

On Thu, Jul 21, 2011 at 3:32 PM, <Bart_Patterson@nshe.nevada.edu> wrote:

Dear Chairs,

As we discussed, the Board has asked me to come back to them with proposals to increase the flexibility of the Board in selecting a president. You may disagree with providing any flexibility, but I would like your input on alternatives. The current language of the Code is below. If the Board makes no changes, then the only way the Board can choose a permanent president without a search is by waiving or suspending Title 2, Chapter 1, Section 1.5.4 of the NSHE Code, which is not an ideal result. At the same time, I fully understand that the norm ought to be to conduct searches. We also have an issue over providing an equal opportunity for current interim presidents at NSC and UNR to have the same opportunity as other Presidents to be considered for permanent positions.

I am identifying two options, although the language could be similar in either option. The real difference is whether the Board follows the same committee structure in making a determination, and the level of specificity in the criteria to be used. Please provide me with your thoughts on these or other options you can think of. I am also using this opportunity to clean up Section 1.5.5.

I would like your comments prior to the Board meeting in September so I am prepared to address progress on the proposals. Thanks.

Bart

Possible alternatives for comment:

Option 1

Use the same process for making an interim president a permanent president, as is established under 1.5.4, but adding flexibility to recommend waiving a search. (See example below).

Title 2, Chapter 1, Section 1.5.4 Vacancy in the Office of President

(a) Whenever a vacancy occurs or is about to occur in the position of president of a member institution, a Presidential Search Committee composed of six members of the Board of Regents shall be appointed by the chair of the Board for the purpose of recruiting and screening and for recommending a nominee or nominees to the Board of Regents for appointment to the position. The chair of the Board shall appoint the chair of the Presidential Search Committee. The chair of the Board of Regents shall also appoint an Institutional Advisory Committee from the member institution involved composed of five faculty members nominated by the senate, three administrators, one classified or technical employee nominated by the classified or technical employees' organization, if any, and, one undergraduate student representative and one graduate student representative nominated by the appropriate student government and one alumnus. The chair may also appoint such other persons to the Institutional Advisory Committee as may be deemed necessary. The affirmative action officer of the member institution involved, if any, shall be an ex officio, voting member of the Institutional Advisory Committee.

(b) Both committees shall review all applications for the position and shall meet jointly at the call of the chair of the Presidential Search Committee to discuss the qualifications of applicants and the recommendations of the Institutional Advisory Committee before the Presidential Search Committee schedules candidate interviews. The committees may jointly interview and evaluate candidates, after which the Presidential Search Committee shall meet to select its nominee or nominees for consideration by the Board of Regents. The Chancellor's Office shall be responsible for the search and screening process and shall provide staff assistance to the committees. The Chancellor shall hold ex officio, nonvoting membership on both committees and shall facilitate their interaction throughout the process.

[NEW] (c) The Board may direct the committees, prior to taking any applications, to first determine whether to recommend to the Board the appointment of an acting President to the permanent position. In making this recommendation, the Committees should address the performance of the acting president, financial issues associated with the cost of a search, current economic and political issues in the state that may impact

applications, impact on the institution if a search is or is not performed, and the acting president's demonstrated commitment to diversity, among other factors that are critical in the selection of the president.

1.5.5 Acting Chancellor or President. During a vacancy in the position of chancellor or president, the Board of Regents may appoint an acting chancellor or president, as the case may be. For the position of acting Chancellor, the Chair of the Board of Regents shall consult with presidents, faculty, student and community leaders before making a recommendation to the Board. For the position of acting President, the Chancellor, in consultation with the Chair of the Board of Regents, shall consult with faculty, student and community leaders before making a recommendation to the Board.

Option 2

Providing the Board itself to waive a search if the acting President has been serving over a year.

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[New] 1.5.6 Appointment of Acting President Without A Search. If an individual has been in the position of acting President for longer than one year, the Board may consider appointing the person to the permanent position without following the requirements of Section 1.5.4 based on the input of faculty, student and community leaders.

ORIGINAL SECTION

Title 2, Chapter 1, Section 1.5.4 Vacancy in the Office of President.

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