

**BOARD OF REGENTS\* and its  
NSHE TASK FORCE ON PERFORMANCE PAY  
ADMINISTRATION AND SUPPORT**

System Administration, Las Vegas, Nevada  
4300 South Maryland Parkway, Board Room

Wednesday, October 23, 2019, 12:30 p.m.

Video or Telephone Conference Connection from the Meeting Site to:

System Administration, Reno, Nevada  
2601 Enterprise Road, Main Conference Room

And

Great Basin College, Elko, Nevada  
1500 College Parkway, McMullen Hall 102

**BOARD**

**ROLL CALL:**

Dr. Jason Geddes, Chairman \_\_\_\_\_  
Dr. Mark W. Doubrava, Vice Chairman \_\_\_\_\_  
Dr. Patrick R. Carter \_\_\_\_\_  
Mrs. Carol Del Carlo \_\_\_\_\_  
Ms. Amy J. Carvalho \_\_\_\_\_  
Mr. Trevor Hayes \_\_\_\_\_  
Mr. Sam Lieberman \_\_\_\_\_  
Mrs. Cathy McAdoo \_\_\_\_\_  
Mr. Donald Sylvantee McMichael Sr. \_\_\_\_\_  
Mr. John T. Moran \_\_\_\_\_  
Mr. Kevin J. Page \_\_\_\_\_  
Ms. Laura E. Perkins \_\_\_\_\_  
Mr. Rick Trachok \_\_\_\_\_

**COMMITTEE**

**ROLL CALL:**

Regent Amy J. Carvalho, Chair \_\_\_\_\_  
Regent Carol Del Carlo \_\_\_\_\_  
Regent Sam Lieberman \_\_\_\_\_  
Regent John T. Moran \_\_\_\_\_  
Student Robert Lemus (NSC) \_\_\_\_\_  
Student Andrew Sierra (CSN) \_\_\_\_\_  
Student Nathaniel Waugh (UNLV) \_\_\_\_\_  
Faculty Senate Chair Dr. Serge Ballif (NSC) \_\_\_\_\_  
Faculty Senate Chair Dr. Brian Frost (UNR) \_\_\_\_\_  
Faculty Senate Chair George Kleebe (GBC) \_\_\_\_\_  
VP & Chief HR Officer Ericka Smith (UNLV) \_\_\_\_\_  
Business Officer Jim New (TMCC) \_\_\_\_\_  
Business Officer Jean Vock (UNLV) \_\_\_\_\_  
NSHE CFO Andrew Clinger \_\_\_\_\_  
NSHE Vice Chancellor Crystal Abba \_\_\_\_\_

In addition to the NSHE Task Force on Performance Pay Administration and Support, this meeting is noticed as a meeting of the Board of Regents to allow other Regents who may wish to attend to participate.

### **IMPORTANT INFORMATION ABOUT THE AGENDA AND PUBLIC MEETING**

**NOTE:** Below is an agenda of all items scheduled to be considered. Notification is hereby provided that items on the agenda may be taken out of the order presented, including moving an item to a different day if the meeting is noticed for more than one day, two or more agenda items may be combined for consideration, and an agenda item may be removed from the agenda or discussion relating to an item on the agenda may be delayed at any time.

In accordance with the Board of Regents' Bylaws, Title I, Article V, Section 20, items voted on may be the subject of a motion to reconsider at this meeting. A motion to reconsider an item may be made at any time before adjournment of this meeting. Similarly, if an item is tabled at any time during the meeting, it may, by proper motion and vote, be taken from the table and thereafter be the subject of consideration and action at any time before adjournment of this meeting.

\* The Board's Committee meetings take place in accordance with the agendas published for those Committees. Regents who are not members of the Committees may attend the Committee meetings and participate in the discussion of Committee agenda items. However, action items will only be voted on by the members of each Committee, unless a Regent is temporarily made a member of that Committee under Board of Regents' Bylaws, Title 1, Article VI, Section 6. The full Board of Regents will consider Committee action items in accordance with the Board of Regents' agenda published for the current or for a subsequent meeting.

In accordance with the Board of Regents' Bylaws, Title 1, Art. V, Section 13, a quorum may be gained by telephonic hookup.

Some agenda items are noted as having accompanying reference material. Reference material may be accessed on the electronic version of the agenda by clicking the reference link associated with a particular item. The agenda and associated reference material may also be accessed on the Internet by visiting the Board of Regents' website at:

<https://nshe.nevada.edu/leadership-policy/board-of-regents/meeting-agendas/>

Many public libraries have publicly accessible computer terminals. Copies of the reference material and any additional support materials that are submitted to the Board of Regents' Office and then distributed to the members of the Board of Regents after the mailing of this agenda but before the meeting, will be made available as follows: 1. Copies of any such materials are available at the Board of Regents' Office at 2601 Enterprise Road, Reno, Nevada, and the Board of Regents' Office at 4300 S. Maryland Parkway, Las Vegas, Nevada. A copy may be requested by calling Keri Nikolajewski at (702) 889-8426; 2. Copies of any such materials will also be available at the meeting site.

Reasonable efforts will be made to assist and accommodate physically disabled persons attending the meeting. Please call the Board office at (775) 784-4958 in advance so that arrangements may be made.

**1. PUBLIC COMMENT**

**INFORMATION ONLY**

Public comment will be taken during this agenda item. No action may be taken on a matter raised under this item until the matter is included on an agenda as an item on which action may be taken. Comments will be limited to three minutes per person. Persons making comment will be asked to begin by stating their name for the record and to spell their last name. The Committee Chair may elect to allow additional public comment on a specific agenda item when that agenda item is being considered.

In accordance with Attorney General Opinion No. 00-047, as restated in the Attorney General's Open Meeting Law Manual, the Chair may prohibit comment if the content of that comment is a topic that is not relevant to, or within the authority of, the Board of Regents, or if the content is willfully disruptive of the meeting by being irrelevant, repetitious, slanderous, offensive, inflammatory, irrational or amounting to personal attacks or interfering with the rights of other speakers.

**2. OPENING REMARKS**

**INFORMATION ONLY**

Chancellor Thom Reilly will provide the background and impetus for forming the NSHE Task Force on Performance Pay Administration and Support. He will set forth the charges of the Task Force within the context of affordability in an effort to determine the potential impact on student fees should the state continue not funding performance increases for academic and administrative faculty.

*ESTIMATED TIME: 15 minutes*

**3. FACULTY PERSPECTIVE ON COLA, MERIT, AND COMPRESSION**

**INFORMATION ONLY**

Chair of the Faculty Senate Council of Chairs Dr. Brian Frost will present the current faculty perspective on the state of cost of living adjustments (COLA), merit, and compression impacting both administrative and academic faculty systemwide. The presentation will also include recommendations for supporting faculty salaries that the Task Force may consider in its deliberations. ([Refs. PPAS-3a](#) and [PPAS-3b](#))

*ESTIMATED TIME: 60 minutes*

**4. REGIONAL PERSPECTIVE: INFORMATION ONLY**  
**FUNDING SOURCES FOR HIGHER EDUCATION**  
**NEEDS, INCLUDING PERFORMANCE PAY**

WICHE President Demaree Michelau will present a regional survey concerning merit funding and general information on state versus student fee support for higher education and NSHE position relative to other states. The presentation will include how states prioritize and leverage resources for funding of merit for faculty. ([Ref. PPAS-4](#))

*ESTIMATED TIME: 60 minutes*

**5. NSHE PRESENTATION ON THE INFORMATION ONLY**  
**HISTORY OF MERIT AND COLA**  
**FROM THE STATE**

NSHE Chief Financial Officer Andrew Clinger will present data and information on the history of merit and cost of living adjustments (COLA) funded by the State. The presentation will include the approximate cost for incremental merit increases. ([Ref. PPAS-5](#))

*ESTIMATED TIME: 30 minutes*

**6. TASK FORCE DIALOG INFORMATION ONLY**

Task Force Chairwoman Amy J. Carvalho will lead a dialog with Task Force members integrating the information gained through the presentations. The dialog will include feedback from the Task Force members in order to make recommendations to the Board of Regents on merit and COLA at a later date.

*ESTIMATED TIME: 60 minutes*

**7. NEW BUSINESS INFORMATION ONLY**

Items for consideration at future NSHE Task Force on Performance Pay Administration and Support meetings may be suggested. Any discussion of an item under “New Business” is limited to description and clarification of the subject matter of the item, which may include the reasons for the request.

## 8. PUBLIC COMMENT

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POSTED ON THE NEVADA SYSTEM OF HIGHER EDUCATION WEBSITE (<http://system.nevada.edu/>) AND ON THE NEVADA PUBLIC NOTICE WEBSITE PURSUANT TO NRS 232.2175 (<http://notice.nv.gov/>), AT THE SYSTEM ADMINISTRATION BUILDINGS AND E-MAILED FOR POSTING AT THE EIGHT NSHE INSTITUTIONS:

CSN, Building D, 1st Floor, 6375 W. Charleston Boulevard, Las Vegas, NV 89146  
DRI, Maxey Building, 2215 Raggio Parkway, Reno, NV 89512  
DRI, Southern Nevada Science Center, 755 E. Flamingo Road, Las Vegas, NV 89119  
GBC, Berg Hall, 1500 College Parkway, Elko, NV 89801  
NSC, Rogers Student Center, 1<sup>st</sup> Floor, 1300 Nevada State Drive, Henderson, NV 89002  
TMCC, Red Mountain Building (RDMT 200), 7000 Dandini Boulevard, Reno, NV 89512  
UNLV, Flora Dungan Humanities Building (FDH), 4505 Maryland Pkwy, Las Vegas, NV 89154  
UNR, Clark Administration, University of Nevada, Reno, Reno, NV 89557  
WNC, Bristlecone Building Lobby, 2201 W. College Parkway, Carson City, NV 89703  
System Administration, 4300 S. Maryland Parkway, Las Vegas, NV 89119  
System Administration, 2601 Enterprise Road, Reno, NV 89512