



Nebraska State College System

CHADRON | PERU | WAYNE

Dec. 21, 2022

Dear Chadron State Community,

We are pleased to inform you that our presidential search is underway. Our search consultants, Jay Lemons, Pamela Balch, and Jennifer Kookan, from Academic Search, have developed a position advertisement and a presidential search profile. The profile provides an overview of Chadron State College. It describes essential institutional needs and priorities, a related set of desired leadership experiences, and personal qualities necessary to the next president's success.

When I visited campus in November, I provided an overview of the [Search Advisory Committee](#) composition, noting that additional members were still being finalized. We now have 15 stakeholder representatives from the campus and community, with the addition of Dr. Tracy Nobling to represent the faculty, and Gabby Michna (Chadron Chamber) representing the community. We are grateful to the Search Advisory Committee and to so many of you who provided input and suggestions through the on-campus listening sessions and online feedback survey to help us define the needs of Chadron State that the new president must embrace. While the Board has the ultimate decision on the final selection, your voices have been and will continue to be heard as the process moves forward.

The [search profile](#) and [advertisement](#) will be used to introduce Chadron State and this presidential opportunity to prospects, nominators, and candidates. The job ad will be posted in several online ad venues, including the *Chronicle of Higher Education*, *Diverse Education*, *Inside Higher Ed*, *Higher Ed Jobs*, *Women in Higher Education*, and more. The search consultants will also contact potential candidates through their broad networks and encourage them to apply.

The coming months will be a critical time for the recruitment of prospects into the candidate pool. While the recruitment of candidates is the responsibility of our Academic Search partners, we welcome your support and interest. We invite you to complete the online [nomination form](#) to suggest leaders whom you feel would be viable candidates for this vital position. The search consultants will be working in the next few months to build a robust candidate pool from which to narrow a smaller number of candidates.

We will keep you updated on the search process as it moves forward, or visit the [president search webpage](#). February and March will be crucial months as candidates are carefully and confidentially vetted. Thank you for your interest and support for the exciting new chapter for Chadron State College.

Sincerely,

Paul Turman
Chancellor