

# SEARCH PROFILE:

PRESIDENT

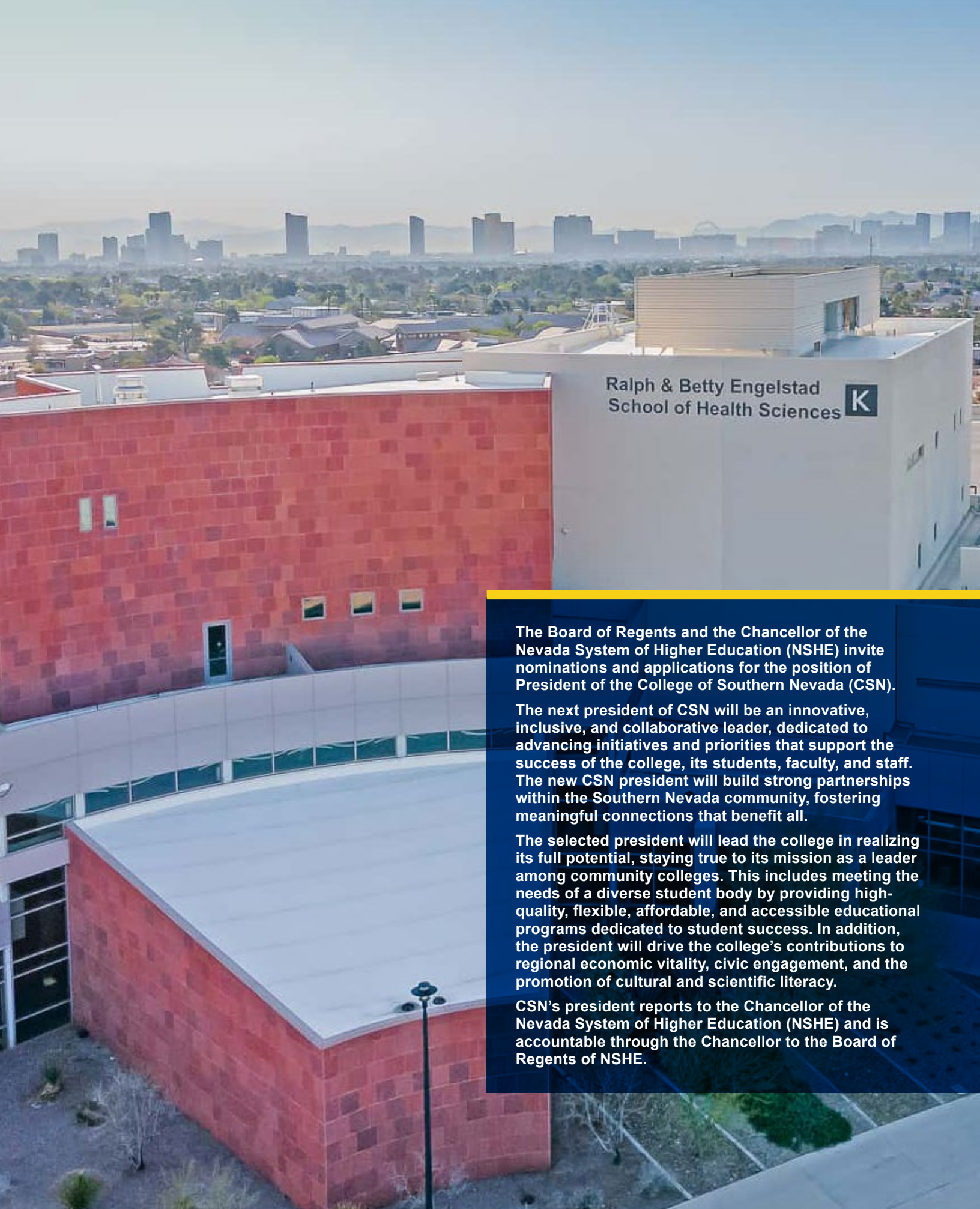


**CSN**  
COLLEGE OF  
SOUTHERN NEVADA

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School of Health Sciences **K**

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 College of Southern Nevada (CSN).

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

The selected president will lead the college in realizing its full potential, staying true to its mission as a leader among community colleges. 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 college's contributions to regional economic vitality, civic engagement, and the promotion of cultural and scientific literacy.

CSN'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.





## ABOUT THE COLLEGE OF SOUTHERN NEVADA (CSN)

CSN is the largest comprehensive, multi-campus community college within the Nevada System of Higher Education. The college is designated as a Hispanic Serving Institution (HSI) and a Minority Serving Institution (MSI) by the U.S. Department of Education. CSN is one of four community colleges in the state and works collaboratively with its sister institutions.

Founded in 1971, CSN operates in over 50 locations including three main campuses and seven learning centers in Clark County, covering over 8,000 square miles. CSN educates more than 30,000 credit-based student enrollments each semester and an additional 11,000 non-credit enrollments annually. Accredited by the Northwest Commission on Colleges and Universities, CSN offers educational opportunities in more than 70 academic programs featuring more than 180 degrees and certificates (with roughly 50 degrees and certificates available entirely online), and niche baccalaureate program areas.

### **COMMITMENT TO THE COMMUNITY.**

CSN creates opportunities and enriches lives with inclusive learning and working environments that support diversity and student success. Situated in the greater Las Vegas metropolitan area, CSN's mission ensures the college serves the diverse educational needs of the

communities and businesses within the southern Nevada service area. CSN is a growing and influential network that enables students, faculty, staff, alumni and friends to advance personally, professionally and intellectually. Its vibrant network of people and programs creates lifelong benefits for all students. As the communities of southern Nevada continue to grow in both population and diversity, CSN's commitment is to remain highly accessible to serve the diverse needs of an increasing population.

### **INNOVATION FOR REAL-WORLD APPLICATION.**

CSN provides a grounded education based on real-world applications for real life. An academic curriculum, diverse programs and hands-on teaching delivery allow students to learn and apply practical solutions for their educational success and personal growth. The college provides excellence in teaching with an innovative, student-centered education through active learning and appropriate technology. The faculty steps outside traditional approaches, consistently demonstrating an adventurous and entrepreneurial spirit while the facilities reflect the college's commitment to the latest in technology. CSN provides access for all to higher education, regardless of age, race, ethnicity or economic barriers. The college community is a welcoming one for a wide range of students, faculty and staff.



## ABOUT THE COLLEGE OF SOUTHERN NEVADA (CONT.)

### **BUSINESS AND COMMUNITY PARTNERSHIP.**

The college fosters economic development, civic engagement, and cultural and scientific literacy, while helping students achieve their educational, professional, and personal goals. CSN takes a progressive approach to partnerships with business, industry and government to meet the needs of its changing economy, emerging workforce and new technologies. The college reaches out to businesses and industries in southern Nevada for the betterment of its students and the community. The college is an ever-expanding network of programs, students, faculty, staff and alumni. Through a deep commitment to university transfer preparation, occupational training, dual and concurrent enrollment, continuing education, and developmental education, CSN strives to meet the community and business needs of the residents in its service area.

The president will have working knowledge and understanding of the challenges and opportunities facing CSN and community colleges operating in the current environment of increased focus on college completion and open access to higher education. The selected chief executive will offer dynamic leadership to advance the values of CSN as an institution that provides ready access to lifelong learning through broad-based education; promotes excellence in teaching, learning, scholarship, service, and administration; places integrity at the center of all policies and operations; is a champion of diversity and inclusion; advances academic freedom; and builds a connected, collective identity of effective communication and collaboration.

The ideal candidate brings high energy, broad vision, solid executive level communications skills, demonstrated business acumen and credibility, and is a proven negotiator and politically savvy while being apolitical. The winning executive leader will be capable of leveraging all the opportunities inherent within CSN to develop, communicate, persuade, inspire and implement a robust plan and timeline on behalf of an institution widely recognized for its value to the population it serves, to the community as a whole, and to the Nevada System of Higher Education.

CSN receives operating funding from state appropriations and registration and fee revenue. The college's annual budget is \$163 million, of which \$123 million is provided through general fund appropriations.

### **FORWARD THINKING.**

CSN has actively participated in the Board of Regents' establishment of five new strategic goals for the system. These include: 1) Increase Participation 2) Improve Student Success 3) Close Achievement Gaps 4) Meet Workforce Needs and 5) Research to Solve Problems. The goals, which were finalized in January 2018, will inform the work of CSN and its sister institution for the years ahead.







## LOCALE

The selected candidate will discover an environment where professional satisfaction and career achievement are paired with optimal quality of life in a locale with abundant opportunities for work and play. Las Vegas has drawn millions of visitors and trillions of dollars in wealth to southern Nevada.

In addition to sampling fare from top chefs and cornucopian buffets, or taking in a spectacular show, here you can enjoy the First Friday Art Walk in the arts district, featuring local food trucks, booths with local artists displaying their wares, and plenty of live music; cultural centers including The Mob Museum and The Smith Center, which features Broadway shows and the Las Vegas Philharmonic; the Shark Reef at Mandalay Bay; the Container Park, a three-story outdoor retail and restaurant plaza built entirely from shipping containers; hiking Red Rock Canyon National Conservation Area, or visiting the Neon Museum, where old signs take on new life. The Las Vegas-Clark County library system is a fantastic resource offering more than a dozen branches across the metro area.

Las Vegas is an excellent base camp for outdoor recreation and popular hiking and rock-climbing spots including Lake Mead, Red Rock Canyon, Spring Mountain Ranch State Park and Valley of Fire State Park.

Many major national parks, including Grand Canyon and Zion, are located within a two- to three-hour drive. For residents who crave cooler temperatures and snow, the Lee Canyon ski and snowboard area in the Spring Mountains near Mount Charleston (where temperatures are roughly 20 degrees cooler) is an hour's drive from downtown Las Vegas.

Residents enjoy pleasant suburban communities, including the cities of North Las Vegas and Henderson, world-class restaurants and beautiful parks. Las Vegas features an ultra-reasonable cost of living, with affordable prices on everything from housing to utilities to groceries as compared to most major cities across the nation. The Las Vegas area has been ranked among the least segregated metropolitan areas in the country.

Thanks to its mild winters and ample sunshine, Las Vegas appeals to a variety of age groups, from retirees to millennials. There are plenty of kid-friendly activities available to keep families busy including Springs Preserve, which offers family-friendly events, in addition to its museum exhibits, botanical gardens and unique, desert-themed playground.

It's all here for the academic executive professionally prepared to step up to this key leadership role.

## EXPECTATIONS FOR THE PRESIDENT

- **Student Success and Retention:** Drive initiatives to improve retention and graduation rates, with particular attention to underserved and first-generation students, supporting equitable access and academic success.
- **Community-Centric Leadership:** Prioritize partnership with local organizations and businesses, addressing regional workforce needs, supporting underserved Las Vegas communities, and enhancing student transfer opportunities to complete their bachelors' degrees.
- **Shared Governance and Inclusivity:** Foster an environment where faculty, staff, and students actively participate in decision-making, reinforcing CSN's family-like culture through open communication and mutual respect.
- **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.
- **Strategic and Visionary Leadership:** Guide CSN through growth and change, focusing on aligning educational programs with workforce demands in fields critical to Nevada's economy, such as healthcare, technology, and manufacturing.
- **Diversity, Equity, and Inclusion (DEI):** Commit to DEI initiatives across hiring, admissions, and curriculum development, ensuring a culturally responsive and inclusive environment while navigating the diverse political climate of Nevada.





## COMPETENCIES

- Prioritizes student success through targeted support services focusing on retention, persistence, academic achievement, and graduation rates, especially for first-generation and underserved students.
- Develops and sustains strong relationships with local community organizations, public and private stakeholders, local and state government to enhance student opportunities and regional workforce alignment.
- Embodies honesty, openness, and resilience, creating a transparent communication culture that builds trust within the institution and the broader community.
- Guides the institution through complex changes with empathy, addressing resistance constructively and fostering an adaptable culture that embraces growth and transformation.
- Manages budgets responsibly, explores alternative revenue sources, and implements financial strategies that support long-term institutional stability and program development.
- Aligns academic programs with regional economic needs by connecting with local industry leaders to ensure that CSN graduates are prepared for high-demand careers in sectors like healthcare, technology, and manufacturing.
- Champions DEI across all institutional functions, including hiring, admissions, and curriculum, fostering an environment that values diverse perspectives and supports underrepresented groups.
- Actively involves faculty, staff, and students in decision-making, respecting the institution's tradition of shared governance and ensuring inclusive representation in institutional policies.



- Demonstrates the ability to make sound, timely decisions that balance visionary goals with practical solutions, building confidence across the college community.
- Communicates clearly and authentically with all stakeholders, from students and faculty to community members, facilitating open dialogue and fostering a transparent, engaged campus environment.
- Encourages continuous learning and professional development for faculty and staff, creating a work environment that values and promotes personal growth and career advancement.
- Articulates and implements a clear strategic vision that aligns CSN's goals with Nevada's economic needs, focusing on sustainable program development, recruitment, and campus expansion.
- Effectively manages conflicts by addressing issues directly, maintaining calm, and fostering a collaborative environment that encourages problem-solving and mutual respect.
- Upholds high ethical standards, demonstrating accountability in all actions and decisions, setting a positive example for the entire CSN community.
- Stays informed about educational and industry trends, adapting CSN's programs and initiatives to meet changing economic and social demands while advancing the institution's mission.

## MINIMUM REQUIREMENTS

- Master's degree required, with a preference for a doctorate from a regionally accredited institution or equivalent senior executive experience in higher education leadership.
- At least five years in a senior executive role, preferably within a multi-campus or community college setting.

- Demonstrated experience managing large budgets, ensuring resource stability, and developing sustainable financial strategies.
- Proven track record in fostering an inclusive environment and advancing DEI initiatives across an organization.

## PREFERRED QUALIFICATIONS

- Experience as a college president or in a similar executive role, with a deep understanding of the community college mission and strategic planning.
- Politically astute with expertise in building and sustaining strategic partnerships with local and state agencies, industry leaders, and community organizations to expand educational opportunities.

- Ability to articulate and implement a strategic vision for CSN's future, emphasizing program relevance, campus development, and recruitment initiatives that align with Nevada's growth.
- A track record of fostering professional growth among faculty and staff, encouraging an environment of learning, and supporting career advancement opportunities.





## APPLICATION AND NOMINATING PROCEDURE

College of Southern Nevada is being assisted in this search by Academic Search. Nominations, applications, and inquiries may be sent in complete confidence to [CSNPresident@academicsearch.org](mailto:CSNPresident@academicsearch.org).

Applications are due by **January 17, 2025** at 11:59 p.m. Pacific Time, for full consideration, although the position remains open until filled.

Application materials should include:

- A letter of application that addresses the expectations discussed in the Qualifications above.
- Resume/Curriculum Vitae.
- A list of at least five professional references with contact information, including telephone and email, and a note indicating the candidate's working relationship with each. References will not be contacted without explicit permission of the candidate.

Nominators and prospective candidates may also arrange a confidential conversation about this opportunity with Gabriel Esteban, Senior Consultant, at [Gabriel.Esteban@AcademicSearch.org](mailto:Gabriel.Esteban@AcademicSearch.org) or Mary Kennard, Senior Consultant, at [Mary.Kennard@AcademicSearch.org](mailto:Mary.Kennard@AcademicSearch.org).

# ABOUT ACADEMIC SEARCH

Academic Search is assisting the College of Southern Nevada in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

