

## MEMORANDUM

TO: Board of Regents  
FROM: Melody Rose, Chancellor  
DATE: November 13, 2020  
SUBJECT: Vacancy in the Office of President at Nevada State College

On Friday, October 2, 2020, I was joined by Chairman Mark Doubrava, Vice Chairwoman Carol Del Carlo and NSHE Chief General Counsel Joe Reynolds for two open forums per Title 2, Chapter 1, Section 1.5.4 of the NSHE Code at Nevada State College (NSC). The purpose of these meetings was to ask the NSC stakeholder groups whether they preferred to launch a national search or to select an interim president with no search. The overwhelming majority (91% of poll respondents) support having a national search. After consulting with the Board Chair and Vice Chair, I am recommending that the Board of Regents commence with a national search for the next President of NSC.

The format of the two forums reflected the challenges of the Covid-19 pandemic and relied on technology to connect participants across multiple venues. The campus chose to create two open forums for a cross-section of stakeholder groups in each. Through the creative use of technology, the participants were able to ask a variety of questions regarding timeline and process of the two alternative scenarios (interim president vs. national search), log comments and questions, and participate in several live polls. All polls were conducted in real time, and preserved anonymity of respondents. In total, the following members of the NSC community participated in the sessions:

- 39 administrative faculty
- 19 academic faculty
- 6 campus leaders
- 6 classified staff
- 3 NSC students
- 2 NSC alumni
- 2 community partners
- 1 NSC Foundation member

The two forums were publicly noticed through a variety of methods. Separate emails that included a save the date, a formal invite, and a reminder were sent to all NSC affiliates. A website portal announcement was available to all NSC students and employees. A calendar invite was emailed to all NSC employees. And NSC made social medial posts on Twitter, Facebook, and Instagram on September 4, September 24, September 30, and October 1.

Overall, there was consensus among constituents about moving forward with a national search, and themes emerged regarding the desirable attributes and experience in the next president. The following characteristics are representative of the comments provided:

- A leader who will maintain a close-knit, inclusive, and welcoming community, through transition and continued growth
- Candidates who can balance growth with the necessary support systems to balance that growth
- A leader who will align with the current strategic plan
- A commitment to promoting a culture of sustainability
- Experience as an educator and background in higher education preferred
- Commitment to shared governance and support of faculty
- Commitment to the Hispanic Serving Institution designation
- Proven track record with equity and diversity
- Ability to define and execute a clear vision
- A visible leader, and one who has a successful record of addressing stakeholder needs through collaboration
- A dynamic individual who is both business-savvy and experienced in external affairs, including philanthropy

There was a clear and strong desire to have a diverse set of candidates presented as finalists to the NSC community.

If the Board approves the recommendation to launch a national search, my plan would be to identify a search consultant in consultation with the Chief of Staff of the BOR and the NSHE Chief General Counsel before the end of the calendar year (via a competitive RFQ process). After Chairman Doubrava appoints the ad hoc Regent NSC President Search Committee and the Institutional Advisory Members, the Chair of the Search Committee may be able to have the first meeting of the Regent Search Committee and the Institutional Advisory Members before the end of January 2021. The Search Committee and Institutional Advisory Members would hope to see a group of finalists on NSC campus in April 2021.

Please let me know should you have any questions or concerns.