

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 2017 meeting.

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

Northern Nevada Science Center, Stout Conference Center, Rooms A/B
Desert Research Institute
2215 Raggio Parkway, Reno
Friday, January 27, 2017

Video Conference Connection from the meeting site to:
Desert Research Institute – Las Vegas
Southern Nevada Science Center, Rooms 181 and 182
755 East Flamingo Road, Las Vegas

Members Present: Regents' Committee
Dr. Jason Geddes, Chair
Mr. Cedric Crear
Mrs. Carol Del Carlo
Mr. John T. Moran
Ms. Allison Stephens

Other Regents Present: Mr. Sam Lieberman

Members Present: Advisory Members
Dr. Jay Arnone III, Faculty
Mr. Michael Benjamin, Community Member
Mr. Mark Bruce, Community Member
Dr. Mary Cablk, Faculty
Ms. Kelsey Carter, Affirmative Action (*Ex-officio*)
Ms. Jenny Chapman, Faculty
Ms. Dawn Coots, Technologists Advisory Council
Mr. Chuck Creigh, Community Member
Dr. Jack Gillies, Faculty
Dr. Joe Grzyski, Administrator
Mr. Steve Hill, Community Member
Mr. Kenneth G. Ladd, Community Member
Dr. Joe McConnell, Faculty
Ms. Nina Oakley, Student Government/GRAD
Ms. Stephanie Tyler, Community Member
Dr. Eric Wilcox, Faculty
Ms. Missy Young, Community Member

Members Absent: Advisory Members
Dr. Kumud Acharya, Faculty
Dr. Braimah Apambire, Administrator
Mr. John Entsminger, Community Member
Mr. Holger Liepmann, Community Member
Mr. Brian Speicher, Faculty

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

Chair Jason Geddes called the meeting to order at 9:02 a.m. with all members present except Regent John T. Moran, Regent Allison Stephens, Dr. Kumud Acharya, Dr. Braimah Apambire, Mr. John Entsminger, Mr. Holger Liepmann and Mr. Brian Speicher.

1. Information Only – Public Comment – None.
2. Approved – Minutes – The Committee recommended approval of the August 17, 2016, meeting minutes. (*Ref. DRI PSC-2 on file in the Board Office.*)

Regent Crear moved approval of the August 17, 2016, meeting minutes. Regent Del Carlo seconded. Motion carried. Regents Moran and Stephens were absent.

3. Information Only – Chancellor’s Report – Chancellor John V. White reported on the search and interview process and announced the names of the final candidates:
 - Kristen Averyt, Ph.D. (*Ref. DRI PSC-3a on file in the Board Office.*)
 - Philip Mote, Ph.D. (*Ref. DRI PSC-3b on file in the Board Office.*)

Chancellor White reported he extended invitations to 13 of 15 first tier applicants with 11 accepting the invitation. After the 11 applicants were interviewed, six were identified that merited further consideration. The two above candidates were chosen because of their enthusiasm for the job and their willingness to participate in the process.

4. Information Only – Chair’s Report – Chair Jason Geddes provided a report regarding the final interview process and related matters.

Chair Geddes stated after the interviews the Regents’ Committee may recommend a final candidate for the position of Desert Research Institute (*DRI*) President to be presented to the full Board of Regents at a scheduled meeting on Friday, February 3, 2017.

Regent Lieberman entered the meeting.

5. No Action Taken – Discussion of Interview Questions – Chair Jason Geddes discussed the questions and the process to be utilized during the interviews. (*Handout on file in the Board Office.*)

The questions are as follows:

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

1. DRI is funded primarily through a variety of contracts and grants from federal and state government funding agencies and industry partners. How might you harness the collective intellectual curiosity and research passion of a large group of independent investigators to move the enterprise in directions that are financially advantageous and strategically important to the DRI mission?
(Dr. Eric Wilcox will ask question #2 on Handout.)
2. What would you point to as your greatest accomplishment in building institutional excellence – including hiring, retention and professional development? Greatest set back or disappointment? How would you have done things differently to have been successful?
(Ms. Jenny Chapman will ask question #6 on Handout.)
3. Institutions must set targets, measure progress toward them, and be accountable for the results. What examples can you point to for setting measurable targets, developing realistic implementation plans, establishing metrics with which to measure progress in accomplishing those targets, and inspiring and organizing the efforts of colleagues to achieve the targets as part of institutional aspirations?
(Mr. Mike Benjamin will ask question #7 on Handout.)
4. Can you tell us of your experience of providing leadership in professional scientific or technical societies and associations? How might you translate this experience to DRI, both nationally and internationally?
(Mr. Kenneth G. Ladd will ask question #9 on Handout.)
5. DRI plays a role in K-12 education across Nevada. What experience and success do you have in partnering with educational institutions at state, regional, and national levels to create pathways for research-focused learning experiences and to diversify funding?
(Mr. Mark Bruce will ask question #10 on Handout.)
6. DRI has opportunities to develop promising research and technologies into corporate partnerships and/or commercializable products and services to support its mission. Can you provide examples of successes in this area and how you have supported this in the past? How might you approach this at DRI given its unique areas of interest and expertise?
(Mr. Steve Hill will ask question #11 on Handout.)
7. A priority of DRI is to diversify its staff and to promote a culture of inclusion, fairness and transparency. What successes or challenges have you had in accomplishing this objective? What strategies might you suggest for DRI given its twin locations and what role should the President play?
(Ms. Nina Oakley will ask question #12 on Handout.)
8. What do you see as the most significant challenges and opportunities for this leadership position? What resources and actions do you believe will be important in order to achieve success?
(Dr. Jack Gillies will ask question #17 on Handout.)

6. Information only – Final Candidate Campus Visit Reports and Final Candidate Interviews – Search Consultant Bloomfield reported: on the process used to bring these two candidates forward to the Committee; the pool diversity; and search challenges. *(Handout on file in the Board Office.)*

Regent Moran entered the meeting.

Mr. Bloomfield reviewed the curriculum vitae, background information, campus visits, campus forums and the results from the feedback survey for Dr. Philip Mote.

Regent Stephens entered the meeting.

Chair Geddes welcomed Dr. Mote. He thanked Dr. Mote for his interest in the DRI Presidency and explained the interview process. Dr. Mote introduced himself and then responded to the interview questions.

Dr. Mote answered follow-up questions from the Committee regarding: climate change; balancing of personal endeavors and the presidency; the statewide mission of DRI; and how to lead DRI should federal funding be reduced.

The meeting recessed at 10:30 a.m. and reconvened at 10:40 a.m. with all present except Dr. Kumud Acharya, Dr. Braimah Apambire, Mr. John Entsminger, Mr. Holger Liepmann and Mr. Brian Speicher.

Mr. Bloomfield reviewed the curriculum vitae, background information, campus visits, campus forums and the results from the feedback survey for Dr. Kristen Averyt.

Chair Geddes welcomed Dr. Averyt. He thanked Dr. Averyt for her interest in the DRI Presidency and explained the interview process. Dr. Averyt introduced herself and then responded to the interview questions.

Dr. Averyt answered follow-up questions from the Committee regarding: measuring risk; ability to make difficult decisions; climate change; how the communities in Nevada relate to DRI; process by which faculty are awarded or promoted; transparency of decision making; what Dr. Averyt attributes to her rapid success and growth in career; balancing of personal endeavors and the presidency; how to lead DRI should federal funding be reduced; how much time should be spent on fundraising; and leadership/management style.

The meeting recessed at 11:53 a.m. and reconvened at 12:18 p.m. with all present except Dr. Kumud Acharya, Dr. Braimah Apambire, Mr. John Entsminger, Mr. Holger Liepmann and Mr. Brian Speicher.

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

Ms. Tyler, Mr. Hill, Mr. Bruce, Ms. Chapman, Dr. Grzymiski, Ms. Oakley, Dr. Cablk, Mr. Benjamin, Dr. Arnone, and Dr. McConnell provided comments on Dr. Mote.

Mr. Creigh, Ms. Young, Mr. Ladd, Ms. Tyler, Mr. Hill, Mr. Bruce, Ms. Chapman, Dr. Grzymiski, Ms. Oakley, Dr. Gillies, Dr. Cablk, Mr. Benjamin, Dr. Arnone, Ms. Coots, and Dr. McConnell provided comments on Dr. Averyt.

1. Information Only – Public Comment – (*Continued*)

Mr. Michael Lynch, DRI Foundation, asked what the Regents see as the role of the President. Chair Geddes stated a copy of the presidential prospectus that the Committee created would be provided.

President Robert Gagosian stated he had spent time with both candidates. He provided comments on each of the candidates. President Gagosian stated he is committed to giving back to DRI and will be available to mentor either candidate.

8. Approved – Decision by the Regents’ ad hoc DRI President Search Committee – The Regents’ ad hoc DRI President Search Committee recommended Dr. Kristen Averyt for consideration by the full Board of Regents, on February 3, 2017, at 1:00 p.m., for appointment as the next President of DRI.

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

Regents Lieberman, Crear, Stephens, Del Carlo and Moran provided comments on Dr. Averyt.

Regents Stephens and Moran provided comments on Dr. Mote.

Regent Crear recommended Dr. Kristen Averyt for the position of DRI President to be made to the full Board of Regents, on February 3, 2017, at 1:00 p.m., for its consideration and action. Regent Del Carlo seconded.

Chair Geddes thanked Chancellor White and Search Consultant Bloomfield for the candidates they brought forward to the Committee and their hard work during the search.

Motion carried.

9. Information Only – New Business – None.
10. Information Only – Public Comment – None.

The meeting adjourned at 1:23 p.m.

Prepared by:

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Submitted for approval by:

Dean J. Gould
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to the Board of Regents