

OUR IMPACT:



Serving clients in education, science, and healthcare



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



11 90%

Of the top 100 national universities partner with us

EXECUTIVE SEARCH PROFESSIONAL SEARCH **INTERIM LEADERSHIP ON-DEMAND LEADERSHIP** LEADERSHIP ADVISORY **BOARD ADVISORY**



REPRESENTATIVE PRESIDENTIAL SEARCHES































REPRESENTATIVE EXPERIENCE WITH HSIs



















TEXAS STATE UNIVERSITY

















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





Linda Thompson, Dr. P.H.

President at Westfield State University since 2021





Your Search Team



Christine Pendleton

Senior Partner

Search Lead

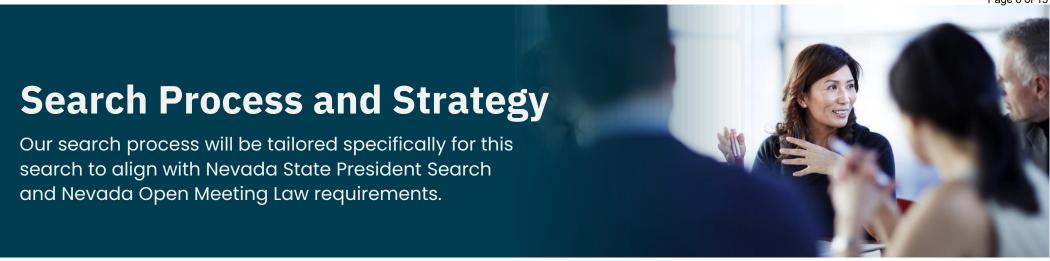


Charlene Aguilar
Senior Partner



Strategy & Insights

Additional Support



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

Market outreach Final round

Appointment

ALIGNMENT AND **CALIBRATION**

MARKET **OUTREACH**

DECISION AND APPOINTMENT

IMPACT

WittKieffer's activities

Set the stage: Alignment on the partnership principles and the roadmap for search process.

Engage constituents: Meet with Chancellor, Search Committee, and others as requested by NSHE.

Create a roadmap for the search project: Key milestone steps, communication principles, plans, and documents.

Define the leadership profile: Alignment on leadership qualities.

Develop the candidate pool:

Recruitment and sourcing; targeting of potential candidates; review of application materials; list of prospective candidates.

Narrow pool and screen semifinalist candidates consistently: In-depth behavioral interviews to identify qualified and preferred candidates; semi-finalist interviews.

Assess finalist candidates: Full psychometric assessments for finalist candidates (optional); indepth references.

Decide on the successful candidate: Calibration discussions; decision on the next President at Nevada State.

Close the process: Support on closing the preferred candidate; communication strategy.

ACCELERATION

Provide feedback (optional): An individual assessment feedback session with the selected candidate (and all other candidates assessed).

Transition planning and onboarding support.

Impact for **NSHE**

Thought partnership and advice to prepare the transition and sort through the critical moving parts to be addressed and considered.

National search; broader talent pool available to NSHE.

Unbiased and fair process for all internal and external candidates. Confidence in making the right appointment to lead Nevada State into the future, continuing and broadening its legacy, brand, and impact.

Shorter learning curve to productivity for the new President, further reducing undesired surprises and accelerating organizational impact.



Proposed Timeline



SEARCH PLANNING AND PREPARATION

Dec. 2025 - Jan. 2026



RECRUITMENT AND DUE DILIGENCE

Jan. 2026 - April 2026



DECISION AND APPOINTMENT

May 2026



IMPACT ACCELERATION

Optional

- Search plan and timeline
- Listening sessions
- Leadership profile
- Recruitment strategy
- Advertising plan

- Outreach, recruitment, and initial screening of candidates
- Selection and virtual interviews of semi-finalists
- Media checks; verifications (semi-finalists)*
- References; harassment and discrimination (finalists)**

- Open forums; online survey
- In-person finalist interviews with Search Committee
- Deliberations and selection
- Presentation of nominee(s)
- Negotiations
- Search conclusion

- New President begins July 1, 2026
- Additional leadership advisory services available (pricing upon request)



^{*} 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.

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

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

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

IMPROVE candidate experience and strengthen employer brand.

IDENTIFY areas for further exploration in the interview process.







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.

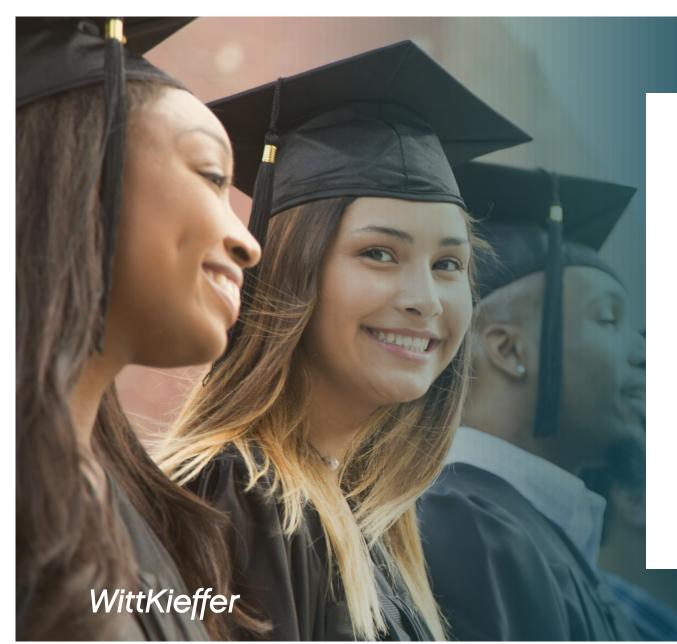


VISIONARY: Today's leaders must navigate complex issues, think holistically, and continue to innovate to position the organization for long-term success.

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.



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

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