

Minutes approved by the Board of Regents at the March 6 & 7, 2025, meeting.

**BOARD OF REGENTS and its
ad hoc TMCC PRESIDENT SEARCH COMMITTEE
NEVADA SYSTEM OF HIGHER EDUCATION**

Truckee Meadows Community College
Red Mountain Building, Rooms 255/256
7000 Dandini Boulevard, Reno

Wednesday, December 11, 2024

Members Present:

Regents Committee

Mrs. Carol Del Carlo, Chair
Mr. Joseph C. Arrascada, Vice Chair
Mr. Byron Brooks
Ms. Heather Brown
Dr. Jeffrey S. Downs

Other Regents Present:

Mrs. Amy J. Carvalho, Board Chair
Mr. Patrick J. Boylan
Mr. Donald Sylvantee McMichael Sr.
Ms. Laura E. Perkins

Members Present:

Advisory Committee

Mr. Taylor Adams, President & CEO, EDawn
Ms. YeVonne Allen, Administrative Faculty, TMCC
Ms. Clara Andriola, Commissioner, Washoe County
Ms. Emarie Bettere, SGA Senator, TMCC
Dr. Jinger Doe, Faculty Senate Chair, TMCC
Ms. Mendy Elliott, SVP, Flynn Giudici Governmental Affairs
Dr. Julie Ellsworth-Baker, Dean, TMCC
Mr. Edward Estipona, President & CEO, Estipona Group
Mr. Andy Hughes, Administrative Faculty, TMCC
Ms. Estela LeVario-Gutierrez, Vice President, TMCC
Mr. Craig Madole, CEO, Associated General Contractors of Nevada
Mr. Miguel Martinez, Councilmember, City of Reno
Mr. David Misner, Classified Staff, TMCC
Mr. Jim New, Academic Faculty, TMCC
Ms. Haley Orthel-Clark, Academic Faculty, TMCC
Ms. Juana Reynoza-Gomez, Chief Diversity Officer, TMCC
Dr. Tina Ruff, Development Officer, Renown Health
Ms. Kim Studebaker, Affirmative Action Officer, TMCC (*ex officio*)

Others Present: Ms. Patricia Charlton, Interim Chancellor
Mr. Christopher G. Nielsen, Special Counsel to the Board of Regents
Ms. Keri D. Nikolajewski, Chief of Staff to the Board of Regents

Land Acknowledgment

Before beginning, we take a moment to recognize that here in Nevada we stand on the land of the Wa She Shu – Washoe; Numu – Northern Paiute; Nuwe – Western Shoshone; and Nuwu – Southern Paiute. We take a moment to recognize and honor their stewardship that continues into today. With this recognition, we state an intention to rightfully include their voice and respect them as the 27 sovereign tribal nations of Nevada.

Chair Del Carlo called the meeting to order at 8:31 a.m. with all members present except Vice Chair Arrascada. Regent Brooks led the Pledge of Allegiance. Chair Del Carlo read the Land Acknowledgement.

1. Information Only – Public Comment – None.
2. Information Only – Welcome and Introductions – Chair Carol Del Carlo offered welcome remarks and invited introductions from Search Committee members and advisory members.

Vice Chair Arrascada entered the meeting.

3. Information Only – Nevada Open Meeting Law – Special Counsel to the Board of Regents Chris Nielsen provided an overview of the Nevada Open Meeting Law (*NRS Chapter 241*) as it relates to the ad hoc TMCC President Search Committee and the search process.
4. Information Only – Search Firm Presentations – At its October 18, 2024, special meeting, the Board of Regents approved the commencement of a national search for the next President of Truckee Meadows Community College (TMCC) and the engagement of a search firm with expertise in higher education to aid the Search Committee. In accordance with the NSHE Code (*Title 2, Chapter 1, Section 1.5.5.f*), and following a competitive solicitation process, Chief of Staff Keri D. Nikolajewski, in consultation with Search Committee Chair Carol Del Carlo and Interim Chancellor Patricia Charlton, selected three executive search firms for consideration by the Search Committee.

Representatives of the following firms presented proposals for executive search services. Search Committee members asked follow-up questions related to equity tools used, listening session strategies, passive recruiting, conflict of interest between searches, search firm retention rates, profile tailoring, advertising strategies, diversity placements, firm structure, advertising networks and locations, local and regional candidates, background checks, and search process.

- Fred Moore, Senior Executive Search Consultant, and Dr. Jeanne Foster Jacobs, Executive Search Consultant, AGB Search (*Ref. TMCC PSC-4a on file in the Board Office.*)

4. Information Only – Search Firm Presentations – *(Continued)*

Regent Downs disclosed that he is a member of the Council of Finance Chairs for AGB. He has attended an ACCT Conference and has applied unsuccessfully for a search conducted by Gold Hill Associates. Because the independence of judgment of a reasonable person would not be materially affected, he will vote on Item 5 (Search Firm Selection). He disclosed the relationship under NRS Chapter 281A.

Chair Del Carlo disclosed that she is on the ACCT Board of Directors and is the ACCT Board Chair-Elect. Because the independence of judgment of a reasonable person would not be materially affected, she will vote on Item 5 (Search Firm Selection). She disclosed the relationship under NRS Chapter 281A.

- Dr. Deborah DiThomas, Search Consultant, and Julie Golder, Vice President of Search Services, ACCT Searches *(Ref. TMCC PSC-4b on file in the Board Office.)*

The meeting recessed at 10:19 a.m. and reconvened at 10:31 a.m. with all members present.

- Dr. Dennis Michaelis, Associate, Gold Hill Associates *(Ref. TMCC PSC-4c on file in the Board Office.)*

5. Approved – Search Firm Selection – The Committee selected and approved ACCT Searches to enter into negotiations with the Nevada System of Higher Education for a contract with the Board of Regents on behalf of Truckee Meadows Community College to assist the Committee in the performance of its search for a permanent President of TMCC.

Committee members discussed and provided input on the proposals from AGB Search, ACCT Searches, and Gold Hill Associates.

Regent McMichael stated his choice was ACCT.

Regent Boylan stated he was impressed with all the presentations and his choice was AGB.

Board Chair Carvalho stated she liked all three presentations and appreciated the different approaches. She felt strongly that AGB would bring the most diverse set of candidates to the Committee.

Regent Brown liked Gold Hill Associates' 34 years of experience and their approach, but felt they lacked a depth of service. With a System of this size and an institution with so much potential, she believed it was important to have an organization and search firm that would have all the ancillary support and a community for them to lean on. Even though AGB is the more expensive option she was leaning toward them because their contacts, placement rate, and timeline match what she was hoping to hear today.

5. Approved – Search Firm Selection – (Continued)

Regent Brooks stated all three were fantastic organizations and he could go with ACCT or AGB. He does lean toward ACCT only because the person conducting the search has roots in Nevada. It is so important to have somebody who understands Nevada culture. It is also a great benefit to have someone who will look for candidates who are already in the state.

Regent Downs agreed that all three were great search firms. He appreciated all the advisory members' thoughtful comments. His choice of ACCT came down to having someone local to the state.

Vice Chair Arrascada stated AGB and ACCT rose to the top. He appreciated AGB's statement regarding contacting passive candidates and cold-calling individuals qualified for the position of president. ACCT has a national network of 16,500 community college leaders. Either could do the job, but AGB is \$30,000 more than ACCT and he felt they would get the same results.

Regent Brooks moved to approve ACCT Searches to enter into negotiations with the Nevada System of Higher Education for a contract with the Board of Regents on behalf of Truckee Meadows Community College to assist the Committee in the performance of its search for a permanent President of TMCC. Vice Chair Arrascada seconded. Motion carried by unanimous roll call vote.

6. Information Only – New Business

Clara Andriola believed it would have been helpful to have categories with targets that are tangible and measurable to help advisory members as the search moves forward.

Regent Brooks suggested a discussion with President Dalpe regarding working with WNC and TMCC regarding the position.

7. Information Only – Public Comment

Jim New provided in-person public comment thanking the Board for all it does and wished the Regents a happy holiday and a prosperous new year. He also extended his thanks and appreciation to SCS and Board staff.

Andy Hughes provided in-person public comment stating that the campus was asked how they would like to proceed with the search, and it was decided that it was important to have a national search. He added that there would be opposition to any sort of consolidation of WNC and TMCC.

The meeting adjourned at 11:44 a.m.

Prepared by:

Angela R. Palmer
Special Assistant and Coordinator
to the Board of Regents

Submitted for approval by:

Keri D. Nikolajewski
Chief of Staff to the Board of Regents