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CC:  
Date: 12/14/2011 3:30:23 PM  
Subject: Staff Change  
Attachments: [Nichols.doc](#)

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Dear amigos-

Below is a note regarding a staff change and one of your favorite persons.

So you will know her first job as Senior Advisor will be formula which she can then focus on without office stuff interfering.

Just so you aren't surprised I expect her to be reaching out to you three on that project too.

:)

Dan

Daniel J. Klaich  
Chancellor  
Nevada System of Higher Education  
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----- Forwarded by Daniel Klaich/ADMIN/UCCSN on 12/14/2011 03:25 PM -----

From: Daniel Klaich/ADMIN/UCCSN  
To:  
Cc: SA Presidents, SA Cabinet, SA Faculty Senate Chairs, SA Student Body Presidents  
Date: 12/14/2011 02:49 PM  
Subject: Staff Change

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Regents-

Please find a letter regarding an important staff change.

Dan

(See attached file: Nichols.doc)

Daniel J. Klaich  
Chancellor

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# Nevada System of Higher Education

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December 14, 2011

Board of Regents  
Nevada System of Higher Education  
2601 Enterprise Road  
Reno Nevada 89512

Dear Regents:

I am writing to you today to advise you of a major staff change in the Chancellor's office that will happen in the very near future. For some time now Vice Chancellor Jane Nichols has been discussing with me her desire to step away from full time employment. That time has come, and Jane has given me her letter of resignation effective January 31, 2012. It was with deep regret that I accepted this resignation. I know you all share my respect for Jane and her work and rely on her as do I.

There is some very good news here, however. First, Jane has agreed to stay on in a part time capacity as a Senior Advisor to me. In that capacity and as we move forward with critical projects like the revisions to the funding formula, Complete College America, Regent strategic planning and accountability and performance metrics, I will have the opportunity to call upon Jane to assist me, and she will have the ability to focus solely on the specific work that she and I agree upon. I am deeply thankful for Jane's continued commitment to higher education in Nevada as part of this transition.

There is more good news as well. I have talked to you a great deal about succession planning in this office over the past year. At this point you will see it in action rather than talk. Associate Vice Chancellor Crystal Abba will step into the role of interim Vice Chancellor for Academic Affairs. This is a role for which Crystal has been preparing for years, and I am totally confident in her ability to continue the superb support in the area of academic affairs that you have come to know and expect.

Crystal will search for a replace her position so you can see that for me, there is a net gain of half a person which will assist me deal with critical projects and be responsive to the Board's concern about a thin staff.

I am very excited by this opportunity. I am thrilled that Jane and Jim Nichols will have more well deserved time together following a career in which she has achieved all that we dream of in higher education. I am thankful that she will continue to share her experience as a Senior Advisor.

Finally, I am deeply gratified that with Crystal in place that we will not miss a single beat at this important time of change and reform in higher education.

I know that you will all join me in thanking Jane for a career of exemplary and unparalleled service and wishing Crystal well as she takes the reins of Academic Affairs.

With the warmest wishes for the Holiday Season,

Dan

C: NSHE Presidents

Cabinet

Faculty Senate Chairs

Student Body Presidents