

UCCSN Board of Regents' Meeting Minutes October 8-9, 1976

10-08-1976

Pages 43-65

BOARD OF REGENTS

UNIVERSITY OF NEVADA SYSTEM

October 8, 1976

The Board of Regents met on the above date in The Center for
Religion and Life, Reno.

Members present: Fred M. Anderson, M. D.

Mr. James L. Buchanan, II

Mr. John A. Buchanan

Mrs. Lilly Fong

Mrs. Molly Knudtsen

Louis E. Lombardi, M. D.

Miss Brenda Mason

Mr. John Tom Ross

Members absent: Miss Helen Thompson

Others present: Chancellor Neil D. Humphrey

President Donald H. Baepler, UNLV

President Charles R. Donnelly, CCD

President Max Milam, UNR

President Lloyd P. Smith, DRI

Mr. Larry Lessly, General Counsel

Mr. Richard Belaustegui, Unit Senate

Dr. Paul Burns, UNLV Senate

Mr. Dale Donathon, WNCC/North Senate

Mr. Robert Hill, WNCC/South Senate

Dr. James T. Richardson, UNR Senate

Dr. Joseph Warburton, DRI Senate

Mr. Dan Russell, CSUN

Mr. Jim Stone, ASUN

The meeting was called to order by Chairman Buchanan at 9:15 A.M.

1. Approval of Minutes

The minutes of the regular session of September 3, 1976

were submitted for approval.

Mrs. Fong moved approval. Motion seconded by Dr. Anderson,

carried without dissent.

Upon motion by Mrs. Fong, seconded by Miss Mason, the supplemental action and information agendas were admitted.

2. Acceptance of Gifts

Acceptance of the gifts and grants as reported by the Division Presidents was recommended (report identified as Ref. 2 and filed with permanent minutes).

Miss Mason moved approval. Motion seconded by Mrs. Fong, carried without dissent.

3. Addition to Student Union Building, UNR

Design development drawings for this project were submitted by Mr. Ralph Casazza, project architect. A description of the scope of work and method of funding was included with the agenda (identified as Ref. 4 and filed with permanent minutes). President Milam recommended approval of the preliminary plans. Chancellor Humphrey concurred.

Mrs. Fong moved approval. Motion seconded by Miss Mason, carried without dissent.

4. Report of Investment Advisory Committee

Dr. Lombardi presented a report of the Investment Advisors Committee meeting of September 3, 1976, and requested confirmation of the actions of the Committee. (Report identified as Ref. 3 and filed with permanent minutes.)

Mrs. Knudtsen moved approval. Motion seconded by Mrs. Fong, carried without dissent.

5. Request for Right of Way, UNR

President Milam reported that the State Public Works Board has requested the University to grant a right of way to the State of Nevada Department of Human Resources for utilities for the facility to be constructed near the UNR Anderson Health Sciences building. President Milam recommended approval. Chancellor Humphrey concurred, subject to review and approval of the grant document by Counsel.

Dr. Lombardi moved approval. Motion seconded by Mrs. Knudtsen, carried without dissent.

6. Approval of Fund Transfers, UNR

President Milam requested approval of the following fund transfers from the Contingency Reserve:

#61 \$997 to Student Services (\$697 to Operating and \$300 to Wages) to compensate this area for time lost as a result of a staff member teaching a Fall class in the CAPS Department.

#63 \$3,000 to the Bureau of Business and Economic Research Operating to be used to carry out the expanded work of the Bureau.

Chancellor Humphrey recommended approval.

Dr. Lombardi moved approval. Motion seconded by Miss Mason, carried without dissent.

7. Procedural Problems Regarding Recruitment

In response to a request from Mrs. Fong, a report from Harry Wolf, Affirmative Action Officer for UNR, was included with the agenda (identified as Ref. 7A and filed with permanent

minutes).

Also in response to a request from Mrs. Fong, a report from Counsel Larry Lessly was included with the agenda (identified as Ref. 7B and filed with permanent minutes). Mr. Lessly's report contained advice concerning the legality of the procedure followed in the recruiting for Academic Vice President at UNR. Mr. Lessly reported that he had confirmed with HEW that the procedure followed was not in violation of any of the Federal guidelines. However, he suggested that the section of the Board's Equal Opportunity Policy statement which deals with "internal" and "external" searches is ambiguous and deserves clarification.

Dr. Anderson moved that the Equal Opportunity Policy be reviewed by the Administrative Officers and Counsel and the definitions of "internal" and "external" be clarified, with recommended revision to be submitted to the November meeting. Motion seconded by Mr. Ross, carried without dissent.

8. Request for Delegation of Authority to Purchase

President Smith reported that construction of the DRI facility in North Reno is proceeding ahead of schedule with the

contractor now estimating that he will be through around January 1, 1977, instead of the anticipated completion date of August 19, 1977. He spoke of the importance of the Institute being able to proceed as rapidly as possible to acquire movable furnishings and equipment. Dr. Smith reported that bids for such purchases will be opened October 18, 1976, and he requested authorization to approve purchases in excess of \$8,000, and then to report such purchases at the November meeting. Chancellor Humphrey recommended approval.

Dr. Lombardi moved approval. Motion seconded by Mrs. Knudtsen, carried without dissent.

9. Approval of Fund Transfers, DRI

President Smith requested approval of the following transfer:

#77-006 \$5,000 from the Contingency Reserve to the Water

Resources Center to provide funds for hourly employees.

Chancellor Humphrey recommended approval.

Dr. Lombardi moved approval. Motion seconded by Mrs.

Knudtsen, carried without dissent.

10. Proposed Administrative Reorganization of CCCC

President Donnelly requested approval of an administrative reorganization at CCCC (chart identified as Ref. 12A and filed with permanent minutes). Dr. Donnelly noted that this reorganization reduces the number of people with administrative responsibilities from 48 to 26 and sets the maximum number of line administrators at 5, compared with 11 in the present organizational plan. The present organization chart was also included with the agenda (identified as Ref. 12B and filed with permanent minutes).

President Donnelly reported that this proposed change had been reviewed and approved by the CCCC Faculty Senate.

Chancellor Humphrey recommended approval.

Mrs. Fong moved approval. Motion seconded by Mr. John Buchanan, carried without dissent.

11. UNR Scholarship Report, 1975-76

Dr. Robert Mc Queen, Director of Scholarships, UNR, presented the 1975-76 Scholarship Report. (Report is on file in Chancellor's Office.) Dr. Mc Queen emphasized the growth in the scholarship program, noting that scholarship dollars increased from \$247,892 in 1974-75 to \$345,285 in 1975-76.

A scholarship report from UNLV will be submitted to a subsequent meeting.

12. Phase I, Medical School

President Milam noted inclusion with the supplemental agenda of a proposal by UNR's School of Medical Sciences to offer the 3rd and 4th year leading to the M. D. degree. (Proposal is on file in the Chancellor's Office.)

Dean George T. Smith commented on the proposal for conversion of the School to a degree-granting institution with residency programs in primary care, and cited the following three developments contributing to the urgency of the request:

A. Federal conversion funds of \$50,000 per student have

been incorporated into recent health manpower legislation, but must be applied for no later than September, 1977.

B. Transfer of UNR students into degree-granting medical schools is becoming more difficult. The University of Alabama, which accepted 19 of UNR's 48 students into its 1976-77 class, has advised that no out-of-state transfer students will be accepted after 1977-78.

C. WICHE has increased the support fee of transferred medical students from \$6,000 to \$12,000 per year and an increase in the number of students covered has been requested by the Nevada WICHE Commissioners. This will result in a considerable increase in the amount of Nevada financial support to out-of-state medical schools.

Mr. H. Edward Manville, Chairman of the Medical School Advisory Board, Dr. Ted Jacobs, a practicing physician in Las Vegas and a member of the Medical School Advisory Board and Dr. Thomas Scully of the Medical School spoke in support of the proposal, requesting authorization to proceed to Phase II. (Transcript of presentation and discussion on

file in Chancellor's Office.)

Dr. Richardson, UNR Senate Chairman, reported that the Senate had reviewed the proposal by the Medical School and supports the request to proceed to Phase II. Mr. Stone, ASUN President, reported approval by ASUN.

President Milam recommended approval. Chancellor Humphrey concurred, noting that the Board is not being asked to approve a 3rd and 4th year at this time, but rather was being asked to authorize the Medical School to do the detailed planning which will identify all of the costs and other factors which must be considered by the Board at such time as the Board will be requested to make a decision on approving a degree-granting school.

Mrs. Fong moved approval. Motion seconded by Dr. Lombardi, carried without dissent.

13. Phase I, Ph. D. in Sociology, UNR

Dr. Milam introduced Dr. Rebecca Stafford who presented a Phase I proposal for a Ph. D. in Sociology. (Proposal on file in Chancellor's Office.) Dr. Stafford stated that all

but two of the courses required for the degree are now being taught and no additional funding will be required to support the program. (Transcript of presentation and discussion is on file in the Chancellor's Office.) President Milam recommended approval.

Dr. Lombardi moved approval. Motion seconded by Mrs. Knudtsen.

Chancellor Humphrey stated that although he considered Sociology to be a very strong Department, he believed the proposed program lacked the same sense of urgency present in the Medical School proposal and he did not recommend approval. He pointed out that several programs which have previously been approved are still waiting funding. He requested that action not be taken on the Phase I proposal until a subsequent meeting to allow time to verify the cost factors.

In response to Dr. Stafford's repeated assertion that the program would not require additional monies, Chancellor Humphrey stated that if there are no additional costs and if UNR will stand behind those representations and place the program ahead of other waiting programs, he would see no

reason not to proceed with the implementation of the program. However, he stated, he was not in a position to recommend such approval as he did not have the information.

Motion to approve carried without dissent.

14. Proposed Lease by Rebel Athletic Foundation

President Baepler gave a brief report on the status of plans for an apartment complex to be constructed on UNLV land which the Board had been requested to lease to the Rebel Athletic Foundation. He introduced Mr. Joe Mc Donald, who responded to questions from the Board. The Board also reviewed information from Counsel Larry Lessly concerning the legal status of the Rebel Foundation (report identified as Ref. 13 and filed with permanent minutes). Further discussion on this item will be scheduled for the November meeting.

15. Transfer of Funds, UNLV

President Baepler requested approval of the following transfers from the Contingency Reserve:

#77-021 \$1,500 to Theatre Arts, Operating to provide funds
for a guest Director for a Fall performance.

#77-024 \$9,600 to Reading Center and Clinic to provide for
three graduate students.

#77-025 \$3,000 to Educational Foundations and Counseling to
provide funds for an additional graduate assistant.

#77-026 \$6,200 to Physical Education to provide funds for
two additional graduate assistants.

#77-027 \$3,000 to Special Education to provide funds for
one additional graduate assistant.

#77-029 \$17,555 to Extended Day Supplement to provide funds
for part-time and overload appointments for the
Fall semester.

#77-031 \$19,000 to College of Education, Dean's Office,
Operating to provide funds for payment of practice
teaching supervisors. Funds for this purpose were
previously budgeted in wages account.

Chancellor Humphrey recommended approval.

Mr. Ross moved approval. Motion seconded by Mr. John Buchanan, carried without dissent.

16. Optional Retirement Plan for Faculty

Background information included with the agenda recalled that in September the Board received a request from the UNLV Senate "...that the Board of Regents review the procedure which occurred during the transfer of retirement to TIAA-CREF in 1969; that they determine whether or not the information given those who had a choice to make was clear in that the State's contribution would not be transferred with the employee's contribution; and that the option to remain with or transfer retirement plans again be made available."

It was further recalled that legal counsel representing the National Society of Professors made a presentation at the September meeting and the Board asked that the other Senates review the request by the UNLV Senate and develop recommendations for consideration at the October meeting.

Dr. Al Stoess cited four problem areas concerning the re-

retirement programs:

- A. Ten month academic year contracts;
- B. Cooperative Extension employees;
- C. Information given employees when TIAA-CREF option was provided; and
- D. What position should the University take on PERS proposal to discontinue the option as to retirement plans.

Dr. Stoess reported that two meetings have been arranged and Mr. George Harrison and Mr. Ward O'Neill, TIAA-CREF, New York City, and Mr. Vernon Bennett, Executive Officer, Public Employees Retirement System, have been invited to speak to interested faculty. Those meetings are scheduled for 1:30 P.M., Wednesday, October 13 in Reno and 1:30 P.M., Thursday, October 14 in Las Vegas.

Mr. Vernon Bennett, Executive Officer for PERS, spoke concerning their legislative proposals for 1977 and how it affects the retirement programs available to UNS faculty.

(Transcription of Mr. Bennett's presentation on file in the Chancellor's Office.)

Dr. Joseph Warburton, DRI Senate Chairman, commented on the position taken by that Senate, as reflected in the report included with the agenda (identified as Ref. 17 and filed with permanent minutes).

Additional reports and recommendations will be presented at the November meeting.

17. Request for Expenditure from PE Complex Bond Proceeds, UNLV

President Baepler requested approval of the expenditure of up to \$60,000 from revenue earned from investment of the PE Complex revenue bond proceeds to purchase pulmonary test equipment to be used in classroom teaching and research by the Physical Education Department.

An expenditure of \$40,000 was approved in January, 1975 to landscape the area. That, plus this expenditure, if approved, will leave an unencumbered balance of \$313,269 which Dr. Baepler recommended be used to amortize outstanding bonds, thereby saving capital improvement fee funds for other pur-

poses. A fund of \$221,800 is reserved in conformity with bond covenants. Chancellor Humphrey recommended approval.

Mrs. Knudtsen moved approval. Motion seconded by Dr. Lombardi, carried without dissent.

18. Continuing Education Unit

President Baepfer presented a proposal for the use by UNLV of the Continuing Education Unit (CEU). A CEU is defined as ten contact hours of participation in an organized continuing education experience under responsible sponsorship, capable direction, and qualified instruction. The CEU is a basis of measuring, recording, transferring and recognizing non-credit education participation. It is not transferable or translatable to undergraduate or graduate academic credit. Additional information, including criteria for award of CEUs, was included with the agenda (identified as Ref. 16 and filed with permanent minutes).

President Milam requested that UNR also be granted authority to use the Continuing Education Unit. Chancellor Humphrey recommended approval of the use of the Continuing Education Unit at both UNR and UNLV.

Dr. Lombardi moved approval. Motion seconded by Mrs. Fong, carried without dissent.

19. 1977-81 Capital Improvement Program Request

Mr. Harry Wood, UNS Architect, reported that the State Public Works Board has adopted its 1977 Capital Improvement Program for presentation to the Governor and the 1977 Legislature. He noted the inclusion with the agenda of a chart showing the State Public Work Board's proposed order of priority, estimated cost, suggested method of funding, and a comparison with the University's request. The chart also identified those University projects not recommended by the State Public Works Board for authorization at this time (chart identified as Ref. 18 and filed with permanent minutes). Mr. Wood noted that the SPWB's statewide Capital Improvement Program totals \$47,701,825. It includes ten University projects for the four-year period of 1977-81, at an estimated cost of \$35,834,200 to be financed entirely with resources already dedicated to UNS capital improvements (i. e., no General Fund money is recommended).

Mr. Wood reported that an analysis is being prepared of the

impact of revised enrollment projections on financing of University projects. The State Public Works Board is scheduled to meet again November 5, and will consider further action concerning deferred projects not presently recommended for the 1977 Program.

Chancellor Humphrey noted that additional information will be prepared for the November meeting along with a recommendation for action by the Board of Regents.

20. Faculty Working on Advanced Degrees

Chancellor Humphrey recalled that in May the Board received a recommendation from the UNLV Senate and President Baepler that Title 4, Chapter 4, Section 4, of the Board of Regents Handbook, be amended as follows:

No faculty member holding the rank of Assistant Professor, Associate Professor, or Professor, or an equivalent, shall be permitted to become a candidate for an advanced degree at the University, except that (1) students who enter a graduate program and who by virtue of their advanced standing are qualified for temporary appointment on the faculty shall be permitted to com-

plete their training while retaining such position, or
(2) a faculty member may be permitted to become a candidate for an advanced degree outside of his/her own Department if the request to do so is approved by the UNLV Graduate Standards Committee.

Chancellor Humphrey noted that this matter was referred to other Senates with a request that recommendations come back to the Board at the October meeting. He reported that the Unit Senate has unanimously approved the proposed change in policy. The DRI Senate has voted to express no opinion.

No response has been received from UNR and CCD Senates.

Chancellor Humphrey recommended that this matter be deferred until November in order that all Senates might report.

Mrs. Knudtsen moved that the matter be tabled until November. Motion seconded by Mr. John Buchanan, carried without dissent.

21. Proposed Code Revision

Chancellor Humphrey recalled that in June the Board authorized the retention of a consulting firm to complete a posi-

tion evaluation study and make a recommendation for a compensation plan for all nonteaching, nonresearch professionals. At the same time, the following proposed revision to the Code was referred to the Senates for consideration, with action by the Board scheduled for October:

Section 4.6.4 Nothing in this section shall be construed as prohibiting the implementation of a non-rank-related compensation plan for nonteaching, nonresearch professionals.

Chancellor Humphrey reported the following actions by the Senates:

A. The Unit Senate has taken action opposing the Code amendment "...until the results of the compensation study are known." The Unit Senate further "encourages that consideration be given to an economic security plan as part of the compensation study."

B. The UNR Senate has voted that "...no change be made in the UNS Code (proposed Section 4.6.4) until such time as

"a. The study by the private consulting firm is com-

pleted and the results are available for consideration. Hopefully, the study will be conducted cooperatively with the UNS Divisional faculty representatives.

"b. The UNS Divisional faculties have reviewed and approved the recommendations proposed by the private consulting firm.

"c. A satisfactory implementation of maintenance plan is adopted.

"d. Adequate safeguards are provided for those faculty members who are directly affected."

C. The UNLV Senate voted to table this matter until the results of the compensation study are available and need is more clearly shown.

D. There has been no response from DRI and CCD Senates.

Chancellor Humphrey reported that a consulting firm has not been employed, noting that after review of the problems with prospective consultants, it was concluded that the following

additional steps would need to be taken:

- 1) Adopt the Code amendment in order to clearly establish the approach to be taken.

- 2) Rather than completing a position evaluation study on all nonteaching, nonresearch positions and then determining which will continue to be paid by virtue of their rank, first determine the excluded positions and evaluate only those.

- 3) By use of the judicial confirmation procedure, go to court to establish whether or not the change is legal.

Chancellor Humphrey stated that in view of the foregoing, the Officers recommend that no action be taken by the Board and that salaries continue to be set as they are at present.

Mr. Ross expressed opposition to abandoning the project and moved that the matter be deferred to six months during which time the Presidents should identify those positions which would be included in a position evaluation study should the Board determine at the expiration of the deferment that the study should proceed. Motion seconded by Dr. Anderson,

carried with Mrs. Knudtsen opposing.

22. Student Financial Aids

Chancellor Humphrey introduced Mr. John Fenwick, a representative of the Office of Education's State Student Incentive Grant Program.

Dr. Humphrey reviewed the material contained in the agenda dealing with financial assistance to UNS students, noting that it has increased 50% in the past two years -- from \$4.6 million in 1973-74 to \$6.9 million in 1975-76. During the same period the number of full-time equated students increased 28%. UNS students receive financial assistance through loans, grants-in-aids for registration fees or tuition, scholarships, or Campus employment. Monies for these come from the Federal or State governments, from University endowments or gifts, or from a bank loan guaranteed by the United Student Aid Fund. A 3-year comparison of monies used, by source, is as follows:

Year	Federal	%	State	%	Scholarships	%
1973-74	\$1,520,664	33	\$1,939,533	42	\$510,368	11

1974-75	1,888,237	35	2,090,122	38	591,903	11
1975-76	2,864,090	41	2,427,086	35	614,392	9

Year	Bank	%	Total
1973-74	\$ 673,280	14	\$4,643,845
1974-75	914,264	16	5,484,526
1975-76	1,051,630	15	6,957,198

Material showing detail by Campus and by category of assistance was included with the agenda (identified as Ref. 28 and filed with permanent minutes).

Chancellor Humphrey pointed out that all assistance programs are based on financial need, except that employment which is not Federal work-study subsidized. The cost of living has increased for students, just as it has for the general population, and there will be an increase in registration fees in 1977 (4% at CCD, 7.6% at UNR and 10.5% at UNLV per undergraduate FTE). This requires more aid per student and there are more students needing assistance. The average loan is 16% greater than two years ago; there are 32% more student borrowers and 35% more first-time borrowers.

Dr. Humphrey noted that since 1975 an additional source of money has been available to students in other states through the State Student Incentive Grant Program (SSIG). This program provides for awards of up to \$1,500 per year based on need. SSIG is funded 50% by Federal money and 50% by the State. In 1976 the Board of Regents, with the endorsement of the Governor, requested funding and the necessary legislation; however, it was not passed by the Legislature.

The Officers recommended that the Board approve seeking the necessary legislation and an appropriation of \$310,000 necessary to implement this program in the 1977-79 biennium.

Dr. Humphrey noted that this would not be an appropriation to UNS, nor is it exclusively for the benefit of UNS students since qualified students in Nevada proprietary schools could also participate.

Mrs. Fong move approval. Motion seconded by Miss Mason, carried without dissent.

23. Categories of Employment

Chancellor Humphrey noted that State Law (NRS 284) provides that the "classified service" of the State shall consist of

all positions not in the "unclassified service". The classified service is administered by the Personnel Division of the State Department of Administration. The unclassified service, as defined in NRS 284.140(6), includes:

Officers and members of the teaching staff and the Agricultural Extension Department and Experiment Station staffs of the University of Nevada System, or any other State institution of learning, and student employees of such institutions; but custodial, clerical or maintenance employees of such institutions shall be in the classified service. The Board of Regents shall assist the chief in carrying out the provisions of this chapter applicable to the University System.

Chancellor Humphrey stated that UNS has adhered to the letter of this law. All custodial, clerical or maintenance positions are in the State classified service, excepting only part-time, hourly wage employees, most of whom are students. Some positions not custodial, clerical or maintenance have also been placed in the classified service for the University; e. g., purchasing agents, some accounting positions, and various technical positions supporting instructional personnel. UNS maintains personnel offices in each Divi-

sion to assist in the administration of the classified service and, in addition, pays an annual fee to the State (currently .009 of all classified salaries, or approximately \$81,000). Over the years this arrangement has worked fairly well, although not without problems. There have been disputes over position classifications (pay grades) assigned, over recruitment and testing methods, and concerning cause for dismissal. An additional problem has been the fact that salaries for classified positions are set by the Personnel Divisions and salary adjustments have not always been accompanied by appropriated money even for "general fund positions and is, of course, never provided for non-general fund positions. Therefore, for a large number of University employees, the Board of Regents has much more limited control over salaries and conditions of employment than it does for employees in the professional service.

Chancellor Humphrey pointed out, however, that the cooperation received from the Personnel Division of the Department of Administration has always been excellent.

Dr. Humphrey continued by noting that the "1977 Legislative Program for the State of Nevada Employees Association" (SNEA) includes two proposals which merit attention and which, if adopted by the Legislature, would have substantial

impact upon the University. SNEA is again requesting collective bargaining for classified personnel. Dr. Humphrey stated that it is in his understanding that the proposed legislation is similar to that advocated in 1975 by SNEA. This would provide that the Governor would be responsible for Management negotiations and that ratification of the contract would be the responsibility of the Legislature, which would also be able to modify a proposed contract. The Board of Regents would not be a party to the negotiations involving pay and conditions of employment for a sizable group of University employees.

Dr. Humphrey reported that the second proposal of SNEA of particular importance to UNS is a proposal to separate the State Personnel Divisions from the Department of Administration and consolidate all personnel functions by eliminating agency personnel offices. The result of this legislation would be to deprive the UNS Divisions of the authority and staff now used to work on classified personnel problems.

Chancellor Humphrey suggested that in view of these SNEA recommendations, and the possibility of their success, the UNS should reassess its involvement in the State Personnel System and consider whether or not the institution and the

State would be better served if UNS nonacademic employees were independent from State employees for purposes of recruitment, salary administration, collective bargaining, and all other regular personnel administration activities.

Whether or not this change should be sought and, if affirmative, how it should be sought, needs to be explored. Dr.

Humphrey reported that he was organizing a group to advise on the matter and had requested each of the Division

Presidents to select two members (one of whom should be a classified employee); the UNR, UNLV, DRI and Unit Senates

each select one member; and the three CCD Campus Senates jointly select one member. A classified employee would also

be selected from the Special and Service Units. Dr. Alfred

Stoess would Chair the group and it would be requested to

complete its initial review in time for consideration at the

November meeting of the Board of Regents.

In view of the fact that classified employee members of this

group may be members of SNEA, and since that group has already

adopted a legislative program, Dr. Humphrey suggested

that the submission of a majority and a minority report

should be anticipated.

Mr. Robert Gagnier, Executive Director of the State of

Nevada Employees Association, spoke in opposition to the proposed study group, and also suggested that if the study is to proceed, the composition of the group be changed to include equal representation by classified employees.

No action was taken by the Board except to indicate general agreement with the Chancellor's proposal and to request that any report filed by the study group be considered informational only.

24. Training Policy for Classified Employees

Dr. Al Stoess commented on the State Board of Examiners training policy which was established in 1974 (reflected in Section 8400 of the State Administrative Manual), and which permits State agencies to expend funds within certain limitations for State employees to enroll in credit courses from an accredited educational institution. Before the 1974 State policy was established, there were no State provisions which allowed for the funding of such courses. Dr. Stoess noted that Board of Regents policy has, however, provided grants-in-aid for job-related courses since 1962, based on an Attorney General's opinion permitting establishment of grants-in-aid for classified employees of the University.

Dr. Stoess reported that a proposed revised State training policy contains a section on College credit training which is more restrictive than the current University of Nevada System grant-in-aid policy. The State Personnel Administrator has tentatively agreed to the inclusion of a statement which would exempt the University from this provision of the State training policy and allow the Board of Regents to establish its own regulations on enrollment in College credit courses by University classified employees.

The Officers recommended that the following statement be approved and forwarded to the State Personnel Division for inclusion in its proposed revised training policy:

The University of Nevada System, after consultation with the State Personnel Division, may establish policies and procedures for the administration of a grant-in-aid program for the taking of College credit courses by University of Nevada System classified employees.

Approval of these grants-in-aid will be based on job related criteria and may include courses that will provide upward mobility and promotional opportunities for

all employees.

Dr. Humphrey noted that inclusion of his statement in the State training policy will not change the University's grant-in-aid policy, but will enable the University to continue to have a different training policy for its classified employees.

Mr. Ross moved approval. Motion seconded by Mrs. Fong, carried without dissent.

25. Revision of 1977-79 Budget Request

Chancellor Humphrey requested permission to proceed with a revision of the UNS 1977-79 Biennial Budget Request. Rationale for such a revision was included with the agenda (identified as Ref. 23A and filed with permanent minutes).

Dr. Humphrey noted that the enrollment projections for 1976-77 upon which the budget is based, were higher than the actual Fall 1976 enrollments. This requires a downward revision of the 1977-79 projections. In addition, Dr. Humphrey noted that monies budgeted for faculty compensation increases are less than needed to meet the goal approved by

the Board of Regents.

Dr. Douglas Mathewson spoke concerning the enrollment data now available for use in revising the budget request (identified as Ref. 23D and filed with permanent minutes).

Dr. Alfred Stoess submitted and discussed data concerning the movement of the UNS all-ranks average compensation and the national data (identified as Ref. 23C and filed with permanent minutes), and material identifying the fringe benefits which are currently recognized by the American Association of University Professors in its annual compensation survey and a recommendation by the Chancellor for a redefinition of faculty fringe benefits (identified as Ref. 23B and filed with permanent minutes).

Mr. Ross moved that the budget be revised downward to reflect revised enrollment projections and that no adjustment be made for faculty compensation. Motion seconded by Mrs. Fong.

Dr. Paul Burns, Dr. Joseph Warburton, and Dr. James Richardson spoke in support of the Chancellor's recommendation, urging the Board not to deviate from the already

adopted compensation goal.

Chancellor Humphrey spoke in opposition to the motion that no adjustment be made for faculty compensation, noting that the professional compensation goal for UNR and UNLV for the 1977-79 biennium is to achieve an average compensation equal to the average of the 50 principal State Universities, or to increase the UNS average by an amount equal to the annual increase in the Federal Consumer Price Index, plus an amount equal to one step per FTE faculty member on the salary schedule to be used for recognition of meritorious service, whichever is greater. Based on data available when the budget was prepared, it was assumed that a 10% increase would be required in 1977-78 and an additional 10% increase would be required in 1978-79. More current data suggests that in order to achieve the compensation goal, a 12.7% increase will be required in 1977-78 and a 9% increase required in 1978-79.

Mr. Ross's motion carried with the following roll call vote:

Yes - Dr. Anderson, Mr. John Buchanan, Mrs. Fong, Mr.

Ross, Mr. James Buchanan

No - Mrs. Knudtsen, Dr. Lombardi, Miss Mason

Dr. Richardson asked that the motion not be interpreted to include proposed changes in definition of fringe benefits.

No exception was taken.

26. Medical Malpractice Insurance

Chancellor Humphrey recalled that at the September meeting it was reported that UNS could not secure liability insurance to cover the UNR School of Medical Sciences and the UNR and UNLV Health Services. The assumption was that if UNS self-insured for the first \$500,000 of risk, the umbrella policy would be effective to \$5 million. The Board agreed to a funded self-insurance plan and loaned the fund \$50,000 from the Board of Regents Special Projects Fund, and assessed UNR's insurance budget \$100,000 for 1976-77. The balance of \$350,000 was to be provided later.

Chancellor Humphrey reported that the Nevada Independent Insurance Agents group which handles the University has now advised that Glacier General Assurance Co. has agreed to issue a \$500,000 policy for an annual premium of \$60,148. The University has also been informed that the umbrella coverage would not apply with the self-insurance.

The Officers recommended, in view of this new information, that the plan to self-insure be abandoned, that the Glacier General Assurance Co. malpractice policy be purchased, and that the \$50,000 loan from the Board of Regents Special Projects Fund be returned.

Mrs. Fong moved approval. Motion seconded by Dr. Lombardi, carried without dissent.

27. Board of Regents' Meetings

Chancellor Humphrey reported that the next meeting is scheduled for Friday, November 19, and will be held at UNLV. He noted that the revised 1977-79 budget request cannot be completed by November 19; however, it should be considered and approved by the Board before the scheduled budget hearing with the Governor on December 9. He requested that there be a special meeting of the Board on Wednesday, December 8, in Reno, for this purpose. The revised budget document could be distributed on December 3.

Mrs. Knudtsen moved approval. Motion seconded by Mrs. Fong, carried without dissent.

28. Allocation from Board of Regents Special Projects Fund

A. The Interview and Recruiting Expense Funds have the following balances:

System Administration	\$2,850
UNR	1,197
UNLV	2,051
DRI	5,782
CCD	346

Chancellor Humphrey recommended that \$14,000 be allocated from the Board of Regents Special Fund to these accounts, as follows:

UNR	\$4,000
UNLV	4,000
CCD	6,000

B. Chancellor Humphrey also noted that the UNS Faculty Moving Expense Fund has a balance of \$901, and recommended that \$3,000 be allocated to this fund from the Board of Regents Special Projects Fund.

Dr. Lombardi moved approval. Motion seconded by Miss Mason, carried without dissent.

29. Service Center, CCCC

President Donnelly recalled that the master plan for Clark County Community College calls for a Service Center to be located at the northeast corner of the 80 acres site. With the completion of the first three phases of construction comprising nearly 150,000 square feet, the need for this support facility becomes increasingly critical. Included among its uses are storage facilities for ground maintenance equipment, State vehicles and a fueling station. The facility will comprise shelters for vehicles and equipment, fencing for security, fuel tanks and pumps, and a small storage building.

Dr. Donnelly also noted that the outdoor play area of the Child Care Center lacks adequate shelter to provide shade for certain outdoor activities included in the program for this facility. Apparent lack of funds prevented the inclusion of these facilities in the original scope of work for Phases II and III. However, subsequent to contract

awards, as well as all additions to these contracts, the project has an unobligated balance of \$378,154 as of August, 1976.

President Donnelly requested and Chancellor Humphrey concurred that the State Public Works Board be requested to approve use of unobligated project funds for the construction of a Service Center (corporation yard) and improvement of the Child Care Center outdoor play area. Tentative estimates of these additions are as follows:

Service Center

Fencing	\$ 5,750
Vehicle Shelter	21,600
Building (1,000 sf)	35,000
Fuel Pump & Tanks	20,000
Sub-Total	\$ 82,350

Child Care Center

Shade Structure	\$ 16,000
Development Costs	\$ 17,000

Project Total \$115,350

Chancellor Humphrey noted that concurrence of the Legislative Interim Finance Board is also required.

Dr. Anderson moved approval. Motion seconded by Mrs. Knudtsen, carried without dissent.

30. CETA Grant to CCCC

President Donnelly reported that CCCC had received a grant of \$179,619 for institutional training and developmental education under the Comprehensive Employment and Training Act (CETA) which requires action by the Board of Regents accepting the grant and authorizing expenditure of the funds. Chancellor Humphrey recommended approval.

Mr. Ross moved approval. Motion seconded by Mrs. Fong, carried without dissent.

31. Revision of UNLV Traffic Code

President Baepler requested approval of a revised Traffic Code for UNLV (identified as Ref. 31 and filed with permanent minutes). Chancellor Humphrey concurred.

Mrs. Knudtsen moved approval. Motion seconded by Mrs. Fong, carried without dissent.

32. 1976-77 Work Program Reduction, UNLV

President Baepler recalled that the total of appropriated funds and authorized nonappropriated monies made available to UNLV for 1976-77 by the 1975 Legislature was \$14,105,553. The work program adopted for 1976-77 is \$14,645,157, or \$539,604 more. This excess was to come from registration fees, tuition, miscellaneous student fees and other receipts and required concurrence of the Governor in order to spend the excess. Governor O'Callaghan has declined to approve such an augmentation. Accordingly, President Baepler recommended the work program for 1976-77 be reduced by \$539,604 with the reduction occurring in the following areas:

ACCOUNT	FTE	FUND	AMOUNT
Audio-Visual		Operating	\$ 47,500
Information & Publications	1	Classified Comp.	8,359
Counseling & Evaluation	1	Professional Comp.	13,495
Arts & Letters, Dean's Office	1	Classified Comp.	8,359

Extended Day Supplement	1	Professional Comp.	30,000
Research			45,020
Library	Books		100,000
Operations & Maintenance	1	Classified Comp.	12,353
Operations & Maintenance	Operating		110,000
Reserve for Contingency			164,518
			\$539,604

Chancellor Humphrey recommended approval.

Mr. Ross moved approval. Motion seconded by Mrs. Fong, carried without dissent.

33. Loan from DRI Contingency Reserve

President Smith reported a current balance of \$174,045.66 in DRI Contingency Reserve. He requested the following loans from that account to permit research to continue until the renewal documents are received:

\$30,000 to the Office of Water Research and Technology Annual Allotment Program.

\$25,000 to the Office of Water Research and Technology

Matching Grant Agreements.

Chancellor Humphrey recommended approval.

Mrs. Knudtsen moved approval. Motion seconded by Dr.

Lombardi, carried without dissent.

34. Proposed Mining Lease Agreement, UNR

President Milam recalled that in September, the Board instructed that the proposed lease purchase of 628 acres in the Valmy Mining District, Humboldt County, be advertised and all bids be brought back to a subsequent meeting.

Accordingly, bids were invited and one bid was received October 5, 1976 from Mr. Donald Decker for lease at \$1 per acre per year with an option to purchase at \$200 per acre (or \$125,600) prior to December 1, 1986.

President Milam recommended approval of the proposed lease.

Chancellor Humphrey concurred, noting that such action requires concurrence of the Governor.

Mrs. Knudtsen moved that the lease not be approved and the land be retained by the University. Motion seconded by Mr.

Ross, carried without dissent.

35. Cooperative Extension Employees' Retirement

Chancellor Humphrey noted that on August 26, 1976 the Public Employees Retirement Board determined as of July 1, 1976, no person participating in the Federal retirement system would be allowed to continue participating in the Public Employees Retirement System, and each such person shall have 30 days from September 15, 1976 in which to exercise the option of (1) requesting a total refund of all contributions to his credit to date in the Public Employees Retirement System, or (2) retaining his service credit in PERS through inactive membership. This determination was made in order to comply with an opinion of the Attorney General, dated August 25, 1976, that NRS 286.310, as amended by SB 81 (Chapter 182, Statutes of Nevada, 1967), does not permit dual membership in PERS and any other retirement system.

Chancellor Humphrey stated that it is the belief of the University that it was the intent of the legislation to prohibit dual membership after July 1, 1967, except for those employees participating in both systems who wished to con-

tinue in both and who filed a written statement within 30 days after July 1, 1967 with the Retirement Board. Prior to the Attorney General's advice of August 25, 1976 the Retirement Board and staff had interpreted and applied SB 81 to allow Cooperative Extension employees to either withdraw their contributions and leave the State retirement system, or remain and participate in the system while also actively participating in the Federal retirement system.

Chancellor Humphrey requested authorization to seek legislation which would make it explicit that employees of the Cooperative Extension Service who were employed as of July 1, 1967 would be permitted to continue in both the State and Federal retirement systems. He recommended that the legislation be applied retroactively to insure that both past and present faculty who were members of PERS and the Federal retirement system will not be penalized by termination of benefits, recomputation of benefits, refund of contributions or requests for repayment of benefits and allowances previously paid by PERS.

Mrs. Knudtsen moved approval. Motion seconded by Dr. Lombardi, carried without dissent.

36. Gund Ranch

President Milam reported that Dean Bohmont has requested Senator Laxalt to seek Federal legislation transferring 8,040 acres of public domain land adjacent to the Gund Ranch to the University. A letter from Dean Bohmont to Senator Laxalt and a letter from Dean Bohmont to President Milam were included with the agenda (letters identified as Ref. 36A and 36B are filed with permanent minutes).

President Milam and Chancellor Humphrey recommended that the Board approve this request, with the understanding that Dean Bohmont's representations are correct, that the Bureau of Land Management agrees that these lands should be transferred and that there is no opposition from ranchers or others in Nevada.

Mrs. Knudtsen moved approval. Motion seconded by Mr. Ross, carried without dissent.

37. Permission to Apply for Federal Capital Improvement Monies

Chancellor Humphrey reported that on October 2 Congress enacted the Public Works Capital Development and Investment

Act of 1976. In order for the University to receive funds under this Act, completed applications must be forwarded to the Economic Development Administration through the State Public Works Board. Chancellor Humphrey recommended that the Board authorize the Administration to review such applications as are received in the Chancellor's Office by October 20 and to forward those projects which are deemed most needed and most likely to be funded.

Mr. Ross moved approval. Motion seconded by Mrs. Fong, carried without dissent.

38. Morrill Hall Resolution

Chancellor Humphrey noted that in order to permit waivers and variances of certain building code requirements, it is necessary that the Board designate Morrill Hall as having special historical or architectural significance. He recommended adoption of the following resolution:

RESOLUTION NO. 76-5

WHEREAS, Morrill Hall was the first permanent structure on the Campus of the University of Nevada; and

WHEREAS, Morrill Hall has been utilized for significant University functions throughout the life of the building;

NOW, THEREFORE BE IT RESOLVED that the Board of Regents of the University of Nevada System does hereby find that Morrill Hall has special historical and architectural significance to the University and the people of Nevada.

Dr. Lombardi moved approval. Motion seconded by Mrs. Fong, carried without dissent.

39. New Business

(1) Mr. John Buchanan spoke of the recent publicity in the Las Vegas newspapers to the effect that students in Clark County School District are academically behind. He suggested there be a review by the College of Education of the curriculum in both the Bachelor's and Master's in Education at UNLV. Mr. Buchanan commented this particular finding may not include UNLV directly; however, since UNLV turns out a large share of those teaching in Clark County School District, the College has some indirect involvement. He noted that some

criticisms of the College of Education have been made in reference to the quality of educators being produced and he urged that the review be a strong one. The strongest criticism, he noted, seems to center around the premise that the educator emphasizes the supervision of students, sacrificing knowledge of the academic subject, and the ultimate question then becomes how can students become interested when the teacher has a limited knowledge of the subject he is teaching.

Dr. Gentile endorsed Mr. Buchanan's concern but pointed out that the College of Education has little influence over what goes on in the Clark County School District. For example, he noted, it is up to the District to require that a teacher of mathematics be trained in that discipline, not the College.

Mr. Buchanan agreed but suggested such a review by the College might influence both the School District and the State Board of Education to review their own requirements. Dr. Baepler agreed that the review would be done.

(2) Mr. James Buchanan requested that President Baepler

invite Dr. Joseph Raney to attend a future meeting in Las Vegas to inform the Board concerning his voting assistance project.

The Action Agenda was completed and the Information Agenda submitted. The Information Agenda is on file in the Chancellor's Office and included the following items:

- (1) Report of Foreign Travel
- (2) Report of Fund Transfers
- (3) Report of Purchases in Excess of \$8,000
- (4) Voting Assistance Program
- (5) Board of Regents Special Projects Account
- (6) Abstracts of Press Releases
- (7) Progress of University Projects
- (8) UNR Senate Report Re. Tenure for Part-Time Faculty

The meeting adjourned at 5:50 P.M.

Mrs. Bonnie M. Smotony

Secretary to the Board