BOARD OF REGENTS
BRIEFING PAPER

Agenda Item Title: Extension of President Richards' Contract

Meeting Date: March 6-7, 2014

1. BACKGROUND & POLICY CONTEXT OF ISSUE:

The four year employment contract for President Richards ends June 30, 2015. The Board's Procedures and Guidelines Manual, Ch. 2, Sec. 2.2, requires that the periodic evaluation occur in the year before the contract ends. Periodic evaluations of the performance of institutional presidents normally occur every three years before the end of the contract. The four year contract term for President Richards should be extended to allow for sufficient time to conduct a comprehensive review as multiple reviews are scheduled to occur during this same time period.

2. SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

The approval of a one year extension to President Richards' employment contract.

3. IMPETUS (WHY NOW?):

Periodic presidential evaluations customarily occur every three years and a one year extension of the contract through June 30, 2016 is requested to allow for adequate time to properly conduct the multiple periodic performance reviews in the year before the contract ends as required by the Board's Procedures and Guidelines Manual, Ch. 2, Sec. 2.2.

4. BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

- A president's periodic performance evaluation normally takes place every three years.
- President Richards' evaluation should take place in the year before the contract ends as required in the Procedures and Guidelines Manual, Ch. 2, Sec. 2.2.
- A one year extension allows for sufficient time to conduct multiple presidential periodic reviews scheduled to occur during the same time period.

5. POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

- No arguments against the recommendation

6. ALTERNATIVE(S) TO WHAT IS BEING REQUESTED/RECOMMENDED:

- Proceed with current schedule for periodic evaluation which would occur in the spring.

7. COMPLIANCE WITH BOARD POLICY:

❑ Consistent With Current Board Policy: Title # 1 Chapter # 7 Section # 4c
❑ Amends Current Board Policy: Title # __ Chapter # __ Section # __
❑ Amends Current Procedures & Guidelines Manual: Chapter #___ Section #___
X Other: Consistent with Procedures and Guidelines Manual, Ch 2, Sec. 2.2
Fiscal Impact: Yes_____ No __X__
Explain:_____ ☐

Revised: June 2010

Nevada System of Higher Education

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THE NEVADA SYSTEM OF HIGHER EDUCATION
EXTENSION OF TERMS OF EMPLOYMENT
FOR
MICHAEL D. RICHARDS, PRESIDENT, CSN

The following provisions (herein referred to as the "Extension") amend the Supplement to Terms of Employment effective June 17, 2011 through June 30, 2015 (herein referred to as the "Supplement") and the Terms of Employment effective June 17, 2011 through June 30, 2015 (herein referred to as the "Contract"), for Michael D. Richards (referred to herein as the "Appointee"), College of Southern Nevada ("CSN").

This Extension is entered into by and between Appointee, Michael D. Richards and the Nevada System of Higher Education ("NSHE"), for good and valuable consideration, as follows:

1. Paragraph 1 of the Supplement to Terms of Employment of Michael D. Richards, is hereby amended to extend the term of employment of Appointee as the President of CSN to and including June 30, 2016.

2. All other terms and conditions of the said Supplement and Contract of Michael D. Richards remain in full force and effect.

Employee:

_____

Michael D. Richards, President, College of Southern Nevada Date

Accepted on behalf of the Nevada System of Higher Education as a Supplement to the Terms of Employment:

_____

Daniel J. Klaich, Chancellor, Nevada System of Higher Education Date