

Nevada State University Presidential Search

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SEARCH**

Advancing Higher Education Leadership

Company Background & History

Advancing Higher Education Leadership Since 2010

- AGB Search was founded as an affiliate of the Association of Governing Boards of Universities and Colleges (AGB) in 2010.
- We are a national search firm that assist clients in all 50 states, the District of Columbia, the U.S. territories of Puerto Rico and Guam.
- The firm is recognized by Hunt Scanlon Media as **one of the Top 50 Executive Search Firms.**
- AGB Search is a member of the Association of Executive Search and Leadership Consultants (AESC) and commits to the AESC Code of Professional Conduct.

Experience & Success Rates

A Track Record of Success

- AGB Search has conducted **more than 350 presidential searches** for public and private doctoral institutions, regional public universities, liberal arts colleges, community colleges, foundations, and associations related to higher education.
- Since the firm's founding in 2010, AGB Search has achieved a **95% successful placement rate overall**.

Client Satisfaction

- More than 95% of respondents rated their experience with AGB Search overall as Excellent or Very Good.
- More than 97% of respondents rated AGB Search's candidate pools as Excellent or Very Good.
- More than 92% of respondents rated the firm's search process as Excellent or Very Good.

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Representative Placements

Recent Searches for Presidents, Chancellors, and Related Positions

Albany State University	Pennsylvania's State System of Higher Education	University of Michigan-Flint
California State University, Chico	Portland State University	University of Minnesota-Duluth
California State University, Sacramento	Randolph-Macon College	University of Minnesota-Morris
Central State University	Salt Lake Community College	University of Mount Union
Colorado Community College System	San Jose State University	University of Nebraska-Lincoln
Dickinson State University	Savannah State University	University of Nebraska at Omaha
Florida Institute of Technology	Southern University System	University of Wisconsin-Madison
Gustavus Adolphus College	Spring Hill College	University of Wisconsin-Parkside
Linfield University	University of Arkansas at Pine Bluff	Utah State University
Millikin University	University of Colorado Boulder	Utah Tech University
Missouri Valley College	University of Colorado Denver	West Liberty University
Nevada State University	University of Iowa	Western Colorado University
Ohio University		Wilberforce University

Dr. Laura Woodworth-Ney

Principal



BACKGROUND

- More than 30 years of experience in higher education, including as Executive Vice President and Provost at Idaho State University
- Completed over 45 searches for public and private colleges and universities, including searches for Presidents, Provosts, and other senior leaders
- Served on the Western Interstate Commission for Higher Education's Academic Forum
- Served as a Board Member for the American Association of Chief Academic Officers
- Coordinator of the Western Interstate Commission's Leadership Academy

EDUCATION

- M.A. and Ph.D., Washington State University
- B.A., University of Idaho

RELEVANT SEARCHES

Chancellor, Colorado
Community College
System

President, Salt Lake
Community College

President, Utah State
University

President, Utah Tech
University

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Dr. Garry W. Owens

Senior Executive Search Consultant



BACKGROUND

- Was an academic administrator for 17 years at Texas Tech University, Northern Arizona University, University of Wisconsin-Green Bay, and the University of Michigan-Flint
- Has conducted over 100 searches for presidents, vice presidents, provosts, and deans, including Nevada State University's previous presidential search
- Served as Dean, School of Performing Arts at Northern Arizona University, and Founding Dean of the College of Visual and Performing Arts at Texas Tech University
- Served as co-chair of the Mead Witter School of Music Board of Advisers, and president of the Mead Witter School of Music Alumni Association, University of Wisconsin-Madison

EDUCATION

- B.M., M.M., and Ph.D., University of Wisconsin-Madison

RELEVANT SEARCHES

President, Nevada State University

Chancellor, University of Michigan-Flint

Chancellor, University of Minnesota-Duluth

Chancellor, University of Wisconsin-Madison

President, Portland State University

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Search Process & Strategy

Organize the Search and Research Leadership Needs

- Establish a deep understanding of NSU's needs and priorities
 - Conducting research on NSU and its organization, strategic objectives, and challenges and opportunities, as well as the leadership qualifications, compensation packages, and candidate marketplaces for comparable searches
 - Facilitating listening sessions
 - Conducting online surveys
- Tailor the position profile to guide the search process and reflect community input

Search Process & Strategy

Developing a Highly Qualified Pool Aligned with NSU's Mission

- Recruit active and passive candidates via multiple outreach channels, conducting original research to identify a multifaceted group of candidates
 - Nationwide – Direct outreach to prospects, advertising, nominations, networks, LinkedIn
 - Proprietary database of 125,000 contacts
- Assessing candidates' cultural alignment with NSU's mission and values
 - Initial screening conversations with candidates, including their expectations about the role, to bring pre-screened candidates to review
 - Candidate Assessment Matrix

Search Process & Strategy

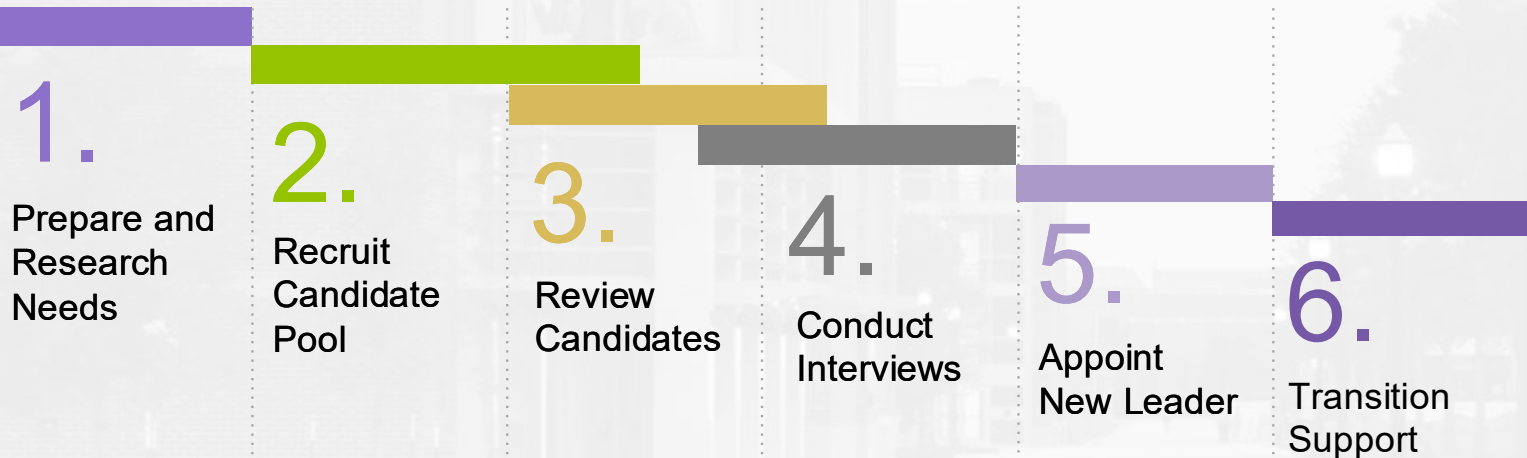
Our Customized Approach to Ensuring a Successful Search

- Focus on duty to clients with care, respect, trust, transparency, integrity, and confidentiality
- Partner with Search Chair: agendas, frequent communication, and supporting materials
- Pre-screening candidates about their history, experience, and specific circumstances of their candidacy
- Initial due diligence for semifinalists: Internet reviews, Nexis reviews, reference conversations, social media research
- Additional due diligence for semifinalists/finalists: thorough reference calls, extensive social media checks, background checks (driving, criminal, civil, credit) and verification of all academic degrees and credentials
- Assist with leadership transition planning

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Our Presidential Search Process



Optional Services & Assessments

Our Customized Approach to Ensuring a Successful Search

- **Hogan Assessments:** facilitate strategic self-awareness by understanding the underlying work style traits, core values, and derailment risks that may impact behavior, allowing one to manage behavior to increase workplace success.
- **ExecComp:** help our clients establish appropriate and effective compensation levels for top institutional leaders to attract and retain top talent.
- **Executive Coaching Services:** provide customized, one-on-one coaching within an established framework focused on measurable progress.

Search Guarantee

Committed to Your Success

If AGB Search presents a candidate pool and the Search Committee does not make an offer to a candidate for any reason, AGB Search will continue the search for up to an additional six-month period from the date the candidate pool was presented to the Committee.

If the selected candidate voluntarily leaves the position or is terminated for cause within one year following their start date, AGB Search will provide additional search services for a period of up to six months after the departure of the selected candidate.

If an additional search is conducted, AGB Search will not charge an additional search fee. Nevada State University will be responsible for any direct search expenses (e.g., consultant travel, advertising, etc.) and an additional Client Service and Support Fee.

Fees & Expenses

AGB SEARCH FEES	AMOUNT
Search Fee	\$63,000
Client Service and Support Fee	\$3,000
Total AGB Search Fees	\$66,000
ESTIMATED SEARCH EXPENSES	AMOUNT
Travel Expenses for Consultants (airfare, lodging, transportation, meals) <i>Travel is contingent on the Search Committee's needs and may not be required in the event of a remote search.</i>	Reimbursed at cost
Advertising	\$4,000
Mintz Group Candidate Due Diligence - Semifinalist Social Media Checks (Estimated 10 Candidates) - Finalist Candidate Background Checks (Estimated 3 Candidates)	\$4,000



Questions & Conversation

Thank you for your consideration.

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