

The College is currently doing an assessment of the CSN Police Department operations, as required by NSHE, in an effort to bolster community policing techniques. Representatives from the International Association of Campus Law Enforcement Administrators (IACLEA) interviewed faculty, staff and students over a two-day period. A team of three college and university police chiefs from out-of-state colleges is assessing the police department in a number of areas, including policies and procedures, operations, emergency operations planning, special events, goals and objectives, community (college) interaction, parking and traffic services, and crime prevention.

The visiting team would like to get additional input from as many people as possible. We have already hosted several open forums on our three campuses. I would like to encourage any of you who did not attend a forum to please send comments to:

- Chief Regina G. Lawson:  
[lawsonrg@wfu.edu](mailto:lawsonrg@wfu.edu)  
Wake Forest University
- Chief James McBride:  
[jmcbride@lakelandcc.edu](mailto:jmcbride@lakelandcc.edu)  
Lakeland Community College
- Chief Larry K. James:  
[larryj@uca.edu](mailto:larryj@uca.edu)  
The University of Central Arkansas

## The CSN Chronicle

For the 2008-09 academic year, this May 2009 Chronicle will be the last for a while. Most of this Chronicle discusses CSN's budget for the next biennium.

### Budget Closure

As this is being written, the Nevada Legislature is still wrestling with the higher education budget and the tax package needed to fund state government for the 2009-2011 biennium. Over the past couple of months, officials of the Nevada System of Higher Education, both System Office staff and representatives from each of the institutions, have had opportunities to participate in hearings related to operating and capital funding. Operating budget discussions have dominated the last week, and we've reached a point beyond advocacy where only legislative leaders can make the final decisions.

Over the past week, we have reviewed potential budget cut scenarios, ranging from 10 to 16%, and scenarios that yield funding formula levels between 70 and 80% of the formula. We have often said the permutations are endless, and we can now prove that.

We know that issues related to salaries and benefits are of concern to our employees. Myriad questions arise when the Legislature begins making budget decisions. Here are some questions I've heard:

#### ***Will contracts be reduced?***

For professional staff and faculty a salary reduction of 4% has been approved by the legislature. For classified staff a furlough equivalent to a salary reduction of 4.6% was approved which is consistent with one day per month. The System is organizing a team of human resources and legal officials who will be working through the details of these actions. We don't know many specifics at this point. One of the reasons for the special meeting of the Board of Regents this week is to begin to work through some of the details and issues that remain open.

***Will a financial exigency be declared?***

At the level of operating reduction being discussed, financial exigency is not anticipated, nor is it desirable. We're doing all we can to avoid such a declaration.

***Will benefits be cut?***

Recommendations of the governing board of the Public Employees Benefit Plan included reductions in coverage and higher co-pays. The Legislature adopted these recommendations, and the next benefit cycle which has been delayed until November 1, 2009, to provide adequate implementation time. For specific questions, please contact the Human Resources Office.

***What about sabbaticals, merit and promotion changes?***

It has been our policy throughout the budget cuts to preserve professional development opportunities for faculty and staff. CSN is going forward with approved sabbaticals for this year, and planning for them during the next biennium. Salary schedule shifts resulting from advanced education and other "promotions" will continue to be funded. Merit pay, however, will be suspended for the next biennium, and the Board of Regents will be considering a new policy making that change.

***How will CSN cope with budget cuts and enrollment growth?***

We have learned many lessons from this year's Legislative session. CSN has champions, there are detractors who have not wanted to see money follow students, and a number of other challenges, but continue to look forward and plan for our students. Students have shown up in record numbers at CSN. While all of our current enrollment growth is being proposed for funding, increases in enrollment for the coming two years will not be included in the final budget, due to the economic challenges.

While equity issues remain, and formula disparities plague us, as a result of the efforts of our institution as a whole lead by faculty, staff, and students we made great strides on bringing awareness to the CSN equity issue. The Board of Regents and System Office acknowledged and supported our need for additional funding to address the historic underfunding of CSN. And at just about every budget hearing legislators were reminded and spoke to the limited resources available at CSN.

At the same time, we've become over efficient in some areas, and we're burning people out in others. Our over efficiency is hurting us as we try to do more and more for students. We are carefully exploring options to address the way we deploy resources, organize ourselves, and implement the core mission of the College. Over the next several months we'll be discussing these changes with faculty, student and staff leaders, as appropriate. Although there may be organization changes or reassignments over the summer, I will hold any major changes until the fall when faculty return and can engage in the dialog.

Our new enrollment target is 21,038 FTE students. While the budget is not final as of yet, we anticipate that new funding will not be available and that as a result of our growth, we may be able to hold on to a larger portion of our budget to meet the student needs. There will be budget reductions, and we again will find ourselves in a position of needing to overcut operating areas to meet underfunded areas such as utilities. Our collective challenge is clear.

Rest assured we will continue to offer our students and the community the same level of commitment as always. We are a community college; we are this community's college, and we will serve our students and community to the fullest extent possible.

Best wishes for an enjoyable summer,

Mike Richards