

**QUALIFICATIONS:** Qualifications, in this context, encompasses preferred experience, proven accomplishments, and credentials as identified by the Chancellor Search Committee and the Advisory Committee.

**Professional Experience:** The list below incorporates the professional experience preferred by the Chancellor Search Committee and the Advisory Committee. Since this is an aggregated list, no candidate is expected to have all the experience listed.

- Leading in a higher ed system – 10 years as Chancellor/president/CEO - leading a system with a similar number of students - has worked in both community colleges and four-year institutions – provost or president – supervision of faculty
- Came up through the higher ed ranks – was a full time faculty member – tenured - knows the inner workings of higher ed campuses including collective bargaining
- Advocating for the system and leading legislative agendas, familiarity with state budgets
- Developing key relationships – politicians, business people, key community members, members of an elected body, government entities - working with a governance board
- If from a corporate background - effectively runs a business - at least five years at a high level
- Deep familiarity with NSHE and NV – NV leadership experience – higher ed, legislative, policy, DEI, knows NV ed system – has moderate name recognition in NV **OR** is NOT from NV - has outside perspective

Photo Provided Courtesy of WNC



**Professional Accomplishments:** The list below incorporates the professional accomplishments preferred by the Chancellor Search Committee and the Advisory Committee.

- Evidence of improved student success, particularly with a diverse student population similar to NV - improved student retention, graduation, and post-graduate success
- Improved P&L of a higher education institution or system - process improvement in a large complex system - Improved faculty salaries, recruitment, and retention - collective bargaining
- Improved/successful DEI initiatives of higher ed institution or system
- Successful relationship building with key stakeholders - internal and external decision-makers - success working with boards
- Built a culture of collaboration, respect, trust, and camaraderie - handling crises as they arise in an effective manner.

**Professional Credentials:** The list below incorporates the professional credentials preferred by the Chancellor Search Committee and the Advisory Committee.

- Degree in communications, business, education, or
- Master's degree, or
- Terminal degree - Ph.D., Ed.D., J.D.

Photo Provided Courtesy of WNC





# HOW TO APPLY

The Bryan Group is conducting the Chancellor search on behalf of NSHE. All inquiries and requests for confidential discussions should be directed to The Bryan Group at [info@tbgleaders.com](mailto:info@tbgleaders.com). Optimal consideration will be given to applications received by 5pm PT April 21st, 2023. Incomplete applications will not be considered. Applications should be emailed to The Bryan Group at [info@tbgleaders.com](mailto:info@tbgleaders.com) and should include:

- ◆ Letter of interest/cover letter
- ◆ Four reference letters - must be within the past six months
- ◆ Four philosophy statements illustrating your knowledge and beliefs regarding each of the following - leadership, education, management, and DEI
- ◆ CV or resume - please include language proficiency/fluency
- ◆ Credentials with formal verification - degrees (including transcripts), licenses, and certifications

The **NSHE Chancellor salary is \$378,198 - \$643,089** per Chapter 3 Section 1 (Salary Schedules) of the NSHE Procedures and Guidelines Manual. Final offer will be determined by the Board of Regents based on candidate experience.

As a public body, NSHE is required to comply with Nevada's Open Meeting Law. While the search process will comply with the Open Meeting Law, **it is designed to maintain candidate confidentiality during the early stages of the search i.e. candidate names are not released until finalists are identified and notified.** Final interviews and selection will occur at a public meeting, and biographical information and resumes of the final candidates will be made public and posted in the agenda for the public meeting where the interviews and selection process will occur. Specific questions about this process can be directed to TBG.

*The Nevada System of Higher Education hires only United States citizens and aliens lawfully authorized to work in the U.S. The NSHE is an affirmative action, equal opportunity employer and does not discriminate on the basis of race, color, religion, sex, age, creed, national origin, veteran status, physical or mental disability, genetic information, sexual orientation, gender identity, or gender expression.*



Photo Provided Courtesy of NSC