

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
ATHLETICS COMMITTEE
NEVADA SYSTEM OF HIGHER EDUCATION**
System Administration, Las Vegas
4300 South Maryland Parkway, Board Room
Thursday, February 22, 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. John T. Moran, Chair
 Mr. Trevor Hayes, Vice Chair
 Dr. Patrick R. Carter
 Mr. Cedric Crear (*via telephone*)
 Mrs. Carol Del Carlo
 Mr. Sam Lieberman (*via telephone*)

Other Regents Present: Mrs. Cathy McAdoo

Others Present: Mr. Nicholas Vaskov, General Counsel
 Mr. Joseph Sunbury, Chief Internal Auditor
 Dr. Margo L. Martin, Acting President, CSN
 Dr. Len Jessup, President, UNLV
 Dr. Marc A. Johnson, President, UNR

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

Chair John T. Moran called the meeting to order at 1:01 p.m. with all members present except Regent Crear.

1. Information Only-Public Comment – None.
2. Approved-Consent Items – The Committee recommended approval of the following consent items:
 - (2a.) Approved-Minutes – The Committee recommended approval of the minutes of the November 27, 2017, meeting. (*Ref. ATH-2a on file in the Board office.*)

2. Approved-Consent Items – (continued)

- (2b.) Approved-NCAA Financial Activity Report – Consistency Review – The Committee recommended approval of the NCAA Financial Activity Report – Consistency Review. This Internal Audit report was presented to the Committee at its November 27, 2017, meeting by Mr. Joseph Sunbury, NSHE Chief Internal Auditor, as an information only item.
(Ref. ATH-2b on file in the Board office.)

Vice Chair Hayes moved approval of the consent items. Regent Carter seconded.

3. Information Only-Institutional Presentations Highlighting an Athletic Department, Team or Individual Student-Athlete – UNR, UNLV and CSN each provided a brief presentation highlighting example(s) of athletic department, team and individual student-athlete engagement in: (i) athletic achievement, (ii) academic success, and (iii) community service. The Committee asked questions and provided general feedback to the department, team and student-athlete regarding the presentations. (Refs. ATH-3a and ATH-3b on file in the Board office.)

Ms. Desiree Reed-Francois, Director of Intercollegiate Athletics, UNLV, discussed highlights of the UNLV Athletics Department, which included the department's mission statement, the average GPA of the student-athletes (3.01) and the Student-Athlete Advisory Committee.

Mr. Brandon McCoy, Student-Athlete, UNLV Men's Basketball, and member of the Student-Athlete Advisory Committee, shared his experience and recent accomplishments as a freshman and student-athlete at UNLV.

Chair Moran commended Mr. McCoy on his successful academic and athletic career at UNLV. He extended the support of the Committee in his endeavors at UNLV.

Athletics Director Reed-Francois added that the Student-Athlete Advisory Committee serves as the conduit between UNLV's athletic administration and the student-athletes. She next introduced Ms. Mallory Poole, Director, Student-Athlete Leadership and Career Development, UNLV, to discuss the new "Rebels Go Pro" initiative.

Ms. Poole explained the "Rebels Go Pro" initiative is a career counseling program that assists student-athletes with developing qualities of employability and creates pathways to careers after graduation.

Mr. Michael Hughes, Jr., Student-Athlete, UNLV Football, shared his experience as a senior who participated in the "Rebels Go Pro" initiative.

3. Information Only-Institutional Presentations Highlighting an Athletic Department, Team or Individual Student-Athlete – (continued)

Chair Moran thanked Mr. Hughes for his time and wished him the best going forward.

Vice Chair Hayes commended Athletics Director Reed-Francois on the “Rebels Go Pro” initiative and said he believes this program will greatly benefit the student-athletes as they prepare for graduation and finding careers after school.

Chair Moran concurred with Vice Chair Hayes and praised the athletics leadership at the NSHE institutions in both the north and south.

A brief video was shown to the Committee highlighting UNLV student-athletes who have recently graduated.

Mr. Dexter Irvin, Director of Athletics and Recreation, CSN, highlighted the successes of the men’s soccer team.

Mr. Bruno Aleman, Student-Athlete, CSN Men’s Soccer, shared his experience with being recruited for the soccer team and as a student-athlete at CSN.

Mr. Geoff Hawkins, Head Soccer Coach, CSN, described the positive impact the CSN Soccer Program has on its student-athletes, both men and women, and shared anecdotes about some of his players.

In response to a question from Chair Moran, Coach Hawkins answered that he is paid on a part-time basis as the head soccer coach, and there are four volunteer assistant coaches.

Vice Chair Hayes asked about cost of travel and if it was considered when deciding whether or not to add scholarships. Athletics Director Irvin answered traveling is a financial difficulty for many of CSN’s student-athletes.

Vice Chair Hayes asked if soccer is considered an equivalency sport in junior colleges. Athletics Director Irvin said there are letters of intent, no equivalencies. As it stands, scholarships could be offered to 24 students. Next year, CSN Athletics is working with the bookstore provider to provide textbook scholarships for the men’s and women’s soccer program.

Coach Hawkins added that the soccer players not only train at 6:30 a.m., they also go to school and have part-time jobs. CSN encourages student-athletes to focus on academics which will ultimately lead to more scholarships and better opportunities.

Athletics Director Reed-Francois addressed a follow-up inquiry from Vice Chair Hayes by stating that in the NCAA, 11.7 scholarships are allowed for baseball.

3. Information Only-Institutional Presentations Highlighting an Athletic Department, Team or Individual Student-Athlete – (continued)

Coach Hawkins believed at the Division 1 level it is 9.8 scholarships for men's soccer. Vice Chair Hayes said it seems more scholarships can be offered at the junior college level than at the university level.

Mr. Doug Knuth, Director of Intercollegiate Athletics, UNR, thanked Chair Moran for the idea of showcasing student-athletes at the Athletics Committee meetings. He highlighted the activities of UNR's Student-Athlete Advisory Committee and the academic achievements of the student-athletes.

Ms. Rhonda Bennett, Vice President of UNR's Student-Athlete Advisory Committee and board member of the Mountain West Student-Athlete Advisory Committee, provided a report on UNR Athletics' academic and community service.

Chair Moran praised UNR Athletics and thanked all athletic departments for their presentations. He added a special thanks to the leadership of the athletics departments at CSN, UNLV and UNR for their commitment to student-athletes.

Regent Lieberman added that the collaboration between the Athletics Committee and the institutions has greatly improved.

Regent Del Carlo said she is glad to see the emphasis is on academics, and applauded the student-athletes on managing all their academic and athletic responsibilities.

Regent Carter inquired about the career development process with student-athlete scholarships. Athletics Director Reed-Francois answered that is an evolving program which is comprised of pieces such as: career assessment, resume writing, networking, job experience and follow-up with the students. They determine where to place the student in the program based on their area of study and where they are in their academic program. In response to a follow up question from Regent Carter, Athletics Director Reed-Francois confirmed the UNLV Athletics Department works in conjunction with the academic advising unit after the student-athlete's first semester.

Chair Moran praised the athletic directors and their work on the presentations.

President Johnson thanked Chair Moran for allowing the institutions to showcase their student-athletes. He noted the overriding cultural missions of the athletics departments and the opportunity of the departments to create a wholesome culture where student-athletes' success (academic, athletic and public service) is the focus.

4. Approved-Bylaw Revision- Amending the Duties of the Athletics Committee – The Committee recommended approval of proposed changes to the duties of the Athletics Committee set forth in Title 1, Article VI, Section 3(h) of the *Board of Regents' Handbook*. (Ref. ATH-4 on file in the Board office.)

Mr. Nicholas Vaskov, General Counsel, provided background on the item. The policy proposal adds several new duties to the Athletics Committee's charge which include: (1) monitor the athletic and academic success of the athletic programs, (2) monitor the equal opportunity and diversity efforts of the athletic departments, and (3) monitor compliance with NCAA/NJCAA and conference rules and other obligations.

Regent Crear joined the meeting via telephone.

Regent Carter moved approval of the proposed changes to the duties of the Athletics Committee set forth in Title 1, Article VI, Section 3(h) of the *Board of Regents' Handbook*.
Regent Del Carlo seconded. Motion carried.

5. Information Only-Review of Policy Authorizing Institution Presidents to Execute Employment Contracts for Coaches and Athletics Directors – The Committee reviewed and discussed the policy authorizing institution presidents to execute employment contracts for coaches and athletics directors set forth in Title 4, Chapter 24, Section 1(10) of the *Board of Regents' Handbook*. The Committee provided general feedback and direction to System and institutional staff concerning the policy. (Refs. ATH-5a and ATH-5b on file in the Board office.)

At the request of Chair Moran, General Counsel Vaskov provided a brief overview of the item.

Athletics Director Knuth commented on the flexibility and accountability of the athletics departments in handling their high-profile employment contracts has been greatly improved with the new changes.

President Johnson agreed and added that with the high-profile employee contracts being managed by the institutions, they have the ability to speed up the process of settling the contracts.

Chair Moran expressed his comfort with the policy change and believed the Board should let the institutions handle these types of hires.

Regent Lieberman said he agreed with the policy change and thought the Presidents and Athletics Directors should execute the contracts as they are

5. Information Only-Review of Policy Authorizing Institution Presidents to Execute Employment Contracts for Coaches and Athletics Directors – *(continued)*

responsible for managing the personnel.

Regent Crear said the Committee should consider putting this item on the agenda annually, so the Regents can keep up to date with new athletic high-profile hires.

Chair Moran asked about a contract renegotiation with the UNR basketball head coach. Athletics Director Knuth confirmed the contract renegotiation with the head basketball coach took place in Spring 2017. He added UNR also hired a new football coach under the revised policy.

President Jessup shared UNLV's experience with the hiring process for Athletics Director Reed-Francois under the revised policy. He believed it was very effective and efficient, and thanked the Board for making the policy changes.

Regarding the high-profile athletics department hires, Regent Crear asked if the Board receives information on the diversity of the searches from the institutions. General Counsel Vaskov answered the Board does receive that information. He explained within 30 days of the new hire, the institution has to provide reports, including a diversity report. Funds disclosures and contract certifications are also required to be provided to the System Office which in turn will be provided to the Board.

Regent Lieberman added that from a technical standpoint the hiring process works better due to the different schedules of the universities and the Board. Now the process is more streamlined.

Vice Chair Hayes mentioned the contract template and how it may be beneficial to make that an item on a future meeting agenda to be reviewed and discussed.

General Counsel Vaskov shared that in the policy there is mention of an athletics director threshold of \$200,000, or a contract of 24 months or more. He suggested that may be an appropriate threshold of when the template could be used or not.

Vice Chair Hayes shared the reason the policy change came about was because the Board wanted to allow the institutions to act more quickly when executing contracts. He recommended adding in the contract that a coach cannot make any changes to personnel until a contract is signed.

General Counsel Vaskov noted that no announcement or confirmation of hiring may be made by the institution until the signed employment contract and checklist is provided. In addition, the prospective athletic director or coach shall not undertake or assume any activities or duties of the position until he or she has executed an employment agreement.

5. Information Only-Review of Policy Authorizing Institution Presidents to Execute Employment Contracts for Coaches and Athletics Directors – *(continued)*

Vice Chair Hayes encouraged the Committee to take another look at the policy within a couple of years to see how it has been working.

Chair Moran agreed with Vice Chair Hayes and asked General Counsel Vaskov how the Committee should go about being updated on this. General Vaskov first addressed presenting a revised template to the Committee at the next meeting. He also said this policy can be brought forward on an annual basis to be reviewed by the Committee.

6. Information Only-UNLV – Use of Student Fees to Support Athletics – At its December 2016 meeting, the Board approved an increase in student fees for UNLV athletics. UNLV provided an update on those fees including actual and projected uses of the fees in fiscal year 2018. The Committee provided feedback and general direction related to the presentation and update.

(Refs. ATH-6a, ATH-6b, and ATH-6c on file in the Board office.)

Athletics Director Reed-Francois provided a breakdown of the funding priorities and initiatives including the benefits to the UNLV student body, and student-athlete safety and well-being.

Regent Carter appreciated the report and thanked Athletics Director Reed-Francois.

7. Information Only-CSN – Reorganization of the NJCAA – Mr. Dexter Irvin, CSN Director of Intercollegiate Athletics, discussed the reorganization of the National Junior College Athletic Association (NJCAA). *(Ref. ATH-7 on file in the Board office.)*

Athletics Director Irvin requested the Committee review and suggest necessary revisions for the athletics hiring template for CSN. Chair Moran agreed.

Athletics Director Irvin provided a report on the reorganization of the NJCAA which included the governance structure, NJCAA Foundation Board, office location update, NJCAA Future Leader Internship Program, NJCAA Leadership Institute, and partnerships and sponsorships.

Dr. Margo L. Martin, Acting President, CSN, said it has been a pleasure to be a part of the CSN community. She thanked Athletics Director Irvin for teaching her about the structure of athletics in the west. Acting President Martin shared her enthusiasm about CSN's philosophy regarding focusing on the student-athlete and creating positive pathways to get ahead. An impressive note about CSN's athletics program is that it is a great indicator of student persistence, retention and success.

Vice Chair Hayes asked if CSN Athletics has conducted any type of analyses to

7. Information Only-CSN – Reorganization of the NJCAA – (continued)

see if it may be more beneficial to join the California or northwestern regional groups as opposed to joining the NJCAA. Athletics Director Irvin answered it is a difficult task to engage the California institutions to compete with CSN due to distance.

8. Approved-Consent Items (Agenda Item 2) – (continued)

Chair Moran called for the vote on the consent items.

Motion carried.

9. Information Only-New Business – Regent Lieberman requested System staff prepare revisions to the policy authorizing institution presidents to execute employment contracts for coaches and athletics directors set forth in Title 4, Chapter 24, Section 1, Subsection 10 of the *Board of Regents' Handbook*. The revisions should clarify when the approved coach contract template must be used and should establish an appropriate threshold (dollar value) for the use of other contract forms.

10. Information Only-Public Comment – None.

The meeting adjourned at 2:46 p.m.

Prepared by: Winter M.N. Lipson
Special Assistant and Coordinator to the Board of Regents

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