

MINUTES OF THE UNLV FACULTY SENATE

Date: 04/14/2026

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

Senators Present: Cheryl Abbate, Rabea Alhosh, Djeto Assane, Bobbie Barnes, Wolfgang Bein, 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, Gina Gamble, Patrick Griffis, Neamat Hassan, Jason Hortin, Jill Humphrey, Alethea Inns, Margarita Jara, Lori Johnson, Tracy Johnson, Barry Kamen, Julian Kilker, Necole Leland, Scott Loe, Gilberto Murillo, Susanna Newbury, Michael Nussbaum, Rafael Oganessian, Neil Opfer, Jennifer Pfannes, Daniel Proga, Bill Robinson, An-Pyng Sun, Jesse Taylor, Craig Topple, Sue Wainscott, Dana Moran Williams, Monica Williams, Minnie Wood, Hassan Ziada

Senator Proxies: Bobbie Barnes for Amanda Belarmino; Sheila Bock for Kaitlin Clinnin; Patrick Griffis for Samantha Godbey; Julian Kilker for Yvonne Houy; Trey Curtis-Brown for Keoni Kins; Evelyn Johnson for Paysa Rhone; Bill Leavitt for Mahzarine Irani Rohani

Senators Absent: Kerie Francis, Isabel Herrera Pedro, Taro Ito, Tracy Spies, Alex Talonov

Executive Committee Leadership Present: Michael Kagan, Maria Roberts

Ex-Officio Present: Nic Irwin, Kate Korgan, Devin Lopez, Princessa Tolano for Kelechi Odunze

I. Call to Order

Meeting called to order by Chair Roberts at 12:05 p.m.

II. Public Comment

- Senator Dow: (1) CSUN held their elections last week and Kelechi Odunze was re-elected to serve as CSUN President. Princessa Tolano was also re-elected as CSUN Vice President. (2) This is Devin Lopez's last meeting as GPSA President. I want to thank him for his outstanding service. I am pleased to announce that Trey Curtis-Brown has been elected to serve as GPSA President for the 2026 - 2027 academic year.
- Senator Robinson: (1) I would also like to thank Devin for his efforts. Our last three GPSA Presidents - Nicole, Teresa Marie, and Devin have shown strong leadership. (2) We are holding Faculty Senate elections today. It used to be that newly promoted associate professors felt an obligation to serve in shared governance and the Faculty Senate. Through the years, we have lost this sense of obligation. I believe that this has occurred because deans and chairs are not making faculty feel like they are part of the organization. (3) I would like to see us replace the Campus and Fiscal Affairs Committee with a Staff Wellness Committee to examine benefits like PEBP and the Fast Clinic along with reestablishing a campus climate survey. For this survey to be effective, we need to ask the right questions. (4) UNLV did a student survey 20 years ago and the survey administrator stated that UNLV was the only institution he has ever worked with where the longer students were here, the less they liked us. We should reinstate this survey to capture the viewpoints of our current students. (5) I think that the Senior Senators need to do a better job with communicating with their faculty. (6) I feel the need to remind our tenured faculty that they need to serve in leadership roles. It is great to have so many FIRs serving on the Faculty Senate, but it is not a safe position for a FIR to serve in the Faculty Senate Chair role. Non-tenured Faculty Senate Chairs at other institutions have faced tenure and promotion challenges. That is why it is important for tenured faculty to consider serving as Chair.
- Devin Lopez, GPSA President: Thank you for the support you have provided me especially during the quarterly Board of Regents meeting. I am excited to hand off the reins to Trey Curtis-Brown.

III. Minutes of the March 10, 2026 meeting

Motion to Approve: Senator Wainscott; Second: Senator Carbajal

Unanimous verbal approval.

IV. Election of the 2026-2027 Senate Executive Committee

Vice Chair Nominee

- Senator Kilker

Secretary Nominee

- Senator Fonseca Cacho

At-Large Academic Faculty Nominees

- Senator Godbey
- Senator Hassan
- Senator Newbury
- Senator Wood

At-Large Administrative Faculty Nominee

- Senator Oganessian

Prior to the election vote, each candidate provided a brief presentation to the Senate.

Election Results For 2026 - 2027 Executive Committee

- Vice Chair: Senator Kilker - Urban Affairs
- Secretary: Senator Fonseca Cacho - Engineering
- Academic At-Large Member: Senator Newbury - Fine Arts
- Academic At-Large Member: Senator Wood - Nursing
- Administrative At-Large Member: Senator Oganessian - Office of Undergraduate Research

V. Chair's Report

Chair Roberts provided the following updates.

- I am pleased to provide a FAST Clinic update. Minor dependents will continue to be served at the FAST Clinic.
- Paperwork for Faculty in Residence three-year contracts has been submitted.
- The workload document is being reviewed to ensure all changes have been correctly made. It is also being reviewed to see if the entire document should be included as one, or if specifics should be included in a separate document.
- PEBP changes will be going into effect beginning July 1st. Virtual meetings are available to faculty to help staff understand the changes.
- A document is being drafted to allow Lecturers to automatically become Faculty in Residence after they have obtained their doctoral degree.
- Mini-DRAM funds will be allocated for one-time funding of prioritized items across colleges.
- Faculty members have addressed concerns of generative AI being used for annual evaluations. In speaking with Provost Korgan, she stated that there is currently no policy against it, but she will discuss concerns with the deans.
- The next Board of Regents Meeting is scheduled for April 17. At this meeting, the Board of Regents will consider approval of revisions to Title 4, Chapter 1, Section 4-5 of the Handbook related to production or inspection of records and requests for information by Regents. I have requested specifics from Chair Brooks.
- Senior Senators are working to fill Faculty Senate senator and committee roles.
 - Completed: Hospitality, Libraries, and Business
 - Partially Completed: Liberal Arts, Health Sciences, and Dental
 - No Results: Administrative Faculty, Education, Engineering, Fine Arts, Honors, Law, Medicine, Sciences, and Urban Affairs.

Please complete elections as soon as possible reporting results to the Faculty Senate Office (faculty.senate@unlv.edu).

- Results of At-Large Senator Roles are as follows:
 - Three-year role: Elaine Bunker
 - Two-year role: DeLyle Bowen
 - One-year role: Necole Leland

Questions/Comments:

- Senator Opfer: Can you provide additional detail on PEBP changes?
 - Senator Bubb: The original proposal was an 84% increase in premium. Upon investigation, it was discovered through the Nevada Faculty Alliance that there were missing documents, and the wrong workbook was provided. In the end, they were looking at nine possibilities. It was finally decided on a 27% increase over the next three years depending on the plan. Many constituents are upset with the

quickness of the decision as well as the oversight of \$100 million dollars. Many have expressed concerns and asking if we should look at another provider. It has a particular impact on lower salary employees.

- Senator Robinson: (1) It looks like we are pushing out the HMO. (2) We looked at other plans, but if NSHE pulled out of the agreement, employees in other state entities would pay more.

VI. Building an Engaged, Aligned, and High-Performing University Workforce

Dr. Kyle Ethelbah, Associate Vice President for Institutional Engagement and Experience, began his presentation stating that UNLV has broad challenges in communication, employee well-being and experience, collaboration, recognition, and leadership development. He noted that UNLV exhibits a high exchange norm (strong in external achievement and R1 identity) but a low communal norm (weaker internal collaboration and interaction). He attributed this partly to the hierarchical structure of the Nevada System of Higher Education (NSHE), which limits cross-unit collaboration. He provided the following information on the new office focused on engagement, experience, and belonging.

- Purpose: The Office of Institutional Engagement and Experience strives to foster conditions for a cohesive, welcoming, and engaging campus environment.
- Vision: A connected, motivated, and high-performing university community working toward shared goals.
- Goal: Create a more engaged, aligned, and high-performing university workforce by turning presidential and institutional priorities into consistent, practical experiences for employees across all units.
- Expanded Vision: A connected, values-driven institution where every employee understands how their work contributes to university goals to include fostering a motivated, agile, and high-performing culture.
- Desired Outcomes: Improved morale and retention, strengthened leadership capacity, enhanced communication and collaboration, and a fair, values-driven culture.
- The Office of Institutional Engagement and Experience will oversee the following: (1) Institutional Engagement and Experience Council (IEEC), (2) Oversight of Engagement Fund, (3) Administration - Affinity/Employee Resource Groups, (4) Professional Development Series, (5) communication, (6) leadership development, and (7) employee experience.
- The office will not handle grievances or issues better suited for Title IX, Employee Resources, HR, or the Ombuds.
- A hub and spoke model will be used with member units include the following:
 - All academic units
 - President's Advisory Council
 - Business Affairs
 - Faculty Senate
 - Classified Staff Council
 - Administrative Faculty Committee
 - Human Resources
 - Philanthropy
 - Academic Affairs
 - Student Affairs
 - Brand Marketing and Communications
 - Athletics
 - Government and Community Relations
 - University Police Department
 - Economic Development and Research
- Timeline and Phases:
 - Phase 1 (0 - 6 months): Coordinating council, alignment, communication framework, initial data baseline.
 - Phase 2 (6 - 12 months): Program development, consistent experience rollout.
 - Phase 3 (12 - 18 months): Leadership maturity, collaboration networks.
 - Phase 4 (Ongoing): Continuous improvement, dashboard refinement, annual review.
- Office will be using Kotter's Eight Steps to Culture Change in four key areas: (1) Collaborate with campus units to provide professional development opportunities that support well-being, collaboration, and leadership development. (2) Oversee the distribution of resources to fund initiatives that support and foster collaboration and connection to the UNLV community. (3) Provide guidance and direction to university leadership through the cross-unit Institutional Engagement and Experience Council (IEEC). (4) Provide guidance and administrative support to affinity groups at the university.
- We need your input and advice! Contact information and resources can be found at unlv.edu/president/initiatives/engagement

Questions/Comments:

- Unidentified Senator Online: How do I form a faculty affinity group at my college?
 - Dr. Ethelbah: Please go to our website (unlv.edu/president/initiatives/engagement) and click on Affinity Groups for guidance.

- Senator Opfer: How do you measure success? I have worked for a Fortune 500 companies and have seen these programs come and go. As such, I am a bit cynical.
 - Dr. Ethelbah: The result we are looking for is belonging. We have data from previous surveys including the “Great Colleges to Work For”, which will form the basis for our conversations. For me personally, I want to see individuals who represent different backgrounds feel connected and have their voices heard.
- Senator Robinson: We have deans that discourage individuals from getting involved or make the decision that a female candidate gets a lower salary offer. How are you going to hold the deans accountable?
 - Dr. Ethelbah: These are good questions to guide the conversations we are going to have.
- Vice Chair Kagan: The prior DEI program was legitimately criticized for “check in the box” programming versus real accountability. With the external pressure to dismantle DEI programs, there is a perception that UNLV is walking away from these programs. An emphasis on process and conversations reinforces that perception. By April of next year, I hope we have concrete answers, not just continued conversations.
 - Dr. Ethelbah: Thank you for your comments. I am committed to having concrete items by April 2027. Having been a person who has felt left out, I want to make sure that I pull individuals into the conversation. We need a system that says, “us all together”. That may be naïve, but we won’t know if we don’t try.

VII. Faculty Dashboard

Dr. Ikseon Suh and Dr. Katrina Liu, members of the Diversity, Equity, and Inclusion Committee, provided the following demographic and salary information. Skip Crooker, Vice Provost of Decision Support, was recognized for designing the Faculty Dashboard and providing access to salary and demographic data.

- The objective of the committee’s work was three-fold: (1) Analyze faculty demographics and salary distribution across colleges and schools. (2) Identify racial, gender, and rank-based inequalities. (3) Present a demo of faculty dashboard.
- The Faculty Dashboard consists of two categories, Diversity Metric Visualizations and Salary providing data on academic and administrative faculty from 2019 - 2024 across colleges. Please see charts below.

Chart One: Graph of Ethnicity and Diversity Index

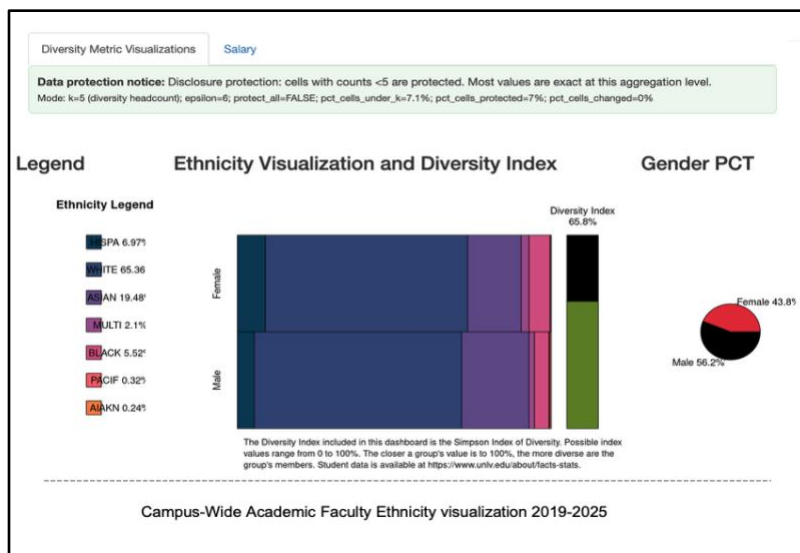


Chart Two: Across College Demographic and Salary Overview

Unit	Dominant Race	Gender Majority	Salary Concentration	Top Salary (\$200K+) Representation
Education	White (59.4%)	Female (59.1%)	\$50K–\$100K	White only
Fine Arts	White (75.7%)	Male (65.3%)	\$50K–\$100K	White only
Sciences	White (65.9%)	Male (73.4%)	\$50K–\$150K	White and Asian; 100% male
Engineering	White (48.39%)/Asian (44.96%)	Male (84.9%)	\$100K–\$150K	100% male, White, Asian, and Hispanic

Unit	Dominant Race	Gender Majority	Salary Concentration	Top Salary (\$200K+) Representation
Liberal Arts	White (74.6%)	Slight Male (52.3%)	\$50K–\$100K	Very limited; mostly White
Business	White (72.6%)	Male (75.9%)	\$150K–\$200K	White males only
Honors	White (89.7%)	Male (56.9%)	\$50K–\$100K	Missing Salary Data by gender and by race/ethnicity
Medicine	White dominant	Male (73.6%)	\$150K–\$250K	White males dominate
Libraries	White (70%)	Female (77.5%)	\$50K–\$150K	\$150K-200K White only
Health Sciences	White (School of Nursing: 60%, School of Public Health: 61.4%, School of Integrated Health Sciences: 72.3%)	School of Nursing: Female (85%) School of Public Health: Male (53%) School of Integrated Health Science: Equal overall but only 1% female at Professor Rank	\$50K–\$150K	White and male dominate
Dental	White (61.8%)	Male (56.4%)	\$100K-\$200K	White dominate
Law	White (77.08%)	Female (55.4%)	\$150K-\$200K	\$250K+ Male and White dominate

Chart Three: Salary Inequality by Demographics (Generalized Patterns)

Category	Lower Salary (\$0–100K)	Mid Salary (\$100K–200K)	Top Salary (\$200K+)
White Faculty	Present but less concentrated	Strong presence	Dominant group
Black Faculty	Highly concentrated	Limited presence	Near-zero representation
Hispanic Faculty	Concentrated	Presence mid-level	Rare at top
Asian Faculty	Mixed (varies by college)	Strong mid-level	Limited top access
Female Faculty	Overrepresented	Moderate presence	Underrepresented
Male Faculty	Less concentrated	Strong presence	Dominant group

- Key inequality finding include:
 - Racial inequality:
 - White faculty dominate top ranks and salaries across all colleges.
 - Black, Hispanic, and Multiracial faculty are concentrated in lower salary tiers and nearly absent in \$200K+ brackets. There are some exceptions with Asian faculty perform better in Sciences and Engineering but still limited at top.
 - Gender inequality:
 - Male-dominate with high-paying roles, even in female-majority units to include Libraries and Nursing where there is more high female representation, but male faculty dominate the top salaries.
 - Females are overrepresented in Lecturer/Instructor roles and underrepresented in Professor roles.

- Clear salary stratification by race and gender with white males as top earners (\$200K - \$500K+), minoritized capped below \$150K in most cases, and females clustered in lower bands.
- Diversity issues include:
 - Several colleges show systemic lack of representation including Honors College at 89.66% white and Engineering with a very low Black/Hispanic representation.
 - Missing representation across colleges for AI/AN, Pacific Islander, Multiracial often at 0% or near-zero
- Rank-level structural problems:
 - Top Rank (Professors / High Earners): Least diverse, white and male dominated, and minoritized and females have limited representation.
 - Middle Rank (Associate/Assistant): Most diverse, but possible promotion bottleneck.
 - Lower Rank (Lecturer/Instructor): Most diverse, but lowest pay, limited mobility, and heavily female.
- Overall Conclusion: Across all colleges, the data reveals a consistent institutional pattern of diversity increases downward (lower ranks) and rank and salary increase upward (but diversity decreases). This creates a classic class ceiling (gender), racial stratification, and salary inequity pipeline.
- Data issues:
 - We currently do not have salary data subsets by rank and ethnicity/race with gender breakdown.
 - Also lack salary data subsets (by rank and ethnicity/race with gender breakdown) for instructors and lecturers in most colleges.
- DEI Committee Thoughts:
 - Faculty dashboard should be accessible to all for transparency. If this is not feasible, *faculty senators* should share dashboard information within their respective colleges/schools and across units to facilitate discussion.
 - Initiate discussions regarding potential barriers that minoritized faculty face in advancing to higher income brackets and senior faculty ranks.

Questions/Comments:

- Nic Irwin: Does salary in the charts include stipends?
 - Skip Crocker: No, it does not.
- Senator Wainwright: I am concerned that on the committee list, Libraries is showing vacant as we elected a representative.
- Senator Hassan: I am supposed to be on this committee, but have received inconsistent messaging as to the meeting schedule
- Senator Conley: Did you consider age? I think that would be important to include.
 - Dr. Suh: No, we did not.
- Senator Robinson: Will this presentation be available to senators?
 - Elisa Watts: It is currently in the Senator drive.
- Senator Newbury: How was the salary calculated?
 - Dr. Suh: It is an average.
- Vice Chair Kagan: This data needs a longitudinal context. If the university primarily hired white men 20 years ago and has since corrected hiring patterns, the current rank distribution may reflect historical hiring rather than current. Ongoing monitoring of retention and advancement rates is critical.
- Provost Korgan: This is an important conversation to have. I would like to redo the analysis to include more variables to tell an accurate story.
- Senator Robinson: We also need to look at retention data. When we examine this previously, only 1/3 of faculty in minority categories and 40% of females received tenure, while males had a 70% tenure rate.
 - Vice Chair Kagan: Can we look at historical hiring statistics on race and gender? We need more information to interpret.
 - Dr. Liu: Yes, using longitudinal data would be helpful.
- Dr. Suh: Would it be possible for senators to obtain hire information from your colleges?
 - Vice Chair Kagan: That would not be possible.
 - Senator Robinson: Human Resources would need to provide the information.
 - Provost Korgan: Can we push pause and have this conversation with Human Resources, IT, and Decision Support? This is important and we need to have confidence in the data.
 - Dr. Suh: Perhaps present in the Fall.
 - Provost Korgan: Yes, that would be possible.
- Dr. Suh: Question for Provost Korgan or Skip Crocker - Can senators have access to the dashboard.
 - Skip Crocker: Providing direct access would raise concerns about identifiable data in small cell sizes (five or fewer individuals).
 - Provost Korgan: While we can't provide access to the dashboard due to confidentiality, we can make the information transparent.

VIII. Future Action Items

- Chair Roberts: There is an information item regarding a proposed amendment to UNLV Bylaws, Chapter 1, Section 2.3.3. The amendment would clarify that the Office of the President is responsible for keeping Chapter 1, Section 3 (the organizational structure of UNLV) up to date based on changes made at the Board of Regents or university level. The current bylaws list all colleges and departments, but these are not being updated when organizational changes are approved. For example, the Kirk Kerkorian School of Medicine is not reflected. This creates issues for accreditation and audits. The amendment removes the need for a formal bylaw amendment each time an organizational change is approved. This is an informational item only; a vote will take place at the next meeting.

Proposed bylaw text change: 2.3.3 Changes in Organization of UNLV. Formal changes in Chapter I, Section 3 are not considered amendments to this document. Such changes become effective by ratification by the Board of Regents in accordance with established procedures. The Office of the President shall have the responsibility of updating Chapter 1, Section 3 on an as needed basis.

IX. New Business

- Senator Griffis: Libraries would like to be included on the May agenda to provide information on Dreamscape Learn.

X. Public Comment

- Vice Chair Kagan: I appreciate all who ran for the Executive Committee. I am looking forward to working with you all next year.

XI. Adjournment

Meeting adjourned at 1:45 p.m.

Bobbie Barnes, Secretary