

Nevada State University
DRAFT Presidential Leadership Profile

The Opportunity

The Board of Regents and the Chancellor of the Nevada System of Higher Education (NSHE) invite nominations and applications for the position of President of the Nevada State University (NSU). The University seeks a visionary, collaborative leader to guide its next chapter of growth and innovation.

The next president of NSU will be an innovative, inclusive, and collaborative leader, dedicated to advancing initiatives and priorities that support the success of the university, its students, faculty, and staff. The new NSU president will build strong partnerships within the Southern Nevada community, fostering meaningful connections that benefit all.

The selected president will lead the university in realizing its full potential, staying true to its mission as a leader among universities. This includes meeting the needs of a diverse student body by providing high quality, flexible, affordable, and accessible educational programs dedicated to student success. In addition, the president will drive the university's contributions to regional economic vitality, civic engagement, and the promotion of cultural and scientific literacy.

NSU's president reports to the Chancellor of the Nevada System of Higher Education (NSHE) and is accountable through the Chancellor to the Board of Regents of NSHE. The next President is expected to begin by July 2026.

About Nevada State University

Nevada State University (NSU) is a four-year, independently accredited public institution with a statewide mission. Nevada State is dedicated to excellence in teaching and learning and committed to the advancement of a diverse and largely underserved student population. NSU is a university where teaching and student support are valued above all else.

Nestled among the foothills of Mount Scorpion in Henderson, Nevada, the 512-acre campus is rapidly developing to meet a growing student population with dynamic programs. Additionally, in 2025, the first steps to establish a Nevada State University campus in the city of North Las Vegas were taken in alignment with the University's statewide mission and Nevada State's commitment to serve students where they live. The 30,000 sq. ft. academic building in the center of the City of North Las Vegas's revitalized downtown will open in Fall 2027 and will serve hundreds of students per year. Currently, about 1 in 5 Nevada State students already call North Las Vegas home.

Nevada State provides access to a wide range of baccalaureate degrees and graduate degrees to address students' workforce readiness, especially in high-need areas such as

health care, education, and business. Nevada State is uniquely positioned to help the state thrive by expanding and diversifying its educated workforce and increasing the number of residents with the critical thinking abilities, communication skills, and civic commitment needed to be engaged participants in their communities.

Nevada State was established in 2002 as the new mid-tier institution in the Nevada System of Higher Education (NSHE), situated between the research universities and the two-year colleges. Nevada State, classified as a “baccalaureate college: diverse fields” by the Carnegie Classification of Institutions of Higher Education, is a comprehensive university that offers more than 65 majors and minors in the School of Education, the School of Liberal Arts and Sciences, and the School of Nursing. In 2008 NSU launched the state’s first bachelor’s degree of science in the education of the deaf and hard of hearing. Notably, Nevada State awards more nursing bachelor’s degrees than any other institution in Nevada.

Nevada State also seeks to grow its graduate offerings and currently offers three advanced degrees including the MS in Speech Language Pathology, the Ed.S. in School Psychology, and the MSN in Nursing Leadership. Nevada State’s commitment to the state of Nevada extends to improving students’ quality of life, partnering practical workforce skills with essential training in liberal arts, critical thinking, and civic discourse.

Nevada State has been designated as a Minority Serving Institution (MSI), Hispanic Serving (HSI), and Asian American Native American Pacific Islander Institution (AANAPI), and received the first Title V grant in the state of Nevada awarded by the Department of Education in 2020 for \$2,730,661.

The next President will join the Nevada State community at a time of great excitement and momentum, providing outstanding leadership and serving as the University’s ambassador to Southern Nevada, the metropolitan Las Vegas area, and the state of Nevada.

Mission

Nevada State University believes that excellence fosters opportunity. Through quality teaching, accessible degree programs, and a supportive learning community, we cultivate a holistic learning environment for all students. We are dedicated to helping advance the intellectual pursuits and economic mobility of our students and all Nevadans.

Vision Statement

Nevada State University will deliver on its promise to Nevada and its students by fostering excellence and student support and becoming an agent of economic growth and resiliency.
(Version 2025 – Currently Updating)

Culture

At Nevada State, we celebrate the storied backgrounds of our campus community. We operate with a shared commitment to represent and serve the diverse population of

Nevada and to encourage the exchange of ideas that respects and honors the lived experiences of our students, staff, and faculty.

We foster a culture of excellence so our members can live authentically, fully engage, and flourish. In order to strengthen the University and progress its mission, Nevada State dedicates itself to intentional and ongoing reflection to meeting the evolving needs of our campus community, the surrounding communities, and the state of Nevada.

Nevada State Core Values **Include as TEXT BOX**

Embrace the Journey: We foster a culture of high-achieving teams and empower individuals to be the difference.

Blaze Trails: If we think there is a better way, we look at the research, trust our instincts, and try it.

Build Bridges: We treat each other with care and respect and help one another be successful.

Climb Mountains: We aspire to be experts in transforming the lives of our students and their families. We strive toward excellence in our jobs and advancement in our careers.

Students

Nevada State currently serves 8,400 students, including 4,200 students through concurrent enrollment. Amidst tremendous growth, the University has narrowed equity gaps in student achievement and increased 6-year graduation rates on the strength of academic support programs and high-quality learning experiences.

Over half of Nevada State's students are the first in their families to attend college, with 64% of students under age 25. Students benefit from myriad support services, as well as active student life, including student government, clubs and organizations, campus recreation, and a new athletics program. Students represent the communities served by the University with 48% identifying as Hispanic/Latinx, 10% as Asian/Pacific Islander, 10% as Black/African American, and 22% as White.

The 2025 National Survey of Student Engagement reported students' averages for supportive environment, quality of interactions, effective teaching practices, and other important indicators, were significantly higher than other institutions in the Far West for both seniors and first-year students.

Nevada State University's alumni base continues to grow, with more than 80% of graduates reporting employment in Nevada. At the end of the 2025-2026 school year, the university projects an alumni base of more than 10,000 graduates and professionals.

Nevada State Academic Schools

School of Education

The School of Education is housed in the modern Glenn and Ande Christenson School of Education building, which opened in Fall 2021 and provides students with immersive learning opportunities while delivering essential services to the community. The 65,000 sq. ft. building includes a Speech Pathology Lab, Psychoeducational Mental Health Clinic, and the Early Childhood Education Center.

The School of Education offers small class sizes, mentorship, hands-on field experience, discussions, and meaningful course content related to education and teaching. Undergraduate students choose from several program options, including elementary education, early childhood and early childhood special education, five degrees in secondary education, special education, and speech-language pathology.

The School of Education offers a master's degree in Speech-Language Pathology and works collaboratively with the Clark County School District, the fifth largest school district in the nation, on an alternative pathway to K-12 teaching for individuals who have already earned a baccalaureate degree in a non-teaching field. The School of Education values relationships; this approach creates a truly worthwhile, life-changing experience. In this age of technology, establishing a quality, personal connection helps to create a unique environment.

School of Liberal Arts and Sciences

The School of Liberal Arts and Sciences (LAS) at Nevada State is committed to providing a high-quality, student-centered, outcome-based education characterized by active learning, undergraduate research, and rigorous academic standards in an engaging environment. The LAS programs ensure students have the opportunity to engage in a wide array of fields that foster critical thinking, creativity, discovery, and real-world application. Students work in small classes guided by distinguished faculty who are experts in their fields and passionate educators dedicated to shaping the next generation of leaders, thinkers, and innovators.

The School of Liberal Arts and Sciences embraces interdisciplinary collaboration and houses several in-demand programs at Nevada State, including bachelors in Allied Health Sciences, Biology, Business, Chemistry, Communication, Criminal Justice, Data Science, Deaf Studies, English, Environmental & Resource Science, History, Human Health Sciences, Interdisciplinary Studies, Mathematics, Psychology, Public Administration in Law Enforcement, Visual Media, and other focused academic programs.

School of Nursing

The Nevada State Nursing Program is nationally accredited by the Commission on Collegiate Nursing Education and has full approval of the Nevada State Board of Nursing. The School of Nursing also boasts almost perfect pass rates on the graduate licensure exam, NCLEX-RN; year after year, over 96% of nursing students pass compared to a national average of 86%.

The nursing program prepares BSN graduates, utilizing a caring-based philosophy within one of three available tracks: pre-licensure full-time track; pre-licensure part-time track; and Registered Nurse (RN) to Bachelor of Science in Nursing (BSN).

Faculty in the School of Nursing believe that caring for humans is the essence of the nursing discipline, which helps to support the well-being of people, families, groups, and communities. The faculty believe that nursing requires the integration of multiple types of knowledge, including empirics (the science of nursing), aesthetics (the art of nursing), ethics (moral knowledge), and personal knowledge (knowledge gained by life experience). Nursing education at Nevada State involves all aspects of personal care and prepares the student to begin a career as a nursing professional.

University Library

Nevada State University features an all-digital academic library dedicated to enhancing educational outcomes for the student body. The nationally renowned library team has received multiple commendations and awards from established organizations such as the Association of College & Research Libraries, and the Northwest Commission on Colleges and Universities (NWCCU).

Nevada State Faculty, Staff, and Shared Governance

Nevada State University serves students through a committed and engaged community of nearly 800 full- and part-time professionals formed by Academic Faculty, Administrative Faculty, Classified Staff, and Executive Leadership. As experts in their fields, they bring practical experience and fresh perspectives to the classroom and push students to achieve and take charge of their future. Open, transparent, and shared governance is a keystone principle at Nevada State University.

The Academic Faculty Senate is composed of elected faculty representatives committed to navigating the opportunities and challenges inherent to higher education. The members serve as a voice for the academic faculty and uphold effective shared governance. The Academic Faculty Senate encourages new ideas through meaningful discourse, protects academic faculty voices across the community, and works collaboratively with administrators, staff, students, alumni, and external partners to advance the University's mission.

The Administrative Faculty Senate is committed to elevating the student experience by empowering administrative faculty through representation, collaboration, and shared governance. Members strive to ensure that the input of administrative faculty is integral to institutional decision-making and continued improvement of the university. Administrative faculty directly or indirectly support student learning, engagement, and success.

The Classified Employee Council (CEC) exists to recommend general policy on matters concerning classified staff welfare and rights, support the achievement of the University's mission, and provide a forum for discussion of classified staff issues and the dissemination of information to classified employees.

Students also actively participate in shared governance through the Nevada State Student Alliance (NSSA), which represents the collective voice of the student body and serves as the official organization that advocates for student interests, needs, and concerns. Additionally, Nevada State University establishes a variety of internal and external committees, working groups and other bodies with shared representation to collaboratively make decisions and move the mission of the institution forward.

Infrastructure

The campus is a part of the growing community of Henderson and the surrounding area, providing a rare opportunity to build new traditions as the University educates students, nurtures an evolving curriculum, and engages the surrounding community in meaningful ways. The University is creating a truly sustainable community from the ground up as informed by a flexible master plan that was updated in 2023.

Additionally, launched in October 2024, Nevada State's SMART Growth Initiative aims to develop more than 450 acres of vacant land on its main campus in Henderson that will enrich NSU's academic programs, the broader University community, and the entire state. This ambitious plan aims to leverage innovative collaborations with the private sector to construct state-of-the-art facilities that will support the next generation of Nevada educators, health care professionals, scientists, and other critical workforce roles. Nevada State's SMART Growth Initiative aligns seamlessly with recent efforts by the City of Henderson to develop a dynamic university community, including 85 acres of City-owned land immediately adjacent to Nevada State, offering multimodal transportation options, enhanced connectivity, housing, amenities, and essential services.

As part of this effort, Nevada State formed the Nevada State Campus Lands Corporation (NSCLC), a non-profit entity, and convened a board of trustees with broad representation from finance, law, development, government, and non-profit administration to provide guidance on developing Nevada State's campus in alignment with the University's academic mission and the State's workforce development goals. NSCLC bridges the gap between higher education and the private sector, helping the campus leverage mutually

beneficial public-private collaborations and innovative advancements in procurement, design, and financing to fully realize Nevada State's vision.

Athletics

In 2025, Nevada State University kicked off its Athletics program, welcoming 50 student-athletes, launching Women's Flag Football and Men's Track & Field programs. The Nevada State Athletics program strives for academic excellence and athletic achievement and promotes the enrichment of student experience and the strengthening of community pride. The Women's Flag Football team participated in an inaugural Flag Football Showcase at Allegiant Stadium, hosted by the Las Vegas Raiders, and is scheduled to have its first home games in February 2026 at the Inaugural Scorpion Kickoff Classic. The Men's Track and Field team opened its season in January 2026 in an away game at Northern Arizona.

The Athletics program has submitted an application for consideration to the National Association of Intercollegiate Athletics (NAIA) and is exploring participation in the Great Southwest Athletic Conference. Women's Track and Field will be added to the athletics program in the near future, and planning is ongoing to expand to other sports.

Finances

During Fiscal Year 2026 (FY26), Nevada State revenue is approaching \$68 million, with nearly \$55.5 million in revenue in State accounts. State accounts are funded by State Appropriations approved by the Nevada Legislature (approximately 59%), and revenue generated through registration fees, non-resident tuition, miscellaneous student fees, and investment income (41%). State appropriations for FY2026 include one-time appropriations through the 2025 Nevada Legislature Session of \$5.8 million.

Approximately 42% of all budgeted expenditures in the state operating budget are related to Instruction. Self-Supporting, gifts, auxiliary funds, and other student fees not included in the state operating budget are estimated to provide \$8.2 million in FY26 revenue to the institution. During FY2025, approximately \$28.6 million in grant funds were spent, including federal financial aid. Nevada State's budgets are reported annually in NSHE financial reports.

The City of Henderson

The City of Henderson is nestled among three of the most distinguished human-made attractions – the famous Las Vegas “Strip,” Hoover Dam, and the tranquil beauty of Lake Mead. With a 2025 population of 359,000, Henderson is the second-largest city in Nevada, which is often recognized for its amazing trails, parks, and residential communities. Henderson has been recognized as one of America's Best Places to Live (MONEY and Liveability.com), one of America's Best Cities (Business Week), one of the safest cities in America (Forbes, InsuranceProviders.com, Law Street Media, Movato.com), and a Bicycle

Friendly Community (League of American Bicyclists). Henderson is a progressive and vibrant city committed to maintaining premier amenities and services for all who choose to live, learn, work, and play in Henderson.

Expectations for the President

- **Student Success and Retention:** Drive initiatives to improve retention, persistence, and graduation rates, with particular attention to underserved and first-generation students and meeting the students' basic needs while finding ways to engage all students.
- **Community-Centric Leadership:** Increase community/business alliances, strengthen legislative relations, and align fundraising to mission.
- **Shared Governance, Transparency, and Inclusivity:** Foster an environment of true engagement, transparency in decision making and budgets, and enhancing the institutional culture and ethos.
- **Fiscal Responsibility and Sustainability:** Ensure sound financial management, understand Nevada's unique funding structures including the impact of for credit courses on the formula, and pursue alternative revenue sources through partnerships, sustainable practices, and effective budgeting. Also become versant in the land development status and "what's already in motion."
- **Academic and Enrollment:** Expand programs intentionally while aligning with workforce demands and developing a faculty plan that examines full-time hiring strategy with a goal of enhancing academic rigor and quality.
- **Strategic and Visionary Leadership:** Implement strategic plan without "reinventing" including managing growth, successfully executing campus expansion, and strengthening the NSU brand while stabilizing leadership capacity and accelerating key searches/fills.

MINIMUM AND PREFERRED QUALIFICATIONS

Minimum qualifications:

- Advanced degree.
- Demonstrated senior leadership in higher education (institution-wide scope preferred), with evidence of strategic execution, team leadership, and enterprise accountability.
- Ability to lead in a public governance environment and work effectively with the Board of Regents and System leadership.
- Commitment to a teaching-forward, access-oriented mission serving diverse, first-generation and nontraditional learners.
- Record of ethical, transparent leadership and trust-building communication.
- Capacity to make data-informed decisions and clearly communicate rationale and impact to varied constituencies.

Preferred qualifications

- Terminal degree and teaching experience.
- Experience guiding organizational maturation (policies, processes, accountability systems) and/or leading in a fast-growing/young institution.
- Demonstrated leadership in developing student success infrastructure including basic needs, mental health support, veterans' services, and belonging.
- Legislative/political coalition skills.
- Proven fundraising success and partnership building with business/community.
- Success in supporting shared governance.
- Understanding of faculty work in a high-teaching-load environment.
- Track record in improving faculty composition (tenure density/full-time ratio), strengthening academic quality, supporting scholarship appropriately, and grant literacy.
- Experience in recruiting, building, and developing leadership teams.
- Commitment to maintaining long-term leadership stability.

Leadership style

- Visible, empathetic, approachable, and candid.
- Calm under pressure.
- Decisive after consultation.
- Culturally humble. Oriented toward long-term stewardship.

Application Procedures

NSU is partnering with Academic Search in this search. Candidates are encouraged to send a copy of their curriculum vitae to NSUPresident@academicsearch.org for review and to schedule a confidential conversation with one of the senior consultants for this search: Dr. Gabriel Esteban (Gabriel.esteban@academicsearch.org) or Mary Kennard (Mary.kennard@academicsearch.org).

Applicants should send the following three documents (each in PDF format) to Academic Search at NSUPresident@academicsearch.org:

1. A detailed letter of interest addressing the leadership agenda and qualifications as outlined in this profile.
2. A CV/resume with relevant administrative responsibilities and accomplishments.
3. A list of five professional references, including names, phone numbers, email addresses, and a note explaining the candidate's relationship to each reference. References will not be contacted until later in the search process and only with the candidate's permission.

Although nominations are not required to be considered for this position, leaders who know outstanding candidates are welcome to submit confidential nominations by emailing

NSUPresident@academicsearch.org. Please include the nominee's full name, position, institution/ organization, and email address.

The search remains open until the position is filled; however, for full consideration by the Search Committee, candidates should submit application materials by **March 30, 2026**.