



FACULTY SENATE

NEVADA SYSTEM OF HIGHER EDUCATION

Minutes of the 2025/2026 Faculty Senate

Date, Time and Place

- Tuesday, September 15, 2026 - Virtual Meeting-Teams
- 2:30 pm – 3:30 pm

Call to Order and Roll

- Call to order
 - Call to order at 2:31 pm
- Present
 - Aranda, Darlene (SA)
 - Casale, Gar (SCS)-Vice Chair
 - Grauel, Jessica (SCS)
 - Heath, Glenn (SCS)
 - Kirk, Karla (SA)
 - Laudenslager, Cruz (SCS) - Secretary
 - Lewis, Spencer (SA)-Chair
 - Osinaga, Claudio (SA)
 - Vega, Camille (SA)
 - Wiley, Rylee (SA)
- Absent
 - Chang, Crystal (SCS)
 - Herrera, Arlene (SA)

Approval of August Minutes

- Motion to approve by Glenn after amendments second by Gar
 - There was a question about a motion and second on the bylaws of the last meeting. It was decided that it was motioned by Camille and second by Glenn.
 - As a reminder we are not subject to open meeting law. We post our minutes for information only to our senators.
 - There was a correction for the positions of acting Chair/VC/Secretary
 - Should we post the minutes prior to approval of the minutes? Jessica can post a note stating, “awaiting approval/pending approval/yet to be approved”.

Guest

- No Guest Speaker
- The Chancellor has been invited to our October meeting.

Chair's Report

- Chair-of-Chairs & Quarterly BOR – The main topic of conversation was the 90-credit bachelor's degree. Do we have an opinion or a stand on this topic?
 - GBC is going to run a pilot program and offer a 3-year bachelor's degree in project management.
 - This may potentially affect our dependents or ourselves because we have Grant-in-Aid and it may affect us in the future.
 - The problem we face in the future is creating a terminated degree at 90 credits when 120 credits are required for graduated degrees to show completion. Also, Financial aid stops after you obtain a Bachelor's. Students with dual credit who complete quickly may be making a decision that could end financial aid if they choose to continue or return to further their education.
 - It was decided we will take no stance on this issue.
 - Also, at the quarterly, a regent mentioned the culture survey seeming to focus on the negatives and pressed the chancellor; however, we as a senate are targeting our committee and subcommittees on the findings of the survey and working towards resolving some of the issues.
 - Update on the Chief Human Resources Search – there is a strong candidate pool for the position, and it is progressing in a timely manner.

Old Business

- The question was asked if we can further discuss the remote work policy and it was tabled for when the Chancellor can be present to better answer questions concerning this topic.
- Charge Updates
 - Culture committee – There were two updates for the committee. One is that there will be an announcement for a planned luncheon which will be announced at the next all-hands meeting and/or huddle. The other is that they are looking for ways in which we can all volunteer or have shared group experiences. Some of the ways that were mentioned were a book-club, fitness(step-count) contest, food drive, toy drive. They are just looking for ways to host activities and boost morale.
 - There seems to be a disconnect and an example was when SCS South had a bring your child to work day and they did not have anything like that in the north. So it would be something that should be coordinated with both SA and SCS both North and South.
 - We could also look at activities that are hosted by the universities like food drives during the holiday season. We may be able to represent the systems office by coordinating with other institutions and leveraging our presence. We may try and use a bridge system with our IDs.
 - VC Academic and Student Affairs's search – There is a firm that is being used to help screen candidates for the position. They were instructed to give their top picks by the end of the day so they can move forward for the interview process. The next day to discuss findings and then dates for interviews in October.
 - Emeritus – Glenn looked at the three large institutions in the state for comparison to benefits relating to emeritus status CSN/UNR/UNLV (we currently have 23 enrolled).

- We should be able to put something together so that moving forward people would have benefits and privileges that come with an emeritus status. Examples: gym access, discounted sports and theater events.
 - CSN, UNR, UNLV have some common benefits like Grant and Aid, library privileges, and faculty/staff discounts
 - CSN was unspecified but had some recreational and fitness benefits. UNLV does not offer any and UNR offers all of them. DRI has no gym. There is information pending for TMCC and NSU.
- All institutions have a process for Emeritus.
 - UNR has Dean, Department Chair and Department all sign off on the paperwork for their faculty.
 - As of now our emeritus follow the institutions so the SA/SCS South follows UNLV and SA/SCS North follows UNR policy.
- If we establish an application process what would that look like? Examples: Letters of recommendation, Employee Reviews, CV/Resume, years of service. What steps or process do we want to follow for better direction.
 - In the BOR Handbook it states that there must be at least 10 years of service on a meritorious body of work and the Faculty Senate must be notified. We should establish an application process. This would also require further discussion and possible changes to the handbook to make things clearer. An example is WNC has wording which include “time at other institutions may count towards”
 - There was a question about do we apply to the institution where most of the years of service were performed? At the current place of employment within NHSE? Or both? Would we be able to incorporate some of the added benefits of both?
 - We should send a list of questions to have SA or a survey to ask and answer some of these questions. Maybe we combine a survey for some of the other sub-committees. In the meantime send questions to Glenn to gather data.
- Employee recognition - Gar recognition committee me to discuss what are the best ways to appreciate employees.
 - He is opening it to senators to speak about it. They want to do a broad survey. What kinds of questions do we want to see in the survey? Send options to Gar for ideas and questions of what would make us feel appreciated – keeping in mind that money and raises are something that we cannot control.
 - Examples that people gave were the following:
 - **No-meeting blocks or a "recharge afternoon"** - Give people back a half-day for both remote and in-office workers and it costs the company little to nothing.
 - **Home office stipend** (\$50-100/year) for a better chair, monitor/keyboard
 - **A subscription** to something they use (audiobook service or course platform)
 - **Mailing something small and personal** - like a handwritten card plus a small treat, maybe from a local place of business.
 - **Flexible scheduling as thanks** – telling someone to "take Friday afternoon, no questions" feels different than requesting PTO.
 - We do not have an endowment or foundation to help pay for so many of the recognition we want to make possible for retirements and years of service.
 - It was suggested that some of the committees join forces to broaden the survey so that the survey can reach more people and be used for multiple committees. Gar and Glenn can possibly get together to address multiple topics. Also, loop in the

culture committee. Glenn asked that everyone contribute and send questions to them.

- Nancy Kelly added some of the benefits at UNR for their employee recognition to the chat.
- If there are any other important issues that need to be discussed, then let Spencer know so he can bring it forward to the Chancellor for discussion. Thank you to everyone who is not a senator but participated in the meeting today.

New Business

- Employee recognition ideas discussion

Next meeting

- Tuesday, October 20, 2026, at 2:30pm

Adjournment

- Motion to adjourn.
 - Meeting adjourned at 3:31pm.