

BOARD OF REGENTS
BRIEFING PAPER

Agenda Item Title: **Vacancies of System Officers - Best Practices for President
Appointment and Search; Conducting National Searches for Provosts**

Meeting Date: **June 6-7, 2013**

2. BACKGROUND & POLICY CONTEXT OF ISSUE: **has been incorporated into the attached propose**
At its April 19, 2013 **The Board had initially discussed these policy options at its October 19, 2012, special**

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3.

8. COMPLIANCE WITH BOARD POLICY:

<input type="checkbox"/>	Consistent With Current Board Policy: Title # _____ Chapter # _____ Section # _____
<input checked="" type="checkbox"/>	Amends Current Board Policy: Title # <u>2</u> Chapter # <u>1</u> Sections # <u>1.5.4 and 1.5.5</u>
<input checked="" type="checkbox"/>	Amends Current Procedures & Guidelines Manual: Chapter # <u>2</u> Section # <u>1</u>
<input type="checkbox"/>	Other: _____
<input type="checkbox"/>	Fiscal Impact: Yes _____ No <u>X</u> _____
	Explain: _____

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(d) As soon as practicable after a vacancy occurs in the position of president of a member institution, the

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(e) At the time the Board considers the Chancellor's recommendation for the appointment of an Acting President, the Board shall also determine whether a national search shall be conducted pursuant to paragraph (f) immediately, or if an Interim President shall be appointed to a specified term of one to three years.

- 1) If the Board determines to conduct a national search, the Board will appoint an Acting President. If an Acting President is appointed, the Acting President serves as the President of the institution until a person is permanently appointed as President following a presidential search. An Acting P resident will not be eligible for consideration as a candidate for the permanent appointment as president.
- 2) If, by an action approved by an affirmative vote of not less than two- thirds of the Board, the Board determines to appoint an Interim President to a specified term, an Acting President will not be appointed. The Chancellor's recommended candidate for Acting President may be considered by the Board for appointment as the Interim President. If the Board appoint s an Interim President, the Interim President will be appointed to a specified term of one to three years. At any time prior to the expiration of the Interim President's specified term, the Board may approve a decision to conduct a national search.
- 3) An Interim President must serve at least a year before the Board may consider making the appointment permanent and the Board shall , at a public meeting, first allow and consider input from the institution's major constituencies. Prior to the last year of the term of an Interim President appointed to a multi -year term, or prior to the end of the year of an Interim President appointed to a one year term, the Board may conduct a periodic evaluation of the Interim President consistent with the Board policy governing periodic evaluation of NSHE presidents.

If at any time during the term of an Interim President, the Board determines not to appoint the Interim President to the

National Search or Interim President

(a) National Search - Appoint Acting President

or

(b) Appoint Interim President

permanent position, the Board may direct that a national search be conducted and the Interim President will not be eligible for consideration as a candidate for the permanent position.

5	<p>The Chancellor's Office shall be responsible for the search and screening process and the Board Office shall provide staff assistance to the committees. The Chancellor shall hold ex officio, nonvoting membership on both committees and shall facilitate their interaction throughout the process. The Chancellor shall, in accordance with directions from the Committee and in consultation with the Committee Chair, either directly, or by consultation if a search firm is hired, be responsible for the initial screening process to determine candidates for consideration by the Committee.</p>	<p>Chancellor participates in committee meetings, but not as a "member" of the Committee .</p> <p>Clarifies role of the Chancellor.</p>
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6	<p>(h) By affirmative vote of not less than two-thirds of the members of the Board, the Board may authorize deviations from the processes defined in this policy.</p>	<p>AGB recommends flexibility to address specific circumstances</p>
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7	<p>1.5.5 <u>Acting Chancellor or President</u>. During a vacancy in the position of chancellor, or president, the Board of Regents may appoint an acting chancellor. or president, as the case may be.</p>	<p>Acting President now addressed in previous section</p>
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PROPOSED REVISIONS –PROCEDURES & GUIDELINES MANUAL
CHAPTER 2, SECTION 1

~~g.~~ (e) As of December 1, 2005, the total costs of president searches will be the obligation of the System institution requiring the search. Excluded are any costs for travel by System staff or the Board of Regents as required by the search process.

9 ~~h.~~(f) In the case of a vacancy in the position of Provost at a member institution, unless an exception is approved by the Board of Regents, the institution shall conduct a national search for the purpose of recruiting and screening candidates for the position for consideration of appointment by the institution's President. As used in this paragraph, "Provost" means the second highest ranking executive and administrative officer of the university or state college.

Requires
National Search
for Provosts