

Responses to Regent Boylan’s Questions dated November 29, 2022:

1. Please share why the Chief of Staff (General Counsel) position has not been advertised as it should have been according to NSHE HR requirements?

A: The “Interim Chief of Staff” is a temporary appointment and does not require a search. Pursuant to Nevada Revised Statute (NRS) 396.092 and Title 1, Article IV, Sections 1 and 5 of the Board of Regents Bylaws, Ms. Nikolajewski shall be appointed on an interim basis to be employed and serve as Interim Chief of Staff of the Board. Furthermore, pursuant to Title 1, Article IV, Section 5 of the Board of Regents Bylaws, a Regents’ Search Committee shall conduct a search.

2. The ‘average’ attorney salary for an attorney in Las Vegas is 115k and teachers 57k ... while NSHE is willing to pay administrative staff 150k What will NSHE then pay the Board Counsel... whether on retainer or full time?

A: The “Chief of Staff and Special Counsel to the Board” position is classified with a compensation grade of “NSHE Executive 3,” which has an annual base salary range of \$208,942.00 to \$355,286.00. Pursuant to Title 1, Article IV, Section 5 of the Board of Regents Bylaws, the Chief of Staff shall be compensated in an amount determined by the Board.

Compensation Grade:	Minimum	Midpoint	Maximum
NSHE Executive 3	\$208,942.00	\$282,114.00	\$355,286.00

3. When was the last time an evaluation was done of the person who is now being recommended for the position?

A: Pursuant to Board of Regents Handbook Title 4, Chapter 3, Section 4 and the NSHE Code, Title 2, Chapter 5, Section 5.12.1 and 5.12.2, a written performance evaluation of administrative faculty (professional staff) shall be conducted at least once annually by department chairs, supervisors, or heads of administrative units. As such, all professional staff are required to complete a self-evaluation and supervisors are required to complete a supervisor evaluation for the period of January 1st through December 31st of the previous calendar year. Evaluations should be completed and submitted to NSHE, Human Resources by May 31st of each year. The individual being appointed to the “Interim Chief of Staff” was evaluated accordingly in June of 2022.

4. What ‘salary schedule’ is being used to justify this amount?

A: The “Interim Chief of Staff” is a temporary appointment; therefore, the compensation grade of the incumbent’s permanent role is maintained, as they will return to the permanent role upon completion of the temporary appointment. The permanent role, “Deputy Chief of Staff” is classified with a compensation grade of “Administrative Faculty E,” which has an annual base salary range of \$123,474.00 to \$288,107.00.

The temporary appointment has a proposed salary of \$152,272.08, which is the salary the incumbent was receiving when placed in the “Interim” role previously between January 15,

2021, and August 7, 2022. Additionally, this amount falls between the Minimum and the Q1 of the salary range. It is customary to place a new appointment within the minimum and Q1 of the salary range.

Compensation Grade:	Minimum	Q1	Midpoint	Q3	Maximum
<i>Administrative Faculty E</i>	\$123,474.00	\$164,632.00	\$205,791.00	\$246,949.00	\$288,107.00