

*Minutes approved by the Board of Regents at the February 16, 2024, meeting.*

BOARD OF REGENTS and its  
ad hoc COMMITTEE TO REVIEW THE POLICIES GOVERNING  
A SEARCH FOR CHANCELLOR  
NEVADA SYSTEM OF HIGHER EDUCATION  
System Administration, Las Vegas  
4300 South Maryland Parkway, Board Room  
Tuesday, December 12, 2023

Video Conference Connection from the Meeting Site to:  
System Administration, Reno  
2601



- Information Only-Review and Discussion of the current Policy Governing Chancellor Searches The Committee reviewed Chancellor search policy 2, Chapter 1, Section 1.5.4) Based on the discussion, the Committee directed staff to prepare a policy proposal (Ref. PGS3on file in the Board office)

Chair Brager shared that one concern she heard from Regents is not having the opportunity to select the search consultant, and she confirmed with NSHE Counsel the change to that can take place in order to have a more transparent selection process consultant, such as interviewing search firms in an open meeting. Mr. Wixom confirmed there is such a process in place currently as that is how the Investment Committee for investment managers (OCIO) that format can be utilized.

Chair Brager, Regent Downs, Chief of Staff to the Board of Regents Keri Nikolajewski and Mr. Wixom discussed a general timeline of Board approval the Request for Proposal (RFP), legal, operational, and practical considerations in regard to having a search committee interview and select the search consultant.

Regent Arrascada asked if the customary time in the general higher education hiring cycle to post a job opening for Chancellor or institutional president. Chief of Staff Nikolajewski said that within her experience in the Board office, searches have been initiated at different times. Interim Chancellor Patricia Adair typically it is best to look at a timeframe where there is opportunity to engage with students and faculty. She recommended launching a search in the fall semester because it allows stakeholders to provide input for the leadership profile and participate throughout the entire search process.

Regent Goodman agreed with a fall start date for a search and some research on how a general timeline would look from that point.

Regent McMichael thought a way to improve transparency in the search process is requesting that only candidates who feel secure in their current position apply for the open position. He believed if the employer is aware of their employee applying for different jobs, perhaps that would give the employee an opportunity to negotiate a better salary at their current job.

Regent Goodman said in an ideal situation, she would agree with Regent McMichael; however, she did not think his idea was practical for executive recruitment within the higher education arena.

Regent Arrascada said it is important to ensure that the selection and performance criteria focus on the attributes that predict success select candidates that have the acumen to provide leadership. He and Mr. Wixom discussed how two or more Regents can be involved in the search firm selection process as long as the Open Meeting Law is followed. Mr. Wixom clarified that social engagements with Regents and candidates do not violate the Open Meeting Law but the social engagements would need to be structured as not to assemble a quorum of the search committee or Board during meet-events.



3. Information Only-Review and Discussion of the current Policy Governing Chancellor Searches (continued)

search committee to make a recommendation to the full Board on which consultant it would like to hire for the search.

Regent Downs addressed Title 2, Chapter 1, Section 1.5.4(d) in relation to the timeline for starting a search prior to when a vacancy will occur

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