

Minutes are intended to note (a) the date, time and place of the meeting; (b) those members of the public body who were present and those who were absent; and (c) the substance of all matters proposed, discussed and/or action was taken on. Minutes are not intended to be a verbatim report of a meeting. An audiotape recording of the meeting is available for inspection by any member of the public interested in a verbatim report of the meeting. These minutes are not final until approved by the Board of Regents at the June 2018 meeting.

**BOARD OF REGENTS and its
CULTURAL DIVERSITY AND TITLE IX COMPLIANCE COMMITTEE
NEVADA SYSTEM OF HIGHER EDUCATION**

Frank H. Rogers Science & Technology Building, Rotunda
Desert Research Institute
755 East Flamingo Road, Las Vegas
Friday, March 2, 2018

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. Cedric Crear, Chair
Mr. Sam Lieberman, Vice Chair
Dr. Andrea Anderson
Dr. Patrick R. Carter
Mrs. Carol Del Carlo
Ms. Allison Stephens

Others Present: Dr. Thom Reilly, Chancellor
Dr. Constance Brooks, Vice Chancellor, Govt. & Community Affairs
Mr. Chet O. Burton, Chief Financial Officer
Mr. Dean J. Gould, Chief of Staff and Special Counsel to the Board
Mr. Nate Mackinnon, Vice Chancellor, Community Colleges
Mr. Michael Flores, Chief of Staff to the Chancellor
Mr. James Martines, System Counsel
Dr. Margo Martin, Acting President, CSN
Dr. Kristen Averyt, President, DRI
Mr. Bart J. Patterson, President, NSC
Dr. Karin M. Hilgersom, President, TMCC
Mr. Mark Ghan, Acting President, WNC

Faculty senate chairs in attendance were Dr. Jill Acree, CSN; Dr. Douglas Lowenthal, DRI; Dr. John Rice, GBC; Dr. Zachary Woydziak, NSC; Ms. Marcie Jackson, System Administration, Ms. Cheryl Cardoza, TMCC; Ms. Shannon Sumpter, UNLV; Dr. Thomas Harrison, UNR; and Mr. James Strange, WNC. Student body presidents in attendance were Ms. Becky Linville, GBC; and Ms. Alicia Contreras, NSC.

For others present, please see the attendance roster on file in the Board office.

Chair Cedric Crear called the meeting to order at 8:02 a.m. with all members present except Regent Stephens.

Chair Crear took a moment of personal privilege to recognize Charter Day at his alma mater, Howard University.

1. Information Only-Public Comment – Mr. James Martines, System Counsel, noted the weather-related closure of state offices in northern Nevada, including the NSHE System Administration Office in Reno and Great Basin College in Elko, by order of the Governor. For those wishing to make public comment in northern Nevada, a telephone number providing connectivity to the meeting was publicly announced. In addition, the telephone number was posted on the NSHE website along with the link to the streaming video and was physically posted at the meeting sites in Reno and Elko.

There was no public comment.

2. Approved-Minutes – The Committee recommended approval of the minutes from the December 1, 2017, meeting (*Ref. CD-2 on file in the Board office*).

Regent Del Carlo moved approval of the minutes from the December 1, 2017, meeting. Vice Chair Lieberman seconded. Motion carried. Regent Stephens was absent.

3. Information Only-Equity, Diversity and Inclusion Council Retreat and Outcomes – Dr. Constance Brooks, Vice Chancellor for Government and Community Affairs, and Maria Marinch, Executive Director of Inclusive Learning and Engagement, CSN, reported on the January 11, 2018, EDIC retreat and shared outcomes from the event (*Refs. CD-3a and CD-3b on file in the Board office*). The presentation highlighted issues and topics discussed at the retreat including the EDIC charter, leadership, NSHE strategic plan goals, the Cultural Diversity and Title IX Compliance Committee, development of a free speech and campus events policy, recommendations and next steps.

Chair Crear shared his belief that the EDIC will be a model for other states. He noted there have been discussions over the years about phasing out the Cultural Diversity and Title IX Compliance Committee. While he is not supportive of that idea, he would like to better understand the thinking behind it.

Vice Chancellor Brooks explained the context of those discussions is that diversity should be central to everything the NSHE does. It should be a part of every agenda item at every meeting. She noted there is a desire to include the work of EDIC on the main Board agenda. Chair Crear agreed the work is valuable and should be shared with the Board; however, he believes phasing out the Committee will lead to diversity efforts getting lost in the shuffle.

Vice Chancellor Brooks noted there are many options to explore.

4. Information Only-DRI Diversity Initiatives – Craig Rosen, Science Alive Education Administrator, DRI, provided an overview of DRI's diversity initiatives and efforts (*Ref. CD-4 on file in the Board office*). The presentation highlighted various K-12 programs including Green Boxes, school support, teacher trainings, teacher field experience, community engagement and outreach.

Regent Stephens entered the meeting.

In response to a question from Regent Del Carlo, Mr. Rosen indicated DRI currently has 120 Green Boxes. Each box requires an initial investment of approximately \$7,500 and another \$2,000-\$3,000 per year for maintenance. There are four to eight lessons in each box that teachers can use in their classrooms. The lessons are aligned with curriculum standards for each grade level, ranging from pre-K through grade 12.

Chair Crear requested a list of the schools that utilize the Green Box program. The Regents may be able to assist in locating additional resources for the program within the districts they represent.

Vice Chancellor Brooks observed the Green Box program is a great example of community outreach and how the work being done at DRI aligns with NSHE strategic goals.

Dr. Kristen Averyt, President, DRI, noted the Green Box program is DRI's flagship K-12 program and they are incredibly proud of it. She commented on the pipeline issue related to science and technology and how great it is that DRI is doing the type of science that gets kids excited.

5. Information Only-Recruitment of Diverse Faculty and Staff – Institutional representatives provided reports on efforts to recruit diverse faculty and staff at CSN, NSC, TMCC, UNR and UNLV. The presentations included information on effective recruitment; targeted advertising; training for search committees; examples of cognitive bias; communication and campus visits; strategic planning; and professional development. UNR also provided data on faculty and student diversity (*Ref. CD-5 on file in the Board office*).

Chair Crear noted it is vitally important to have a diverse faculty and staff. It is also important to have the most qualified people because NSHE students deserve the best. He believes there is room for improvement with respect to developing and retaining faculty, staff and students once they are part of the campus community.

In talking about recruiting diverse faculty and staff, Regent Stephens noted it is important to recognize that it is not just about reflecting student demographics. It is also about seeking excellence. The institutions could be missing out on talent

5. Information Only-Recruitment of Diverse Faculty and Staff – *(continued)*

and expertise if they are not promoting diversity within faculty and staff recruitment.

Regent Del Carlo said she would like to see data on faculty and student diversity at all NSHE institutions, similar to the charts presented by UNR.

Chair Crear requested a report from System Administration on its efforts to recruit diverse faculty and staff at the next meeting of the Committee.

6. Information Only-Tier I and Tier II Supplier Diversity Spending Reports – Board policy (*Title 4, Chapter 10, Section 2*) requires annual reporting on the results of supplier diversity efforts. The Committee reviewed the reports for FY17 and NSHE staff provided an update on the initiative (*Ref. CD-6 on file in the Board office*).

Chair Crear said in future reports he would like to see the information presented in a more uniform way so it is easier to make comparisons across the institutions.

Mr. Chet O. Burton, Chief Financial Officer, noted close to \$36 million was spent during FY17 in the Tier 1 category which includes minority-owned, women-owned and other small disadvantaged business enterprises (MWDBE). Tier II MWDBE spending was concentrated among UNR, UNLV and CSN because the smaller institutions typically do not spend over \$1 million on any individual contract.

Chair Crear asked that future reports include veteran-owned businesses.

7. Information Only-New Business – Regent Carter asked if there are institutional policies for international visiting faculty. Vice Chancellor Brooks indicated she would research his inquiry and report back.

8. Information Only-Public Comment – Ms. Janise Wiggins, Governor's Consumer Health Advocate, and Ms. Tina Dortch, Program Manager, spoke about the mission and priorities of the Office of Minority Health and Equity, which is part of the State of Nevada Department of Health and Human Services. Ms. Dortch indicated the Office of Minority Health and Equity is interested in exploring opportunities for collaboration with the NSHE.

Chair Crear noted the NSHE has a footprint in every county in Nevada and there are representatives from across the state attending the meeting. He urged Ms. Wiggins and Ms. Dortch to share their business cards with those present and to reach out to the deans of the UNR and UNLV Schools of Medicine.

The meeting adjourned at 9:18 a.m.

Prepared by: Keri D. Nikolajewski
Deputy Chief of Staff

Submitted for approval by: Dean J. Gould
Chief of Staff and Special Counsel to the Board of Regents