (Refs. BOR-20a, BOR-20b, BOR-20c and BOR-20d on file in the Board Office.)

Chief Financial Officer Viton presented proposed revisions to the *Procedures and Guidelines Manual* concerning student fees at UNLV, UNR, NSU, and GBC for the 2024-25 academic year (Ref. BOR-20b).

Regent Downs entered the meeting.

Regent McMichael moved approval of a revision to the *Procedures and Guidelines Manual* concerning student fees at UNLV, UNR, NSU, and GBC for the 2024-25 academic year (Ref. BOR-20b). Regent Brager seconded.

UNR GSA President Hawn noted that the GSA voted against supporting fee increases for the fitness facility and Ponderosa Village. He reiterated that the 5 percent tuition increase will impact the most vulnerable graduate students, international masters degree students. When fees increase, it makes it challenging to stay with the program.

In response to a question from Regent Boylan asking about a nursing deposit, Chief Financial Officer Viton stated that some high-demand programs have a deposit to hold the seat, so the program is not without a student. The deposit is then credited toward their fees.

Regent Carvalho asked UNR President Sandoval to clarify the reasons for the increases. UNR President Sandoval stated his understanding of the fitness center fee increase is for

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

equipment replacement. Vice President of Student Services Ellis stated the fitness center fee increase is \$10 in fall 2025 and then an increase of \$10 in fall 2026. They were conscious of the issues the undergraduate and graduate students raised, which is why they are increasing the fee in increments. UNR needs this for COLA and equipment replacement. Fitness is important to mental health and wellbeing.

In response to a question from Chair Brooks about graduate student user fees, Vice President Ellis responded they would pay a higher user fee to use on a case-by-case basis. Vice President Ellis stated that it currently is a \$45 mandatory fee for all students.

Regent Del Carlo asked if the Legislature raised the graduate student stipend. UNR GSA President Hawn responded yes for all state-funded masters teaching assistants and Ph.D. students. Regent Del Carlo asked how many state-funded graduate assistants there are.

Vice Chair Arrascada asked whether these fee changes would be on top of the proposed 5 percent for COLA. Chief Financial Officer Viton stated the 5 percent for COLA only applies to course registration fees. Vice Chair Arrascada noted that because of the 5 percent COLA increase, areas will need revenue to maintain the increase.

In response to Regent Del Carlo's question, UNR GSA President Hawn responded there are 593 state-funded graduate assistants.

Chair Brooks asked UNR GSA President Hawn to clarify what it would look like from a graduate student perspective if there were no mandatory fees for the fitness center. UNR GSA President Hawn stated that some graduate students use the facility, and those individuals are typically 9-5 workers, which is a limited time to use the fitness facility. It will help those that are on campus. Regarding student usage, he did think some students would use the facility if there were an optional fee. Chair Brooks stated maybe they could include a phrase that the fees may not be mandatory for graduate students.

Regent Boylan asked how much the per-day usage fee would be if they did not pay the mandatory fee. Vice President Ellis did not know what the fee would be, and she felt it would be in UNR GSA President Hawn's best interest to go back and work with the graduate students to see if they want to be released from this mandatory fee.

Chair Brooks requested a friendly amendment to allow the item to come back to the Board in one year.

Regent McMichael did not accept the friendly amendment.

Regent Del Carlo stated it would have to come back next year if they do not do what is being asked by the graduate students. This will allow UNR GSA President Hawn to work with his constituents.

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

Motion carried. Vice Chair Arrascada and Regent Boylan voted no.

Chief Financial Officer Viton presented proposed revisions to the *Procedures and Guidelines Manual* concerning special course fees at UNLV, UNR, GBC, TMCC, and WNC for the 2024-25 academic year (Ref. BOR-2c).

In response to Regent McMichael's question about the last time the fees were increased, Chief Financial Officer Viton stated the answer would be specific to each fee and asked if he was looking at any specific fee.

Regent McMichael asked when the NURS 318, Nursing Care of Individual 1, was last increased. Chief Financial Officer Viton stated that the fee in question is not being revised, so he does not know when it was instituted.

Regent Carvalho believed it would be helpful moving forward to know the date the fee previously changed when a revision is being considered.

Chief Financial Officer Viton stated the template is being adjusted for next year's process in anticipation of collecting the information to make it a part of the materials in the future.

Regent McMichael moved approval of a revision to the *Procedures and Guidelines Manual* concerning special course fees at UNLV, UNR, GBC, TMCC, and WNC for the 2024-25 academic year (Ref. BOR-2c). Regent Downs seconded. Motion carried. Regent Boylan voted no.

Chief Financial Officer Viton presented proposed revisions to the *Procedures and Guidelines Manual* concerning residence hall and food service rates at UNLV and UNR for the 2024-25 academic year (Ref. BOR-2d).

Regent McMichael asked if representatives could answer when the fees were previously revised. Vice President Ellis stated that the fees for residence hall and food service rates come to the Board almost yearly. The food services contract has a built-in clause regarding consumer price index increase to a certain amount to keep the halls in good shape and pay staff.

In response to Regent Goodman's question about whether the food service rates are mandatory, Vice President Ellis responded that they are mandatory for freshmen living in the residence halls. Many returning students also opt-in because it is a great value.

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

Regent McMichael moved approval of a revision to the *Procedures and Guidelines Manual* concerning residence hall and food service rates at UNLV and UNR for the 2024-25 academic year (Ref. BOR-2d). Regent Boylan seconded.

Regent Goodman clarified that she is fundamentally against this kind of mandatory fee, which is why she will vote no.

Regent Cruz-Crawford clarified that students can change their food plan in the first three weeks.

Motion carried. Regent Goodman voted no.

21. Approved – Procedures and Guidelines Manual Revision, Differential Program Fees, UNLV, NSU, and WNC – The Board approved revisions to the *Procedures and Guidelines Manual* (Chapter 7, Section 10) concerning differential program fees at UNLV, NSU, and WNC. (Ref. BOR-21 on file in the Board Office.)

Chief Financial Officer Viton, UNLV President Whitfield, NSU President Pollard, and WNC President Dalpe presented the revisions to the *Procedures and Guidelines Manual* (Chapter 7, Section 10) concerning proposed differential program fees.

Regent Carvalho requested more information on the Certified Registered Nurse Anesthetist (CRNA) track. UNLV Executive Vice President and Provost Chris Heavey stated the CRNA program is vital to the state of Nevada to produce more nurse anesthetists. The program currently does not exist in the state and is very high cost. UNLV could not offer the program without the \$800.00 per credit fee. The fee will support the development of this specialization. UNLV has been approached by the Anesthesiology Board, urging UNLV to create the program. Interim Dean of Nursing Imelda Reyes added that compared to other programs, UNLV is still on the lower tier in tuition costs. UNLV worked to make sure it affected only the classes within the program.

Regent Perkins stated that the Anesthesiology Board approached her about this program's need due to the retirement of those currently practicing.

In response to Regent Carvalho's question about whether there will be an issue finding preceptors to lead the students, Interim Dean Reyes stated they will be using the Anesthesiology Board to precept the students.

Regent Brager asked if they reached out to the hospitals for support. Interim Dean Reyes responded that UNLV has received hospital commitments to precept the students and for clinical sites.

21. Approved – Procedures and Guidelines Manual Revision, Differential Program Fees, UNLV, NSU, and WNC – (Continued)

In response to a question from Regent Boylan asking how the students train, Interim Dean Reyes stated the students need to have years of experience as an ICU nurse before applying to learn how to manage ventilators and measure and manage gases.

Regent Downs asked what the weighting of the CRNA classes is. Executive Vice President and Provost Chris Heavey stated it is doctoral-level training, which will be between 5 and 8.

Regent Downs moved approval of a revision to the *Procedures and Guidelines Manual* concerning differential program fees at UNLV, NSU, and WNC. Regent Perkins seconded. Motion carried by unanimous vote.

22. Approved – Annual Salary Schedule Update – The Board approved an adjustment to the NSHE salary schedules by 10 percent (10%), effective July 1, 2024, provided any salary adjustments to the new minimums of the salary schedules shall only take effect after the implementation of any FY 2025 cost-of-living adjustments approved by the Board of Regents. (Ref. BOR-22 on file in the Board Office.)

Interim Chancellor Charlton, Director of Human Resources Sherry Olson, and representatives of the Human Resources Advisory Council presented a recommendation to adjust the NSHE salary schedules by 10 percent (10%), effective July 1, 2024, provided any salary adjustments to the new minimums of the salary schedules shall not take effect until after the implementation of any FY 2025 cost-of-living adjustments approved by the Board of Regents. If approved, all salary schedules codified in the *NSHE Procedures and Guidelines Manual* (Chapter 3, Sections 1-2) will be increased by 10 percent (10%). This recommendation is brought forward in accordance with provisions of the NSHE Code (Title 2, Chapter 5, Section 5.5), which provides that in years where the periodic four-year update does not occur, the salary schedules shall be updated to reflect market-based salary data.

Regent McMichael moved approval of an adjustment to the NSHE salary schedules by 10 percent (10%), effective July 1, 2024, provided any salary adjustments to the new minimums of the salary schedules shall only take effect after the implementation of any FY 2025 cost-of-living adjustments approved by the Board of Regents. Regent Brager seconded.

Regent Carvalho asked if the increase includes community college faculty members, with Director Olson responding that the salary schedules for community college faculty are included.

22. Approved – Annual Salary Schedule Update – (Continued)

In response to a question from Regent Boylan asking if adjunct faculty are included, NSU Associate Vice President of Human Resources Eric Gilliland stated they are not and that the salary schedules are just for administrative and academic faculty. Adjunct faculty, part-time instructors, are considered letters of appointment. Interim Chancellor Charlton stated each institution will review its compensation rate for part-time faculty regularly.

Special Counsel Wixom stated Regent Boylan could inquire about adjunct faculty salaries, but a separate future agenda item would be needed to advocate for a salary increase.

Motion carried by unanimous vote.

23. Information Only – Institutional Metrics, UNLV (Agenda Item 13) – University of Nevada, Las Vegas President Keith E. Whitfield provided data and metrics on UNLV's progress in achieving the strategic goals adopted by the Board, including those identified by the Board of Regents designed to compare the performance of NSHE and its institutions to other states or respective peers in five key areas: 1) increasing access to higher education; 2) improving student success; 3) closing institutional performance gaps; 4) meeting workforce needs in Nevada; and 5) increasing solutions-focused research. *(Ref. BOR-13 on file in the Board Office.)*

UNLV President Whitfield stated that UNLV is making significant progress on the goals set by NSHE.

Regent Perkins asked for a brief overview of Resume-Boosting Practices, Online Badges/Microcredentials. UNLV President Whitfield stated an effective mechanism is to create microcredentials that are co-curricular. They are short, stackable components of other skills employers want to see in their people.

Regent Goodman loved the UNLV outreach and awareness efforts. UNLV President Whitfield stated that UNLV is working on its community-facing and engagement mission.

Regent Del Carlo was happy to see the Rebel Ready Week program. It is a great way to set students up for success. UNLV President Whitfield stated that UNLV was inspired by the NevadaFIT program. It makes a significant difference, particularly in persistence, partly because you get students to set expectations and a pathway starting on day one rather than learning as they go. Student success is not an exact science. You must be able to collect the data to see what is working and each year be able to adjust to what is happening to the students.

24. Information Only – Institutional Metrics, CSN (Agenda Item 26) – College of Southern Nevada President Federico Zaragoza presented a PowerPoint providing data and metrics on CSN’s progress in achieving the strategic goals adopted by the Board of Regents 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) increasing access to higher education; 2) improving student success; 3) closing institutional performance gaps; 4) meeting workforce needs in Nevada; and 5) increasing solutions-focused research. (*Ref. BOR-26 on file in the Board Office.*)

Regent Perkins stated she could see how CSN thrived under CSN President Zaragoza’s leadership. Regent Perkins asked if he would like to expand on Blackstone because they opened many doors for career readiness. CSN President Zaragoza responded that Blackstone has brought a new dimension of small business development to CSN. CSN has attracted other grants because of the Blackstone platform.

Regent Del Carlo stated that CSN President Zaragoza had moved the needle on workforce development, and his legacy is the Debra March Center.

Regent Carvalho stated NSHE will miss CSN President Zaragoza. She asked what CSN is doing to keep students engaged over the summer so they return in the fall. CSN President Zaragoza noted that this is the data that CSN struggles with. CSN has a lot of programs that are completed within a year. CSN needs more longitudinal data that shows the students are not dropping out but maybe adjusting their lives.

Chair Brooks thanked CSN President Zaragoza for his presentation.

The meeting recessed at 4:39 p.m. and reconvened at 4:53 p.m. with all members present except Regent Brown.

Chair Brooks noted that Agenda Item 23, *Handbook* Revision, Paid Family Leave, and Agenda Item 24, Code Revision, Joint Faculty Appointments for Schools of Medicine, are deferred to a future meeting.

Regent Brown entered the meeting.

Chair Brooks stated that Agenda Items 27-28 (*Agenda Item 27, Investment Committee; Agenda Item 28, Inclusion, Diversity, Equity and Access 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, Workforce Committee*) listed in the minutes as Agenda Items 25-30 would be taken together as one item.

25. Approved – Investment Committee (Agenda Item 27) –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 29, 2023, and heard the following:

Agenda Items 27-28 (*Agenda Item 27, Investment Committee; Agenda Item 28, Inclusion, Diversity, Equity and Access 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, Workforce Committee*) listed in the minutes as Agenda Items 25-30 – (*Continued*)

25. Approved – Investment Committee (*Agenda Item 27*) – (*Continued*)

Information items

- Chair’s Report – Committee Chair Carvalho did not provide a report.
- Endowment Pool Performance, 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, 2023. (*Ref. INV-5 and Supplemental Material on file in the Board Office.*)
- Endowment Pool Performance Comparison, NSHE/UNLV/UNR – Wendy Walker with Cambridge Associates presented a comparison report of the endowment pool performance for the Nevada System of Higher Education, University of Nevada, Las Vegas, and University of Nevada, Reno as of March 31, 2023. (*Ref. INV-7 on file in the Board Office.*)

Action items

The Board unanimously approved the following recommendations of the Investment Committee:

- The minutes from the March 31, 2023, meeting. (*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 as of June 30, 2023. (*Ref. INV-4 and Supplemental Material on file in the Board Office.*)

The Committee recommended approval of the following rebalancing actions:

- Fully redeem the remaining balance in Allspring Short Duration (~\$6.4 million) and reallocate from the Intermediate-Term Pool to the Long-Term Pool.
- Redeploy the Allspring Short Duration proceeds as follows to bring the Long-Term Pool asset allocation closer to targets:
 - \$2.5 million addition to Vanguard Institutional Index
 - Balance (~\$3.9 million) addition to Vanguard Developed Markets Index
- Endowment Pool Distribution Rate and Policy – The Committee recommended maintaining the current distribution rate. (*Ref. INV-6 on file in the Board Office.*)

Agenda Items 27-28 (*Agenda Item 27, Investment Committee; Agenda Item 28, Inclusion, Diversity, Equity and Access 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, Workforce Committee*) listed in the minutes as Agenda Items 25-30 – (*Continued*)

25. Approved – Investment Committee (*Agenda Item 27*) – (*Continued*)

New business items

- Regent Boylan requested staff provide a report on the endowments detailing the balances, the amount of funds dispersed, and how the funds were expended.
- Committee Vice Chair Perkins requested a report on NSHE divesting from fossil fuels.

26. Approved – Inclusion, Diversity, Equity and Access Committee (*Agenda Item 28*) – The Board accepted the Inclusion, Diversity, Equity and Access Committee report and approved the Committee recommendation. (*Committee report on file in the Board Office.*)

The Inclusion, Diversity, Equity and Access Committee met on November 15, 2023, and heard the following:

Information items

- Committee Chair Perkins provided general remarks on activities and updates since the Committee's last meeting.
- Representatives from SYNDIO, a company focused on helping modern companies embed workplace equity into their core business, discussed data-driven and proven methods companies can use to effectively and equitably promote, retain, and compensate employees. (*Ref. IDEA-4 on file in the Board Office.*)
- At the August 16, 2023, meeting, Committee Chair Perkins directed staff to formulate a plan for implementing a blind hiring pilot on the System-level, after gathering input from all stakeholders, and to present it to the Committee at its next meeting. At that same meeting, Interim Chancellor Charlton offered to gather and present different strategies and approaches to blind hiring at a future meeting after engaging HRAC and other institutional stakeholder groups for input. Therefore Tillery Williams, Director of Community Engagement, Equity, and Inclusion, and Interim Chancellor Charlton provided an update on activities since the August 16, 2023, meeting.
- Lawrence Weekly, Chief of Staff/Chief Diversity Officer, College of Southern Nevada, and Racquel Melson, Director, Office of Diversity, Equity, and Inclusion, College of Southern Nevada, provided an update on the 2023 NSHE Southern Nevada Diversity Summit hosted by CSN on October 6, 2023.

Agenda Items 27-28 (*Agenda Item 27, Investment Committee; Agenda Item 28, Inclusion, Diversity, Equity and Access 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, Workforce Committee*) listed in the minutes as Agenda Items 25-30 – (*Continued*)

26. Approved – Inclusion, Diversity, Equity and Access Committee (*Agenda Item 28*) – (*Continued*)

Information items – (*Continued*)

- Angela Holt, IDEA Council Chair and Director of College and Career Readiness – Western Nevada College (WNC), provided an update on IDEA-related activities at each NSHE institution.

Action items

The Board unanimously approved the following recommendation of the Inclusion, Diversity, Equity and Access Committee:

- The minutes from the August 16, 2023, meeting. (*Ref. IDEA-2 on file in the Board Office.*)

27. Approved – Academic, Research and Student Affairs Committee (*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 November 30, 2023, and heard the following:

Information items

- Associate Vice Chancellor for Academic and Student Affairs Renée Davis presented the new program review as required by Board policy (*Title 4, Chapter 14, Section 6*). The presentation included an overview of the report's structure that provides for reviews from the universities, state college, and community colleges, comparing originally projected program enrollments and expenses to actual first, third, and fifth-year figures. (*Ref. ARSA-9 on file in the Board Office.*)
- Senior Analyst for Academic and Student Affairs Terina Caserto presented the report on institutional reviews of existing programs as mandated by Board policy (*Title 4, Chapter 14, Section 6*). Representatives of UNR presented a program review for the Bachelor of Science in Biology and the Master of Science in Biology. Representatives of GBC presented a program review for the Associate of Science in Radiological Sciences. Each presentation included the process for evaluating existing programs, indications of quality, whether programs are meeting employer

Agenda Items 27-28 (*Agenda Item 27, Investment Committee; Agenda Item 28, Inclusion, Diversity, Equity and Access 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, Workforce Committee*) listed in the minutes as Agenda Items 25-30 – (*Continued*)

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

Information items – (*Continued*)

expectations, improvements in student learning outcomes, and any action steps identified based on the review of programs and the status of action steps. (*Refs. ARSA-10a, ARSA-10b, and ARSA-10c on file in the Board Office.*)

- Associate Vice Chancellor for Academic and Student Affairs Renée Davis and Director of Institutional Research José Martinez provided an overview and demonstration of the NSHE data dashboards, including awards conferred, college readiness, completion and workforce, dual enrollment, employee headcount, fall enrollment, graduation rates, strategic plan metrics, and student transfer. (*Ref. ARSA-11 on file in the Board Office.*)

Action items

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

- The minutes from the September 7, 2023, meeting. (*Ref. ARSA-2 on file in the Board Office.*)
- The establishment of the UNLV Sports Innovation Institute to prepare students for employment via specific degree programs such as the Intercollegiate & Professional Sports Management master's degree, as well as degrees in the Department of Kinesiology and Nutrition Sciences. The institute will provide a location to connect industry partners with UNLV faculty and students to address sport science, sport research, and sport business challenges or develop innovation that will continue their evolution as leaders in the field. (*Ref. ARSA-3 on file in the Board Office.*)
- The establishment of the UNR Center for Drug Use, Equity, and Policy Research to provide research and mentorship infrastructure to enable UNR faculty and students to conduct cutting-edge, multidisciplinary research. Additionally, the Center will train the next generation of substance-use scientists and leaders by cross-training undergraduate and graduate students across disciplines. (*Ref. ARSA-4 on file in the Board Office.*)
- A Bachelor of Science (BS) in Industrial Engineering at UNR is designed to address the general areas of systems engineering, facilities engineering and planning, operations engineering, work design and ergonomics, and quality engineering. Additionally, industrial engineering includes links to business processes by studying technology management, engineering economics, and information technology. (*Ref. ARSA-5 on file in the Board Office.*)

Agenda Items 27-28 (*Agenda Item 27, Investment Committee; Agenda Item 28, Inclusion, Diversity, Equity and Access 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, Workforce Committee*) listed in the minutes as Agenda Items 25-30 – (*Continued*)

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

Action items – (*Continued*)

- A Master of Science (MS) and Doctor of Philosophy (Ph.D.) in Industrial Engineering at UNR designed to provide advanced training for the increasing demand in the state for industrial engineers. Graduates will be able to apply engineering research and theory to advance the art, science, and practice of the discipline, design, and conduct experiments, and analyze, interpret, apply, and disseminate the data. (*Ref. ARSA-6 on file in the Board Office.*)
- An Associate of Science (AS) in Agricultural Science at TMCC. The program is a two-year transferable program with two tracks, the general agriculture track, and the animal science track. The degree starts an educational path that will prepare students for a successful career in a high-demand industry. (*Ref. ARSA-7 on file in the Board Office.*)
- Additions to the 2023-2027 *Planning Report* originally approved at the November 30-December 2, 2022, Board of Regents meeting. Proposed revisions include additional academic programs that may come forward for Board approval within the 2024 calendar year. (*Ref. ARSA-8 on file in the Board Office.*)

28. Approved – Business, Finance and Facilities Committee (*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 November 30, 2023, and heard the following:

Information items

- First Quarter Fiscal Year 2023-2024 Fiscal Exceptions, Self-Supporting Budget – Chief Financial Officer Viton presented the First Quarter Fiscal Year 2023-2024 Report of Fiscal Exceptions of Self-Supporting Accounts. (*Ref. BFF-3 on file in the Board Office.*)
- First Quarter Fiscal Year 2023-2024 Budget Transfers, State Supported or Self-Supporting Operating Budgets – Chief Financial Officer Viton presented the First Quarter Fiscal Year 2023-2024 Report of Budget Transfers of State Supported or Self-Supporting Operating Budget Funds between Functions. (*Ref. BFF-4 on file in the Board Office.*)

Agenda Items 27-28 (*Agenda Item 27, Investment Committee; Agenda Item 28, Inclusion, Diversity, Equity and Access 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, Workforce Committee*) listed in the minutes as Agenda Items 25-30 – (*Continued*)

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

Information items – (*Continued*)

- Update Regarding Refunding Series 2013 Certificates of Participation and Potential Use of Savings – NSU – Nevada State University Interim Vice President for Finance and Business Administration Brandy Smith presented an update on the Refunding Series 2013 Certificates of Participation and the potential opportunity to utilize the savings to acquire the Dawson Building located at 1125 Nevada State Drive, Henderson, Nevada. (*Ref. BFF-9 on file in the Board Office.*)

Action items

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

- The minutes from the September 7, 2023, meeting. (*Ref. BFF-2a on file in the Board Office.*)
- Student Association Financial Reports – The Committee recommended acceptance of the NSHE Student Association financial reports for Fiscal Year 2022-2023. (*Ref. BFF-2b on file in the Board Office.*)
- Biannual Report on Registration Fees and Non-Resident Tuition Fees – The Committee recommended acceptance of the biannual report on registration fees and non-resident tuition fees required by Senate Bill (SB) 459, Section 8 (2021 Session). (*Ref. BFF-2c on file in the Board Office.*)
- Year 11 and Year 12 Performance Pool Point Target Recommendations (*Ref. BFF-2d on file in the Board Office.*)
- Fiscal Year 2022-2023 NSHE State Operating Budget to Actual Comparison – The Committee recommended acceptance of the report of Fiscal Year 2022-2023 NSHE State Operating Budget to Actual Comparison. (*Ref. BFF-5 on file in the Board Office.*)
- Fiscal Year 2023-2024 NSHE State Supported Operating Budget – The Committee recommended approval of the Fiscal Year 2023-2024 NSHE State Supported Operating Budget. Chief Financial Officer Viton mentioned a few corrections needed to the report in the summary, but the detailed budget pages, which are the detailed budgets being approved, are correct. After the meeting, a revised report with the corrections will be provided and published on the System’s website. (*Ref. BFF-6 and Supplemental Material on file in the Board Office.*)

Agenda Items 27-28 (*Agenda Item 27, Investment Committee; Agenda Item 28, Inclusion, Diversity, Equity and Access 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, Workforce Committee*) listed in the minutes as Agenda Items 25-30 – (*Continued*)

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

Action items – (*Continued*)

- Fiscal Year 2022-2023 NSHE Self-Supporting Budget to Actual Comparison – The Committee recommended acceptance of the report of Fiscal Year 2022-2023 NSHE Self-Supporting Budget to Actual Comparison. (*Ref. BFF-7 on file in the Board Office.*)
- Fiscal Year 2023-2024 NSHE Self-Supporting Budget – The Committee recommended approval of the Fiscal Year 2023-2024 NSHE Self-Supporting Budget. (*Ref. BFF-8 on file in the Board Office.*)
- First Modification of Lease Agreement at Southside School Located at 190 East Liberty Street, Reno, Nevada – UNR – The Committee recommended approval of the First Modification of Lease Agreement between UNR and the City of Reno for the Southside School building located at 190 East Liberty Street, Reno, Nevada. The Committee also recommended approval granting the Chancellor the authority to execute the Lease Modification, any non-material or corrective amendments to the Lease Modification, and any other ancillary agreements, documents, or applications that may be required to implement the Lease Modification. All such amendments and ancillary documents shall be reviewed by the Chancellor and NSHE Chief General Counsel, or, at the NSHE Chief General Counsel’s request, NSHE Special Real Property Counsel, to confirm that they are necessary to implement the terms and conditions required to finalize the Lease Modifications, as approved by the Board of Regents. (*Ref. BFF-10 on file in the Board Office.*)
- Campus Village Lease Termination Agreement – UNLV – The Committee recommended approval to terminate the long-term Lease Agreement (the “Lease”) entered into with the Campus Village Group, LLC, for 52,530 rentable square feet of space and associated parking at the Campus Village Property. The Committee also recommended granting the Chancellor the authority to finalize, approve, and execute the Lease Termination Agreement and any other ancillary agreements required to terminate the Lease. The aforementioned agreement(s) shall be reviewed by the NSHE Chief General Counsel or, at the NSHE Chief General Counsel’s request, NSHE Special Real Property Counsel in order to implement the terms and conditions required to finalize the termination of the Lease. (*Ref. BFF-11 and Supplemental Material on file in the Board Office.*)
- US Department of Human Services, Health Resources and Services Administration Grant, Notice of Federal Interest – Science and Engineering Building, UNLV Maryland Campus – UNLV – The Committee recommended approval to execute the Notice of Federal Interest, which will grant the Federal Government the ability to record a lien against a portion

Agenda Items 27-28 (*Agenda Item 27, Investment Committee; Agenda Item 28, Inclusion, Diversity, Equity and Access 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, Workforce Committee*) listed in the minutes as Agenda Items 25-30 – (*Continued*)

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

Action items – (*Continued*)

of NSHE-owned real property, commonly known as the UNLV Maryland Campus bearing Clark County Assessor Parcel Number 162-22-601-001, for HRSA grant compliance requirements. The Committee also recommended approval granting the Chancellor the authority to finalize, approve, and execute any other ancillary agreements or documents required to proceed with the project, including, but not limited to, documents needed to finalize the subdivision mapping process and re-recording the Notice of Federal Interest. All aforementioned agreements and documents shall be reviewed by NSHE Chief General Counsel, or, at the Chief General Counsel's request, NSHE Special Real Property Counsel, in order to implement the terms and conditions required to finalize the Notice of Federal Interest, subdivision of the Property, and re-recording of the Notice of Federal Interest. (*Ref. BFF-12 on file in the Board Office.*)

- Land Gift to DRI from the City of Boulder City, Nevada – DRI – The Committee recommended approval to accept the gift of a 0.65-acre vacant parcel from the City of Boulder City, Nevada. The Committee also recommended approval granting the Chancellor the authority to finalize, approve, and execute any other ancillary agreements or documents required to proceed with the acceptance of the gift, but not limited to documents needed to finalize the recording of the deed accepting the gift. All aforementioned agreements and documents shall be reviewed by NSHE Chief General Counsel or, at the Chief General Counsel's request, NSHE Special Real Property Counsel in order to implement the terms and conditions required to finalize the gift. (*Ref. BFF-13 on file in the Board Office.*)
- Facilities Master Plan Addendum, TMCC – The Committee recommended approval of the 2023 addendum to the TMCC Facilities Master Plan subject to the resolution of any issues that may arise from the original Redfield Campus agreement, which is being reviewed with the assistance of NSHE Chief General Counsel, or, at the Chief General Counsel's request, NSHE Special Real Property Counsel. (*Ref. BFF-14 on file in the Board Office.*)

New business items

- Regent Downs requested the expansion of the self-supporting budget report.

Agenda Items 27-28 (*Agenda Item 27, Investment Committee; Agenda Item 28, Inclusion, Diversity, Equity and Access 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, Workforce Committee*) listed in the minutes as Agenda Items 25-30 – (*Continued*)

29. Approved – Audit, Compliance and Title IX Committee (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 November 30, 2023, and heard the following:

Information items

- Committee Chair Perkins provided general remarks in her Chair’s report thanking Lauren Tripp, Interim Chief Internal Auditor and Grant Thornton.
- Interim Chief Internal Auditor Tripp provided general remarks regarding NSHE Internal Audit, Compliance, and Title IX updates, including an update on incident management processes, metrics, and possible continuous improvements. Additionally, the RFP process was outlined briefly since the current external auditors (Grant Thornton) are in the last year of their contract. (*Ref. A-4 on file in the Board Office.*)
- Kim McCormick, Partner, Grant Thornton LLP, presented a draft report on Communications with Those Charged with Governance for the Nevada System of Higher Education for the year ended June 30, 2023. Ms. McCormick highlighted that the report was in draft form due to the incomplete PEBP audit. Once the work is done, the reports can be finalized. Ms. McCormick reviewed what they were responsible for auditing and is waiting on one program to determine if it also needs to be audited. (*Supplemental Material on file in the Board Office.*)
- Kim McCormick, Partner, Grant Thornton LLP, presented the draft report on Communications with Those Charged with Governance for the UNLV Medicine, Inc. for the year ended June 30, 2023. Ms. McCormick highlighted there are required communications that need to be made. (*Supplemental Material on file in the Board Office.*)

Action items

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

- The minutes from the September 7, 2023, meeting. (*Ref. A-A on file in the Board Office.*)
- The following Internal Audit follow-up reports:
 - Disability Resource Center, TMCC (*Ref. A-B on file in the Board Office.*)
 - Network Security, DRI (*Ref. A-2c on file in the Board Office.*)

Agenda Items 27-28 (*Agenda Item 27, Investment Committee; Agenda Item 28, Inclusion, Diversity, Equity and Access 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, Workforce Committee*) listed in the minutes as Agenda Items 25-30 – (*Continued*)

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

Action items – (*Continued*)

➤ The following reports:

- Initial Draft of the Uniform Guidance Audit Report and Financial Statements, NSHE – Kim McCormick, Partner, Grant Thornton, LLP, reiterated the report being presented today was in draft form due to the PEBP audit. These are the financial statements themselves, including the SEFA and auditor reports. She presented a clean, unmodified report with three findings, one related to the financial statements SEFA process and two related to the student financial cluster within the uniform guidance audit. Chair Perkins asked when the PEBP audit would be completed. Kim McCormick stated the audit hasn't started yet. (*Supplemental Material on file in the Board Office.*)
- Financial Statements, University of Nevada Las Vegas Medicine, Inc. – Kim McCormick, Partner, Grant Thornton, LLP, mentioned the report presented today was the financial statements for UNLV Medicine, Inc. The report had a clean, unmodified opinion in accordance with GAAP. There were no findings. (*Supplemental Material on file in the Board Office.*)

New Business

- To perform an analysis on the hotline based on the accumulated data. This will include items such as a review of the initial goals and if we are meeting them, if the current structuring is the most efficient and effective way to manage the hotline, and to consider other items that may be helpful to the parties submitting their concerns.

30. Approved – Workforce Committee (*Agenda Item 32*) – The Board accepted the Workforce Committee report and approved the Committee recommendation. (*Committee report on file in the Board Office.*)

The Workforce Committee met on November 30, 2023, and heard the following:

Information items

- Committee Chair Del Carlo updated current workforce development events and her activities as Committee Chairwoman. Committee Chair Del Carlo attended the ACCT Conference in Las Vegas in October 2023 and shared

Agenda Items 27-28 (*Agenda Item 27, Investment Committee; Agenda Item 28, Inclusion, Diversity, Equity and Access 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, Workforce Committee*) listed in the minutes as Agenda Items 25-30 – (*Continued*)

30. Approved – Workforce Committee (*Agenda Item 32*) – (*Continued*)

Information items – (*Continued*)

highlights, including record-breaking attendance from across the United States and great representation from Regents and institutions. She highlighted the upcoming Workforce Summit sponsored by LEIA and Workforce Connections on December 12 at the M Resort Spa Casino in Henderson, Nevada, and encouraged attendance, noting the conflict between this event, Complete College America, and an upcoming special board meeting.

- Assistant Vice Chancellor for Workforce Development and Community Colleges Dr. Natalie Brown and representatives of NSHE’s community colleges, state university, and universities, shared highlights of workforce development initiatives and programs across the System, including nursing expansion updates, legislative investments, and future workforce development plans. (*Refs. WF-4a and WF-4b on file in the Board Office.*)

Action items

The Board unanimously approved the following recommendation of the Workforce Committee:

- The minutes from the June 8, 2023, meeting. (*Ref. WF-2 on file in the Board Office.*)

Regent Perkins moved to accept the Committee reports and approval of the Committee recommendations (*Agenda Item 27, Investment Committee; Agenda Item 28, Inclusion, Diversity, Equity and Access 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, Workforce Committee*) listed in the minutes as Agenda Items 25-30. Regent Boylan seconded. Motion carried by unanimous vote.

31. Approved – Election of Officers (Agenda Item 33) – The Board elected Regent Carvalho as Chair and Regent Downs as Vice Chair. These officers will serve a six-month term, commencing on January 1, 2024, and ending on June 30, 2024.

1. Chair

Regent Perkins nominated Regent Carvalho.

Motion carried unanimously via a roll call vote. Chair Brooks, Vice Chair Arrascada, and Regents Boylan, Brager, Brown, Carvalho, Cruz-Crawford, Del Carlo, Downs, Goodman, McMichael, Perkins, and Tarkanian voted yes.

Regent Carvalho appreciated the support and will faithfully continue the work of the Board.

2. Vice Chair

Regent Brager nominated Regent Downs.

Regent Perkins nominated Regent Del Carlo.

Regents Boylan, Del Carlo, Goodman, McMichael, Perkins, and Tarkanian voted for Regent Del Carlo. Chair Brooks, Vice Chair Arrascada, and Regents Brager, Carvalho, and Downs voted for Regent Downs. Regents Brown and Cruz-Crawford abstained. No candidate received seven affirmative votes. The election for Vice Chair failed.

Regent Brager nominated Regent Downs.

Regent Perkins nominated Regent Del Carlo.

Regent Cruz-Crawford requested that if elected Vice Chair, they ensure that the New Business log be taken up in a timely manner and that strategic goal action items be addressed.

Regent Downs liked the suggestion of having monthly prescheduled meetings to address New Business in a timely manner. He also will work with the Chair-elect to schedule a retreat to formulate Board priorities. As an officer of the Board, his priorities would include a better application system, enrollment system, and student success system to give students a better experience.

Regent Del Carlo removed her name from consideration.

31. Approved – Election of Officers (Agenda Item 33) – (Continued)

Motion carried via a roll call vote. Regent Brown abstained.

Regent Downs was honored and humbled and thanked the Board for the opportunity. He will do his best to serve the System well in this role.

32. Deferred – Handbook Revision, Paid Family Leave (Agenda Item 23) – The item was deferred to a later meeting.

33. Deferred – Code Revision, Joint Revision, Joint Faculty Appointments for Schools of Medicine (Agenda Item 24) – The item was deferred to a later meeting.

34. Information Only – New Business

Regent Perkins requested a budget to administrative costs on all Foundation reports; that staff look at undocumented student representation in the student association; adding high school representation to the Board; and a governance committee that may be able to handle hotline concerns.

Regent Del Carlo requested a presentation from the institutions on what they are doing with the minority black male students; a presentation on the different groups partnered with NSHE Academic and Student Affairs; and to eliminate NSHE Code Title 2, Chapter 5, Section 5.4.2 relating to the Board needing to approve medical school hiring.

Regent Boylan requested that the Regents be updated on students impacted by the war in Israel.

Regents Cruz-Crawford and Downs left the meeting.

Regent Brown requested a standard list of data points from each Foundation and more information on investment return on endowments.

Regent McMichael requested the Board explore how to pay student workers a livable minimum wage.

Regent Brooks provided thanks for all institutional staff who went above and beyond to make the Board meeting successful.

35. Information Only – Public Comment

The following individuals provided written public comment in support of Item 18, FY 2025 Cost-of-Living Adjustments for Professional Employees:

- Eric Bullis (*Bullis.Eric12.23 on file in the Board Office.*)
- Greg Gardella (*Gardella.Greg12.23 on file in the Board Office.*)

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

The following individual provided written public comment requesting a revision to NSHE’s Title IX protocols. Female students should not have to worry about racism and deserve to obtain a degree free from sexual violence and discrimination.

- Auja Finley (*Finley.Auja12.23 on file in the Board Office.*)

The following individual provided in-person public comment requesting campuswide or statewide days of religious holiday observances:

- Roberta Sabbath

The following individual provided in-person public comment thanking the Regents for supporting Item 18, FY 2025 Cost-of-Living Adjustments for Professional Employees:

- Bill Robinson

The following individual provided in-person public comment thanking the student leadership for advocating for Item 18, FY 2025 Cost-of-Living Adjustments for Professional Employees:

- Patrick Villa

The following individual provided in-person public comment requesting UNLV pursue offering a three-year degree:

- Martin Vanhooose

The following individual provided telephone public comment sharing concerns about the potential consequences of financial harm caused by differential fees:

- UNLV Doctor of Public Policy student (name indiscernible)

The meeting adjourned at 5:28 p.m.

Prepared by:

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

Submitted for approval by:

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