

## **President's Town Hall Questions:**

### **On Nevada Promise:**

Q: If a faculty member volunteers to be a mentor, can they request a student in their program or other student?

A: (from Maria Marinch) We're coordinating with CCSD for this year's seniors. Once the students are here we want to pair them based on their career and academic interests. We won't pair by request, but it's likely you'd get students from your program. It'll be done based on interest.

Follow up Q: What's the maximum number of students a mentor will have.

Maria: One mentor per 10 mentees is maximum, but 5 is best practice.

Follow up Q: Any incentive to be a mentor?

Maria: The law says mentors cannot be compensated.

Follow up Q: Will mentors from outside of CSN be allowed?

Maria: Yes, we absolutely want that. ([www.csn.edu/mentor-application](http://www.csn.edu/mentor-application))

Follow up Q: Are there mentorship conflicts of interest?

Maria: You cannot mentor anyone who is related to the third degree. We won't do mentoring pairing by request either. It will be based on profiling interest and career experience.

Follow up Q: How will we narrow down all the students that apply?

Maria: They must meet minimum requirements so some of those that apply will not qualify.

### **On Presidential Search Process:**

Q: When do you think we will have new president and what will we do in the meantime?

A: (from Jill Acree) On Nov. 3, Chancellor O'Reilly, Regents chair Page and vice chair Geddes will hold meetings (one open on each campus plus faculty senate). The big question is acting vs interim. Acting is a caretaker, essentially. They can't apply to be the permanent president. Then a national search happens. An interim is someone who can become the permanent president. That's appointed. So that's what the forums are about. Do we want an acting president and a national search or an interim president who could become permanent? We should also share qualifications and characteristics we'd like to see. This is our opportunity to say what we want. That's why they're coming here. You should all attend.

Follow up Q: Is that an either or? Can't you have an interim and a national search.

Jill: Code says it's either or.

### **On Common Student Experience Implementation:**

Q: The FAQs mention cost. Where does the \$3.8 million will come from? What about new faculty in new model? Where do they fit?

A: The overall \$3.8 million is funding we said we needed to implement this. We'll have some money from the 4% tuition and fee increase that the students have agreed to. So, we've provided a plan to use those revenues to hire some of those positions. We've felt however that we should not ask students to fund administrative costs. The funding for the Provost/VP at each campus should be a separate appropriation from the legislature. They approved that for FY19, about \$1.4 million. Between the 4% and that, we have the money to implement the common student experience.

Q: How will we divide the 30 faculty among the different departments?

A: The general approach is to look at demand. This comes from deans and VP. Math, English and biology for example. We know that's where the initial emphasis will be, on those high demand areas. We will need some latitude to respond to the situation on the ground.

Q: Who initiated the multi campus plan? Why?

A: A year or so ago, when it appeared the fourth campus would be approved, and we had a public partner to work with on the first building, we thought the existing structure wouldn't be responsive enough. At the same time, we had a committee of faculty, staff and students, along with community leaders, involved in a review of where we were. This was at the same time the Board of Regents was talking about the sustainability of our current model. It is from these actions that we formed the committee to look at the multi campus approach. This is done elsewhere with institutions about our size, so we looked at those. Some have multiple colleges with separate accreditations and budgets. But we don't have local funding, so that would not work. We talked to many constituents, adapted a few things and then presented a plan to the board. I think the board likes this because it allows for CSN to remain one entity while also meeting the disparate needs of the cities it serves. Henderson and North Las Vegas, for example, are very different places. We want to be able to respond to their needs and we believe this will allow us to do just that.

Q: Can you explain Centers of Excellence?

A: Yes, I can. In our effort to provide a common student experience on all campuses,

academic affairs determined that we should identify several centers of excellence for campuses. Each campus has unique programs that should be highlighted for marketing, programming and such. So, it will initially be a marketing element. At North Las Vegas, it may be culinary for example. We've identified about 10 of them. We've asked for more detail from academics about how that translates into a strategy. That's the concept though.

Q: The FAQs refer to some things being decentralized, others not. At what point will we know how we are affected?

A: In general, what we've determined is that we want the student experience closer to the students. So those that deal directly with them are more likely to be decentralized, as would areas such as diversity and inclusion. Some is still in discussion. So far, we're concentrating on shared governance and the deployment of a common student experience to determine the final outcome. Much of it will be summarized for the Board of Regents at its December meeting.

Q: How does the Northwest campus fit into the multi campus model?

A: This model is adaptable as we add future campuses. We need to have a presence in both the Northwest and in the Southwest. We have to cut commute times for faculty, staff and students. We have to be more convenient and I think this model sets us up for that. The model works as we add more campuses.

Q: Could the plan for the common student experience change with a new president?

A: The board has accepted the plan and the migration. The chancellor likes it and sees how it can expand to meet the needs of future campuses. This model has the flexibility to adjust while still providing a common student experience.

Q: I was reading the FAQ concerning to role of the dean and chair. It refers to these changes stimulating further discussion about those roles. What does that mean?

A: There is some discussion about the role of the deans, where they're headed within the model and the level of accountability. Dean Hamilton (Chair of the council of deans): We're very engaged in this discussion. I'm sure it will evolve.

### **On Legislative Session & Budgeting:**

Q: What's our agenda for the next legislative session?

A: We do have some things in play. We have a November 16 budget hearing with the chancellor where we will highlight our priorities for 2019 legislative session. First on our list will always be employee compensation. Salary studies are, or will soon be,

underway. Our request will be informed by the results of those studies. We have strongly advocated for those studies. We want to have strong data to present to the legislature for salary increases and benefits. Another priority is our desire to see NSHE better support the needs of southern Nevada by modifying the funding formula for health care instruction codes. We need thousands of new healthcare workers and we think the state has to make a concerted investment in these instructional programs. The last session placed a premium on advanced manufacturing programs, and that helped, but we need it in the health care area as well. The higher value we can get placed on that in the formula the more money the institution will have to provide training for people in those areas. My target is just under \$10 million that we need. We also have needs where unearned F grades are concerned. They are not funded by the state. We think that needs to be reexamined. Faculty spend a lot of time with students who get those grades. I think there needs to be some consideration of funding for those students. This is also a “count year,” so enrollments will be considered in the next budget cycle. And on the capital side, we have the health and science building as the top priority, which is \$30-40 million. A lot of money. We also have other capital needs we’ll put on the table.

Q: What is your biggest concern for CSN in the next 2-5 years?

A: Our budget sustainability. We and other community colleges face a lot of uncertainty on budget. We had to cut \$2 million this year, \$4 million next year. And that is at the same time the legislative session was considered a success for higher education. We have to begin to address this.

#### **On Police Consolidation & Security Information:**

Q: Regarding the consolidation of police services in the south. Our situation is so different than UNR and TMCC What’s CSN’s perspective on this?

A: About 18 months ago, a decision was made to save money at TMCC, UNR and DRI North by consolidating police operations. That saved \$450k. People saw that and thought maybe it would work down here and we would save even more money. We are very different from the north. I do think there could be value in statewide coordination of security and safety issues. The app for example. That should be available to all employees and all students of NSHE. Discussions about national activity and freedom of speech issues, those kinds of things can be discussed and probably should be. We have an accreditation body called the International Association of Campus Law Enforcement Administrators. They have training modules available to members. We should probably have that, and so should other NSHE

institutions. Beyond that, I'm not in favor of consolidation. It gives the perception that we want to save money at the expense of security and safety. But some feel this is very important, so the chancellor has been asked to put together a study with a third party to look at it. They've done the RFP. That'll be happening over the next 6 months. We've developed a position paper that our model is appropriate for our three campuses given our proximity to schools and current security force. Our model is already efficient and it works really well in the multi campus setting.

Q: Question about NSHE news I read. Does the chancellor support the police consolidation or does he support the study? Was a little unclear.

A: The chancellor supports the study. I met with him this morning. He reiterated that the number one priority is the safety and security of our people over efficiency or cost savings. Same with us.

Q: Where do we get the CSN mobile security app?

A: It's on our website, an icon down at the bottom (next to 'CONNECT'), called CSN Mobile Apps. Can also search for 'mobile apps'.

#### **Space Allocation:**

Q: Tutoring is split up and it's hard for students to figure out where we are located. We'd like to be all in one spot. As people are moved to the new union, will there be more space?

A: We are talking about how to use that space. We are identifying needs and pressure points. We are also looking to repurpose other space. That's why moving the police academy here in Henderson will give us opportunity to reuse that space too. And you can have input. Make sure to talk to Sherri Payne.

Q: Student asked about unions and what will be there. Is there somewhere we can see that? Can we share the plans?

A: (from Dave Morgan) Those plans are not quite ready yet. They are being finalized and we can make sure they are shared online once finalized.

UPDATE: those plans should be ready to share by the beginning of the spring semester.

Dr. Richards: In general, it will be things like food service, meeting rooms, that sort of thing. More than just student affairs functions.

Q: With the addition of the new Heath Science building, will there be a split between Charleston and Henderson?

A: Great question. Dean Hamilton and others are looking at the more common type of services that the hospitals and clinics in the community need. For example, the valley needs more nurses which means we need more classrooms and labs. NSC will be displaced from its lab on Shadow lane, so we may want to put that in Henderson so we can share that space. We know it'll be quite a change for our organization. Health care training has been on Charleston for a long time. In this case it makes sense to replicate some things because of the needs in Henderson. Over time we'll also have to look at that at the Northwest campus. That is right next to Centennial Hills Hospital. They'd like to have some training programs close by too, so we'd like to take some health care classes out there. It'll take a lot of conversation and data on the actual need at each of our locations.