

**BOARD OF REGENTS and its
ad hoc NSC PRESIDENT SEARCH COMMITTEE
NEVADA SYSTEM OF HIGHER EDUCATION
Friday, January 29, 2021**

Members Present:

Regents' Committee

Ms. Amy J. Carvalho, Chair

Dr. Patrick R. Carter

Mrs. Carol Del Carlo, Board Vice Chair

Mrs. Cathy McAdoo

Mr. Donald Sylvantee McMichael Sr.

Ms. Laura E. Perkins

Other Regents Present:

Dr. Mark W. Doubrava, Board Chair

Mr. Joseph C. Arrascada

Mr. Patrick J. Boylan

Dr. Jason Geddes

Dr. Lois Tarkanian

Members Present:

Institutional Advisory Members

Dr. Mike Barton, Community Member

Ms. Hannah Brown, Community Member

Mr. Glenn Christenson, Community Member

Dr. Tymeeka Davis, Alumnus

Dr. Jennifer Edmonds, Faculty

Mr. Ken Evans, Community Member

Dr. Edith Fernandez, Administrator

Mr. Eric J. Gilliland, Affirmative Action (*Ex-officio*)

Mr. Peter Guzman, Community Member

Ms. Janice Le-Nguyen, Faculty

Mayor Debra March, Community Member

Ms. Penny Morris, Administrator

Mr. Scott Muelrath, Community Member

Dr. Lori Navarrete, Faculty

Dr. Jamie L. Palmer, Faculty

Ms. Cheryl Perna, Faculty

Ms. Crosby Proffitt, Graduate Clinician

Dr. Gregory Robinson, Administrator

Ms. Dalia Rodriguez, NSSA Senator

Ms. Carmen Royce, Classified Staff

Mr. Sonny Vinuya, Community Member

Others Present:

Dr. Melody Rose, Chancellor

Ms. Keri D. Nikolajewski, Interim Chief of Staff to the Board

Mr. Joe Reynolds, Chief General Counsel

Chair Amy J. Carvalho called the meeting to order at 10:00 a.m. with all Regents' Committee members present.

1. Information Only-Public Comment – The following individuals provided public comment on the President Leadership Profile: Dr. Paul Buck; Dr. Kevin Graziano; Dr. Roberta Kaufman; Dr. Shantal Marshall; Dr. Laura Naumann, Faculty Senate Chair; and Dr. Gwen Sharp. Also, Zeleke Genet provided public comment regarding issues with the residency process.
2. Information Only-Chair's Report and Introductions – Chair Amy J. Carvalho provided general remarks and updated Committee members regarding the president search process. The Regents and institutional advisory members were introduced. Chancellor Melody Rose introduced the AGB search consultants, Dr. Carlos Hernandez and Dr. Garry Owens, who were selected to assist the search (*Ref. NSC PSC-2 on file in the Board Office*).
3. Information Only-Open Meeting Law – NSHE Chief General Counsel Joe Reynolds provided an overview of the Nevada Open Meeting Law as it relates to the Search Committee.
4. Approved-President Search Process – Organization and Procedure – Chair Amy J. Carvalho, Chancellor Melody Rose, and Dr. Carlos Hernandez of AGB Search led a discussion on the president search process and specific search procedures, including a discussion on the proposed timeline for the search; the method to be used to generate and screen applicants; a range of the preferred number of semifinalists to be selected by the Chancellor, with input from the search consultants, for interview by the Chancellor and the search consultants; a range of the preferred number of finalists to be brought to the full Search Committee for in-person interviews; arrangement of on-campus visits; anti-bias training to be conducted by AGB Search; and the Committee's recommendation to the full Board of Regents. The Committee recommended approval of authorizing the Chancellor and search consultants to move forward with the Search taking into consideration the Committee and advisory members' input based on the discussion (*Ref. NSC PSC-4 on file in the Board Office*).

Regent Boylan inquired about the purpose of the anti-bias training and whether the training would be conducted by AGB Search. Chair Carvalho shared her appreciation for Regent Boylan's question and said it is important that the Regents' Committee and advisory members approach the search process with an open mind for the next leader. Chair Carvalho believed the anti-bias training will help with mindfulness in the candidate selection and avoid unintended bias. Chancellor Rose confirmed that the anti-bias training will be provided by AGB Search and opined that the anti-bias training is a very prudent investment. She said that all participants of the NSC President Search will likely be engaged in other searches at other levels and the learning that will take place during the training will be applied to other searches going forward. In addition, Dr. Hernandez stated that higher education is not immune to biased thinking and it is critical to be clear and understand that biases exist in all environments.

4. Approved-President Search Process – Organization and Procedure – *(continued)*

The anti-bias training may not solve the conscious bias question which is an attitude/ingrained process that is difficult to overcome, but unconscious bias training can work to unlock some of those issues.

Regent Boylan asked whether the internal human resources departments, at the System-level or at the institutions, had the capabilities to conduct president searches. Chancellor Rose shared two primary reasons for the use of external search firms for president searches: 1) workload – the process of surfacing 100 quality applicants for a presidency is an enormous undertaking; and 2) the search firms can offer internal expertise and networking/industry connections is beyond what may be available to internal NSHE human resources departments.

Regent Perkins and Regent McAdoo shared their reasons of support for the anti-bias training.

The Committee and advisory members discussed the range of finalists.

Regent Perkins moved approval of authorizing the Chancellor and the search consultants to move forward with the Search while taking into consideration the Committee and advisory members' input based on the discussion. Regent McMichael seconded. Motion carried.

5. Approved-President Leadership Profile – The Committee recommended approval of the draft President Leadership Profile as revised to incorporate comments offered by the Committee and advisory members, and authorized the Chancellor, in consultation with the search consultants, to finalize the document (*Ref. NSC PSC-5 on file in the Board Office*).

The Committee, advisory members, and AGB Search reviewed and offered feedback regarding the preliminary draft of the proposed leadership profile for the NSC President Search (President Leadership Profile). Chancellor Rose recommended the Regents and advisory members submit any additional feedback to her and Mr. Reynolds by close of business on Monday, February 1, 2021, for consideration to be incorporated into the President Leadership Profile.

Regent Perkins moved approval of the draft President Leadership Profile as revised to incorporate comments offered by the Committee and advisory members, and authorized the Chancellor, in consultation with the search consultants, to finalize the document.

5. Approved-President Leadership Profile – (continued)

Regent McMichael seconded. Motion carried.

6. Approved-Advertising Options – The Search Committee, institutional advisory members, and AGB Search discussed, and the Committee approved, the publications in which to place the NSC President advertisement, including utilizing the existing subscriptions currently paid for by NSC (Ref. NSC PSC-6 on file in the Board Office).

Chancellor Rose and Dr. Hernandez provided an overview of the advertising plan.

Regent Perkins emphasized the importance of utilizing the social media platform effectively, specifically YouTube, for the NSC President advertisement. Dr. Hernandez said that they will use social media to not only generate candidates but to learn about candidates, as well.

Regent Del Carlo inquired about the period of time in which the job advertisement can be posted in various publications and was concerned about how that coincides with the search timeline. Dr. Hernandez clarified that for a number of the advertising outlets there is a minimum period of time that the job has to be advertised, even if it goes beyond the deadline to apply. Unfortunately, the search consultants do not have control over these publication periods.

Mr. Eric Gilliland, NSC, shared that NSC has an unlimited subscription with HigherEdJobs.com, and also unlimited postings with *Insight into Diversity* and *Diverse: Issues in Higher Education*. He suggested including these NSC subscriptions in the advertisement plan to broaden the applicant pool and possibly save on the cost for advertisement.

Regent McAdoo said she received a question from a constituent regarding the cost and funding source for the search. Mr. Reynolds answered that the *Handbook* requires search costs to be paid for by the institution where the vacancy occurs. The information can be obtained via public records request through the System Administration's Legal Department.

Regent Del Carlo moved approval of the publications in which to place the NSC President advertisement, in addition to utilizing the subscriptions currently paid for by NSC. Regent McAdoo seconded.

Regent Perkins offered a friendly amendment to include the cost of advertising on social media, specifically for YouTube. Dr. Hernandez answered that AGB Search would have to consult its outside advertising firm to get the exact cost for the social media advertising.

6. Approved-Advertising Options – (continued)

Regent Del Carlo did not accept the friendly amendment.

Motion carried.

7. Information Only-New Business – Regent Geddes asked to reopen agenda item 4 to have the Chancellor share the contract amount for AGB Search. Mr. Reynolds said that it would not be proper to reopen agenda item 4 since the meeting already moved to New Business. However, he shared that the contract amount for AGB Search was \$63,000, with an additional addendum of \$3,000, for the anti-bias training.

Regent Arrascada said this is an unprecedented time for budgets and finances with the money being allocated throughout the NSHE. It is imperative to have full transparency with the entire state of Nevada, the Legislature and constituents on how the NSHE is utilizing its funding.

8. Information Only-Public Comment – None.

The meeting adjourned at 12:32 p.m.

Prepared by: Winter M.N. Lipson
Special Assistant and Coordinator to the Board of Regents

Submitted for approval by: Keri D. Nikolajewski
Interim Chief of Staff to the Board of Regents

Approved by the Board of Regents at its June 10-11, 2021, meeting.