FACULTY SENATE
NEVADA SYSTEM OF HIGHER EDUCATION

Minutes of the 2025/2026 Faculty Senate

Date, Time and Place

- Tuesday, October 20, 2026 - Virtual Meeting-Teams
- 2:30 pm – 3:30 pm

Call to Order and Roll

- Call to order
  - Call to order at 2:32 pm
- Present
  - Aranda, Darlene (SA)
  - Chang, Crystal (SCS)
  - 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
  - Casale, Gar (SCS)-Vice Chair
  - Herrera, Arlene (SA) – resigned – vacancy

Approval of August Minutes

- Motion to approve by Glenn second by Jessica to approve August minutes.

Guest

- Guest Speaker- Matt McNair spoke about the Remote Work Policy and employee culture:
  - There are no changes to the legislative agenda.
    - The top three things on which they are concentrating on is the funding formula, which is still under review, deferred maintenance, and System Admin budget. Our budget has been questioned by some members of the BOR, even though we have shrunk and all campus' have grown, so we need to be able to maintain and fill vacant positions.

- There was a question of the Board not understanding the need to fill positions and/or create new ones. Matt said they are looked at 13 positions with 8 of those being previous vacancies.
- Another question: has the one-shot funding been considered for any of our budget needs? It was considered however; the one-shot funding cannot be used for positions.
- The Board had been asking about the remote work policy in part because the governor had asked because everyone in the state is back in the office. After the risk assessment was completed, he knows that we do not have enough people to meet all the deadlines. Because remote work is one small benefit of working here, the option is no longer being considered to enact policy after the survey results.
- Will we have to fight for the remote policy every year? Matt gave reassurance that now that he understands this culture he will be able to explain this to new administration and Regents as they change over the years. Everyone is grateful and reiterate our thanks and appreciates his support as our leader.
- There was a question about Matt who visited a casino and saw a model for insurance that seemed to work and was asked an on update for our policy. He said our representatives met but it is something that has yet to be determined. The pitch is being given directly to our PEBP but he has not heard back.
- Matt sent an action plan for the climate survey to the Board in July. The Board has asked that it come back as an action item for discussion. We will do another climate survey in the spring. There may be a third party to mediate. Leslie and/or Matt will be available to present on behalf of the culture committee.
- Matt will try to do a pulse survey or some focus groups and maybe as a faculty senate we can help present collectively. Spencer or Gar may speak at the Board meeting.
- January 4, 2027 our new VC Academic of Student Affairs begins working for System Administration.

Chair's Report

- Chair-of-Chairs & Quarterly BOR
  - Spencer sent out a security assessment that is being done in the North. It was also in part a survey and had questions like Do you feel safe? What are some of your safety concerns? This stems from the Board of Regents Security Committee. It was specific asked that SA/SCS complete it because one has not been completed since 2021.
  - The south SA/SCS office will also be asked to do an assessment so someone from the southern command will reach out.
  - Amy Reyna has asked that we develop a safety committee. If we have more than 25 employees, we are supposed to have a safety committee and meet quarterly. We have not done evacuation drills; we have not been safety training; like CPR and AED training. We should consider any/all these topics. He is giving an update at the next meeting.
    - How would this work for people who are working remote? If this is an Osha requirement it may not matter that people are fully remote and may be required to take some kind of training.

        - With different parameters for location do we follow UNR? Spencer suggested that there be a representative for the south and one for the north. This way there is a committee consisting of personnel made up of the command centers, SA/SCS, and campus facilities.
- There is a vacant senator position and Spencer will verify if we need an SA or SCS employee to fill the position. Camille suggested that at the start of the academic year to send a poll to vote if we keep the same time and day for our meetings.
- We were given notification that Michelle Turner is requesting Emeritus status.

Old Business

- Charge Updates
    - Emeritus – Glenn spoke about how we are looking at joining forces with Employee recognition for some of the
        - Eric's comment was that the notification of Emeritus serves as a courtesy to document it through Faculty Senate. In a way that institutions have an approval process to notify when they retire and have Emeritus status. Glenn reported there is no advance because he must gain approval through other institutions such as UNR and UNLV to better understand if it is possible to gain certain benefits for being Emeritus through a respective institution. Does he go to the Advisory committee or to the HR departments of either UNLV or UNR because as systems we may not be recognized? As of now there is no documentation to include/add us.
            - Spencer said when he mentioned it at the Faculty Senate meeting with the Chair-of-Chairs that no one was opposed to the idea. If anything we should enact some policy that if an employee worked at a different institution for a number of years that should count as part of the retirement years.
    - Employee recognition - Gar is working with Legal and Accounting to try and fund an employee recognition award. Also, it was suggested that they collaborate with the Culture committee when sending out the survey.
    - VC Academic and Student Affairs' search – Matt gave the update on the hiring of the new VC Adamic and Student Affairs position.
    - Culture committee – The Culture Committee met on October 2 and received updates from each of the six working groups regarding current priorities, initiatives, and future plans. The committee also discussed opportunities to streamline efforts and strengthen engagement by consolidating the existing six working groups into three larger groups.
        - **Key Working Group Updates**
        - **Leadership, Trust & Transparency** discussed the concepts of trust and transparency within NSHE and is reviewing NSHE's core mission to help guide future priorities and recommendations.
        - **Communication & Employee Voice** has not yet convened.
        - **Career Growth & Development** is focused on supporting the rollout of Workday training opportunities for employees and is exploring the development of Workday career journey pathways to support employee growth and advancement.
        - **Recognition, Appreciation & Employee Value** is planning an employee appreciation luncheon in February with a "Love Our Employees" theme. The group is also exploring milestone recognition options, including certificates, coins, and

plaques. Additionally, the group discussed separate chili cook-off events in Las Vegas and Reno; the proposed dates were reviewed and approved.
- **Workload, Sustainability & Employee Experience** has not yet convened.
- **Collaboration & One NSHE Culture** discussed ideas for creating more opportunities for employees across NSHE to connect and engage through shared events and activities.
- **Committee Recommendation: Consolidation of Working Groups**
- To improve efficiency, strengthen participation, and better align priorities, the committee recommended combining the six existing working groups into the following three groups:
  - **Leadership, Trust & Transparency + Collaboration & One NSHE Culture**
  - **Career Growth & Development + Workload, Sustainability & Employee Experience**
  - **Communication & Employee Voice + Recognition, Appreciation & Employee Value**
- The Culture Committee believes this structure will enhance collaboration, increase capacity, and allow for more coordinated progress on culture-related initiatives across NSHE.
- Also in February we are going to have a recognition luncheon themed “Loving our Employees”.
- Camille Vega would like to volunteer to be a part of the committee, and she can be our representative. It was motioned by Cruz, second by Rylee and everyone approved.

New Business

- Jessica spoke on our website and it needing to be updated. Agenda and meeting on the main page. She is asking if someone of faculty senate would be able to keep it updated.
  - Spencer asked if the Secretary could do it. It should also be listed in the duties and responsibilities. This should also be added in the bylaws.
  - This can be tabled for the next meeting. We may want to train two people. Darlene said she would be wiling to also train on it.
  - This will be a business item for the next meeting.

Next meeting

- Tuesday, November 16, 2026, at 2:30pm

Adjournment

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