

MINUTES OF THE UNLV FACULTY SENATE

Date: 09/09/2025

Location: Student Union Room 208 B & C and via Zoom

Senators Present: Cheryl Abbate, Rabea Alhosh, Djeto Assane, Bobbie Barnes, Wolfgang Bein, Amanda Belarmino, Satish Bhatnagar, Tirth Bhatta, Sheila Bock, Monica Brown, Dan Bubb, Tim Bungum, Jaime Carbajal, Donovan Conley, Patience Crowder, Honghui Deng, Zhonghai Ding, Marni Dow, Nancy Esposito, Jordan Fischette, Jorge Fonseca Cacho, Paul Forster, Kerie Francis, Gina Gamble, Patrick Griffis, Neamat Hassan, Jason Hortin, Yvonne Houy, Jill Humphrey, Mahzarine Irani Rohani, Margarita Jara, Lori Johnson, Tracy Johnson, Barry Kamen, Julian Kilker, Keoni Kins, Necole Leland, Macario Llamas, Scott Loe, Susanna Newbury, Michael Nussbaum, Rafael Oganessian, Neil Opfer, Jennifer Pfannes, Daniel Proga, Paysha Rhone, Bill Robinson, An-Pyng Sun, Alex Talonov, Jesse Taylor, Nicole Thomas, Craig Topple, Sue Wainscott, Dana Moran Williams, Monica Williams, Minnie Wood

Senator Proxies: Sheila Bock for Kaitlin Clinnin; Patrick Griffis for Samantha Godbey; Jesse Taylor for Alethea Inns

Senators Absent: Isabel Herrera Pedro, Taro Ito, Tracy Spies

Executive Committee Leadership Present: Debbie Arteaga, Michael Kagan, Maria Roberts

Ex-Officio Present: Lorena Giese, Nic Irwin, Devin Lopez, Kelechi Odunze

I. Call to Order

Meeting called to order by Chair Roberts at 12:07 p.m.

II. Introduction of the 2025 - 2026 Faculty Senate Chair

Past Chair Arteaga provided the following introduction for Chair Roberts:

Dr. Maria Roberts is an Associate Professor in the College of Education, specifically the Department of Educational Leadership, Psychology, and Higher Education. Since her arrival in 2017, Maria has had several roles at UNLV, including serving as Associate Dean of Academic and Professional Programs and Program Coordinator. Her research focuses on the development of leaders in public schools and increasing the diversity of leadership pools. Most of the students in the graduate level courses that she teaches are higher education leaders, such as principals.

There is a lot to say about Maria's accomplishments, but I want to point out her career path before her first university position at the University of Texas-Pan America. Among other roles in public education, Maria has been a Principal, an Assistant Principal, a District Administrator in Math/Science, and a Bilingual Education Teacher in different school districts in Texas. She has taught grades second through fifth, middle school, and high school. Given Maria's own experience and her current work with principals and other leaders, I would argue that she has a better understanding of our students than any of us here. Finally, in an era where institutions of higher education are in retreat regarding DEI, you can rest assured that Maria will take a stand to defend diversity, as she has done her entire career.

III. Public Comment

- Senator Robinson: (1) On Friday, the Board of Regents is going to pass a study of post-tenure review within NSHE. I am assuming all the Faculty Senate Chairs will state that we have the toughest post tenure review than any other institution in the United States. That being said, I think there are different motives for this. We need to point out how hard faculty work. We need to work with all the Faculty Senates to have a united front. (2) We need to get the Workload Policy passed as soon as possible.
- Senator Wainscott: I am speaking in my role as president of the UNLV Chapter of the Nevada Faculty Alliance (NFA). First, I want to draw your attention to a student-led analysis of Title IX and other complaints and concerns submitted to several NSHE EEO compliance offices. Dylan Hinton and I met last week to review the report and recommendations Dylan has already presented to CSUN, GPSA, the Regent's Compliance Committee and other important stakeholder groups. Our chapter's executive committee commends Dylan's work to obtain and analyze these data, and we encourage the Senate to consider sharing and discussing the report's recommendations at a future meeting. Second, I want to share that the NFA statewide has serious concerns about agenda item 26 at this week's Board of Regents meeting, which seeks to effectively eliminate collective bargaining for faculty at all NSHE institutions. We urge folks to take a close look at the proposed use of fiscal notes and a legislative process to hamper collective bargaining negotiations and submit public comments ASAP, and to join us at the system office Friday morning.
- Kelechi Odunze, CSUN President: I am excited to work with all of you this academic year. I am happy to collaborate and share the student perspective.

IV. President Heavey

President Heavey welcomed senators to the new academic year and provided the following updates:

- We are a thriving university in a strong financial position. It is evident that students are seeing the value of what we are offering. We have a record number of 8,000 new students. Our retention numbers are holding strong. Accreditation was finalized with four commendations and zero recommendations
- Moving forward with the new Lee Business School building with \$4 million reallocated for planning.
- Looking at monetizing the 42 acres at Tropicana and Koval either through selling or a 100-year lease option.
- I just got back from South Korea and China with the Dean of Hospitality. We are at the beginning stages of a long-term plan to develop campuses in both countries.
- We are putting money towards PTI, visiting, and permanent roles that are not on state lines. We are allocating lines for new faculty along with replacement lines. Faculty lines have grown slightly ahead of student numbers, but I know there are staffing frustrations in some units.
- We are restoring operating budgets that were reduced last academic year to help pay for the COLA increase.
- Provost search is beginning soon with a search firm selected. We will be accepting nominations for committee members from each college. We are also working on the Chief Financial Officer search.
- We are reconceptualizing the Office of Diversity Initiatives and will be posting an Associate Vice President of Campus Engagement and Experience. The new office will be part of Human Resources, with the goal to honor the organic nature of diversity, while offering a spoke and hub model to facilitate the offering of core services.
- There is a need to continue to evaluate culture. Approximately \$1 million will be allocated for unit community building.
- AI is continuing to evolve on-campus. An e-mail will be sent in the near future on how faculty can broadly use AI.

Questions/Comments

- Senator Opfer: I thought the new Business School building was going to be placed on Harmon near the Thomas and Mack Center? Will it now be where Frazier Hall was?
 - President Heavey: Yes, that is the plan. It would have cost \$90 million to use the previous space at Harmon and Tarkanian Way due to three buildings that would need to be located. We also have apartments right across the street that the University is unable to purchase. I think the new location will increase visibility for both the Business School and UNLV.
- Senator Proga: How is the university budgeting the maintenance and security of new buildings?
 - President Heavey: The funding model for academic building maintenance and security is through weighted student credit dollars. We currently have \$21 million in that fund. We are also adding budget money to hire additional facilities personnel including custodians.
- Senator Crowder: What is the messaging to students about changes?
 - President Heavey: Student Diversity Programs and The Intersection have combined efforts to support students. There will not be any changes in staffing levels. The reaction is that the changes make sense. I think we are in a good position to maintain student support services.
 - Senator Crowder: Part of the message should be to protect the faculty who are teaching and supporting students.
 - President Heavey: We are communicating through meetings, which I think best aligns with the moment. Diversity work is the responsibility of everyone. I want to make sure that is not lost in the broad conversation. It has to be a distributed effort.
- Senator Proga: What is the latest on the use of scooters on-campus?
 - President Heavey: We have sent out communication across campus, and are currently developing a policy. I am leaning towards having motorized wheel conveyance lanes. Northern Arizona University has been successful with the lane concept. Some are suggesting scooters being banned, but that would be hard to enforce. At the end of the Spring semester, we sent multiple messages to students, but it is an on-going struggle.
- Senator Robinson: In addition to previously approved fee increases, there's a proposal for an 11% student fee hike. At the same time, the government is reducing financial aid. Are we pricing students out of higher education?
 - President Heavey: The proposed 11% is to manage the COLA shortfall. The legislature was upset that we gave raises that institutions could not afford. The first set of increases are the ones that are built in due to inflation. Our funding is far below the average R1 university. The legislature is saying to the Regents, go back and raise the tuition to make the numbers even. It is important to note that 15% of every dollar that comes in from student tuition, goes right back into student aid distributed on a need basis. If we don't do something to shore up the gap, we will all be in a budget crisis. Big picture, I support the increase in student fees as we are still affordable.
 - Barb Roberts, Acting Senior Vice Provost: 15% does go into an access fund. We are examining how all financial aid funds are being used throughout the institution. We want to help the widest berth of students. We are also working with Philanthropy and Alumni Relations to generate additional funds.
- Senator Proga: What is the enrollment update for international students?

- President Heavey: We don't have a final count, but numbers are slightly down primarily due to Visa issues.

V. Minutes of the May 6, 2025 and August 19, 2025 Meetings

Motion to approve with two changes to the May 6, 2025 minutes: (1) Year correction for election results. (2) Correction replacing "students" with "faculty" in the questions/comments section of the UNLV Practice: Senator Opfer; Second: Senator Carbajal.

Unanimous Verbal Approval

VI. Welcome Back Retreat Summary

Chair Roberts: Based on your feedback from the retreat, we have a consolidated list of four priority goals for this academic year.

- Goal #1: Continue efforts to maintain campus safety and security. This includes technology and creation of safe spaces for students.
- Goal #2: Explore gathering spaces across campus balancing security and a welcoming atmosphere.
- Goal #3: Leadership integration (co-governance) with faculty and university/NSHE policies. This includes faculty understanding bylaws and communicating to Regents the importance of tenure.
- Goal #4: Consistent and meaningful evaluation of deans. Although the process is handled through the Provost's Office, it is important that we speak up and offer suggestions. Faculty/Staff at every level should have a voice

Questions/Comments:

- Senator Proga: Is that an excuse to look into tenure?
 - Chair Roberts: That is a possibility.
- Senator Oganessian: In future retreats, can we talk about issues specific to administrative faculty?
 - Chair Roberts: Yes, we will do that.

VII. Parliamentary Role

Chair Roberts: The Parliamentary role was discussed during the April 8, 2025 Faculty Senate meeting. It is now time for nominations.

Motion for Senator Robinson to serve in this role: Senator Opfer; Second: Senator Carbajal.

Discussion:

- Senator Proga: What is the role of the Parliamentary?
 - Chair Roberts: Individual provides advice on rules and procedures including guidance on Robert's Rules of Order ensuring all motions are handled correctly.

Motion to close nomination: Senator Hassan; Second: Senator Carbajal

Unanimous Verbal Approval

Motion to Approve Senator Robinson to serve in the Parliamentary role: Senator Opfer; Second: Senator Oganessian

Unanimous Verbal Approval

VIII. FIR Report

Past Chair Arteaga began her FIR report by reading the following statement she made to the Board of Regents on June 12, 2025.

Faculty in Residence are our teaching faculty. They are not tenure-track and they cannot be awarded tenure. Typically, Faculty in Residence teach four courses per semester, which means that they have more contact with our students than tenured or tenure-track faculty. They also perform a great deal of service. They are an integral part of the academic faculty at UNLV, but unfortunately, in many cases, they do not feel that they are treated as such. They feel overworked and underappreciated, further, they do not believe that UNLV is invested in them. Given what I heard this past year as Faculty Senate Chair, I agree with this assessment.

For Faculty in Residence, the most important piece of the puzzle is their one-year contracts. They do not perceive that these contracts give them job security. Fortunately, this issue can be addressed. The NSHE Code, Title II, Section 5.4.2C, provides for three-year contracts for rank zero faculty. This means that our Faculty in Residence can receive three-year contracts at the discretion of the president. I'm hopeful that Faculty in Residence will receive three-year contracts soon, because Interim President Heavy has expressed his support. This would be an important first step towards improving the work climate for Faculty in Residence at UNLV.

Past Chair Arteaga concluded her report with the following remarks:

- It may come as a surprise, but four regents, of differing political persuasion, came up to me and thanked me for my words.
- But make no mistake: there is opposition at some levels at UNLV. As co-chair of the Ad Hoc committee on FIRs, I

have been in meetings in which I have heard, for example, that there is a concern that three-year contracts would require more work on the part of some administrators.

- Another concern is that there are details to be ironed out, such as the wording of the notice of non-reappointment.
- Finally, it was expressed that we should send out some kind of qualtrics poll to FIRs, because they might be against having three-year contracts, despite the fact that this issue appears as the top concern in the excellent report written by Ad Hoc Committee Report on Faculty-in-Residence Climate at UNLV, which you have all received. It was suggested instead that FIRs should be treated more nicely, which I personally think minimizes the real challenges faced by FIRs at UNLV.
- There are two paths we could take here. One, we could balk at this change for a hundred different reasons and do nothing, letting inertia reign. This is frankly usually what happens at UNLV. The other path would be for President Heavy to let people in administration know that three-year contracts for FIRs will become a reality and task them with making it happen this academic year. In sum, he needs to channel his inner Jean-Luc Picard, and "Make it so."

IX. DEI Report

Dr. Ikseon Suh, Chair of the DEI Committee, provided a detailed summary of race/ethnicity and gender data by faculty rank.

- Summarizing data from Fall 2024, ethnic/gender groups missing for Tenured Faculty are as follows:
 - African American - across all colleges except for College of Fine Arts and College of Education
 - Hispanic - across all colleges except for the College of Fine Arts, College of Liberal Arts, and the College of Urban Affairs
 - Asian - School of Law
 - Native American and Native Hawaiian or Pacific Islander - across all colleges
 - Female - College of Engineering
- Summarizing data from Fall 2024, gender/ethnic groups missing for Tenure-track Faculty are as follows:
 - African American - across all colleges except for College of Fine Arts and College of Education
 - Hispanic - across all colleges except for the College of Fine Arts, College of Liberal Arts, and the College of Urban Affairs
 - Asian - School of Law
 - Native American and Native Hawaiian or Pacific Islander - across all colleges
 - Female - College of Engineering
- Summarizing data from Fall 2024, ethnic/gender groups missing for Tenured Associate Faculty are as follows:
 - White - School of Law
 - African American - across all colleges except for College of Engineering, Libraries, College of Fine Arts, College of Liberal Arts, Lee Business School, Medical School, College of Education, and College of Urban Affairs.
 - Hispanic - across all colleges except for the Libraries, College of Fine Arts, College of Liberal Arts, Medical School, and the College of Education
 - Asian - School of Law and College of Fine Arts
 - Native American - across all colleges
 - Native Hawaiian or Pacific Islander - across all colleges except for the School of Integrated Health Sciences
 - Female - College of Engineering
- Summarizing data from Fall 2024, ethnic/gender groups missing for Tenured Full Faculty are as follows:
 - White - School of Nursing
 - African American - across all colleges except for School of Law, Libraries, College of Fine Arts, Lee Business School, and College of Education
 - Hispanic - across all colleges except for the College of Sciences, College of Engineering, School of Law, School of Public Health, and College of Urban Affairs
 - Asian - across all colleges except for School of Integrated Health Sciences, School of Law, Libraries, and College of Liberal Arts
 - Native American - across all colleges
 - Native Hawaiian or Pacific Islander - across all colleges except for the School of Integrated Health Sciences
 - Male - School of Nursing
- Summarizing data from Fall 2024, ethnic/gender groups missing for Assistant Faculty in Residence are as follows:
 - White - School of Dental Medicine, School of Law, College of Hospitality, and College of Education.
 - African American - across all colleges except for School of Nursing, College of Liberal Arts, Medical School, and College of Education
 - Hispanic - across all colleges except for School of Integrated Health Science and Medical School
 - Asian - School of Law, Honors College, College of Fine Arts, and College of Education
 - Native American - across all colleges

- Native Hawaiian or Pacific Islander - across all colleges
- Female - College of Engineering, School of Integrated Health Sciences, School of Dental Medicine Honors College, College of Hospitality, and College of Fine Arts
- Male - School of Law, College of Liberal Arts, and College of Education
- Summarizing data from Fall 2024, ethnic groups missing for Associate Faculty in Residence are as follows:
 - White - Lee Business School
 - African American - across all colleges except for School of Integrated Health, School of Public Health, and Medical School
 - Hispanic - across all colleges except for College of Liberal Arts, Lee Business School, Medical School, and College of Education
 - Asian - across all colleges except for School of Dental Medicine, School of Nursing, Medical School, and College of Education
 - Native American - across all colleges
 - Native Hawaiian or Pacific Islander - across all colleges
 - Female - Lee Business School
 - Male - School of Law, School of Public Health, and College of Education
- Summarizing data from Fall 2024, ethnic/gender groups missing for Full Faculty in Residence are as follows:
 - African American - across all colleges except for School of Dental Medicine and Medical School
 - Hispanic - across all colleges except for School of Nursing
 - Asian - across all colleges except for School of Dental Medicine, Lee Business School, and Medical School
 - Native American - across all colleges
 - Native Hawaiian or Pacific Islander - across all colleges
 - Female - College of Liberal Arts
 - Male - College of Sciences, School of Public Health, Lee Business School, and College of Education
- Summarizing data from Fall 2019 to Fall 2023, four ethnic groups stand out for male Tenured and Tenure track: (1) White, (2) Asian, (3) Hispanic, and (4) African American. A small percentage of faculty (less than 1%) are Native American and Native Hawaiian or Pacific Islander. International faculty has significantly increased since the Fall of 2022, exceeding African American hiring.
- Summarizing data from Fall 2019 to Fall 2023 four ethnic groups stand out for female Tenured and Tenure track. A small percentage of faculty (less than 1%) are Native American and Native Hawaiian or Pacific Islander. As for international faculty, this group lies behind female African American hirings.
- The distribution of faculty demographic across different ethnic groups for female Faculty in Residence is same as that of tenured and tenured track faculty.
- Summarizing data from Fall 2019 to Fall 2023, three ethnic groups stand out for male full-time Faculty in Residence: (1) Asian, (2) Hispanic, and (3) international faculty. A small percentage of faculty (less than 1%) are Native American and Native Hawaiian or Pacific Islander.
- Summarizing data from Fall 2019 to Fall 2023, four ethnic groups stand out for female Faculty in Residence: (1) White, (2) Asian, (3) Hispanic, and (4) African American. A small percentage of faculty (less than 1%) are Native American and Native Hawaiian or Pacific Islander.

Dr. Suh ended her presentation with the following final thoughts and questions for the Faculty Senate:

- Since 2019, there has not been a drastic change in faculty demographics across ethnic groups.
- Does UNLV want to achieve faculty ethnicity/racial proportions that would be similar to the ethnic/racial proportions of students?
- Can UNLV provide a systematic and accurate faculty demographic data collection within the institution?
- Is the UNLV faculty demographically diverse?
- What can the institution and each college or school do to promote a diverse faculty?

Questions/Comments:

- Senator Opfer: What do you mean by missing?
 - Dr. Suh: There are no faculty members of that ethnicity or gender within the rank.
 - Senator Opfer: The data is not accurate as I have individuals within my department in an ethnic group noted as missing.
- Vice Chair Kagan: I think there is missing and inaccurate data. Do you know the cause for the inaccuracy?
 - Dr. Suh: We did have issues with accurate records being provided by Human Resources. I am unclear of the issue.
 - Senator Robinson: We passed a policy a couple of years ago to provide us with accurate data. It has been sitting in the President's Office since.
 - Skip Crooker, Vice President of Decision Support: One of the issues is that when you start breaking down by colleges, the self-counts get smaller and most likely were removed. "Missing" most likely

means that the faculty numbers are less than five.

- Chair Kagan: Do we have aggregated data for the whole university?
 - Skip Crooker: Yes, we have this information as part of a national database.
 - Senator Houy: Although you can't post to a website, can you provide the numbers to the committee?
 - Skip Crooker: The data exists. Sharing would require Ericka Smith's (Vice President of Human Resources and Chief People Officer) approval.
- Senator Proga: Would it be possible to add a column of years in service to be able to see trends?
 - Skip Crooker: We do have hire data that could be used as a field.
- Senator Hassan: Can we have the student data so that we can compare it with the faculty data?
 - Dr. Suh: Yes, that is an excellent idea.

X. Chair's Report

Chair Roberts: It is important that faculty is well-represented in all committees. Senior Senators - Representatives are needed from each unit for university-level searches, one for the Provost role and one for the Chief Financial Officer role. We also need two Faculty Senate representatives for the Chief Financial Officer search.

We also have numerous vacancies for Graduate College Committees, College Committees, and Faculty Senate Committees. Elisa Watts will send a list to all Senior Senators.

Questions/Comments:

- Senator Williams: Do Graduate Committees need to be filled by Senators or can it be unit representatives?
 - Chair Roberts: It does not need to be a senator.
- Senator Kilker: Can Graduate Coordinators serve on Graduate Committees?
 - Chair Roberts: Yes - that is a good idea.
- Senator Proga: How many committees do we have?
 - Senator Robinson: 18 Faculty Senate Committees, 12 Graduate Committees, and several ad hoc committees.
- Senator Proga: Can we have a fact sheet on how often each committee meets?
 - Chair Roberts: That is difficult, as it depends on the committee's charge. Typically, the Graduate College committees meet monthly.

XI. Future Action Items

- Faculty Climate Survey
- Senate Bylaws and Constitution Update
- Sense of the Senate for FIR Three-Year Contracts

Questions/Comments:

- Senator Wainscott: What is the plan to move forward on the workload policy?
 - Senator Robinson: We need to approve in the Faculty Senate so that it can move to the unit level. The ECC needs to get together with the President/Provost to work out a joint process for creation of department workload policies.
 - Senator Pfannes: In the School of Nursing, we have put considerable effort into a unit workload policy. We are now in a holding pattern waiting for the university policy.

XII. New Business

None

XIII. Public Comment

None

XIV. Adjournment

Meeting adjourned at 1:55 p.m.

Bobbie Barnes, Secretary