

BOARD OF REGENTS* and its
NSHE TASK FORCE ON PERFORMANCE PAY , Reno,

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Members Absent:

Others Present:

NSHE CH

Chair Amy J. Carvalho called the m
members present except Regent Mo

1. Information Only-Public Comment – Kent Ervin, faculty member, UNR, and member of the Nevada Faculty Alliance, thanked the task force for its work and asked that the following recommendations be considered: 1) Fully fund COLAs for all state employees to keep up with inflation; 2) Delete Handbook language that prohibits professional merit without explicit legislative funding; 3) Don't mandate a fixed percentage for a performance pay pool without identifying a funding mechanism; 4) Tie the resident Weighted Student Credit Hour formula funding as well as student fees and tuition to inflation as

underpaid and CSN does have the funds for a base salary increase. The CSN NFA agreed to withhold the report on the promise of a base salary proposal by CSN administrators, but no proposal was offered. Faculty deserve fair wages and a fair contract, but CSN administrators are hesitant to prioritize the well-being of CSN faculty. She said that after three years, negotiations are essentially back to where they started, with the same issue – salary.

Olivia Cheche, undergraduate student and CSUN senator for the College of Liberal Arts, UNLV, expressed concern about a possible student fee to cover faculty pay increases. She feels faculty deserve an increase, but students shouldn't have to pay for it, especially since most are already struggling to pay. Solving the faculty pay issue with student fees only trades one problem for another and would create a barrier to UNLV's diverse student body, negatively affect higher education, and ultimately affect the entire state.

Joshua Padilla, 3rd year civil engineering student and CSUN chief of staff, UNLV, said increasing student fees would set a bad precedent and would only serve as a "band-aid fix" that would harm students and cause bigger issues down the road. Higher education doesn't receive the support it needs from the state and it would simply take pressure off the state and put it on the students. He asked that the Board of Regents and chancellor to continue pressuring the state to change its stance on higher education and suggested students would be willing to rally at the legislature if needed. He encouraged the System to continue to pressure the legislature, not the students.

Daniel Gutierrez, ASCSN student body president, CSN, spoke on behalf of the students and conveyed a message of support for faculty and support for a solution to the pay issue that benefits all parties involved. However, he emphasized this is not a burden for the students to carry. Additional student fees would hurt all students, but especially lowthi ?i4 (pasu)102 Tw {th}2 (a)6 2the

2. Approved-Minutes – The task force recommended approval of the minutes from the October 23, 2019 meeting with the following changes brought forth by Dr. Brian Frost:
 - a. Page 4, paragraph 3: Change 2009 to 2014 so last sentence reads, “Merit was restored in 2014 for classified, but not for faculty...”
 - b. Page 6, paragraph 1: Change ratio from 65/20 to 65/35.

Regent Lieberman moved approval of the minutes from the October 23, 2019 meeting with amendments. Regent Del Carlo seconded. Motion carried. Regent

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suggestion to add to HEPI because it is already made up mostly of salaries, including faculty salaries (35%), administrative salaries (11%) and clerical salaries (18%), as well as service employees and fringe benefits.

Chair Carvalho asked for input from the task force members before starting the work session.

Regent Lieberman said he hopes that: 1) faculty increases will still be a priority for NSHE's legislative agenda; 2) merit pay will be referred to as performance pay instead of merit pay; and 3) NSHE will work with the legislature for initiatives that don't put a solution on the backs of students. He reminded the task force that any recommendation must go to the full Board of Regents, and if approved they will work their colleagues to speak with one voice.

Mr. Waugh thanked students for their commentaries and said that while he has the utmost respect for President Johnson, he is disappointed by the suggestion in the president's letter regarding increasing student fees. He reiterated that he is against more student fees and NSHE needs to stop solving problems by charging students. Students will help rally at the legislature, but students are not an ATM and should not have to pay extra to get quality faculty.

item 2 is a recommendation to include transitory language in the 2021

CFO Clinger addressed the idea that the state should fund merit, stating that the legislature already increased NSHE's budget by 7.6% over last year's budget, which amounts to an additional \$50 million in funding from FY19 to

Mr. New expressed concern regarding the disparity between large and small institutions and stated there is a growing wealth gap between the universities and the community colleges. Although the last sentence allows the smaller colleges to suspend merit pay, it runs the risk that smaller institutions with fewer resources will be at a greater disadvantage when hiring faculty than their larger counterparts.

Dr. Frost said the senate chairs fear adding the legislative back language

