

ARIZONA BOARD OF REGENTS
Minutes of the Northern Arizona University
Presidential Search Advisory Committee
Monday, November 3, 2020

A meeting of the Northern Arizona University Presidential Search Advisory Committee was held virtually on Monday, November 3, 2020.

Members present via video: Regent Fred DuVal, Co-Chair, Regent Lyndel Manson, Co-Chair, Chris Bavasi, Jersus Colmenares, K. Laurie Dickson, Dominic Dominguez, Cathryn Ellis, Peter Fulè, Ora Marek-Martinez, Ramona Mellott, Steve Palmer, Kai Simson and Denise TrimbleSmith

Members absent: Regent Kathryn King

Also present via video from the board office Executive Director John Arnold, Jennifer Pollock, Nancy Tribbensee, Samantha Blevins, Chad Sampson, Sarah Harper, Tom Merriam, Monica Simental, Debbie Sale, Lia Foy and Suzanne Templin; from Storbeck/Pimentel & Associates Alberto Pimentel; and Closed Captioner: Krystle Hall.

All lists, reports, summaries, background material and other documents referred to in the minutes can be found in the November 3, 2020 Document File.

Regent DuVal called the meeting to order on Monday, November 3, 2020 at 11:01 a.m.

Approval of Minutes (Item 1)

Upon motion by Regent DuVal, seconded by Peter Fulè, the committee approved the public session and executive session minutes for the October 16, 2020 NAU Presidential Search Advisory Committee meeting. Regent Fred DuVal, Regent Lyndel Manson, Chris Bavasi, Jersus Colmenares, K. Laurie Dickson, Dominic Dominguez, Cathryn Ellis, Peter Fulè, Ora Marek-Martinez, Ramona Mellott, Steve Palmer, Kai Simson and Denise TrimbleSmith voted in favor. None opposed and none abstained.

Draft NAU Presidential Search Leadership Characteristics and Elevator Speech (Item 2)

The committee discussed and provided input on the draft NAU Presidential search leadership characteristics and Elevator Speech.

Committee members suggested edits to wording, highlighting key focuses points, identifying statewide student populations, identifying 25% Hispanic student population, addition of Genomics to the targeted graduate and research programs, input on the identification of the Colorado Plateau being the Native Land of Navajo, Hopi and 11 other tribes and adding NAU first gen institution. The committee further provided input and discussed the size of Flagstaff, academic credentials, adding research under strategy, access to all students, strategic commitment to Native Americans, and other constituencies, strengthen inclusion of diversity, equity and inclusion,

Committee members suggested the following for the elevator speech:

- Concern on placement of diversity and equity and inclusion and placing more importance to it.
- Clarifying ranking of Flagstaff as a college town

Regent Manson thanked the committee for their input and shared that the board is expected to adopt a list of leadership characteristics at its November board meeting.

Update and Discussion Regarding the Status of the Northern Arizona Search Process to Date (Item 3)

The committee received an update and discussed the status of the Northern Arizona Search Process regarding:

a. Community Outreach and Feedback Pertaining to the NAU Presidential Search.

Regent DuVal reminded the committee of the Town Hall on November 12, 2020 at the High Country Conference Room in Flagstaff and will be livestreamed. Protocols are in place for in person gatherings and will have limited capacity of 40 people.

b. Collateral Materials for Presidential Search.

Regent DuVal updated the committee on collateral material, a recruiting brochure is in production and shared a video to the committee.

c. Introduction of the Search Consultant.

Regent DuVal introduced the search consultant, Alberto Pimentel from Storbeck Pimentel. His firm has led nearly 400 senior executive searches in higher education in non-profit institutions.

d. Overview of Search Process

Alberto Pimentel provided a brief overview of the search process and identified 4 main components of the search. The main components are:

1. Fact finding – listening to constituent and stakeholders to identify challenges, opportunities, potential qualities for the next president.
2. Recruitment Phase – the search firm will step in to find individuals who have the right characteristics and experience. Recruitment can be done in two different ways, advertising and recruitment through the search consultant contacting potential prospects.

3. Discussion on Prospect Pool – the committee will assess the individuals, review backgrounds and engage in discussions with prospects to determine if they meet the criteria or standards the committee is looking for. Prospects will then decide to become candidates.
4. Assessment – the last phase is the Regents assessment of the candidates.

Smaller steps may need to be taken and some deviation may need to occur to ensure a pool of well qualified and diverse prospects. The committee may be asked for assistance throughout the process. Exceptional candidates do not stay on the market very long and it is in the best interest to accelerate the process. The search will be more aggressive to target the right candidate early to advance the process. The quality of the pool will dictate the pace of the search. An accelerated process entails recruitment through December and January. Review of the prospect pool in February to determine the strength of the prospect pool. In March or early April interviews of candidates may be conducted by the Regents and an appointment.

Regent Manson stressed the importance for this committee to protect the confidentiality of those potential prospects for the presidency. The committee will adhere closely to Arizona's Open Meeting and Public Records Laws and confidentiality requirements pertaining to the search process.

Regent Manson asked for a motion to enter into executive session. Upon motion by Laurie Dickson, seconded by Kai Simson, the committee approved convening in executive session. Regent Fred DuVal, Regent Lyndel Manson, Chris Bavasi, Jersus Colmenares, K. Laurie Dickson, Dominic Dominguez, Cathryn Ellis, Peter Fulè, Ora Marek-Martinez, Ramona Mellott, Steve Palmer, Kai Simson and Denise TrimbleSmith voted in favor. None opposed and none abstained.

EXECUTIVE SESSION

The board recessed at 12:07 p.m. and convened in executive session at 12:09 p.m.

ADJOURNMENT

The meeting adjourned at 1:02 p.m.

Submitted by:

Suzanne Templin
Secretary to the Board