

**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

Thursday, December 19, 2019, 10:30 a.m.

Video or Telephone Conference Connection from the Meeting Site to:  
Desert Research Institute, Reno  
2215 Raggio Parkway, Stout Conference Room A  
and  
Great Basin College, Elko, Nevada  
1500 College Parkway, Berg Hall Conference Room

**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 Kleeb (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. MINUTES**

**FOR POSSIBLE ACTION**

Request is made for approval of the minutes from the October 23, 2019, meeting.  
[\(Ref. PPAS-2\)](#)

*ESTIMATED TIME: 5 minutes*

**3. OPENING REMARKS**

**INFORMATION ONLY**

Chancellor Thom Reilly will provide comments on the work of the NSHE Task Force on Performance Pay Administration and Support to date and how recommendations of the Task Force will be utilized in developing the Board's budget priorities for the 2021 Session of the Nevada State Legislature.

*ESTIMATED TIME: 15 minutes*

**4. WORK SESSION: RECOMMENDATIONS  
FOR CONSIDERATION**

**FOR POSSIBLE ACTION**

Regent Amy J. Carvalho, Chair of the NSHE Task Force on Performance Pay Administration and Support, will guide members through a work session document that includes various recommendations discussed at the October 23, 2019, meeting of the Task Force including, but not limited to, restoration of funding for cost of living adjustments, and seeking authorization from the 2021 Session of the Nevada State Legislature to utilize state appropriated General Fund dollars for the purpose of awarding merit compensation and addressing salary compression and inversion. Action may be taken to approve, with or without revision, one or more recommendations set forth in the work session document.  
[\(Ref. PPAS-4\)](#)

*ESTIMATED TIME: 60 minutes*

**5. 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.

**6. PUBLIC COMMENT**

**INFORMATION ONLY**

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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