

BOARD OF REGENTS BRIEFING PAPER

1. AGENDA ITEM TITLE: Upcoming Vacancy in the Office of the President, TMCC

MEETING DATE: October 18, 2024

2. BACKGROUND & POLICY CONTEXT OF ISSUE:

TMCC President Karin Hilgersom announced her intent to retire effective June 30, 2025, and not seek a contract renewal. In light of this future vacancy in the Office of the TMCC President, and in accordance with Title 2, Chapter 1, Section 1.5.5(d) of the Board of Regents Handbook, on September 27, 2024, Interim Chancellor Charlton, Board of Regents Chair Carvalho and Vice Chair Downs met with TMCC's major constituencies, including the representatives of faculty and classified senates, student government, members of the executive leadership team, and community stakeholders (foundation and institutional advisory council) of the institution to receive their suggestions and input for the appointment of an acting or interim President or commencement of a search without appointing an acting or interim President in the case of a resignation or vacancy that will become effective at a later date.

Participation by the TMCC community included representatives from:

TMCC academic and administrative faculty (forum);
TMCC classified staff (forum);
TMCC campus leaders (executive/leadership team);
TMCC Foundation and TMCC Institutional Advisory Council members;
TMCC Nevada Faculty Alliance (NFA); and
TMCC students.

Overall, there was overwhelming support and consensus among TMCC constituents that a national search be conducted and that the Board of Regents initiate a national search as soon as possible to select the next president of TMCC.

3. SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

Interim Chancellor Patricia Charlton, in consultation with Board of Regents Chair Amy J. Carvalho and Vice Chair Jeffrey S. Downs, recommends that the Board of Regents commence a search for a permanent president of TMCC without appointing an acting or interim President.

The Board of Regents will consider the recommendation and may take action to commence a search for a permanent President of TMCC without appointing an acting or interim President, including determining: 1) when to commence the search; 2) the general timing of the search; 3) whether to conduct a national, regional, or in-state search; and 4) whether to engage the services of a Search Consultant to assist the Presidential Search Committee, as provided in Title 2, Chapter 1, Section 1.5.5(f).

4. IMPETUS (WHY NOW?):

The TMCC presidential vacancy will occur in June 2025. Commencing a search and determining the general timing of the search, type of search (national, regional, or in-state) and whether the Committee shall be assisted by a search consultant will allow for a smooth leadership transition.

5. CHECK THE NSHE STRATEGIC PLAN GOAL THAT IS SUPPORTED BY THIS REQUEST:

- Access (Increase access to higher education)
- Success (Improve student success)
- Close Institutional Performance Gaps
- Workforce (Meet workforce needs in Nevada)
- Research (Increase solutions-focused research)
- Coordination, Accountability, and Transparency (Ensure system coordination, accountability, and transparency)
- Not Applicable to NSHE Strategic Plan Goals

6. INDICATE HOW THE PROPOSAL SUPPORTS THE SPECIFIC STRATEGIC PLAN GOAL

The proposal supports the strategic plan goal of Coordination, Accountability and Transparency as internal and external stakeholder feedback was received in a shared governance approach.

7. BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

The recommendation comes forward after receiving comprehensive feedback from stakeholders at TMCC, with overwhelming support for commencing a national search as soon as possible.

8. POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

None have been advanced.

9. ALTERNATIVE(S) TO WHAT IS BEING REQUESTED/RECOMMENDED:

The Board may direct Interim Chancellor Charlton to identify a candidate to serve as acting or interim president and not initiate a search at this time.

10. RECOMMENDATION FROM THE CHANCELLOR’S OFFICE:

The Chancellor’s Office supports the recommendation to commence a search as soon as possible.

11. COMPLIANCE WITH BOARD POLICY:

Consistent With Current Board Policy: Title #2 Chapter #1 Section #1.5.5.

Amends Current Board Policy: Title # _____ Chapter # _____ Section # _____

Amends Current Procedures & Guidelines Manual: Chapter # _____ Section # _____

Other: _____

Fiscal Impact: Yes No

Explain: The cost of engaging the services of a search consultant is unknown at this time. The average cost of executive search services for the three most recent NSHE president searches is \$96,000 (professional/administrative fee only – does not include discretionary costs such as advertising and consultant/candidate travel.) All costs associated with the search shall be paid by TMCC.