

FACULTY SENATE

NEVADA SYSTEM OF HIGHER EDUCATION

Minutes

2024/2025 FACULTY SENATE

Tuesday, October 21th, 2025

2:30 pm – 3:30 pm

Virtual Meeting-Teams

A. Call to Order and Roll Call

1. Call to Order: 2:31 pm
2. Roll Call (8 needed for quorum):

<input checked="" type="checkbox"/>	Aguliar, Monica (SCS)	<input checked="" type="checkbox"/>	Grauel, Jessica (SCS)	<input checked="" type="checkbox"/>	Lewis, Spencer (SA)(VC)
<input checked="" type="checkbox"/>	Aranda, Darlene (SA)	<input checked="" type="checkbox"/>	Heath, Glenn (SCS)	<input type="checkbox"/>	Martinez, Chelsie (SA)
<input checked="" type="checkbox"/>	Casale, Gar (SCS)(S)	<input type="checkbox"/>	Herrera, Arlene (SA)	<input checked="" type="checkbox"/>	Quiroga, Jose (SA)
<input type="checkbox"/>	Chang, Crystal (SCS)	<input checked="" type="checkbox"/>	Kirk, Karla (SCS)	<input checked="" type="checkbox"/>	Vega, Camille (SA)
<input checked="" type="checkbox"/>	Clampit, Marinn (SCS)	<input type="checkbox"/>	Laudenslager, Cruz (SCS)(C)	<input type="checkbox"/>	n/a

B. Approval of minutes: August 2025

1. Motion made by Jose Quiroga, second by Camille Vega.
2. Send any edits or corrections to Gar.

C. Guest: Kelly Scherado

1. Kelly addressed job posting compensation transparency. The change to make compensation more vague was to allow hiring managers to have more flexibility during the offer stage in determining appropriate compensation. This change was made “at the direction of leadership” with no plan to return to the old method, but HR is open to hearing comments or concerns and passing them along to the Chancellor.
2. Spencer asked about the ongoing salary schedule study, and if it would change the current “rules” for how we make offers. Kelly assured us that no, the way we make offers won’t change, just the ranges themselves to match comparable institutions’ pay ranges. These studies also don’t affect any existing employees’ compensation, though that issue is on HR’s radar and will be addressed in the future.
3. Kelly explained the current process regarding emeritus. A high-level outline in the code establishes emeritus but no process, procedure, or qualifications currently exist at system office level. If there are no outstanding disciplinary actions and all evaluations are satisfactory or better, then HR will recommend awarding emeritus and forward to the Chancellor. Faculty Senate receives 5 working days’ notice in which to forward any concerns about the recipient. HR is working to formalize the process and benefits conferred. Kelly responded to concerns that standards for emeritus may differ between institutions/the system will be addressed in the future. Only approval is made by the Chancellor, HR only makes a recommendation.
4. Kelly clarified the “Catastrophic Leave” policy and process. Classified employees fall under the same rules as all other classified state employees (where leave can be donated after certain conditions are met). Faculty have “Extended Salaried Sick Leave” for when all other options (FMLA, ADA, etc.) have been exhausted, where a prorated amount of additional leave will be provided at the cost of the system.

D. Chair’s Report

1. Board of Regents did not meet, nothing to report.
2. Cruz did not get to meet with the Chancellor this month. Meeting scheduled for next month.
3. Chair-of-Chairs Jinger Doe met with Matt McNair 10/15/25. It was mostly an introduction/orientation, hopefully becomes a regular meeting.

E. Old business

1. Website redesign tabled to November. Jessica has received survey data.

F. New Business

1. Emeritus Notification. Audra Kanae is up for emeritus. The Faculty Senate had no objection, was in full support.

G. Next Meeting

1. Tuesday, November 18, 2025, at 2:30 pm.

H. Adjournment

1. Motion to adjourn by Spencer Lewis, seconded by Gar Casale.
2. Meeting adjourned at 3:30 pm