

From: [NSHE](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for the ad hoc Chancellor Search Committee, September 26, 2024
Date: Wednesday, September 25, 2024 8:25:55 PM

External Email:

Public comment submitted through NSHE Online form

Public Comment for the ad hoc Chancellor Search Committee, September 26, 2024

Email: kent.ervin@nevadafacultyalliance.org

Name: Kent Ervin

Representing someone other than yourself?: Nevada Faculty Alliance

Meeting: ad hoc Chancellor Search Committee, September 26, 2024

Agenda Item: 4 & 5. Search Firm Presentations and Selection

In Favor / Opposed / Other: No Position stated – Concerned or Neutral

Comment:

The top considerations in selecting a search firm are experience and proven results in hiring executives in higher education. The search firm itself needs academic credentials and the ability to screen academic CVs.

The search firm needs to help the Board of Regents avoid some of the failures of the past Chancellor search, which included:

- 1) Rejecting academic CVs just for being “too long”.
- 2) Including spouses in formal public interviews.
- 3) Failure to meet finalist candidates at the airport, which is a common courtesy.
- 4) Failure to provide opportunities for candidates to meet with presidents, system staff, faculty, and students—in open forums and informally at meals.
- 5) Lack of meaningful input from faculty, who are the experts in evaluating academic credentials.
- 6) Lack of a consensus by the Board of Regents on the qualifications and experience sought for a Chancellor.

The search and interview should be two-way processes. The Board of Regents is evaluating and selecting the candidates, but we are also trying to recruit the candidates to NSHE.

Although the Open Meeting Law and the need for applicant confidentiality may limit collective deliberation about candidates prior to the announcement of finalists, it ought to be possible for advisory committee members and regents to individually and confidentially provide ratings directly to the search based on the written applications for a short list of ten or

so candidates.

Let's do it right this time!

Agreed that all the information above is true and accurate: Yes

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