



Partnering to Identify Nevada State University's Next President

November 24, 2025

WittKieffer

WittKieffer Background and History

We identify and place visionary leaders with the talent, experiences, and leadership required for today's education landscape.

OUR IMPACT:



56 years

Serving clients in education, science, and healthcare



380+

Team members across the firm, including 170+ consultants



500+

Client engagements in our Education Market each year



69%

Of all our education placements in the last five years were people of color and/or women



90%

Of the top 100 national universities partner with us

EXECUTIVE SEARCH

PROFESSIONAL SEARCH

INTERIM LEADERSHIP

ON-DEMAND LEADERSHIP

LEADERSHIP ADVISORY

BOARD ADVISORY

WittKieffer

Experience and Success Rates

REPRESENTATIVE PRESIDENTIAL SEARCHES



REPRESENTATIVE EXPERIENCE WITH HSI's



Premier higher education search firm, supporting **135+ similar searches** in the past five years



On average our president and chancellor placements serve **eight years** (vs. 5.9-year national average)



97% of our clients are **highly satisfied** and would work with us again

Representative Placements



Salvador Ochoa, Ph.D.

President at Texas A&M
University–San Antonio
(founded in 2009) since 2023



T. Taylor Eighmy, Ph.D.

President at the University of
Texas San Antonio since
2017



Tomikia LeGrande, Ed.D.

President at
Prairie View A&M University
since June 2023



**PRAIRIE VIEW
A&M UNIVERSITY**



Linda Thompson, Dr. P.H.

President at Westfield State
University since 2021



Your Search Team



Christine Pendleton
Senior Partner
Search Lead



Charlene Aguilar
Senior Partner

-  Associate Consultant
-  Research Analyst
-  Executive Search Coordinator
-  Strategy & Insights

Additional Support

Search Process and Strategy

Our search process will be tailored specifically for this search to align with Nevada State President Search and Nevada Open Meeting Law requirements.

CANDIDATE SOURCING ELEMENTS

Original research

Conduct research to identify top prospects through our proprietary database and other online and internal resources

Nominations

Solicit nominations from the NSHE community and national leaders, broadening the pool

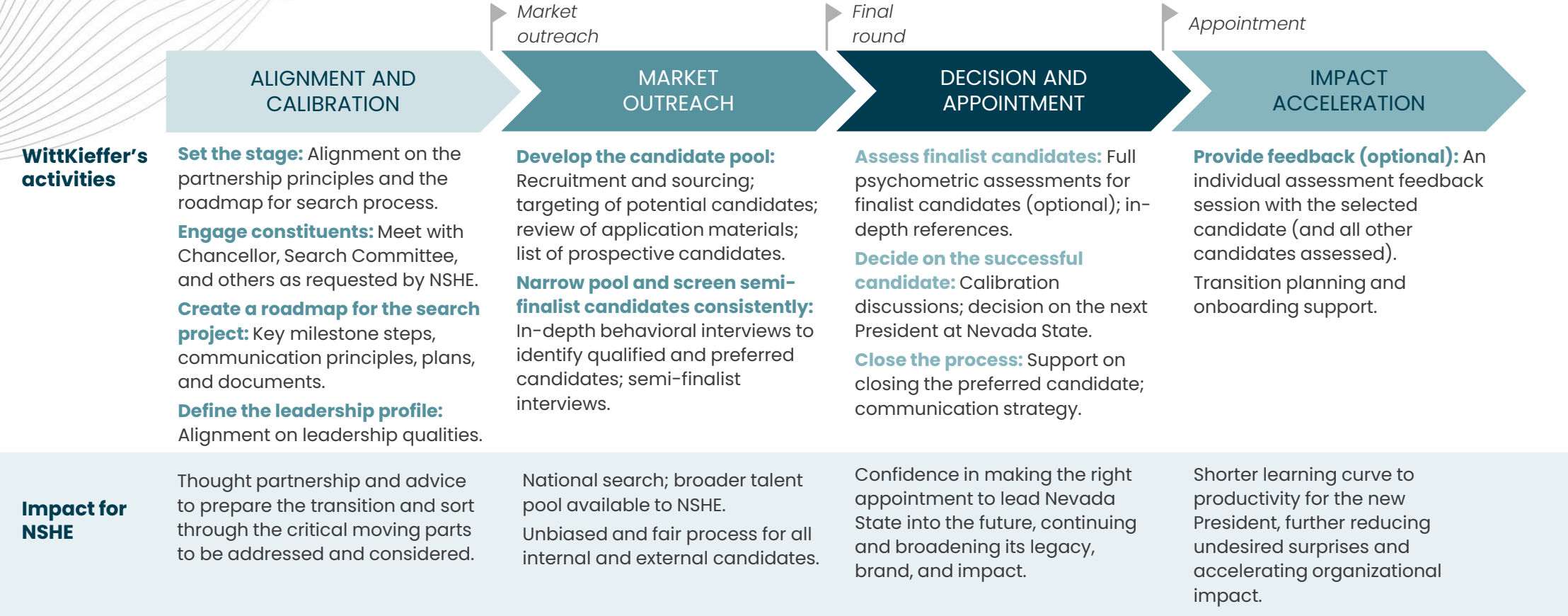
Personal networks

Engage personal networks to identify and engage high potential candidates

Advertising and broad outreach

Promote the opportunity across specialized platforms, networks, and affinity groups

Search Process – Roadmap



WittKieffer



* Upon request, WittKieffer can facilitate criminal and credit checks (requires signed letter of indemnification).
** Plagiarism and academic integrity investigations for finalists are available upon request.

Assessment Benefits

More informed hiring decisions and improved new-hire retention.

ENHANCE the quality of hires and mitigate risks associated with candidate selection.

UNEARTH additional facets and provide a more holistic view of the candidate.

IMPROVE candidate experience and strengthen employer brand.

ALLOW for richer candidate comparison by providing additional, objective data.

REDUCE unconscious bias through a consistent, science-based approach.

IDENTIFY areas for further exploration in the interview process.

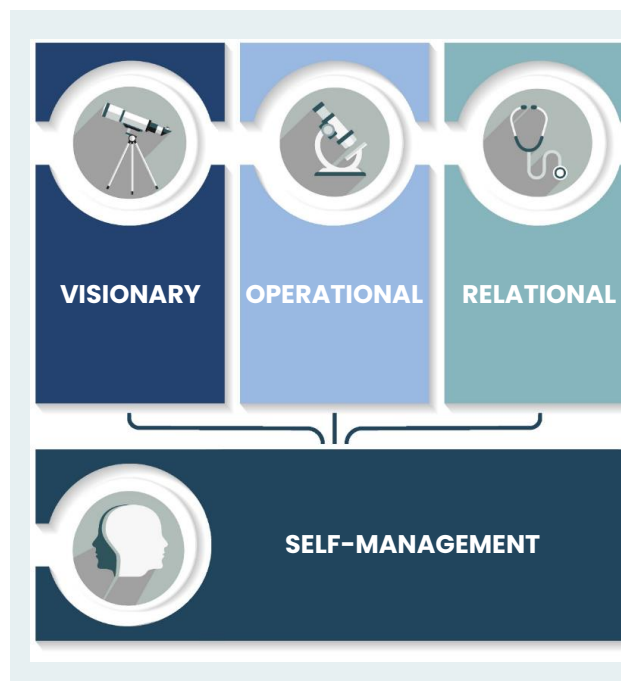
WittKieffer LEADERSHIP ^{LIFT}

WittKieffer's research-based **Leadership LIFT™** framework underpins our approach to assessment and development. These **lenses inform future trajectory** of leaders who powerfully impact their teams, organizations, and society.

All "leadership lenses" (the telescope, microscope, stethoscope, and mirror) are needed for outstanding leadership, though some roles and contexts require extra focus on a specific lens.

Most individuals have preferences for one or two lenses over the others, which is why the ability to see — and manage — oneself underpins them all.

Each lens is composed of specific behaviors that are assessed to support executive selection and onboarding, succession, and development.



VISIONARY: Today's leaders must navigate complex issues, think holistically, and continue to innovate to position the organization for long-term success.

OPERATIONAL: Operations are an essential component of running a successful organization. This involves harmonizing structures, systems, and processes to effectively execute strategic priorities.

RELATIONAL: Leaders must be able to effectively manage the often differing needs of multiple constituents and gain buy-in for their ideas. The ability to be collaborative and foster trust is paramount.

SELF-MANAGEMENT: These lenses are underpinned by leadership adaptability. Successful leaders draw on self-awareness and emotional intelligence to leverage the lens most needed for success in the moment.



WittKieffer

SEARCH GUARANTEE

NEVADA STATE UNIVERSITY PRESIDENT

If the President we place ceases to be employed by NSHE in any capacity **within 12 months** of the executive's commencement of employment, WittKieffer will search for a replacement to fill the original position without additional fees.

WittKieffer's guarantee excludes those situations where the placement departs due to organizational realignment, department restructuring, material changes in the position, death, or disability.

Additional out-of-pocket expenses associated with the replacement search will be charged in the same manner as the original search.



Fees and Expenses

Below is a summary of the professional fees and expenses associated with our agreement with the Nevada System of Higher Education (contract 22-122):

PROFESSIONAL FEE: 32% of the placement's total annual cash compensation, inclusive of base salary, target annual incentives, and any guaranteed cash compensation due during or in respect of the candidate's first full year of employment, with a minimum fee of \$60,000.

OUT-OF-POCKET EXPENSES: Includes expenses such as candidate travel and accommodations; other candidate interview costs; education, employment, and licensure verification; media checks; advertising; delivery; and professional printing.

Charged at cost – directly related to the search assignment

TECHNOLOGY, DATA, AND RESEARCH SERVICES: A one-time, per-project fee of \$5,000 is billed for data and technology services, WittKieffer's proprietary database of more than 1.2 million leaders, specialized third-party candidate database access, and other search enablement costs that are integral to but not easily segregable for this individual search assignment.

OPTIONAL ASSESSMENT SERVICES: Includes online administration of the Hogan suite linked to WittKieffer's proprietary framework, a results debrief session with search leadership, and a 45-minute feedback session with the selected candidate. All non-selected candidates are offered feedback. **\$3,500 – per finalist candidate**



Questions and Conversation

Thank you

Christine Pendleton, Senior Partner
cpendleton@wittkiewfer.com
(630) 575-6939

Charlene Aguilar, Senior Partner
caguilar@wittkiewfer.com
(650) 544-5428

WittKiewfer