

Regent Sisolak asked if Dr. Glick was aware of the Fire Science Academy issue. Dr. Glick said he was not.

Regent Dondero asked how Dr. Glick was recruited. Dr. Glick stated he was contacted about three weeks prior to this meeting by executive search consultant, Mr. Alberto Pimentel, A.T. Kearney. Mr. Pimentel asked Dr. Glick if he would be willing to share his credentials and allow the search committee to examine them, to which Dr. Glick agreed. Dr. Glick then met with the search committee and things moved forward from there. Regent Dondero asked if Dr. Glick was related to Mr. Alan Glick from Las Vegas. Dr. Glick did not believe he had any relatives in Nevada.

Regent Howard asked if Dr. Glick knew anyone in the Higher Education System from Nevada. Dr. Glick stated he knew Mr. Dick Morgan, Dean of the Law School at UNLV. They worked together at Arizona State. He said that unknowingly, when he arrived in Reno, he discovered that Dr. John McDonald was the Dean of the School of Medicine. They worked together at the Mayo Clinic in Scottsdale. He also knew a faculty member in the Department of Economics, who was his faculty member at Iowa State and Missouri.

Regent Sisolak asked if there was any discussion about this job and Dr. Glick bringing anyone with him spouse or children needing employment. Dr. Glick said he would be bringing his wife and there has been no commitment or discussion with anyone concerning employment for her. Dr. Glick stated that if he took this position there would be some people he would hire, but there was no discussion of bringing anyone or any other commitment for employment.

Regent Leavitt asked Dr. Glick his thoughts on fundraising. Dr. Glick said it was clear that everyone's expectation was that there would be greater private investment in the university than there has been. He stated as president, he would plan to play a major role in making that happen. As he engaged in shaping his future at UNR and got to know the university, he would then be in a better position to approach private contributors. Dr. Glick stated that at this point he does not want to quantify it because it is not how much time was spent, but rather how much money was raised. That has not been the major aspect of his portfolio as provost. He thought it had to be well integrated with everything else the president does. Dr. Glick stated people would invest in the university because they would see the results and their return on that investment. He would rather sell ideas than personality.

1. Information Only-Candidate Visit with Board of Regents – (Cont'd.)

Regent Dondero asked Dr. Glick how he felt about research programs and how they would be promoted. Dr. Glick said it was clear that UNR needed to take its strong research programs and enhance them. He observed that UNR was smaller than many of its competitors. Therefore, even if they are effective on a pro forma basis, the total does not meet the competition and that was a critical element in how far they could go. A significant question to be answered at UNR was how big they should be. He was not prepared to answer that. He felt it was the defining question for what UNR becomes. He said number one was having the facilities to conduct research. Next would be good faculty, high expectations of that faculty and accountability of that faculty. He pointed out that they require the tools of their trade and need to be sure their teaching and service expectations were constant with their type of research. He said recognizing that in the long run in many fields, certainly the sciences and engineering, the goal was to give these faculty the infrastructure and startup investment and then it was their responsibility to support the research, in large part, through federal and corporate funds. He stated that insisting that faculty raise funds was not just the dollars, it was to get the research done, and get the new ideas the faculty were capable of generating for the health of the nation.

Regent Dondero asked if Dr. Glick could work with federal agencies. Dr. Glick stated he could and he has, but basically the thrust of the federal funding was going to come from the individual researcher making the best case for those federal funds with the agency. By collecting researchers across the university with common interests and putting them together, an environment would be created where they could generate considerably more dollars because the great thrust in Washington with research was interdisciplinary, not because it was inherently better, but because that was where the problems were now, at the intersections of the disciplines. Arizona State

University has created a new school of Earth & Space Exploration, which brought the astronomers, astrobiologists, astrochemists, and geologists together to look at very large problems.

Regent Rosenberg asked about art, music, theater, English, and history. He said the federal government looked at these items and felt there was nothing there. Dr. Glick said some areas should be bringing in their own funds. In other areas, the university would have to help more. It does not really cost more, but the university needed to make those things happen. Dr. Glick said scholars could help themselves in those areas also, from the Guggenheim's to the Fulbright's there were a variety of ways. There were two thrusts in the arts, one of which was honoring the traditional arts and the performance, reflecting on the creative activity. The other, which was growing in importance, was recognizing how the arts were changing and must change so they are as important to the 21st Century people as they were in the 19th Century. Dr. Glick stated that was at the edge as opposed to the core of the traditional arts.

Regent Rosenberg said the art department at UNR, and at UNLV to a certain extent, was doing an entire program in new media in context, keying off of what Dr. A

good. Salaries seem to be competitive,

1. Information Only-Candidate Visit with Board of Regents – (Cont'd.)

The faculty does not seem to be looking to be raised jobs, and the University seems to be wanting graduate students.

Regent Sisolak stated the problem he had with good athletes being good students was he does not feel that they

athletes that were winning.

Regent Sisolak asked Dr. Glick what experience he had with part-time faculty and was there a problem with language communication. Dr. Glick stated that all public universities were becoming more dependent on non-track faculty. ASU has temporary or non-track faculty who were full-time and part-time. It was clearly a very cost effective way to get courses taught. Recognizing ASU does not have a choice, they try to be less exploitive. Salaries have been raised slowly, and some have been moved from part-time to full-time, not to track positions, and they teach more than track because they do not have research responsibilities. By moving them to full-time they make a better salary and receive benefits. The

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Chancellor and president of UNR would come to an agreement and have an open dialogue and/or argument to get there, but in the end it would be his expectation that they would reach a comfortable resolution. Dr. Glick said he was very willing to make his cases, state his mind and speak openly. He expressed that he also

Vice Chairman Gallagher stated that a university should sort out and focus upon their areas of strength. Trying to be everything to everyone results in a loss of quality