



Academic
Search



NEVADA STATE
UNIVERSITY

President Search

November 24, 2025



About Academic Search

- Founded in 1976 as higher education's first dedicated search partner
- Owned by the American Academic Leadership Institute, a not-for-profit leadership development organization created in partnership with the American Association of State Colleges and Universities (AASCU), ensuring access to robust talent pipelines and transformative leadership programs
- Our senior consultants have lived-in experiences as higher education leaders, understanding the qualities needed for successful leadership
- Rich networks and relationships across the sector, including a strong partnership with AASCU—nearly one-third of our work supports AASCU institutions nationwide

Our Experience and Success Rates

900+

**Successful searches for
presidents/chancellors**

2600+

**Successful searches
for all positions**

64%

**Searches resulted in
appointees who are women
and/or persons of color**

91%

**Presidents/chancellors who
remain in office 5 years after
appointment**

Relevant Experience

Representative searches from the past five years are shown.

Experience with the Nevada System of Higher Education:

- **The College of Southern Nevada:** President and VP of Finance and Administration
- **University of Nevada-Reno:** Executive VP and Provost, Dean of the College of Engineering, Director of Extension, and Associate Dean for Engagement

Presidential Searches at Regional Public Universities:

- California State University-Bakersfield, California State University-Humboldt, Arkansas State University System, University of Nebraska System, Texas A&M University-Texarkana, West Virginia University at Parkersburg, Delta State University, Chadron State College, Concord University, Stephen F. Austin State University, University of Southern Indiana

Your Dedicated Search Team

Your search will be led by senior consultants with a proven record of executive search success—including guiding the College of Southern Nevada to a successful presidential appointment.



Gabriel Esteban, Ph.D.

Dr. Esteban is President Emeritus of DePaul University, where they set records in freshmen enrollment, student diversity, and fundraising. He also led Seton Hall University, launching a private medical school and investing over \$150 million in campus facilities. Dr. Esteban has also served as provost and business dean at the University of Central Arkansas.



Mary Kennard, J.D., LL.M.

Ms. Kennard served as Vice President & General Counsel at American University for 23 years, with over 40 years of experience in university administration, legal affairs, HR, and advancement. She served as the chief legal counsel for the public higher education system for the State of Rhode Island, including the University of Rhode Island, Rhode Island College, and the Community College of Rhode Island (the only HSI in the state). She also served as counsel to Howard University and the University of Pittsburgh.

A Powerful Support Team

This support is included in the professional fee.

Project Management

Your search is managed by a dedicated search manager who handles administrative tasks, including meeting preparation, compliance, candidate management, interview scheduling, and finalist visit planning.

Technology Support

We leverage secure technology to support a smooth search, including managing the candidate portal, facilitating video meetings and interviews, and addressing any additional needs that arise.

Finance

We partner with you to execute the search contract, manage invoicing and payments, and reimburse candidate expenses, ensuring all other requirements are met.

Marketing/Design

Our team creates a well-crafted position profile and supporting materials that reflect your institution, strengthen your message, and enhance recruitment outreach.

We're With You Every Step of the Way

Organize the Search

Engage with key stakeholders to understand the culture, mission, and qualifications for the role. Work with the Board and search committee to establish a detailed timeline with clear priorities.

Identify and Recruit Candidates

Outreach to broad groups of qualified individuals, leveraging our deep understanding of the institution and role to effectively represent your institution and clearly convey the position's significance to potential candidates.

Evaluate and Interview Semifinalists

After developing a robust candidate pool, we work closely with the search committee chair, in consultation with the Chancellor, to facilitate a selection and interview process that aligns with the institution's specific needs and culture.

Conduct Due Diligence

Ensure the integrity and reliability of the candidate selection process with thorough background and social media checks and on- and off-list reference calls.

Close the Search

Focus on securing the chosen candidate through finalist interviews and preparing the institution for a smooth integration of the new leader.

Search Timeline

	SEARCH PHASE	TIMEFRAME
	ORGANIZE THE SEARCH	Upon Contract Signing–December 2025
	IDENTIFY AND RECRUIT CANDIDATES	Mid-to-Late December 2025–Mid-to-Late February 2026
	EVALUATE AND INTERVIEW SEMIFINALISTS	March 2026
	CONDUCT DUE DILIGENCE	Late March–Early April 2026
	CLOSE THE SEARCH	Mid-to-Late April 2026

Additional Service Offerings

TRANSITION SUPPORT

- **Transition Committee Formation:** Our consultants provide advice on the creation of a transition committee, bringing together key stakeholders to support the new president's integration.
- **Comprehensive Transition Leadership:** We guide the Board, the cabinet and the president-elect through facilitated workshops/retreats that address key aspects of leadership transition, ensuring seamless institutional continuity and early success.

EXECUTIVE COACHING

- **Comprehensive Leadership Development:** Our executive coaching is focused on investment in the president's success, providing ongoing support for transition challenges, leadership growth, and strategic impact.
- **Sustainable Institutional Impact:** By investing in continued presidential development, we support not just individual success but lasting positive change for the entire academic community.

Investment and Guarantee

PROFESSIONAL FEE:

Pursuant to the existing contract 22-121, we propose a professional fee equivalent to 30% of the initial annual base salary of the hired individual, with a minimum of \$45,000 and a maximum fee of \$115,000, plus reimbursable expenses.

REIMBURSABLE EXPENSES:

- Consultant Travel: \$5,500
- Advertising: \$3,000
- Due Diligence: \$3,975

GUARANTEE:

If the hiring authority is not satisfied with the candidates recommended or a search is not concluded for other reasons, we will conduct an extended search or a second search. If an appointed candidate is terminated for cause within 12 months of appointment, or the appointee voluntarily leaves within the first 12 months, we will conduct a second search without any additional professional fee.



We are dedicated to serving you with exceptional care throughout the search for your next President. Our partnership aims to provide outstanding service, ensuring a successful search process that aligns with Nevada State University's values and goals.



THANK YOU!

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