

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 June 2016 meeting.

**BOARD OF REGENTS* and its
ad hoc TMCC PRESIDENT SEARCH COMMITTEE
NEVADA SYSTEM OF HIGHER EDUCATION**

Red Mountain Building, Room 256
Truckee Meadows Community College
7000 Dandini Boulevard, Reno
Thursday, April 28, 2016
Friday, April 29, 2016

Members Present: Regents' Committee
Mr. Kevin C. Melcher, Chair
Mr. Cedric Crear
Dr. Jason Geddes
Mr. Sam Lieberman
Ms. Allison Stephens

Members Absent: Regents' Committee
Mr. Robert Davidson

Members Present: Advisory Members
Dr. John Adlish, Faculty Senate
Ms. Michonne Ascuaga, Community Member
Ms. Jill Atkinson, Affirmative Action (*Ex-officio*)
Ms. Teresa Benitez-Thompson, Alumnus (*via telephone 4/29/16*)
Ms. Elena Bubnova, Administrator
Ms. Cheryl Cardoza, Faculty Senate
Mr. Mike Holmes, Faculty Senate
Ms. Collie Hutter, Community Member
Ms. Estella Levario Gutierrez, Administrator
Ms. Michelle Montoya, Faculty Senate
Mr. Jim New, Administrator
Mr. Rod Sanford, Community Member
Mr. Gerald C. Smith, Community Member
Mr. Andrew Stevenson, Community Member (*via telephone 4/29/16*)
Ms. Grace Tout, Classified Council
Mr. David Turner, Student Representative

Members Absent: Advisory Members
Ms. Robyn Powers, Community Member
Dr. Melanie Purdy, Faculty Senate

Others Present: Mr. Daniel J. Klaich, Chancellor
Mr. Dean J. Gould, Chief of Staff and Special Counsel to the Board of Regents
Ms. Brooke A. Nielsen, Vice Chancellor, Legal Affairs

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

Chair Melcher called the meeting to order at 8:09 a.m. on Thursday, April 28, 2016, with all members present except Regent Davidson, Ms. Teresa Benitez-Thompson, Ms. Robyn Powers, and Dr. Melanie Purdy.

1. Information Only – Public Comment – None.
2. Approved – Minutes – The Committee recommended approval of the April 5, 2016, meeting minutes. (*Ref. TMCC PSC-2 on file in the Board Office.*)

Regent Geddes moved approval of the April 5, 2016, meeting minutes. Regent Lieberman seconded. Motion carried. Regent Davidson was absent.
3. Information Only Chair’s Report (Agenda Item #4) - Chair Kevin C. Melcher provided a report regarding the final interview process and related matters.

Chair Melcher reviewed the Committee’s two-day interview schedule.

Chief of Staff Dean J. Gould provided an Open Meeting Law reminder and noted all candidate waivers have been received.
4. Information Only – Chancellor’s Report (Agenda Item #3) - Chancellor Daniel J. Klaich reported on the search and interview process and announced the names of the final candidates:
 - Barbara Buchanan, Ph.D. (*Ref. TMCC PSC-3a on file in the Board Office.*)
 - Karin Hilgersom, Ph.D. (*Ref. TMCC PSC-3b on file in the Board Office.*)
 - Julie Leidig, Ph.D. (*Ref. TMCC PSC-3c on file in the Board Office.*)
 - Muddassir Siddiqi, Ed.D. (*Ref. TMCC PSC-3d on file in the Board Office.*)

Chancellor Klaich reported he along with Ms. Cizek, reviewed the resumes, qualifications, and letters of interest on 17 candidates and narrowed the pool to nine candidates. Interviews, via Skype, were held with eight candidates; one candidate accepted another position and dropped out of the search. As a result of the interviews, five finalists were chosen with one subsequently accepting another position.

Ms. Benitez-Thompson entered the meeting.

Chancellor Klaich stated the finalists are incredibly talented and understand the role of a comprehensive community college. The finalists are accomplished in their academic disciplines, have a wonderful sense of the changes in the community college landscape, and have a deep understanding of the critical nature of the workforce mission. The pool is diverse and reflective of community college values.

3. Information Only Chair's Report (Agenda Item #4) – (Continued)

Chair Melcher thanked Cizek Associates, President Dalpe, and TMCC faculty and staff for all their hard work during the search. Chancellor Klaich thanked the Faculty Senate hosts for all of their time spent with the candidates.

5. No Action Taken – Discussion of Interview Questions - Ms. Marti J. Cizek, Search Consultant and Mr. Daniel J. Klaich, Chancellor led a discussion with the Committee related to the questions and/or topics and the interview process to be utilized. *(Handout on file in the Board Office.)*

The questions are as follows:

1. Highlight aspects of your professional experience that you think make you a good fit for the president position at Truckee Meadows Community College. Explain the particular factors in this presidency that have motivated you to pursue the opportunity with us. What specifically do you bring to us in terms of vision and leadership? Describe the process and timeframe you think would be necessary to get to know and understand our college. How will you go about it?
(Ms. Michonne Ascuaga will ask question #1.)
2. Maintaining effective relationships and communication in a complex environment such as the Nevada System of Higher Education is important. How have you demonstrated positive connectivity and advocacy in these three areas: internally at the college employee level, externally in a large system or district environment, and in the community the college serves? Include in your responses how this relates to your decision-making and shared governance and its impact on campus climate.
(Ms. Grace Tout will ask question #2.)
3. How do you address the workforce development opportunity that exists at our comprehensive community college? What are the steps necessary to ensure TMCC meets the workforce needs of a regionally dynamic economy? What examples can you offer of success in this area? How do you balance this opportunity with the existing strength we possess in transfer education?
(Mr. Jim New will ask question #3.)
4. What experience have you had establishing successful programs that meet the needs of a diverse student body, faculty and staff? How do you foster and support an inclusive, equitable, safe and diverse environment?
(Mr. David Turner will ask question #4.)
5. Describe in detail a particularly challenging, complex initiative for which you had responsibility. How and why did the initiative originate? Who was involved in the implementation and who was affected? What were the steps to ensure timely completion? What were the obstacles and how did you overcome them? How were decisions made? What was the overall outcome and impact? What did you learn? Would you do anything differently next time?
(Ms. Collie Hutter will ask question #5.)

5. No Action Taken – Discussion of Interview Questions – (Continued)

6. The impact of budget reductions and new levels of accountability have wide reaching consequences for TMCC. What experience do you bring that is relevant to our performance-funding model? How have you tied budgeting to strategic planning and operational continuous improvement? What role does the development of alternative revenues streams and fundraising play in a sustainable budget for the college and how would you approach this opportunity at TMCC with the fundraising experiences you have had elsewhere?

(Mr. Rod Sanford will ask question #6.)

7. As the vision and mission of the 21st century comprehensive community college responds to a multitude of changes, we also continue our focus on academic excellence and student success. What experiences do you bring that will support your effectiveness in addressing these priorities at TMCC? What role does technology play? How are K-12 and 4-year university partnerships affected and strengthened?

(Ms. Estella Levario Gutierrez will ask question #7.)

Regent Crear believed a candidate's experience working within a System, with a governance board and their understanding of the Nevada Open Meeting Law should be explored.

8. Please offer any closing remarks and/or any questions you have of this committee.
(Dr. John Adlish will ask question #8.)

The meeting recessed at 8:51 a.m. and reconvened at 9:03 a.m. with all present except Regent Davidson, Ms. Powers, and Dr. Purdy.

6. Information Only – Final Candidates' Campus Visit Report and Final Candidates' Interviews - Ms. Marti J. Cizek reported on the curriculum vitae, background information, campus visits, campus forums and the results from the feedback survey completed during each final candidates' campus forums just prior to each final candidate's interview. The Committee interviewed the final candidates for the position of TMCC President. *(Handout on file in the Board Office.)*

Ms. Cizek reviewed the curriculum vitae, background information, campus visits, campus forums and the results from the feedback survey for Dr. Muddassir Siddiqi.

Chair Melcher welcomed Dr. Siddiqi. He thanked Dr. Siddiqi for his interest in the TMCC Presidency and explained the interview process. Dr. Siddiqi then responded to the interview questions.

After responding to the interview questions, Dr. Siddiqi answered follow-up questions from the committee regarding: Nevada Open Meeting Law; experience with a Board of Trustees; the legislative process in his current job; and formula funding.

6. Information Only – Final Candidates’ Campus Visit Report and Final Candidates’ Interviews – (Continued)

The meeting recessed at 10:39 a.m. and reconvened at 11:30 a.m. with all present except Regent Davidson, Mr. Adlish, Mr. Holmes, Ms. Powers, and Dr. Purdy.

Ms. Cizek reviewed the curriculum vitae, background information, campus visits, campus forums and the results from the feedback survey for Dr. Barbara Buchanan.

Mr. Holmes entered the meeting.

Chair Melcher welcomed Dr. Buchanan. He thanked Dr. Buchanan for her interest in the TMCC Presidency and explained the interview process. Dr. Buchanan then responded to the interview questions.

Dr. Adlish entered the meeting.

After responding to the interview questions, Dr. Buchanan answered follow-up questions from the committee regarding: Nevada Open Meeting Law; experience with a Board of Trustees; and formula funding.

The meeting recessed at 1:14 p.m. on April 28, 2016, and reconvened on April 29, 2016, at 8:16 a.m. with all members present except Regent Davidson, Ms. Benitez-Thompson, Ms. Powers, Dr. Purdy and Mr. Stevenson.

Ms. Cizek reviewed the curriculum vitae, background information, campus visits, campus forums and the results from the feedback survey for Dr. Karin Hilgersom.

Ms. Benitez-Thompson and Mr. Stevenson entered the meeting via telephone.

Chair Melcher welcomed Dr. Hilgersom. He thanked Dr. Hilgersom for her interest in the TMCC Presidency and explained the interview process. Dr. Hilgersom then responded to the interview questions.

Ms. Benitez-Thompson and Mr. Stevenson left the meeting.

Dr. Hilgersom asked a follow-up question regarding: what is needed to bring TMCC to the next level.

The meeting recessed at 10:19 a.m. and reconvened at 10:42 a.m. with all members present except Regent Crear, Regent Davidson, Ms. Benitez-Thompson, Ms. Powers, Dr. Purdy and Mr. Stevenson.

Ms. Cizek reviewed the curriculum vitae, background information, campus visits, campus forums and the results from the feedback survey for Dr. Julie Leidig.

Ms. Benitez-Thompson entered the meeting.

6. Information Only – Final Candidates’ Campus Visit Report and Final Candidates’ Interviews – (Continued)

Chair Melcher welcomed Dr. Leidig. He thanked Dr. Leidig for her interest in the TMCC Presidency and explained the interview process. Dr. Leidig then responded to the interview questions.

Regent Crear and Mr. Stevenson entered the meeting.

Dr. Leidig asked follow-up questions regarding: what does success look like for the President in two years; the outlook of financial support from the state; and the relationship between the community colleges and the universities within the System.

The meeting recessed at 12:20 p.m. and reconvened at 12:46 p.m. with all members present except Regent Davidson, Ms. Powers, and Dr. Purdy.

Chair Melcher read four letters into the record, from the TMCC Student Government Association representatives, Ms. Jody Covert, Ms. Marissa Brown, and Dr. Melanie Purdy that were received after the feedback survey had closed. (*Letters on file in the Board Office.*)

7. Information Only – Advisory Members’ Open Session Regarding Final Candidates for TMCC President - An open session for the advisory members was held to discuss the final candidates for the position of TMCC President. The advisory members provided the Regents’ ad hoc TMCC President Search Committee with their assessment of the final candidates for the position of TMCC President.

Dr. Adlish, Ms. Atkinson, Ms. Benitez-Thompson, Ms. Bubnova, Ms. Cardoza, Mr. Holmes, Ms. Hutter, Ms. Levario Gutierrez, Ms. Montoya, Mr. New, Mr. Sanford, Mr. Smith, Mr. Stevenson, Ms. Tout all provided initial comments on Dr. Buchanan.

Ms. Ascuaga, Ms. Bubnova, Ms. Cardoza, Mr. Holmes, Ms. Hutter, Ms. Levario Gutierrez, Ms. Montoya, Mr. New, Mr. Sanford, and Mr. Turner all provided initial comments on Dr. Hilgersom.

Dr. Adlish, Ms. Ascuaga, Ms. Atkinson, Ms. Benitez-Thompson, Ms. Bubnova, Ms. Cardoza, Ms. Montoya, Mr. Smith, and Mr. Stevenson provided initial comments on Dr. Leidig.

Ms. Cardoza and Mr. Stevenson provided initial comments on Dr. Siddiqi.

Ms. Ascuaga left the meeting.

8. Information Only – Public Comment (Agenda Item 10) – Ms. Julia Hammett provided public comment in support of Dr. Buchanan and Dr. Leidig. Ms. Kate Kirkpatrick provided public comment in support of Dr. Hilgersom. Dr. J. Kyle Dalpe, Acting President, provided public comment in support of Dr. Buchanan and Dr. Leidig.

The meeting recessed at 2:31 p.m. and reconvened at 2:45 p.m. with all members present except Regent Davidson, Ms. Ascuaga, Ms. Powers, and Dr. Purdy.

7. Information Only – Advisory Members’ Open Session Regarding Final Candidates for TMCC President – (Continued)

After hearing initial comments from their fellow advisory members on the final candidates, advisory members made their final choices:

Advisory Member	1 st Choice	2 nd Choice
Dr. Adlish	Dr. Buchanan	Dr. Leidig
Ms. Atkinson	Dr. Buchanan	Dr. Leidig
Ms. Benitez-Thompson	Dr. Buchanan	Dr. Leidig
Ms. Bubnova	Dr. Buchanan	
Ms. Cardoza	Dr. Buchanan	Dr. Leidig
Mr. Holmes	Dr. Hilgersom	Dr. Buchanan
Ms. Hutter	Dr. Hilgersom	Dr. Buchanan
Ms. Levario-Gutierrez	Dr. Buchanan	Dr. Hilgersom/Dr. Leidig
Ms. Montoya	Dr. Buchanan	Dr. Hilgersom
Mr. New	Dr. Hilgersom	Dr. Buchanan
Mr. Smith	Dr. Buchanan	Dr. Leidig
Mr. Stevenson	Dr. Leidig/Dr. Buchanan	
Ms. Tout	Dr. Buchanan	Dr. Leidig
Mr. Turner	Dr. Hilgersom	Dr. Buchanan

9. Approved – Decision by the Regents’ ad hoc TMCC President Search Committee (Agenda Item 8) - The Committee recommended Dr. Karin Hilgersom for consideration by the full Board of Regents, on May 2, 2016, at 1:00 p.m., for appointment as the next President of TMCC.

The Regents’ ad hoc TMCC President Search Committee discussed and assessed the final candidates for the position of TMCC President.

Chair Melcher stated all four candidates were excellent and provided the following comments:

- Dr. Buchanan - Has great experience and is doing great work for TMCC. Has built relationships with the community and has worked well with TMCC leadership.
- Dr. Leidig – Very strong. Great ideas.
- Dr. Hilgersom – Master communicator. Social person and interacts well. Impressed with her ability to work with Legislature and outside constituencies. Recognized performance based funding is extreme. Has a good idea of process to come to a consensus. Accomplished visionary. Did great research on TMCC.

Regent Stephens left the meeting.

9. Approved – Decision by the Regents’ ad hoc TMCC President Search Committee (Agenda Item 8) – (Continued)

Regent Lieberman provided the following comments:

- Dr. Hilgersom & Dr. Buchanan – Both will be excellent leaders and viable members of the TMCC team.

Regent Crear provided the following comments:

- Dr. Buchanan – Has TMCC insight. Very smart.
- Dr. Hilgersom – Fundraiser. Worked in a System before. Worked under stringent circumstances. Worked with a Board before. Legislative experience.

Regent Geddes provided the following comments:

- Dr. Leidig – Acknowledged her weakness in fundraising. Great leadership quality to know your own strengths and weaknesses. Comes from a minority majority institution. Has worked in developing the different dynamics of an institution. Expanded dual enrollment program. Grows faculty to mirror student population.
- Dr. Buchanan – Has done wonders for TMCC.
- Dr. Hilgersom – Liked her enthusiasm and communication skills.

Regent Stephens entered the meeting.

Regent Stephens provided the following comments:

- Dr. Siddiqi – New ideas and innovative thoughts. Has Hispanic serving institution experience. Very strong and great ideas. Good business sense. Future visionary.
- Dr. Hilgersom – Took initiative to go visit other TMCC campuses. She spoke about the Board and the System without being prompted.
- Dr. Buchanan – Straightforward. Understands the System. Good presenter.
- Dr. Leidig – Enjoyed professional demeanor. Confident. Business perspective.

Regent Geddes recommended Dr. Julie Leidig for the position of TMCC President to be made to the full Board of Regents, on May 2, 2016, at 1:00 p.m., for its consideration and action. The motion failed for lack of a second.

Chair Melcher added he was impressed with Dr. Hilgersom’s Native American Summer Academy. She also focused on building K-12 relationships, student focused projects, such as tutoring centers.

9. Approved – Decision by the Regents’ ad hoc TMCC President Search Committee (Agenda Item 8) – (Continued)

Regent Geddes recommended Dr. Karin Hilgersom for the position of TMCC President to be made to the full Board of Regents, on May 2, 2016, at 1:00 p.m., for its consideration and action. Regent Crear seconded.

Regent Crear stated this was one of the best pools of candidates he has seen in a search. Dr. Hilgersom has the past experiences to lead TMCC where it needs to go.

Motion carried. Regent Davidson was absent.

10. Information Only – New Business (Agenda Item 9) – None.

8. Information Only – Public Comment (Agenda Item 10) – Chair Melcher thanked Ms. Cizek and Cizek and Associates. Dr. Adlish thanked Chair Melcher for a job well done.

The meeting adjourned at 3:24 p.m.

Prepared by:

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

Submitted for approval by:

Dean J. Gould
Chief of Staff
to the Board of Regents