

**BOARD OF REGENTS
NEVADA SYSTEM OF HIGHER EDUCATION**

Aspen Building, Carson Nugget Hall
Western Nevada College
2201 West College Parkway, Carson City

Thursday, September 5, 2019
Friday, September 6, 2019

Video Conference Connection from the Meeting Site to:
System Administration, Las Vegas
4300 S. Maryland Parkway, Board Room
and
Great Basin College, Elko
1500 College Parkway, Berg Hall Conference Room

Members Present:

Dr. Jason Geddes, Chairman
Dr. Mark W. Doubrava, Vice Chairman
Dr. Patrick R. Carter
Ms. Amy J. Carvalho
Mrs. Carol Del Carlo
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

Others Present:

Dr. Thom Reilly, Chancellor
Ms. Crystal Abba, Vice Chancellor, Academic and Student Affairs
Mr. Zelalem Bogale, Deputy General Counsel, System Administration
Mr. Andrew Clinger, Chief Financial Officer
Mr. Michael Flores, Chief of Staff to the Chancellor
Mr. Dean J. Gould, Chief of Staff and Special Counsel to the Board
Mr. Nate Mackinnon, Vice Chancellor, Community Colleges
Mr. James J.

Others Present: *(Continued)*

Mr. Bart J. Patterson, President, NSC
Dr. Karin M. Hilgersom, President, TMCC
Dr. Marta Meana, President, UNLV
Dr. Marc A. Johnson, President, UNR
Dr. Vincent R. Solis, President, WNC

Faculty senate chairs in attendance were: Dr. Arnold Bell, CSN; Dr. Amanda Keen-Zebert, DRI; Mr. George Kleeb, GBC; Dr. Serge Ballif, NSC; Ms. Brigette Glynn, SA; Ms. Anne Flesher, TMCC; Dr. Janis McKay, UNLV; Dr. Brian Frost, UNR; and Dr. Robert Morin, WNC. Student body presidents in attendance were: Mr. Daniel Gutierrez, ASCSN President, CSN; Ms. Nicola Opfer, NSSA President, NSC; Ms. Alexandra Patri, SGA President, TMCC; Ms. Hannah Patenaude, CSUN President, UNLV; Ms. Stephanie Molina, GPSA President, UNLV; Ms. Nicole Flangas (sitting in for Mr. Anthony Martinez, ASUN President, UNR); and Ms. Tamara Guinn, GSA President, UNR.

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1. Information Only – Introductions and Campus Updates – (Continued)

of Liberal Arts fully online Psychology and Anthropology programs as well as an online Doctoral Program in Occupational Therapy. The Lied Library's new Makerspace and Multimedia Production Studios will give students unprecedented access to 3D-printers, laser cutters, and podcasting and video recording studios. President Meana welcomed Dr. Lily T. Garcia, Dean, School of Dental Medicine; and Dr. John Fildes, Interim Dean, School of Medicine. The School of Nursing was one of 10 programs nationwide to be named a 2019 Center of Excellence by the National League for Nursing. The College of Engineering has been designated as a National Center of Academic Excellence in cyber defense by the National Security Agency and the Department of Homeland Security. UNLV Physicist Ashkan Salamat earned an Early Career Award from the U.S. Department of Energy.

University of Nevada, Reno (UNR) President Marc A. Johnson highlighted UNR activities. He introduced Dr. Donald Easton-Brooks, Dean, College of Education; and Dr. Matt Means, Director, Honors Program. President Johnson welcomed Faculty Senate Chair Brian Frost; GSA President Tamara Guinn; ASUN President Anthony Martinez; Ms. Donna Healy, past Chair, Staff Employees Council; and Mr. Vice Keller

2. Information Only – Institutional Student and Faculty Presentations –President Solis introduced

7. Information Only – Chair of the Faculty Senate Chairs Report – (Continued)

Senate Chairs appreciate the presence and input from the student leadership while they are completing a degree. He welcomed the Classified Staff Council to the meeting.

Faculty Senates Chairs from across the state are united around the following issues:

Compensation is the top issue for faculty. A comprehensive compensation system with regular, state-funded, cost of living adjustments (that keep pace with inflation), performance pay to reward the best and brightest and stop the loss of faculty from the institutions, and excellent, consistent benefits are all essential parts of a robust, stable compensation system. Continue to work with the Public Employees' Benefits Program (PEBP) to attempt to improve benefits through better utilization of the growing PEPB reserves. With the authorization of a task force on performance pay, there are hopes it will help address the issue of performance pay, which has for too long been absent. The problems of a comprehensive compensation system are critical if the System wants to continue an upward trajectory. It is also vital to recruiting and retention of high-quality faculty, both of which are important for improved student outcomes. NSHE has for too long left faculty compensation out of the budget. Faculty are getting more and more frustrated. NSHE is losing good people due to the lack of movement on performance pay. Retaining faculty and increasing general faculty morale with the (re)addition of performance pay would be a boon for the System.

A second issue that concerns faculty is the lack of standing NSHE has with the legislature based on the outcomes from the last session. The underfunding of the COLA, removal of the capacity enhancements for the universities, and the reduction in the weighted student credit hour base provided fewer resources to the institutions than expected. Maintaining the gains institutions have made is critical. Both UNR and UNLV earning the R1 designation was not just good for the universities, but it elevates the NSHE and Nevada. It puts Nevada on the map and helps draw companies to the state. In a state accustomed to being in the bottom lists, it is helpful to be in the top half of a positive list. Achieving R1 status is not the only achievement from the institutions. The institutions are increasing graduation rates and continue to put in the work to increase student success. Faculty across the System, but particularly at the community colleges, are working incredibly hard to make the Corequisite policy a reality.

Faculty are also concerned about shared governance and having a voice at the table. There need to be clear open discussions between the System and institutions and the faculty/students/staff.

UNR Faculty Senate Chair Frost stated all have to work harder to get NSHE's story out. NSHE is an economic driver and the primary source of workforce development in Nevada. NSHE can be the solution to elevating Nevada to the top of lists instead of remaining on the bottom. NSHE needs to do a better job of using clear and understandable language to explain how the institutions across the NSHE help make Nevada great. NSHE has outstanding institutions filled with great students, faculty, and staff and is working hard to ensure the success of the students, institutions, and Nevada. All the institutions add immense value to Nevada.

8. Information Only – Chancellor’s Report – Chancellor Thom Reilly thanked the incoming Faculty Senate Chairs and Student Body Presidents for their ongoing advice and support. NSHE will engage in a series of roundtable discussions with students in various areas of interest. Regent participation is invaluable.

10. Approved – Consent Items – (Continued)

- 10d. Approved – Code Revision, Vacancy in the Office of Chancellor – The Board approved a revision to the NSHE Code (Title 2, Chapter 1, Section 1.5.3), which outlines a process for selecting an outside search consultant to aid when filling a vacancy in the position of Chancellor. The proposed revision was

11.

12. Approved – Appointment, Interim President, DRI (Agenda Item 11) – (Continued)

Regent Trachok moved approval of the appointment of DRI Officer in Charge and Interim Vice President of Research Dr. Kumud Acharya to serve a two-year term as Interim President of DRI. Regent Page seconded.

DRI Faculty Senate Chair Amanda Keen-Zebert thanked Chairman Geddes, Vice Chairman Doubrava, Regent Trachok, and Chancellor Reilly for visiting both campuses in July. There is strong support among the DRI faculty, staff, senior leadership, and the Foundation for this appointment. Dr. Acharya has wide-spread respect and trust for his achievements in research and administration. DRI looks forward to innovative new directions with his guidance and is confident Dr. Acharya will usher a period of sustained stability in leadership.

Motion carried.

Regent Del Carlo moved approval of a two-year employment agreement with Dr. Kumud Acharya to serve as Interim President of DRI. Regent McAdoo seconded. Motion carried.

President Acharya stated he would do his best to advance DRI. He thanked the faculty and staff for their trust in him.

13. Information Only – Institutional Metrics, WNC (Agenda Item 12) –President Solis presented a PowerPoint that included the data and metrics on WNC's progress in achieving the strategic goals adopted by the Board. The metrics included those identified by the Board designed to compare the performance of NSHE and its institutions to other states or respective peers in five key areas: 1) Access; 2) Success; 3) Closing the Achievement Gap; 4) Workforce; and 5) Research. (Ref. BOR-12 on file in the Board Office.)

In response to a question from Regent Trachok, President Solis said the students that transfer to a four-year institution after their first year at WNC are counted as not graduating. President Solis stated WNC must do a better job of telling the story, so the students that transfer are identified. Regent Trachok asked if it is possible to break out the part-time faculty that are teaching specialized courses. President Solis stated WNC had looked at the part-time faculty teaching specialized courses, and the numbers are small.

In response to a question from Regent Del Carlo, President Solis stated WNC has to provide incentives to get men to the strategic initiative events. WNC is looking at doing a rural men's cohort.

Regent Page asked if the facilities using the mobile labs were finding success. President Solis stated that they could take the lab to a location, but the equipment can also be taken out and placed in a facility.

18. Approved – NSHE Task Force on Performance Pay Administration and Support (Agenda Item 21) – (Continued)

Regent Lieberman moved approval of the creation of the ad hoc NSHE Task Force on Performance Pay Administration and Support. Regent Del Carlo seconded. Motion carried. Regent Trachok was absent.

19. Information Only – Code Revision, Development and Review of Salary Schedules (Agenda Item 20) – At its May 4, 2018, special meeting, the Board requested that staff prepare policy amendments based on the recommendations of the salary study conducted by Arthur J. Gallagher & Company, to include market-based salary schedule updates to be performed by an external expert in higher education compensation. Chairman Geddes presented proposed revisions to the NSHE Code (Title 2, Chapter 5, Section 5.5.1) that would require: 1) engaging an outside higher education compensation expert to perform comprehensive market-based salary schedule updates every four years; and 2) annual salary schedule updates to reflect salary schedule adjustments, if any, using the most recent CUPA salary data, Oklahoma State University faculty salary survey data, WorldatWork and/or US Labor Market indices. The proposed revision is presented for information only and will be presented for approval at the December 5-6, 2019, meeting. (Ref: BOR-20 on file in the Board Office.)

Dr. Frost presented recommendations vetted through the Faculty Senate Executive Board at the University of Nevada, Reno, and approved

19. Information Only – Code Revision, Development and Review of Salary Schedules (Agenda Item 20) – (Continued)

Regent Carter clarified whether the Board of Regents or the Chancellor approves salary schedules. Vice Chancellor Abba stated the four-year review typically comes before the Board since there is a study associated with it. Regent Carter suggested the language be changed to the Board of Regents approving salary schedules instead of it being an information item as proposed.

The meeting recessed at 4:27 p.m. and reconvened on Friday, September 6, 2019, at 9:00 a.m. following the Community College Committee meeting with all members present except Regent Hayes.

20. Information Only – Public Comment (Agenda Item 19)

The following individuals spoke in favor of the Student Transportation Pilot Program: Ms. Kimberly Padilla-Estrada, NSC Student; Ms. Sheila Carver, UNLV Graduate; Ms. Joseline Cuevas, UNLV Student; Ms. Aranza Marmolejo, NSC Student; and Mr. Andrew Sierra, CSN Student.

The following individuals spoke regarding the CSN Collective Bargaining process: Mr. Jason Elias, Western Regional Coordinator, American Association of University Professors, and Chief Negotiator, Nevada Faculty Alliance; and Dr. Jennifer Nelson, CSN Professor.

Mr. Lars Jensen spoke regarding the alleged abuse of the TMCC retirement plan. The TMCC administration is using the phase in retirement policy as a political retaliatory tool against faculty. A phase-in retirement plan is a windfall for the college and should be standardized. TMCC denies faculty phase in retirement requests without providing reasons. After asking for a denial reason, he was threatened with a formal reprimand.

Vice Chairman Doubrava left the meeting.

Mr. Jeffrey Downs, Chief Negotiator, WNC Nevada Faculty Alliance, thanked everyone for their support of the WNC Collective Bargaining Agreement.

Regent Doubrava entered the meeting.

Dr. Kyle Dalpe, Vice President, Instruction, WNC, stated students from Oasis Academy in Fallon, Nevada, traveling to a leadership summit, are on their way to thank the Board of Regents for their support of dual credit programs.

Regent Hayes entered the meeting.

19. Information Only – Code Revision, Development and Review of Salary Schedules
(Agenda Item 20) – (Continued)

19. Information Only – Public Comment (Agenda Item 19) – (Reopened and continued)

Ms. Emily Richards, Student Body President, Oasis Academy, thanked the NSHE for supporting dual enrollment, especially in rural communities. Fallon is considered an underserved population because of how rural it is. Oasis Academy currently has 116 dual-enrolled students. Eighty (80) percent of the 116 students are on track to graduate with their associate's degree, and 27 percent are on track to earn a CTE certification. The graduation rate for the 2018-2019 school year at Oasis was 100 percent. Sixty-seven (67) percent of the graduates received their high school diploma and an associate's degree, and 47 percent earned a CTE certification at no additional cost to them or their families. Dual enrollment is a fantastic and affordable opportunity.

22. Information Only – Institutional Metrics, UNR – President Johnson presented a PowerPoint that included data and metrics on UNR's progress in achieving the strategic goals adopted by the Board. The metrics include those identified by the Board designed to compare the performance of NSHE and its institutions to other states or respective peers in five key areas: 1) Access; 2) Success; 3) Closing the Achievement Gap; 4) Workforce; and 5) Research. (Ref. BOR-22 on file in the Board Office.)

Regent Carter entered the meeting.

In response to a question from Regent Page, President Johnson stated UNR is studying why the one group of NevadaFIT scored lower because it is so inconsistent.

Regent Trachok asked what the 4-year graduation rate is for UNR's peer institutions. President Johnson stated the median is 58 percent.

In response to a question from Regent Page, President Johnson stated the value of the college degree is based on national figures.

23. Approved – Handbook Revision, State College Admission Requirements – The Board approved a revision to Board policy (Title 4, Chapter 16, Section 27) governing state college admission requirements, effective Fall 2020. (Ref. BOR-23 on file in the Board Office.)

President Patterson presented a revision to Board policy governing state college admission requirements, effective Fall 2020. At the June 6-7, 2019, meeting of the Board, President Patterson outlined the College's proposal for revising its admission standards conceptually. Subsequently, the Board directed the Chancellor's Office to draft the proposed policy revisions. The policy proposal amends Title 4, Chapter 16, Section 27 of the *Handbook* concerning the admission requirements for the state college to provide for an increase in the high school grade point average from 2.0 to 2.5, allowing the consideration of certain SAT and ACT scores as an alternative pathway to admission, authorizing the College, in addition to the current alternative admission criteria, to require the completion of college preparedness and/or student success programs as a condition for admission for those students who do not meet the high school GPA or ACT/SAT standards, and clarifying the existing provisions on admission criteria for limited entry programs.

23. Approved – Handbook Revision, State College Admission Requirements – (Continued)

Regent Moran left the meeting.

Regent Trachok moved approval of a revision to Board policy (Title 4, Chapter 16, Section 27) governing state college admission requirements, effective Fall 2020. Regent Lieberman seconded. Motion carried. Regent Moran was absent.

24. Approved – 2020-2025 Strategic Plan and Handbook Revision, Mission Statement, Ma0 Tc./P MCID 5 BDC 3

25. Approved – Security Committee Report – (Continued)

did regarding the July 5, 2019, incident at UNR. Chief Garcia presented an update of campus security activities and progress on the police services consolidation, as well as information on the "Crisis Action Team" (CAT) list for all NSHE institutions in the Southern Command and the System office. Chief Garcia also outlined his goals for the consolidated department, including combining dispatch centers and opening up space for campuses to use and the cost savings this will achieve. Chief Garcia reported on the status and application of grant funding and that, to date, \$240,000 has been received in grants. There was also a discussion regarding 55 buildings that need enhanced safety upgrades and the plan moving forward. Chief Garcia provided information regarding addressing student concerns and the implementation of new lighting, cameras, and increased police presence in which he will give a full report on at the December Board meeting.

New business items

None.

Action items

The Board approved the following recommendation of the Security Committee:
The minutes from the September 5, 2019, meeting of the Security Committee. (Ref. SEC-2 on file in the Board Office.)

Regent Page moved acceptance of the report and approval of the Security Committee recommendation. Regent Lieberman seconded. Motion carried.

26. Approved – Academic, Research and Student Affairs Committee Report – The Board accepted the Academic, Research and Student Affairs Committee report and approved the Committee recommendations. (Committee report on file in the Board Office.)

The Academic, Research and Student Affairs Committee met on September 5, 2019, and heard the following:

Information items

Assistant Vice Chancellor and Director of Student Affairs Renee Davis presented highlights from the 2017-18 NSHE Financial Aid Report including total financial aid disbursed by institution, category (loans, student employment, grants, scholarships, etc.), and source (federal, state, etc.); Pell Grant disbursements; and data on specific programs, including Nevada Grants-in-Aid, the Regents' Higher Education Opportunity Award, the Regents' Service Program, the Millennium Scholarship and the Silver State Opportunity Grant. (Ref. ARSA-10a and 10b on file in the Board Office.)

Vice Chancellor Abba and Research Scholar Theo Meek presented a status report and implementation schedule on the work of the NSHE Corequisite Implementation Task Force. The Task Force was created to support the

26.

26. Approved – Academic, Research and Student Affairs Committee Report – (Continued)

A revision to Board policy governing the Governor Guinn Millennium Scholarship, increasing the required semester grade point average during the first year of enrollment from 2.6 to 2.75 (*Handbook*, Title 4, Chapter 18, Section 9). (*Ref. ARSA-12 on file in the Board Office.*)

A revision to Board policy governing fee waivers for Purple Heart recipients, requiring the waiver of the payment of registration and other mandatory fees assessed against students within the System who are veterans awarded the Purple Heart to the extent that the fees exceed the amount of any other federal education benefits received. This policy revision is required for the Board policy to remain consistent with Assembly Bill 427 passed by the 2019 Nevada Legislature. (*Handbook*, Title 4, Chapter 17, Section 14). (*Ref. ARSA-13 on file in the Board Office.*)

*There was a motion and a second at the Committee meeting, but no vote was taken.

Regent McAdoo moved acceptance of the report and approval of the Academic, Research and Student Affairs Committee recommendations.
Regent Page seconded.

Regent McAdoo noted that if anyone had not had a chance to review the 2017-18 NSHE Financial Aid Report, she highly recommended it. It was excellent information.

Motion carried.

27. Approved – Business, Finance and Facilities Committee Report – The Board accepted the Business, Finance and Facilities Committee report and approved the Committee recommendations. (*Committee report on file in the Board Office.*)

Regent Carter disclosed he was previously a student in the Gaming Innovation course at UNLV where he developed a casino game. If the game is marketed and sold, he will be required to pay remuneration to UNLV in the form of shared royalties pursuant to a standard contract that all students in the course were required to sign. He will receive no remuneration from UNLV. He disclosed the relationship under NRS Chapter 281A, as recommended by the Nevada Commission on Ethics.

The Business, Finance and Facilities Committee met on September 5, 2019, and heard the following:

Information items

48 T36[144.96 86. Quarter Fiscal Year 2018-2019 Exceptions – The 48 T36[144.96 86.

27. Approved – Business, Finance and Facilities Committee Report – (Continued)

Fourth Quarter Fiscal Year 2018-2019 Budget Transfers, State Supported or Self-Supporting Operating Budgets – NSHE institutions indicated there were no transfers between functional areas greater than \$500,000 during the fourth quarter of Fiscal Year 2018-2019.

Summary of Board of Regents Approved Issuance of Bonds in 2019 – No issuances of University Revenue Bonds, refinancing activities, and issuances of Certificates of Participation for NSHE-wide projects.

Summary of Recent Stead Area Property Sales and Leases – UNR – President Johnson presented the report of Stead properties sold or leased since the pre-approval authorization by the Board of Regents. *(Ref. BFF-10 on file in the Board Office.)*

New business items

Committee Chair Hayes requested Chief Financial Officer Clinger work with the campus business officers to re-evaluate the fiscal exceptions report.

Action items

The Board approved the following recommendations of the Business, Finance and Facilities Committee:

The minutes from the June 6, 2019, meeting of the Business, Finance and Facilities Committee. *(Ref. BFF-2a on file in the Board Office.)*

Fiscal Year 2018-2019 Transfers of Non-State Budget Expenditures to State Budgets After May 1, 2019 – The Committee recommended approval of the report of transfers of expenses from non-state budgets to state budgets that occurred after May 1, 2019, for Fiscal Year 2018-2019. *(Refs. BFF-2b1 and BFF-2b2 on file in the Board Office.)*

Extension of Lease for 1125 Nevada State Drive – NSC – The Committee recommended approval of the lease extension with the City of Henderson for the property located at 1125 Nevada State Drive, Henderson, Nevada (APN 179-34-313-002), commonly known as the Dawson Building. *(Ref. BFF-6 on file in the Board Office.)*

Nevada State College Campus Lands – Resolution – The Committee recommended approval of a Resolution authorizing the Board of Regents to permit the Chancellor, in consultation with the Board Chairman and Board Vice Chairman, as well as the President of Nevada State College, to pursue modifications to federal legislation to clarify the College's land use capabilities. *(Ref. BFF-7 on file in the Board Office.)*

Engineering Building Financing – Resolution – UNLV – The Committee recommended approval of a Resolution authorizing the issuance of revenue bonds in the amount of up to \$20 million to finance the UNLV Advanced Engineering Studies Building. *(Ref. BFF-8 on file in the Board Office.)*

Mackay Stadium Renovation Financing Approval – Resolution – UNR – The Committee recommended approval of a Resolution authorizing a promissory note in the principal amount up to \$3,200,000 to finance the costs of capital improvements at the University of Nevada, Reno Mackay Stadium. *(Ref. BFF-9 on file in the Board Office.)*

27. Approved – Business, Finance and Facilities Committee Report – *(Continued)*

Purchase of Real Property Located at 1270 N. Sierra Street, Reno, NV – Resolution – UNR – The Committee recommended approval to purchase 1270 N. Sierra Street, Reno, Nevada (Parcel #007-132-04) for the purchase price of \$327,795.00. The Committee also recommended approval of a Resolution authorizing the Chancellor or his designee to approve and sign the escrow and title documents associated with the purchase of the real property after consultation with the Business, Finance and Facilities Committee Chair and

29. Approved – Health Sciences System Committee Report – (Continued)

additional funding that was secured for the Ackerman Autism Center. A detailed financial consolidation overview statement was also provided. In addition, compliance training and improvements to coding have also been implemented, and all but one of the clinic consolidations have been completed. *(Ref. HSS-4 on file in the Board Office.)*

UNR School of Medicine Report – Dr. Thomas L. Schwenk, Dean of the University of Nevada, Reno School of Medicine, provided a report on the Medical School including the Practice Plan, strategic planning, organizational development, curriculum review, spring 2019 commencement, legislative updates, clinical platform development, and research and partnerships. Information on grants, graduate medical education, the major strategic planning process, accreditation, the implementation of a 3-year plan with priority given to community engagement, building research programs and faculty recruiting, and retention was provided. *(Ref. HSS-5 on file in the Board Office.)*

Physicians in Rural Nevada – Dr. Schwenk and Dr. John Packham, Associate Dean, Office of Statewide Initiatives, Co-Director, Nevada Health Workforce Research Center, provided a report that included health workforce supply and demand; primary care workforce shortages, a look at Nevada's aging population and aging physicians; dental health workforce shortages, mental health workforce shortages and current policy developments to improve the health workforce supply in Nevada. Data was also shared for the GME and physician workforce supply in Nevada 2008-2018, the Nevada Health Services Corps, licensed APRNs and PAs, and the implication for Rural Health Workforce Development. Dr. Packham reinforced the need for higher education programs, particularly at every campus within NSHE and continued efforts to get kids, as early as middle school, interested in healthcare. Also noted were gains in the nurse practitioner workforce, the large nurse practitioner and PA workforce, specifically in rural areas, and scholarships and student loan repayment programs which are critical for success. *(Ref. HSS-6 on file in the Board Office.)*
CSN Dental Program – President Zaragoza

29. Approved – Health Sciences System Committee Report – (*Continued*)

Public Comment – Dr. Sara Hunt, Director of UNLV Mental and Behavioral Health Coalition and Assistant Dean of Behavioral Health Sciences, shared her support of Dr. Packham's presentation. She stated that while attending community meetings two issues are consistently

30. Approved – Community College Committee Report – (Continued)

of the new *Handbook* language, including requirements for eligibility, the process for appeals, leave of absences, and community service requirements. Committee Chair Del Carlo and Vice Chancellor Mackinnon encouraged members of the Committee to become mentors. The four community college presidents expressed support for the proposed revision. (Ref: CC-4 on 4 on

33.