

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  
Friday, December 12, 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 (*via telephone*)  
                                  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 1:06 p.m. with all members present except Mr. Jose Solorio.

1.     Information Only – Public Comment (*Agenda Item #1*) – None.

Mr. Jose Solorio, Community Representative, entered the meeting.

Chair Melcher thanked Dr. Michael Richards, CSN President, for the wonderful holiday party the night before.

2.     Information Only – Evaluation Consultant’s Report (*Agenda Item #2*) - The Evaluation Consultant reported on interviews conducted with individuals who are knowledgeable about the work of Dr. Michael Richards as President of the College of Southern Nevada (CSN).

Dr. Carol Harter, Evaluation Consultant, provided a verbal preliminary evaluation report and recommendations organized around the following four areas:

1. Academic Administration, Student Affairs, and Personnel Management;
2. Student Affairs, Decision Making and Problem-Solving, and Progress Toward Master Plan and Performance Goals;
3. Personnel Management, Decision Making and Problem Solving, and Progress toward Performance Goals; and

2. Information Only – Evaluation Consultant’s Report (Agenda Item #2) – (Continued)
  4. External Relations and Fund-Raising.

Chair Melcher clarified a final expanded evaluation report will outline the various strategies and be provided at the March 2015 Board of Regents’ meeting.

3. Information Only – Final Meeting with President Michael Richards (Agenda Item #3)  
- The Committee met with President Richards to discuss the Committee’s preliminary findings and report of the Evaluation Consultant and to follow up on any questions concerning the periodic evaluation that may remain.

President Richards expressed his appreciation to Dr. Harter for her tireless efforts. President Richards believed one of the most dynamic things happening at CSN is the cultural shift transformation that is underway to concentrate more on student success. CSN still has things to work on such as building the Foundation, working on executive team issues and the search for a vice president of student affairs. President Richards stated CSN consists of a diverse student body which in turn enriches the educational experience of the students. There is more to do in the area of recruiting qualified diverse faculty and staff. If CSN was to receive the Hispanic Serving Institution (HSI) distinction it would bless everyone at CSN creating opportunities they may not have without the distinction.

Regent Andrea Anderson believed President Richards and CSN were doing an excellent job in making the cultural shift, the expansion of the executive team is an excellent idea, and requiring an associate degree for transfer is definitely something to look at and will change the mindset of the students.

Chair Melcher also believed the requirement of an associate’s degree for transfer is interesting and should be a conversation with the other presidents because it may not be right for all students.

Regent Robert Blakely stated he would like to see an increase in the graduation rate and also would like to see the associate degree proposal.

Mr. William McCurdy, Student Representative, stated an increase in diversity would enhance enrollment and attract more students. CSN is moving in a positive direction, but the college must reflect the students it is serving

Ms. Hannah Brown, Community Representative, asked how many people were on the leadership team and how diverse they were. President Richards stated the cabinet consisted of two dozen highly diverse people and four vice presidents. There currently are two female vice presidents and one male vice president, all Caucasian.

2. Information Only – Evaluation Consultant’s Report (Agenda Item #2) – (Continued)

Mr. Solorio reiterated CSN is the largest institution and they have the opportunity to serve those students that are not quite ready for a university or need an alternate route after high school. One step in the right direction is the Community College Advisory Councils, because a president evaluation every two years does not provide the guidance needed on an ongoing basis.

Mr. Daniel J. Klaich, Chancellor, believed the fairest thing to Dr. Harter was to allow her to provide a more thorough report at the March 2015 Board of Regents’ meeting after she dissects the 96 interviews she attended.

Regent Anderson stressed how importantly the longevity and stability in the president position by President Richards has served the institution. Chair Melcher served on this committee two years ago and during that time longevity was mentioned for the stability of the campus.

Chancellor Klaich emphasized the need for a broader management team and continued stability. Chancellor Klaich stated President Richards is an incredible team player, aggressive advocate for CSN and he valued his opinion. He is passionate about community college issues around the country. Chancellor Klaich believed he could be more communicative and aggressive, but with all that said he was pleased to hear the preliminary report.

President Richards clarified on the record there are three African Americans, two Hispanics and two Caucasians that report directly to him on the staff level. President Richards also noted for the record the clarification does not diminish the need for more diversity in the staff and faculty.

Mr. Solorio agreed with the management structure recommendation, but would add a position that deals with how the community college deals with the business community. Mr. Solorio asked if \$2.5 million a year was typical for a Foundation of CSN’s size. President Richards stated \$2.5 million a year was their aspiration. Mr. Solorio believed current and potential students needed as much preparation as possible to help them succeed. The students need to be mentored and shown money in not an impairment in attendance. He applauded unlimited tutoring efforts. Diversity within the staff must become a reality. Mr. Solorio encouraged President Richards to be more aggressive and bring community members on board that want to help.

Ms. Brown stated it is tough for a company or institution to change their culture. The culture has to change in order for people to be looked at fairly.

Chair Melcher noted when searching to fill a vacant position, make sure those doing the search know where and how to search for the appropriate individuals. He stated he is an advocate of training and recruiting from within. There are amazing things happening at CSN.

2. Information Only – Evaluation Consultant’s Report (Agenda Item #2) – (Continued)

Mr. McCurdy stated he has open conversations with President Richards and he is always receptive. He believed everyone can do extraordinary things if they have the opportunities presented.

Ms. Brown stated there has been stability and that provides the opportunity to right the wrongs. Chair Melcher agreed everything had to be stable before they can begin addressing the details of the concerns.

Chancellor Klaich stated the CSN mission change was brought forward under the leadership of President Richards. President Richards has moved CSN into an access/success based institution with the mission and the change to the funding formula. This progress has been made in the past six years.

Mr. Solorio reiterated the need to be more student centered with areas on campus where students feel comfortable going to. Mr. McCurdy stated during the election cycle he will create a question in regards to a student center.

4. Information Only – Preparation of Committee Report (Agenda Item #4) - The Committee discussed its findings and the proposed contents of the evaluation report, and directed the Evaluation Consultant to prepare the report accordingly.

Chair Melcher stated a full evaluation report will be presented to the Board of Regents’ at their March 2015 meeting. It will detail the evaluation areas. Dr. Harter was clear on the expectations. She will expand and detail all the criteria of presidential performance and make recommendations in all the areas.

Mr. Solorio noted athletics is an important area to review because those types of activities add to student cohesiveness.

5. Information Only – Public Comment (Agenda Item #5) – (Letters on file in the Board Office.)

Mr. Arnold Bell, CSN Professor of Communications and President of the Concerned Black Professionals, CSN, addressed culturally sensitive issues, inconsistencies of administrative decisions and double standards as it pertains to Black professionals at CSN as outlined in the letter sent to President Richards on October 1, 2014, and on file in the Board Office.

Dr. Robert L. Green, former Professor and Dean, Michigan State University and former University President at the University of the District Columbia, Dr. S. S. Rogers, Pastor and President Ministers Alliance Association of Southern Nevada, Reverend Fouston Jordan, Sr., Rivers of Living Water, Dr. Tiffany Tyler, Nevada Partners, Mr. Kevin E. Hooks, Chief Executive Office, Las Vegas Clark County Urban League, offered their support to Mr. Bell and the Concerned Black Professionals at CSN, and called for the development of strategic plans and actions as it pertains to the concerns listed in the letter dated October 1, 2014.

5. Information Only – Public Comment (Agenda Item #5) – (Continued)

Regent Blakely left the meeting at 3:00 p.m.

Mr. Craig Knight, General Manager, KCP 88.1 FM, also offered his support to Mr. Bell and a years' worth of public service announcements (PSA) to CSN in order to promote themselves to a more diverse community.

Ms. Nierada Nititadakul, Associated Student CSN Secretary, believed student engagement needed to increase. A conscientious decision needed to be made in the selection of the vice president for student affairs. The person needs to work with student relations on campus and bring the focus back to the students.

Chair Melcher thanked everyone for their input and offers of community support.

The meeting adjourned at 3:07 p.m.

Prepared by:

Angela R. Palmer  
Special Assistant and Coordinator  
to the Board of Regents

Submitted for approval by:

R. Scott Young  
Deputy Chief of Staff  
to the Board of Regents