

Minutes approved by the Board of Regents at the January 16 & 17, 2025, meeting.

**BOARD OF REGENTS and its
ad hoc CHIEF INTERNAL AUDITOR SEARCH COMMITTEE
NEVADA SYSTEM OF HIGHER EDUCATION**

System Administration, Las Vegas
4300 South Maryland Parkway, Board Room
Friday, October 11, 2024

Video Conference Connection from the Meeting Site to:
System Administration, Reno
2601 Enterprise Road, Conference Room
and
Great Basin College, Elko
1500 College Parkway, Berg Hall Conference Room

Members Present: Mr. Joseph C. Arrascada, Chair
Mr. Patrick J. Boylan
Mrs. Susan Brager
Mrs. Amy J. Carvalho
Dr. Michelee Cruz-Crawford
Mrs. Carol Del Carlo

Other Regents Present: Ms. Heather Brown
Mr. Donald Sylvantee McMichael Sr.
Ms. Laura E. Perkins

Others Present: Ms. Patricia Charlton, Interim Chancellor
Mr. Eric Gilliland, Chief Human Resources Officer
Mr. Christopher G. Nielsen, Special Counsel to the Board of Regents
Ms. Keri D. Nikolajewski, Chief of Staff to the Board of Regents
Mr. Chris Viton, Vice Chancellor, Budget and Finance and Chief Financial Officer

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 Arrascada called the meeting to order at 10:00 a.m. with all members present except Regent Boylan. Regent Carvalho led the Pledge of Allegiance, and Chair Arrascada read the land acknowledgment.

Regent Boylan entered the meeting.

1. Information Only – Public Comment – None.

2. Approved – Minutes – The Committee recommended approval of the July 26, 2024, meeting minutes. *(Ref. CIA-2 on file in the Board Office.)*

Regent Boylan moved approval of the July 26, 2024, meeting minutes. Regent Del Carlo seconded. Motion carried.

3. Information Only – Chair’s Report – Chair Joseph C. Arrascada provided a brief overview of the process for interviewing candidates for the position of Chief Internal Auditor for the Nevada System of Higher Education.

4. Information Only – Candidate Interviews – The Committee interviewed the following candidates for the position of Chief Internal Auditor for the Nevada System of Higher Education:

- Lauren Tripp *(Ref. CIA-4a on file in the Board Office.)*
- Kimberly A. Hock *(Ref. CIA-4b on file in the Board Office.)*

Chief Human Resources Officer Eric Gilliland provided a summary of reference check information before each interview. Each candidate answered a series of interview questions and then offered closing remarks. Chair Arrascada thanked each candidate for their time.

Chief Human Resources Officer Gilliland noted that a third candidate was scheduled to be interviewed but withdrew from the search the evening prior.

5. Approved – Discussion and Recommendation of Final Candidate for Consideration by the Board of Regents – The Committee recommended Lauren Tripp for consideration and possible appointment by the Board of Regents at a meeting to be held on October 18, 2024, at 9:00 a.m.

Regent Brager stated they were two very different candidates, but without the third candidate, she found it challenging to judge.

Regent Del Carlo agreed with Regent Brager and asked if there was any consideration for bringing another candidate forward. Chief Human Resources Officer Gilliland said there are potential options, but given the timing and circumstances, the third candidate was not able to attend. Chair Arrascada noted that four candidates were initially invited to interview but one candidate withdrew their name and the other had an emergency.

In response to Regent Boylan asking what the Committee’s options are, Special Counsel Christopher G. Nielsen noted that the agenda item provides flexibility including making a recommendation of a candidate to the full board, or if no recommendation is made, the Committee may discuss the next steps including but not limited to directing staff to continue the search.

5. Approved – Discussion and Recommendation of Final Candidate for Consideration by the Board of Regents – (Continued)

Regent Arrascada requested the Committee discuss and assess the interviewed candidates.

Regent Del Carlo stated Ms. Hock is well qualified, but she was concerned with the longevity and number of jobs from 2016 to the present. She had a depth and breadth of banking knowledge.

Regent Carvalho said if the Committee feels the process was not as complete as it had originally hoped for, would Chief Human Resources Officer Gilliland advise the Committee to open the search back up and reinterview the same two candidates along with any new ones, or should additional current applicants be brought forward for an interview. Chief Human Resources Officer Gilliland recognized the concern, but it is a sign of the times for recruitment. Applicant pools have shrunk. This is a very specific job, and the pool is small. He recommended that the Committee have a detailed discussion on the two qualified candidates. He stated an option would be to fail the search, but he believed the results would be the same.

Regent Brager stated Ms. Hock was very knowledgeable and answered questions in great depth. She was so exact that it was hard to see the person. Ms. Tripp seemed overly nervous, but they do know how she works and what she does. Ms. Hock has moved around a lot, and there may be reasons for that, but she would have liked an opportunity to ask follow-up questions. Special Counsel Nielsen noted that the Committee closed the interview process, and he did not believe there was a way to follow up.

Regent Cruz-Crawford stated she would like to see a rubric in future searches, to score candidates in the areas of focus and take away any bias.

Regent Cruz-Crawford stated that Ms. Tripp demonstrated her longevity and experience with NSHE.

Regent Del Carlo stated Ms. Tripp has been in the position for a year. She was nervous, but searches are hard on internal candidates. She didn't have her best interview, but she is loyal and loves her job. Regent Del Carlo stated she is a firm believer in hiring from within.

Regent Boylan agreed with Regent Del Carlo.

Regent Cruz-Crawford recommended Lauren Tripp for consideration and possible appointment by the Board of Regents at a meeting to be held on October 18, 2024, at 9:00 a.m. Regent Boylan seconded.

In response to a question from Regent Del Carlo asking what happens if there is a tie vote, Special Counsel Nielsen responded the motion would fail.

5. Approved – Discussion and Recommendation of Final Candidate for Consideration by the Board of Regents – (Continued)

Motion carried via a roll call vote. Regents Boylan, Brager, Carvalho, Cruz-Crawford, and Del Carlo voted yes. Regent Arrascada voted no.

6. Information Only – New Business

Regent Del Carlo requested that the Chief Internal Auditor look into new programs to help increase the efficiency of the Internal Audit Department.

7. Information Only – Public Comment – None.

The meeting adjourned at 12:17 p.m.

Prepared by:

Angela R. Palmer
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to the Board of Regents

Submitted for approval by:

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