

Members Present

Regents' Committee

Mr. Sam LiebermanChair

Ms. Amy J. Carvalho

Mr. Trevor Hayes

Mrs. Cathy McAdoo

Ms. Laura E. Perkins

Members Absent:

Mr. Rick Trachok

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4. Information Only President Search Process – Organization and Procedure
Chancellor, Chief of Staff and Special Counsel to the Board and search consultants led a discussion on the president search process and specific search procedures, including a discussion on the proposed timeline for the search, method to be used to generate and screen applicants

4. Information Only President Search Process – Organization and Procedure
(continued)

Mr. Greg McKinley, Community Member/Foundation Chair, asked historically, how many finalists were interviewed in previous UNLV President searches and on average of how many of the finalists withdrew once they learned their names would be made public.

Chair Lieberman answered for the last UNLV President Search, there were five finalists and only three were interviewed as two finalists withdrew their applications.

Regent Hayes clarified that for the previous UNLV President Search, there were five finalists and they did end up with three finalists; however, the final three candidates were not a part of the original five finalists. Regent Hayes added that in his experience there are usually 4-5 finalists. His recommendation for the finalist range is 3-5 candidates.

Chair Lieberman thought 3-5 finalists is a good range

Chief of Staff and Special Counsel Gould said at times, for various reasons, the finalist pool may only end up with one candidate. He said if there is a sense as to how the Committee would like to proceed if that issue were to arise, Chair Lieberman said he is more comfortable with 5 finalists; however, if the search firm and OML processes leave the Committee with only 2 candidates, that may be the reality the Committee will have to face at that time.

Regent Carvalho asked the search consultants how they would proceed, or what their recommendation would be, if there was only one qualified candidate. Mr. Watson answered that unless Search and Consultants on the side of inclusion. Issues that may cause candidates to withdraw are unforeseen and are always a risk in a search. Mr. Watson believed the range is completely in reason. Currently, it is a candidate's marketplace which means there are more opportunities than candidates. He stated that unless Search and Consultants is fairly confident in obtaining 3-5 finalists.

Dr. Carol Harter, Community Member/President Emerita, asked if the Committee will only see the resumes and related materials for the finalists only. Chair Lieberman confirmed that the Committee will only view the finalists' resumes and the main reason for that is based on the OML requirements. President Emerita Harter said she agreed with the current process and shared some of her experience as a candidate in a previous UNLV President search.

Chancellor Reilly added that up until the point of selecting the finalists, all candidate names remain confidential in compliance with the OML which gives the Chancellor and search consultants some flexibility when selecting the final candidates to be interviewed by the Committee.

4. Information Only President Search Process – Organization and Procedure
(continued)

Mr. Michael Yackira, Community Member/Foundation Trustee, asked what the average tenure of a university president is. Mr. Ballew answered that it is about three years and added that is what Wheelless Search and Consultants have been seeing in the market for the past three years.

Mr. Watson reiterated it is a candidate's market which means there are more opportunities available and that could contribute to the reduced tenure timeline.

Chair Lieberman commented that the three year mark for tenure is current and perhaps the average tenure for university presidents was longer in President Emerita Harter's time.

President Emerita Harter confirmed she was at UNLV for eleven years.

Mr. Peter Guzman Community Member, expressed his thoughts on good leadership and the need for the next president to have plans to stay at UNLV long-term.

5. Approved President Leadership Statement and Related Materials
The Committee advisory members and the search consultants reviewed a preliminary draft of the proposed leadership profile for the UNLV President Search. The Committee recommended approval of the proposed leadership profile as revised to incorporate feedback received at the meeting for review and final approval by the Chancellor (Ref. UNLV PSG5 on file in the Board Office).

The Committee members offered the following comments and revisions to the draft President Leadership Profile:

- Include more highlights on student life
- Add information on the amount of procurement activity and small business participation on the UNLV campus.
- Provide faculty and staff highlights.
- Stronger language related to the demonstration of commitment to diverse student, faculty and staff populations.
- Include data for undergraduate, graduate and professional students
- Candidates must have a background at a research intensive university and in research productivity.
- Candidates must have a long employment history at one institution.
- Include the complete list of athletics programs
- Add data and highlights of professional schools, graduate programs and its successes.
- Emphasize the theme of diversity.
- Provide more information on student achievement and benchmarks.
- Add facts and information about UNLV fundraising.

6. No Action Taken~~Advertising Options~~- The Committee, advisory members and the search consultant discussed the advertisement and publications in which to place the UNLV President advertisement. Recommendations include: 1) The Chronicle of Higher Education, utilizing its Diversity Recruitment Distribution; 2) Diverse Issues in Higher Education; and 3) HigherEdJobs.

Mr. Ballew discussed the advertising options and process and encouraged the Committee to send in any advertising recommendations to Wheeler and Consultants. He noted that most responses to the advertisement will be received online.

7. Information Only~~New Business~~- None.

8. Information Only~~Public Comment~~- UNLV's Dr. Janis McKay, Faculty Senate Chair; Mr. Douglas Unger, English Professor and Creative Writing Coordinator; and Dr. Mary Croughan, Vice President for Research and Economic Development, emphasized the importance of the Search and finding an experienced and stable leader who will be committed to UNLV and the surrounding community/state of Nevada long-term.

Chair Lieberman thanked all the Committee members for their participation.

The meeting adjourned at 5:24 p.m.

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

Submitted for approval by: Dean J. Gould
Chief of Staff and Special Counsel to the Board of Regents

Approved by the Board of Regents at its September 10-11, 2020, meeting.