

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

Videoconference/Teleconference

Friday, March 26, 2021

Members Present:

Regents' Committee

Ms. Amy J. Carvalho, Chair
Dr. Patrick R. Carter
Mrs. Carol Del Carlo
Mr. Donald Sylvantee McMichael Sr.
Ms. Laura E. Perkins

Other Regents Present:

Dr. Mark W. Doubrava, Board Chair
Dr. Jason Geddes
Mrs. Cathy McAdoo
Mr. John T. Moran

Members Present:

Institutional Advisory Members

Dr. Mike Barton, Community Member
Mr. Glenn Christenson, Community Member
Dr. Tymeeka Davis, Alumnus
Dr. Jennifer Edmonds, Faculty
Dr. Edith Fernandez, Administrator
Mr. Eric J. Gilliland, Affirmative Action (*Ex-officio*)
Mr. Peter Guzman, Community Member
Ms. Janice Le-Nguyen, Faculty
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

Members Absent:

Institutional Advisory Members

Ms. Hannah Brown, Community Member
Mr. Ken Evans, Community Member
Mayor Debra March, Community Member
Mr. Sonny Vinuya, Community Member

Others Present:

Dr. Melody Rose, Chancellor
Ms. Keri D. Nikolajewski, Interim Chief of Staff to the Board
Ms. Yvonne Nevarez-Goodson, Deputy General Counsel

Chair Amy J. Carvalho called the meeting to order at 9:00 a.m. with all Regents' Committee members present except for Regent Carter.

1. Information Only-Public Comment – Dr. Laura Naumann, NSC Faculty Senate Chair, offered comments and shared her support of the anti-bias training. Cristina Caputo offered suggestions for ideal qualities that finalists for the NSC President should possess.
2. Information Only-Chair's Report (Agenda Item 3) – Chair Amy J. Carvalho provided general remarks and updated the Committee members regarding the president search process.

Chair Carvalho thanked everyone who provided input for the NSC President Leadership Profile.

At the request of Chair Carvalho, Dr. Melody Rose, Chancellor, provided a brief update on the status of the search which included: the application process; the receipt of applications for 91 candidates; demographic data on the applicants; and the search timeline.

3. Approved-Minutes (Agenda Item 2) – The Committee recommended approval of the January 29, 2021, meeting minutes (*Ref. NSC PSC-2 on file in the Board Office*).

Regent Del Carlo moved approval of the minutes from the January 29, 2021, meeting. Regent Perkins seconded. Motion carried. Regent Carter was absent.

4. Information Only-Anti-bias Awareness and Managing the Selection Process – Ms. Shannon McCambridge, J.D., LL.M., and Kim Bobby, Ed.D., from AGB Search led training to assist the Search Committee and advisory members in recognizing potential unconscious bias while identifying, interviewing and selecting candidates for positions in higher education. In addition, AGB Search shared an ethical decision-making framework to address the unexpected issues that frequently arise during a candidate search (*Refs. NSC PSC-4a and NSC PSC-4b on file in the Board Office*).

Regent Carter entered the meeting.

Ms. McCambridge and Dr. Bobby conducted the anti-bias training which included: reflection, discussion and understanding of diversity, equity and inclusion; and explicit and implied bias.

The meeting recessed at 10:10 a.m. and reconvened at 10:20 a.m. with all Regents' Committee members present.

The AGB Search training continued with the following topics: understanding the potential influence of bias in the presidential selection process; managing bias; and promoting diversity, equity and inclusion.

4. Information Only-Anti-bias Awareness and Managing the Selection Process –
(continued)

The Committee and advisory members discussed and provided ideas and input in response to the training material.

Chair Carvalho thanked Dr. Bobby and Ms. McCambridge and said the training was a very productive exercise. She provided an overview of the finalist selection and interview processes and confirmed that the anti-bias training would greatly aid in selecting the next president of NSC.

Chancellor Rose commented that it would be a good opportunity to apply what was learned in the training during the review of surveys from the campus visits. Chancellor Rose thanked Chair Carvalho for her leadership in implementing the anti-bias training and shared her belief that what was learned will greatly serve the Committee and advisory members in the NSC President Search and future searches.

5. Information Only-New Business – None.

6. Information Only-Public Comment – None.

The meeting adjourned at 11:16 a.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.