

# BULLETIN 19-4

**Committee to Conduct a Study Concerning the Cost  
and Affordability of Higher Education**  
AB 202 (Chapter 150, *Statutes of Nevada 2017*)



**Legislative Counsel Bureau**

**SEPTEMBER 2018**



**COMMITTEE TO CONDUCT A STUDY CONCERNING THE COST AND  
AFFORDABILITY OF HIGHER EDUCATION**

Assembly Bill 202  
(Chapter 150, *Statutes of Nevada 2017*)

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**Assembly Bill 202**  
**(Chapter 150, *Statutes of Nevada 2017*)**

**Section 1.**

1. The Legislative Commission shall appoint a committee to conduct an interim study concerning the cost and affordability of higher education in the State of Nevada for students.

2. The committee must be composed of:

(a) Two voting members of the Legislature appointed by the Majority Leader of the Senate;

(b) Two voting members of the Legislature appointed by the Speaker of the Assembly;

(c) One voting member of the Legislature appointed by the Minority Leader of the Senate;

(d) One voting member of the Legislature appointed by the Minority Leader of the Assembly;

(e) One nonvoting member of the general public who is a faculty member in the Nevada System of Higher Education appointed by the Chair of the Legislative Commission from among the names of nominees submitted by the Board of Regents of the University of Nevada pursuant to subsection 3; and

(f) One nonvoting member of the general public who is a student enrolled in the Nevada System of Higher Education appointed by the Chair of the Legislative Commission from among the names of nominees submitted by the Board of Regents of the University of Nevada pursuant to subsection 3.

3. The Board of Regents of the University of Nevada shall submit to the Legislative Commission the names of at least three:

(a) Faculty members in the Nevada System of Higher Education qualified for membership on the committee.

(b) Students enrolled in the Nevada System of Higher Education qualified for membership on the committee.

4. The Speaker of the Assembly shall appoint a Chair and a Vice Chair of the committee.

5. The committee shall consult with and solicit input from persons and organizations with expertise in matters relevant to the cost of higher education in this State and funding methods for higher education in this State.

6. The committee shall submit a report of its findings, including, without limitation, any recommendations for legislation, to the 80<sup>th</sup> Session of the Nevada Legislature.



## EXECUTIVE SUMMARY

The Committee to Conduct a Study Concerning the Cost and Affordability of Higher Education was established per the enactment of [Assembly Bill 202](#) in 2017. The Committee was comprised of six legislators, three from each house, and two nonvoting members, one who is a faculty member in the Nevada System of Higher Education (NSHE) and one who is a student enrolled in NSHE. Per the enabling legislation, the Legislative Counsel Bureau and NSHE were charged with providing administrative and technical assistance to the Committee as requested by the chair.

The Committee held four meetings during the 2017–2018 Interim. All four meetings were held in the Legislative Building in Carson City, Nevada, with videoconferencing to the Great Basin College in Elko, Nevada, and the Grant Sawyer State Office Building in Las Vegas, Nevada. Each meeting focused primarily on specific areas as follows:

1. March 22, 2018—Affordability and costs of higher education;
2. April 17, 2018—Programs of higher education;
3. May 8, 2018—Compensation for faculty; and
4. June 4, 2018—Final work session.

This was a multifaceted study regarding the cost and affordability of higher education. To this end, the Committee studied programs, policies, and funding to make higher education more financially accessible to residents of this state. The Office of Economic Development and the Office of Workforce Innovation, within the Office of the Governor, participated along with NSHE in the Committee’s evaluation of the need for higher education programs to ensure economic progress and workforce development in Nevada. The system of compensation for faculty was carefully reviewed in order to recruit and retain quality faculty that will further programs of higher education and research. At its final work session, the Committee voted on recommendations for bill draft requests (BDRs), letters, and statements for the Committee’s final report.

The Committee voted to forward four recommendations as BDRs to the 80<sup>th</sup> Session of the Nevada Legislature in 2019, addressing the following topics: (1) professional employee and faculty compensation; (2) the Governor Guinn Millennium Scholarship (GGMS) Program; (3) creating a new state-funded grant program for qualified students enrolled in universities within NSHE; and (4) the Silver State Opportunity Grant (SSOG) Program.

## SUMMARY OF RECOMMENDATIONS

This summary presents the recommendations approved by the Committee to Conduct a Study Concerning the Cost and Affordability of Higher Education at its June 4, 2018, meeting. The Committee voted to forward four recommendations as BDRs to the 80<sup>th</sup> Session of the Nevada Legislature in 2019, send several letters expressing support for a specific issue or encouraging certain action, and include several statements in the Committee’s final report.

During the drafting process, specific details of the following proposals for legislation and letters may be further clarified by staff in consultation with the chair or others, as appropriate.

### **Recommendations for Legislation**

1. The Committee voted to request legislation to establish the structure for a comprehensive and sustainable faculty compensation system, including regular in-rank salary increases. The BDR should address compression in faculty salaries in order to promote the recruitment and retention of high-quality faculty for NSHE.

The intent of the legislation would be that if the Board of Regents of the University of Nevada and NSHE do establish a compensation plan for its professional employees, in line with statutory parameters and with certain reporting requirements, then the additional cost of the in-rank salary increases would be part of the cost of continuing NSHE's operations at the current level of service, rather than as an enhancement or separate line item for the purpose of creating the *Executive Budget*. The legislation should continue to allow institutional flexibility according to the needs of research universities, two-year colleges, four-year universities, the state college, the Desert Research Institute, and other statewide programs, with oversight by the Board of Regents explicitly authorized by statute. **(BDR –382)**

2. The Committee voted to request legislation to revise statutory provisions concerning the GGMS Program to:
  - a. Establish one grade point average (GPA) for all students in all semesters that they receive the GGMS, as a requirement to maintain eligibility for the GGMS. To do so, the Committee voted to increase the first-year GPA from 2.60 to 2.75, which is the current GPA requirement for students in their second and subsequent years;
  - b. Revise the “two strikes” provision in Section 5 of [Nevada Revised Statutes \(NRS\) 396.934](#) to provide that a student may continue to receive the GGMS in the student's succeeding semester of enrollment after failing to meet the continuing eligibility requirement during a semester of enrollment, since more students may fail to meet the increased GPA requirement. However, if the student fails to meet the requirements during a second semester at any time during the student's enrollment, the student is no longer eligible for the GGMS; and
  - c. Propose an effective date of July 1, 2020, for these revisions to provide students and institutions adequate notice of the change in the GPA requirements. The proposed revisions in the eligibility requirements would be applied to all students in the GGMS program on July 1, 2020. **(BDR –383)**
3. The Committee voted to request legislation to establish a separate, state-funded grant program for qualified students enrolled in universities within NSHE with a similar structure and qualifications as the SSOG Program ([NRS 396.950](#) through [396.960](#)). **(BDR –384)**

4. The Committee voted to request legislation to revise statutory provisions concerning the SSOG Program as follows:
  - a. Expand eligibility to students enrolled in 30 credits in an academic year utilizing fall, spring, and summer terms. Currently, under [NRS 396.952](#), to be eligible for the SSOG, a student must enroll in at least 15 credit hours each semester (fall and spring semesters only);
  - b. Amend NRS 396.952 to allow students to enroll in fewer than 30 credit hours in the final academic year of his or her program of study and remain eligible for the program;
  - c. Include in the report to the Legislature relevant to the SSOG, per [NRS 396.960](#), credit load data indicating how students met the 30 credit hour requirement each academic year. **(BDR –385)**

#### **Recommendations for Committee Letters and Statements in the Committee’s Final Report**

5. The Committee voted to send a letter to the Governor, Board of Regents, chairs of the Senate Committee on Finance and the Assembly Committee on Ways and Means, and legislative leadership, and include a statement in the Committee’s final report encouraging the development of plans and options to:
  - a. Support the Board of Regents’ efforts to revise the faculty compensation structure, creating a competitive but sustainable compensation system that addresses salary compression and provides for in-rank salary advancement;
  - b. Support the allocation of State General Fund appropriations to address professional compensation, including in-rank salary adjustments, in addition to student registration fees, miscellaneous student fees, nonresident tuition charges, and state-allocated revenues;
  - c. Support regular funding in every fiscal year (FY) for in-rank salary advancement for NSHE professional employees at a level comparable, as a percentage of the total personnel budget, to funding for the in-grade steps for classified personnel in the state; and
  - d. Fund a one-time, base-pay salary adjustment in FY 2019–2020 to partially address equity, salary compression, and inversion issues.

It should be noted that an independent study was conducted for the Board of Regents, and the findings of the study were later presented to the Committee during its May 8, 2018, meeting. Gallagher Benefit Services, Inc., testified the one-time costs to address this issue could total as much as \$38.4 million for administrative faculty and \$49 million for academic faculty.

6. The Committee voted to send a letter to the Board of Regents recommending that each NSHE educational institution participate in the American Association of University Professors’ annual faculty compensation survey, in order to provide valid comparative salary data year after year.

7. The Committee voted to send a letter to the Governor, Board of Regents, chairs of the Senate Committee on Finance and the Assembly Committee on Ways and Means, and legislative leadership supporting the concept of an increased/shared grant writing and management infrastructure for Nevada's community and state colleges for the purpose of obtaining private and federal grant funding.
8. The Committee voted to send a letter to NSHE encouraging its promotion of various student loan forgiveness programs, perhaps coupled with public service for rural and underserved populations.
9. The Committee voted to send a letter to the Governor, Board of Regents, chairs of the Senate Committee on Finance and the Assembly Committee on Ways and Means, and legislative leadership indicating that the Committee sees the need for dedicated, permanent funding for the GGMS Program and supports its continuation.
10. The Committee voted to send a letter to local school districts encouraging them to ensure each district policy on mentoring better coincides with the mentoring provisions required of Nevada Promise Scholarship recipients.
11. The Committee voted to send a letter to the United Way of Northern Nevada and the Sierra and similar service organizations encouraging such institutions to make available for students age-appropriate volunteer opportunities that do not conflict with school schedules.
12. The Committee voted to send a letter to the 2017–2018 Interim Legislative Committee on Education (LCE) noting that at the March 22, 2018, meeting of the Committee to Conduct a Study Concerning the Cost and Affordability of Higher Education, NSHE institution representatives provided detailed testimony related to the Nevada Promise Scholarship. The feedback from the institutions may be helpful if any statutory revisions to the scholarship are contemplated by the LCE for the 2019 Legislature.
13. The Committee voted to send a letter to the Governor, Board of Regents, chairs of the Senate Committee on Finance and the Assembly Committee on Ways and Means, and legislative leadership expressing the Committee's support for increased funding for the Nevada Regents' Service Program, which is the only state-supported work study program in NSHE.
14. The Committee voted to include a statement in its final report supporting increased outreach and education to students and parents regarding the value of training for middle skills jobs. Middle skills jobs require more than a high school education but less than a four-year college degree. According to testimony, there is a gap of roughly 28,000 workers in middle skills jobs in the state, and community colleges play a vital role in addressing this gap. Some examples of middle skills jobs include: electrical and electronic engineering technicians, mechanical engineering technicians, medical and clinical laboratory technicians, licensed practical and licensed vocational nurses, web developers, and welders.
15. The Committee voted to include a statement in its final report expressing support for increased development of youth apprenticeship programs for students in Nevada.

16. The Committee voted to include a statement in the Committee’s final report supporting improvements to the health workforce supply in Nevada. Mary Tabor Griswold, Ph.D., Health Services Research Analyst, Office of Statewide Initiatives, University of Nevada, Reno, School of Medicine, suggested the following policy levers for such improvements:
  - a. Introduce students to health career opportunities through associated K–12 pipeline programs and the work of National Area Health Education Centers Organization (developed by the United States Congress in 1971 to recruit, train, and retain a health professions workforce committed to underserved populations);
  - b. Expand awareness of state and federal scholarships and student loan repayment programs to students, especially the National Health Service Corps, Health Resources and Services Administration, United States Department of Health and Human Services (offers loan repayment and scholarships to primary care providers and students); and
  - c. Increase state and federal support for graduate medical education, a targeted residency, and fellowship program development.
17. The Committee voted to include a statement in the Committee’s final report to encourage future legislatures and governors to consider the demands that will be placed on community colleges and other higher education institutions to educate the workforce when providing tax abatements for companies to encourage economic development.

## I. INTRODUCTION

The Committee to Conduct a Study Concerning the Cost and Affordability of Higher Education was established per the enactment of [AB 202](#) in 2017. The Committee was comprised of six legislators, three from each house, and two nonvoting members, one who is a faculty member in NSHE and one who is a student enrolled in NSHE.

The Committee was responsible for a multifaceted study regarding the cost and affordability of higher education to be conducted during four meetings. Each meeting focused primarily on specific areas as follows:

### 1. [March 22, 2018](#)—Affordability and Costs of Higher Education

Presentations at this first meeting were intended to give Committee members a comprehensive understanding of: (1) the budget and funding sources for NSHE; (2) the Board of Regents' Strategic Plan Goals; (3) existing state-supported scholarship programs; and (4) other states' approaches to the affordability of higher education. The presentations addressed many of the key issues that the Committee was tasked to study, including:

- The affordability of higher education for a student in this state compared to other states;
- The average cost of higher education for a student relative to the average income earned by a student;
- The distribution of legislative appropriations and student fee revenues at each institution of NSHE;
- Options for the creation of a need-based grant program for university students; and
- Any funding, policies, and programs that may make higher education more financially accessible to residents of this state, including, without limitation, an examination of the factors contributing to the current cost of higher education and ways to address them.

### 2. [April 17, 2018](#)—Programs of Higher Education

Presentations at the second meeting were intended to evaluate: (1) economic development goals and efforts coupled with workforce development goals; and (2) efforts for the State of Nevada, including the role of NSHE and an overview of the health workforce supply in the state. Specifically, AB 202 tasked the Committee to:

- Examine and evaluate the need in this state for existing and potential programs of higher education to ensure economic progress and development and workforce development within this state and ensure that the educational needs of its residents are being met; and
- Identify areas of study that are of high priority and where needs are not currently being met, including, without limitation, the areas of nursing and teaching.

3. [May 8, 2018](#)—Compensation and Benefits for Faculty

Presentations at the third meeting included a discussion on teacher vacancies in Nevada, as this information was not presented to the Committee during its second meeting when discussing needs that are not currently being met. The majority of the meeting was focused on faculty compensation and benefits, and additional information on the distribution of student fee revenues was provided by NSHE.

Assembly Bill 202 charged the Committee to examine whether the system of compensation for faculty at each NSHE institution is appropriate in order to recruit and retain quality faculty that further programs of higher education and research.

4. [June 4, 2018](#)—Final Work Session

At the fourth and final meeting, Committee members considered various suggestions related to: (1) the creation of a standing legislative committee or subcommittee related to higher education; (2) economic and workforce development programs; (3) financial aid and scholarships, including the GGMS Program, the SSOG, and the Nevada Promise Scholarship; (4) grant writing and management support for community and state colleges; (5) the Nevada Regents' Service Work Study Program; and (6) professional employee and faculty compensation. The Committee voted on various recommendations to the Board of Regents of the University of Nevada, the Governor, and the Legislature with parameters established by the enabling legislation as follows:

- To address findings relating to the affordability and programs of higher education, including, without limitation, where long-term investments should be made to improve affordability and address workforce needs; and
- For the efficient and effective operation of higher education in Nevada if the state is to progress economically and socially.

The Committee voted to forward four recommendations as BDRs to the 80<sup>th</sup> Session of the Nevada Legislature in 2019, send several letters expressing support for a specific issue or encouraging certain action, and include several statements in the Committee's final report. Please see the [Summary of Recommendations](#) for the complete list of approved recommendations.

All four meetings were videoconferenced to three locations. The primary location was the Legislative Building in Carson City with simultaneous videoconferencing to the Grant Sawyer State Office Building in Las Vegas and Great Basin College in Elko.

More information about the Committee's activities—including minutes, recordings of meetings, and copies of presentations and other exhibits—may be accessed on the Legislature's website for the [2017–2018 Interim](#).

## II. BACKGROUND

On March 22, 2018, Thom Reilly, D.P.A., Chancellor, NSHE, provided a presentation to the Committee, titled “[Public Higher Education in Nevada](#),” in which he noted that total enrollment at all NSHE institutions in the fall of 2017 was 109,304 students, an increase of 1.1 percent from total enrollment of 108,101 in the fall of 2007. Dr. Reilly noted that one of the five strategic plan goals of the Board of Regents is to increase participation in postsecondary education.

Later at the same meeting, another presentation, “[Cost and Affordability: Nevada and the West](#),” by Christina Sedney, Senior Policy Analyst, Western Interstate Commission for Higher Education, included data showing that resident undergraduate tuition and fees at four-year institutions in Nevada increased by 52 percent from 2007 to 2017. Ms. Sedney pointed out in her presentation that the cost of higher education in Nevada is relatively low compared to other western states; however, the cost is rising more rapidly than increases in household income.

Also on March 22, Dustin Weeden, Senior Policy Analyst, State Higher Education Executive Officers Association, noted in his presentation, “[State Support for Higher Education](#),” that net tuition, as a percentage of public higher education’s total educational revenue, had increased from 21.6 percent to 38.1 percent from FY 2006–2007 to FY 2016–2017. These were three of many presentations at the first meeting of the Committee that established the background for the Committee’s focused study.

[Assembly Bill 202](#) tasked the Committee with studying various issues related to higher education. Previous interim studies, legislation, and a faculty compensation study commissioned by NSHE all provided some basis for the myriad issues to be reviewed:

1. The 2003 Legislature enacted [Assembly Bill 203](#) to create the [Committee to Evaluate Higher Education Programs](#). The Committee was tasked with a similar review of programs to update the study from approximately 15 years ago.
2. Assembly Bill 202, as introduced, would have expanded the SSOG Program, codified in [NRS 396.950](#) through [396.9685](#), to qualified students enrolled in universities within NSHE. However, that provision was eliminated before the final passage of AB 202, instead allowing for an examination of options for the creation of an additional need-based grant program.
3. The Human Resources and Compensation Consulting group of Gallagher Benefit Services, Inc. was contracted by NSHE to perform a review of base compensation for faculty and staff at its institutions. Shortly after the findings of this [study](#) were released and presented to the Board of Regents, the consultant presented the findings to the Committee on May 8, 2018.

### III. DISCUSSION OF TESTIMONY AND RECOMMENDATIONS

At its final meeting and work session on June 4, 2018, the Committee approved a total of 17 proposed actions for legislation, letters, or statements to include in its final report. Additional information regarding all recommendations considered is available in the Committee's Work Session Document at: <http://www.leg.state.nv.us/App/InterimCommittee/REL/Document/12060>.

Additional background for the Committee's work related to the four bill drafts requested follows.

#### A. Faculty Compensation

##### *Recommendation No. 1*

On May 8, 2018, the Committee heard presentations regarding faculty compensation, merit, and stipend award practices. Testimony indicated that professional merit funding at 2.5 percent of eligible salaries per year had been approved by the Legislature and the Governor for NSHE staff in only one FY since FY 2008–2009, and that was in FY 2014–2015. At the May 8 meeting, Crystal Abba, Vice Chancellor, Academic and Student Affairs, NSHE, testified in her capacity as the cochair of the NSHE Salary Study Working Group, along with Brooke A. Nielsen, Esq., former Vice Chancellor and fellow cochair. Ms. Abba provided some background for the scope of the faculty compensation study for which NSHE hired a consultant.

Jim Fox, Managing Director, Gallagher Benefit Services, Inc., gave an overview of the faculty compensation study, and he confirmed that the cost to address pay compression within NSHE is estimated at \$90 million per year, plus cost of living adjustments and any portion for merit. Pay compression occurs when the difference in pay between employees, regardless of their skills or experience, is very small, and long-standing pay compression may lead to widespread employee dissatisfaction.

The Committee voted to request legislation to establish the structure for a comprehensive and sustainable faculty compensation system, including regular in-rank salary increases. The BDR should address compression in faculty salaries in order to promote the recruitment and retention of high-quality faculty for NSHE.

The intent of the legislation would be that, if the Board of Regents and NSHE do establish a compensation plan for its professional employees, in line with statutory parameters and with certain reporting requirements, then the additional cost of the in-rank salary increases would be part of the cost of continuing NSHE's operations at the current level of service, rather than as an enhancement or separate line item for the purpose of creating the *Executive Budget*. The legislation should continue to allow institutional flexibility according to the needs of research universities, two-year colleges, four-year universities, the state college, the Desert Research Institute, and other statewide programs, with oversight by the Board of Regents explicitly authorized by statute. (BDR –382)

## **B. Governor Guinn Millennium Scholarship Program**

### *Recommendation No. 2*

On March 22, 2018, Crystal Abba, previously identified, gave a presentation to the Committee, titled “[College Affordability and the Governor Guinn Millennium Scholarship and the Silver State Opportunity Grant](#),” during which she mentioned that the different GPA needed by a student during the first academic year versus the second and subsequent years to maintain eligibility for the GGMS is very confusing. She noted this is something the Committee might want to simplify through legislation.

Prior to the Committee’s work session on June 4, NSHE submitted proposed language that was approved by the Committee to revise statutory provisions concerning the GGMS Program to:

1. Establish one GPA for all students in all semesters that they receive the GGMS, as a requirement to maintain eligibility for the GGMS. To do so, the Committee voted to increase the first-year GPA from 2.60 to 2.75, which is the current GPA requirement for students in their second and subsequent years;
2. Revise the “two strikes” provision in Section 5 of [NRS 396.934](#) to provide that a student may continue to receive the GGMS in the student’s succeeding semester of enrollment after failing to meet the continuing eligibility requirement during a semester of enrollment, since more students may fail to meet the increased GPA requirement. However, if the student fails to meet the requirements during a second semester at any time during the student’s enrollment, the student is no longer eligible for the GGMS; and
3. Propose an effective date of July 1, 2020, for these revisions to provide students and institutions adequate notice of the change in the GPA requirements. The proposed revisions in the eligibility requirements would be applied to all students in the GGMS Program on July 1, 2020. **(BDR –383)**

It should be noted that one of the Committee letters approved during the final work session (see the [Summary of Recommendations](#)) also addressed the GGMS, and it was in response to concerns raised by Grant Hewitt, Chief of Staff, Office of the State Treasurer, during his presentation entitled “[Gov. Guinn Millennium Scholarship Program: Projected Fund Balance](#).” Mr. Hewitt noted that the GGMS will require an appropriation of approximately \$42 million for the 2019–2021 Biennium to remain solvent. Specifically, a shortfall of \$11.7 million is projected for spring semester of 2020 and \$30 million for FY 2020–2021. The amount is based on projections assuming 6.5 percent growth annually; however, he noted the program actually experienced 8 percent growth from FY 2016–2017 to FY 2017–2018. Mr. Hewitt further noted the need for a permanent funding stream for the GGMS in addition to the tobacco settlement funds and the unclaimed property transfers, which account for approximately \$15.7 million or \$15.8 million and \$7.6 million each year respectively.

### C. Need-Based Scholarship Program for University Students

#### *Recommendation No. 3*

On March 22, 2018, Sarah Pingel, Ed.D., Senior Policy Analyst, Education Commission of the States, presented various state approaches to [need-based state financial aid](#). The 2015 Legislature enacted [Senate Bill 227](#) to create the SSOG Program to provide need-based aid to eligible students who are enrolled in NSHE's community colleges and state college; however, students enrolled in NSHE's two universities are not eligible for the SSOG.

The Committee voted to request legislation to establish a separate, state-funded grant program for qualified students enrolled in universities within NSHE with a similar structure and qualifications as the SSOG Program ([NRS 396.950](#) through [396.960](#)). **(BDR –384)**

### D. Silver State Opportunity Grant Program

#### *Recommendation No. 4*

During Ms. Abba's [presentation](#) on March 22, she discussed whether having a student complete 15 credit hours each semester versus a combined 30 credit hours in an academic year had impact on student success.

Prior to the Committee's work session on June 4, NSHE submitted proposed language that was approved by the Committee to revise statutory provisions concerning the SSOG Program as follows:

1. Expand eligibility to students enrolled in 30 credits in an academic year utilizing fall, spring, and summer terms. Currently, under [NRS 396.952](#), to be eligible for the SSOG, a student must enroll in at least 15 credit hours each semester (fall and spring semesters only);
2. Amend NRS 396.952 to allow students to enroll in fewer than 30 credit hours in the final academic year of their program of study and remain eligible for the program; and
3. Include in the report to the Legislature relevant to the SSOG, per [NRS 396.960](#), credit load data indicating how students met the 30 credit hour requirement each academic year. **(BDR -385)**

## IV. SUGGESTED LEGISLATION

The following bill draft requests\* will be available during the 2019 Legislative Session at the following website: <https://www.leg.state.nv.us/App/NELIS/REL/80th2019/BDRs/List>.

BDR –382      Authorizes the Nevada System of Higher Education to create a faculty compensation system that includes regular in-rank salary increases.

BDR –383 Revises the eligibility requirements for the Governor Guinn Millennium Scholarship Program.

BDR –384 Creates a state-funded grant program for university students.

BDR –385 Revises the eligibility requirements for the Silver State Opportunity Grant.

\*The following explains the number or letter preceding the dash in the BDR number that is assigned by the Legal Division during the drafting process:

BDR 40–368 A number denotes the NRS Title (i.e., Title 40), which encompasses the main subject of the bill draft.

BDR R–369 The letter “R” denotes the bill draft is a resolution.

BDR S–370 The letter “S” denotes the bill draft is a special act.