

Faculty Senate Meeting Minutes

Friday, September 9th, 2025

1:00PM – 5:00PM

West Charleston Campus, Building I, Room 108

Senator Attendance

School/Division	Name	Attendance	
		Present	Not Present
Senate Chairperson	Tracy Sherman	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Senate Chair-Elect	Sondra Cosgrove	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Senate Past-Chair	Valerie Conner	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Administrative Faculty	Jacob Bakke	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Jeff Fulmer	<input checked="" type="checkbox"/>	<input type="checkbox"/>
School of Advanced & Applied Technologies	Lori Schuerman	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Lina Shoshani	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Jeff Canion	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Gina Nakahara	<input checked="" type="checkbox"/>	<input type="checkbox"/>
School of Arts & Letters	Nayelee Villanueva	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Valerie Hecht	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Amy Litman	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Staci Walters	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Melissa Weinstein	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Kevin Mitchell	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Matt Howell	<input checked="" type="checkbox"/>	<input type="checkbox"/>
School of Business, Hospitality, & Public Services	Kay Doxilly	<input checked="" type="checkbox"/> Proxy: Mary Kaye Bailey	<input type="checkbox"/>
	Paul Minto	<input checked="" type="checkbox"/> Proxy: Robb Bay	<input type="checkbox"/>
	Kristie Ogilvie-Cowling	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Darryl Raiford	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Counseling	Ken Betita	<input checked="" type="checkbox"/>	<input type="checkbox"/>
School of Education, Behavioral & Social Sciences	Troy Beals	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	David Tery	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Josh Levin	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	David Skowronski	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Flora Rudacille	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Engelstad School of Health Sciences	Cheryce Campbell-Davis	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Corey Roveri	<input checked="" type="checkbox"/>	<input type="checkbox"/>

	Gina McDade	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Mark Bolos	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Michelle Vargas	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Library	Ajax Delvecki	<input checked="" type="checkbox"/>	<input type="checkbox"/>
School of Science, Engineering, & Mathematics	Melissa Giovanni	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Ayla Koch	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Zaven O'Bryant	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Kristian Schlick	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Sarah Wood	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Richard Sorrentino	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Deborah Frank	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Contingent Senator	Michael Denman	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Andrew McCarthy	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Guest Attendance

Name	School/Division	Proxy?
Mark Rauls	EBSS/Ombuds	
Colleen Harrington	BHPS	
Eric Hutchinson	Math	
Jim Matovina	Math	
Patrick Villa	Math	
Karen Ahern	CIT	
Mary Kaye Bailey		For Kay Doxilly
Robb Bay		For Paul Minto

Agenda Items

1. Lisa Bakke – CSN Budget Planning (1:12PM – 1:36PM) [24 mins]

a. Background

- In FY21–23, CSN lost \$16.6M in state funding due to caseload reduction (decline in weighted student credit hours).
- In FY24–25, CSN received \$12M in one-time enrollment recovery funds (\$6M per year), which helped but did not close the gap.
- By FY25–27, no further operating cuts were possible, leaving only personnel lines to absorb reductions. The state also applied an additional \$593K fringe reduction, bringing the personnel shortfall to \$17M

b. Formula and Funding Challenges:

- A new state funding formula, if applied, would have given CSN approximately \$19M; however, the formula has not been used for the past two sessions.
- Campus-specific increases such as utilities and contractual obligations must be absorbed internally, as the state does not provide direct funding for them.

c. FY26 Temporary Budget Solutions

- Applied \$4.7M in caseload funds and \$2.6M in one-shot COLA funds (provided this biennium only, due to reimbursement being reduced from 80% to 67%).
- These measures lowered the immediate deficit to \$9.6M, which is being covered this year through existing resources, reserves, and salary savings.
- The legislative approved budget reflected \$142M in positions, but after reductions the state set the approved amount at \$125M, creating the \$17M gap.

d. Moving forward

- The permanent structural reduction remains \$17M; after caseload is applied, the net target is \$12.2M.
- About \$12M in vacant positions have been identified (~\$6M currently under recruitment). These lines are being moved off the state operating budget to show progress to the state. This is not an immediate freeze, but lines may shift between state and non-state funding as vacancies and recruitments change.
- Personnel lines must be balanced by Spring 2026, when the next biennial budget build begins.

e. Executive Budget Advisory Committee (EBAC)

- EBAC met for the first time this week.
- Membership includes representatives from all governance groups.
- Additional members include three presidential appointees and two vice presidents.
- The committee will meet monthly and serve as a recommending body to the President, focusing both on immediate right-sizing strategies and long-term alignment of resources with CSN's strategic goals.

f. Questions?

- A senator asked whether investment in the Northwest Campus makes sense given the shortfall.
 - President Klippenstein responded that planning funds were already allocated and are restricted to that purpose. Any build-

out would require separate legislative funding and prioritization by the Board of Regents and Public Works. ROI and impact on the overall budget would still need to be weighed.

- A question was raised regarding the difference between reserves and state funds. Bakke clarified that reserves come primarily from auxiliaries (such as vending and bookstore revenues) and investment earnings.
- A senator noted that the shortfall amount roughly matches the total in vacant positions and asked if this was intentional. Bakke confirmed it was coincidence, noting the amount fluctuates as positions open and fill.
- When asked why the negative offset was carried forward if the money wasn't there, Bakke explained that the system office believed "right-sizing" and a new funding formula would resolve the issue.

2. Stacy Klippenstein, CSN President (1:36PM – 1:48PM) [12 mins]

- a. President Klippenstein thanked Faculty Senate for the invitation and stated he plans to attend each meeting where he is on the agenda to provide college updates and answer questions. He also intends to continue "Conversations with the President" sessions throughout the year.**
- b. Board of Regents Updates**
 - **UNLV Partnership:**
 - Dr. Klippenstein presented to the Board regarding an affiliation and new MOU with UNLV School of Medicine and Dental Medicine, alongside CSN's dental hygiene program.
 - The arrangement will expand clinical opportunities and provide funding support for CSN's Dental Faculty Practice program.
 - **Strategic Bridge Plan:**
 - The strategic bridge plan, developed with broad faculty input last spring, was shared with the Board for approval.
 - **Budget:**
 - A budget informational update was provided to outline CSN's current position and budget process.
 - Longer-term, CSN anticipates partnering with Campus for Hope on program development.
- c. Other Institutional Updates**
 - **Campus for Hope:**
 - CSN is working with Campus for Hope on shared facilities. CSN will transfer old Early Childhood Education (ECE) Lab modulars in exchange for funding to support new modulars on the Charleston campus.

- **4DX:**
 - CSN is discontinuing use of the 4DX model.
 - Some divisions, including Student Affairs, will require off-boarding; Ayesha and her team will support those transitions.
- **PACE Survey:**
 - The spring PACE survey has been analyzed. Administration is reviewing results and will share findings with Cabinet, Senate, and campus, with attention to workplace climate and actionable initiatives.
- **Fees:**
 - CSN must finalize plans for fees by late October, in advance of the Board's December votes. This includes:
 - a. Specialized course fees
 - b. E-learning and technology fees
 - c. (Proposed) Credit card fee (2.9% charged to students rather than absorbed by CSN).
 - i. Administration is considering how to offset potential student impact if the Board approves the change.

d. Questions & Discussion

- **ECE Lab:**
 - A senator asked about the timeline for reopening the WC ECE center displaced by Campus for Hope. Klippenstein and Dr. McCoy confirmed the state appropriated \$1M for new modulars on Charleston's campus, with an opening planned for Fall 2026.
 - Displaced families were accommodated at NLV or found alternate care; their placement will be retained for the new facility.

3. Call to order at 1:49PM

4. Approval of minutes

- a. **Gina McDade motioned to approve the May meeting minutes, David Skowronski seconded the motion. The motion passed and the minutes were approved.**

5. Election of secretary, parliamentarian, and contingent senator (1:51PM – 2:00PM) [9 mins]

- a. **Secretary**
 - Ayla Koch was elected as secretary unanimously
- b. **Parliamentarian**

- Melissa Weinstein was elected as parliamentarian unanimously

c. Contingent senator

- Andrew McCarthy (Anthropology) and Michael Denman (History) both volunteered as contingent senators.
- Troy Beals motioned to approve both contingent senators. The motion passed unanimously.

6. Tracy Sherman - Chair update part 1 (2:00PM – 2:07PM) [7 mins]

a. December meeting

- The December Faculty Senate meeting conflicted with the Board of Regents meeting in Reno on Friday, December 5.
- Options to move the meeting earlier would fall during Thanksgiving week; moving the meeting later would fall on finals week.
- Senators agreed the meeting should occur after the Regents meeting to allow for budget updates.
- The date for the December Faculty Senate meeting was set for Friday, December 12.

7. Eric Hutchinson – Travel Policy (2:08PM – 2:34PM) [26mins]

a. Policy Changes Presented

- **In-state travel:**
 - In-state travel made eligible under Faculty Senate travel funding, subject to the same application procedures, deadlines, and caps as out-of-state travel.
- **Travel cap increases made permanent:**
 - Attendee \$1,500;
 - Official duties \$1,600;
 - Presenting \$1,800.
- **Optional registration-fee pathway:**
 - Faculty may elect one trip per academic year (instead of one per semester) with registration fees included for that trip; otherwise, the standard one-per-semester pathway applies without registration fees covered.
- **Application deadline changes:**
 - *Amended on the floor:* 45 calendar days for all conference travel requests (presenters, official duties, and attendees).

b. Discussion

- **Reno/Elko logistics:**

- Multiple senators raised cost and time issues for in-state travel to Reno (motor pool vs. personal vehicle). Members noted vehicle rules sit outside Faculty Senate's policy; FS policy change enables funding eligibility, not CSN motor-pool rules.
- **Yearly cap/pooled funding:**
 - Idea surfaced to allocate an annual cap per faculty member (divide across trips). Committee to explore and return.
- **Part-time faculty access:**
 - Clarified that policy applies to all faculty (incl. part-time). Past denials may have been misapplied; committee will consider part-time applications.

c. Motions

- **Move item from INFO to ACTION:**
 - Staci Walters motioned to move item from INFO to ACTION.
 - Corey Roveri seconded the motion.
 - Motion passed unanimously.
- **Amend deadlines**
 - Staci Walters motioned to amend the proposed Travel Policy deadlines to 45 calendar days for all categories (presenters, official duties, and attendees).
 - Kevin Mitchell seconded the motion.
 - Motion passed with 1 nay (Ajax Delvecki)
- **Adopt policy with changes**
 - Staci Walters motioned to adopt the policy with changes (in-state eligibility, permanent caps, registration-fee one-trip option, 45-day deadline)
 - Josh Levin seconded the motion.
 - Motion passed unanimously

8. Ayla Koch – NSHE Benefits Plan (2:35PM – 2:36PM) [1 min]

a. Defined Contribution Retirement Alternative Plan – penalty-free withdrawals now allowed for qualifying events:

- Birth/adoption of a child: up to \$5,000 per employee parent.
- Domestic violence: up to \$10,000 or 50% of vested balance (whichever is less).
- Federally declared disaster: up to \$22,000 for those affected in the designated area.

b. Repayment:

- Not required; if repaid within one year, the distribution does not have to be declared as income.

9. Staci Walters – NFA (2:39PM – 2:44PM) [5 mins]

a. Regents proposal impacting CBAs

- Proposal would require legislative appropriation for any contract items over \$2,000 before the Board of Regents will vote to ratify.
- Effect: CSN (and other NSHE institutions) would be unable to ratify future collective bargaining agreements without prior legislative funding; existing CBA could remain in place until then.
- Additional change under discussion: reordering authority so NSHE Code/Handbook supersede CBAs (rather than parity/supersedence by CBA).
- Staci noted this appears to be the first of multiple changes being considered; worst-case, bargaining rights could be curtailed.

b. Regents meeting attendance (support speakers)

- Friday, September 12, 8:30AM – NSHE System Office (Las Vegas); coordinated effort to pack the room during scheduled public comments (a few designated speakers; others present in support).
- Meeting is livestreamed; phone public comment available. Reno System Office will also host a video room.

c. Call to action

- Join NFA and engage in upcoming advocacy efforts.

10. BREAK (2:44PM – 2:55PM) [11 mins]

11. Syllabus Policy – Tracy Sherman (2:55PM – 2:57PM) [2 mins]

a. Policy update:

- Formalized last year's amendment requiring a statement on Usage of Artificial Intelligence (AI) in all syllabi.
- Policy does not prescribe content of the AI statement; sample statements are available.

b. Motions:

- **Move from INFO to ACTION:**
 - Michael Denman motioned to move the item from INFO to ACTION
 - David Skowronski seconded the motion.
 - The motion passed unanimously.
- **Adopt policy (as amended):**

- Michael Denman motioned to adopt the policy as amended.
- David Skowronski seconded the motion.
- The motion passed unanimously.

12. Old Business (2:58PM – 3:30PM) [32 mins]

a. Policy on Policies

- **Background**

- NWCCU Recommendation 4: “The evaluation team recommends that College of Southern Nevada engage in an inclusive process to clarify policy-making processes, procedures, and its shared governance models.”
- In response to Rec 4, General Counsel (GC) produced a new Policy on Policies (POP) in 2023. Faculty Senate objected that a GC-authored POP did not meet the “inclusive process” intent and raised shared governance concerns.
- Timeline:
 - a. 2017 POP: Current governing policy (no new POP adopted since).
 - b. 2023 GC draft: Introduced to governance groups to address Rec 4; Faculty Senate objected to authorship/process.
 - c. 2024 “Patrick policy”: Product of an 18-month shared-governance taskforce (faculty, classified, students) convened by Faculty Senate; complex due to CSN’s structure.
 - d. 2025 Chief of Staff draft: Developed via the Rec 4 working group; introduces a presidential committee to decide which proposals advance and who drafts them. Faculty Senate raised concerns about potential coercion/pressure on non-tenured/non-faculty participants.
- A later Recommendation 4 (Rec 4) working group was formed; this evolved into a Chief of Staff (COS) POP introducing a presidential committee to decide which proposals advance and who drafts them. Faculty raised concerns about coercion/pressure on non-tenured or non-faculty participants.

- **Current status:**

- President Klippenstein has placed POP work on an official pause until the October 25 NWCCU mid-cycle visit.
- Expectation: Rec 4 likely remains outstanding, but progress elsewhere should prevent additional findings.

- **Next steps:**

- Tracy will ask NWCCU during the visit to clarify the scope and success criteria for Rec 4 (what constitutes an “inclusive process” and an acceptable POP).
- Maintain the pause on POP adoption; prepare to convene all parties after the visit to attempt an internal resolution aligned with Rec 4’s intent.

13. New Business (3:30PM – 3:50PM) [20 mins]

a. Faculty Senate Committees

- Assignments are not yet final; several committees still have vacancies.
- Chairs may begin contacting members with current drafts; website still shows last year’s rosters pending update.
- Senators were asked to see Tracy after the meeting to help fill open spots.

b. Regents’ Awards

- Nominations encouraged; awards are prestigious and include monetary prizes.

c. LMS Clarification

- Chairs reported rumors that Canvas is required; not true. Faculty are not required to use Canvas as the LMS.

d. CBA Update

- Administration proposals under discussion include:
 - Role/selection of Department Chairs: administration seeks a hand in selecting chairs.
 - CBA coverage: administration asserts chairs are not covered by the CBA when acting in the chair role (only when acting as faculty).

e. “50–50” Modality Rule (On-ground vs. Online)

- **VA students:**
 - Context: Administration had cited VA student rules as a reason to schedule 50% of classes on-ground, telling faculty that VA students could only take on-ground classes.
 - Per VA representative, VA students can take all online classes; tuition coverage is unaffected. Full housing allowance requires at least one course that meets on campus at least once (a hybrid meeting can satisfy this).
- **Next steps:**
 - President Klippenstein will speak with Dr. McCoy and report back to Faculty Senate chairs
- **Comments from senators:**

- Data show on-ground sections under-enrolled while online sections fill/waitlist. Concern about possible shift to per-student pay for low-enrolled on-ground sections.
- If the college wants more on-ground options, consider lower minimums for those sections and data-driven scheduling.
- Improve student success online (orientation/First-Year Experience; advising to limit first-term online load).

f. Additional announcements

- AFA will bring a new evaluation policy draft to a future meeting.
- Please ensure constituents know where to find the agenda and materials on the website.

Meeting adjourned at 3:50PM

Next Meeting

Friday, October 3, 2025
 North Las Vegas Campus, H-207
 1PM- 5PM

Meeting Minutes Prepared By: Ayla Koch