

Minutes are intended to note (a) the date, time and place of the meeting; (b) those members of the public body who were present and those who were absent; and (c) the substance of all matters proposed, discussed and/or action was taken on. Minutes are not intended to be a verbatim report of a meeting. An audiotape recording of the meeting is available for inspection by any member of the public interested in a verbatim report of the meeting.

These minutes are not final until approved by the Board of Regents at the March 2015 meeting.

**BOARD OF REGENTS* and its
CSN PERIODIC PRESIDENTIAL EVALUATION COMMITTEE
NEVADA SYSTEM OF HIGHER EDUCATION**

Building E, Room 327
College of Southern Nevada
6375 West Charleston Boulevard, Las Vegas
Tuesday, December 9, 2014

Members Present: Mr. Kevin C. Melcher, Chair
 Dr. Andrea Anderson
 Mr. Robert Blakely
 Mr. William McCurdy, Student Representative
 Mr. Jose Solorio, Community Representative
 Ms. Hannah Brown, Community Representative

Others Present: Mr. Daniel J. Klaich, Chancellor
 Mr. R. Scott Young, Deputy Chief of Staff to the Board of Regents
 Dr. Michael Richards, President, College of Southern Nevada
 Dr. Carol Harter, Evaluation Consultant

For others present please see the attendance roster on file in the Board Office.

Chair Kevin C. Melcher called the meeting to order at 9:22 a.m. with all members present. Chair Melcher introduced Dr. Carol Harter, Evaluation Consultant and asked her and the Committee members to introduce themselves. (*Harter biographical on file in the Board Office.*)

1. Information Only – Public Comment (Agenda Item #1) – Mr. Dick McGee, Chair, Fine Arts Department, College of Southern Nevada (CSN), stated President Michael Richards has been a stabilizing influence for CSN and has created a very focused leadership team that is transparent in their dealings.

2. Information Only – Evaluation Committee Process (Agenda Item #2) - The Committee discussed procedural matters and focusing the interviews with the Evaluation Consultant. (*Ref. PPEC-2 and Workplace Climate: Survey Results and Recommendations for Improvements on file in the Board Office.*)

Mr. R. Scott Young, Deputy Chief of Staff to the Board of Regents, presented the Committee with the evaluation process to be followed, Committee duties, Open Meeting Law (OML) reminders and nine criteria to be included in the president’s evaluation per Board policy, the first eight of which apply to CSN.

Mr. Daniel J. Klaich, Chancellor, reported Board of Regents’ policy states the Faculty Senate of each institution is authorized to prepare and circulate a faculty survey to be delivered to the evaluation consultant and incorporated into the evaluation. CSN Faculty Senate did not wish to send out a survey. Chancellor Klaich stated he provided Dr.

2. Information Only – Evaluation Committee Process (Agenda Item #2) – (Continued)

Harter, from the CSN faculty, a three part report on the climate at CSN and a report titled *Workplace Climate: Survey Results and Recommendations for Improvements from the Work Climate Committee at CSN*.

3. Information Only – Initial Meeting with President Michael Richards (Agenda Item #3) -

The Committee met with President Richards to discuss all matters relating to the periodic evaluation, including reviewing and discussing strategic plans, goals, objectives, resource allocation policies, major challenges and successes, as well as the president's self-evaluation. (*Richards Self-Evaluation for Presidential Periodic Review 2011 through 2014, CSN Periodic Presidential Evaluation Committee binder, College of Southern Nevada Presidential Evaluation December 2014 PowerPoint, CSN Organizational Chart and the CSN Chronicle on file in the Board Office.*)

Dr. Michael Richards, President, CSN, presented his Presidential Evaluation December 2014, including Navigating 2011-14 in 90 minutes, Mission, CSN by the Numbers, CSN Overview: Credit Enrollments Fall 2014, CSN Organization, Largest Cultural Shift in CSN's History Underway, Imagine CSN is a Ship, Budgetary Matters and Fiscal Management, Evidence and Ability, Academic Administration and Academic Planning, Achievements, Performance Based, Student Success Centered, Data Driven, Inclusive, Community and State Support, Clark County School District (CCSD) Partnerships, Community Partnerships, Southern Nevada Shared Collaborations, More Alternative Funding, CSN Foundation Endowment Totals. CSN Degrees Earned 2010-2014, Identify: Work Climate Survey, Recommendations for Improvement, Implementing Responses, Macro Challenges at CSN and 2011-14 Log and Record.

Ms. Hannah Brown, Community Representative, believed communication was a problem in most organizations.

Chair Melcher stated CSN should continue to grow the Foundation while the economy is improving and to promote community based mentoring.

Regent Andrea Anderson asked President Richards to explain the hiring policy. President Richards reported it was an effort with the faculty senate to streamline the hiring process.

Regent Robert Blakely cautioned President Richards on having any more than eight direct reports on the organizational chart, feeling it was just too many. He suggested he continue to expand community partnerships.

Dr. Harter asked how the goals were established for performance based funding. Chancellor Klaich stated the goals were the last work from the Senate Bill 374 Legislative Committee to Study the Funding of Higher Education (Chapter 375, *Statutes of Nevada 2011*). That Committee provided broad direction on which goals were appropriate for the community colleges, state college and universities. President Richards shared that the changes made by the Regents in the performance component of the formula were significant and show a pattern of wanting systematic improvement.

3. Information Only – Initial Meeting with President Michael Richards (Agenda Item #3) – (Continued)

Mr. Jose Solorio, Community Representative, pointed out CSN was the largest institution and felt the short amount of time provided for the evaluation was not completely fair. Mr. Solorio would like to see more data in the particular areas since putting all the data together may not be giving a true picture. He also wanted to see the organization match the community it serves in regards to diversity.

President Richards believed community input is important and valuable. He stated he would provide more data on diversity at the college, but acknowledged there is more work to be done. President Richards noted the matriculation process is difficult to navigate but they are working with a team of people to simplify the process.

Mr. William McCurdy, Student Representative, strongly believed CSN was moving in a better direction. He did have a chance to speak with students and their concerns circled around the diversity of faculty, staff and administration. Mr. McCurdy stated mentoring will be a great benefit, especially in the under privileged areas to help spark kid's interest. From a student perspective the students deserve a place to call their own such as a student union where they can go and be engaged.

Ms. Brown stated there is a perception it is difficult for minority professors to become tenured at CSN and until that perception is erased minority professors will not come.

The meeting recessed at 11:12 a.m. and reconvened at 11:30 a.m.

Dr. Harter pointed out Nevada has never built buildings for students with state funds. Student unions and recreation centers have always been taken on by the students themselves in a self-taxing way over a long period of time.

2. Information Only – Evaluation Committee Process (Agenda Item #2) – (Continued)

Mr. Solorio asked if they could reach out to the minority professors to discuss their feelings in regards to feeling left out of the tenure process. Dr. Harter did not believe she could do that, but they should attend the open forums for faculty.

Chancellor Klaich was anxious to hear a broader input from the students on how they view their CSN experience and what can be done to improve it. Dr. Harter clarified there is a student forum, but Mr. McCurdy noted for the record it was finals week and he did not think there was a sufficient amount of notice to gather a crowd.

Chair Melcher asked Dr. Harter to listen for campus organization issues, Foundation efforts, mentoring programs, and campus safety issues during the interviews and forums. Chair Melcher also wanted to hear if others believed the longevity in the presidency was a positive for the institution, because he truly believed it was.

Mr. Solorio asked when community groups would participate in the schedule. Dr. Harter suggested they attend the open forum. Mr. Solorio suggested specific times for community groups be included on future schedules.

2. Information Only – Evaluation Committee Process (Agenda Item #2) – (Continued)
Chair Melcher reported a summary of Dr. Harter’s visits will be provided on Friday, December 12, 2014, and the final report will be given at the March 2015 Board of Regents’ meeting.
4. Information Only – New Business (Agenda Item #4) – None.
5. Information Only – Public Comment (Agenda Item #5) – Dr. Sondra Cosgrove, CSN History Professor, reiterated it was finals week and the faculty are focused on the students this week. Dr. Cosgrove stated CSN needs more counselors but they do not have the resources.

The meeting adjourned at 11:53 a.m.

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Submitted for approval by: R. Scott Young
Deputy Chief of Staff
to the Board of Regents