

Q&A - Working With AGB Search

About AGB Search

Founded as an affiliate of the Association of Governing Boards of Universities and Colleges (AGB) in 2010, we have a deep and comprehensive understanding of the ideal qualifications for effective higher education leadership. Our affiliation with AGB, a membership association focused on advancing excellence in board governance, ensures that we approach each search with a focus on strong and strategic leadership to support each institution in navigating the changing higher education environment.

We combine search expertise with deep sector knowledge. Our Principals and Executive Search Consultants have decades of experience in higher education leadership and executive search.

- We have worked with institutions spanning all 50 states, the District of Columbia, and the U.S. territories of Puerto Rico and Guam.
- Our clients include private and public colleges and universities with annual budgets below \$20 million to over \$5 billion, endowments ranging from \$25 million to over \$41 billion, and total enrollments ranging from under 500 to more than 90,000 students.
- AGB Search is a member of the Association of Executive Search and Leadership Consultants (AESC) and commits to the AESC Code of Professional Conduct.
- The firm has been recognized by Hunt Scanlon Media as one of the **Top 50 Executive Search Firms in 2024**.

What services does AGB Search provide?

[Executive Search \(https://www.agbsearch.com/services/executive-search\)](https://www.agbsearch.com/services/executive-search): AGB Search partners with community and technical colleges, private colleges and universities, regional and comprehensive public colleges and universities, academic medical centers, university systems, and related associations and foundations. Our expert search team has conducted successful searches for all levels of senior leadership positions, including: Presidents/Chancellors, Provosts and Deans, Research Leadership, Chief Information Officers/Chief Technology Officers, Chief Financial Officers, and Vice Presidents for Diversity Equity and Inclusion, Human Resources, Enrollment, Student Affairs, Communications and Marketing, Advancement, and Legal Affairs/General Counsel.

[Interim Search \(https://www.agbsearch.com/services/interim-search\)](https://www.agbsearch.com/services/interim-search): Interim leaders play a highly consequential role in higher education institutions. Their efforts – whether focused on maintaining stability for stakeholders, re-orienting the course of a department or organization, or sustaining positive momentum – lay the foundation for the permanent appointee. Interim

leadership is often in place for six months to a year or more, much too long to leave the position vacant or ask existing staff to shoulder additional responsibilities. AGB Search has cultivated a robust network of proven leaders. They have the necessary expertise to step into leadership roles seamlessly and strategically navigate the institution's unique circumstances. Our objective is to ensure institutions have adept leadership in place to preserve continuity for the team and the organization.

[ExecComp](https://www.agbsearch.com/services/execcomp) (https://www.agbsearch.com/services/execcomp): AGB Search offers ExecComp to help our clients establish appropriate and effective compensation levels for cabinet level positions (e.g., presidents, vice presidents, chief officers, etc.). Colleges and universities must be judicious in approaching executive pay to attract and retain top talent, as well as stand up to scrutiny. Using the College and University Professional Association for Human Resources (CUPA-HR) data on higher education compensation, ExecComp helps institutions set executive pay and benefits at sound and competitive levels

The customized ExecComp benchmarking report includes:

- Assistance in identifying a set of comparable peer group institutions
- Comparison-group salary analyses for a given position or set of positions
- Information on benefits and other components of compensation within the peer group
- Guidance on additional considerations that should inform decisions about compensation

If requested, ExecComp can also provide:

- Assistance with the development of a compensation package
- Support for the development of a statement of compensation philosophy
- Counsel on and a letter attesting to the institution's compliance with law and best practice

The ExecComp report is provided at a competitive price, in accordance with the institution's budget.

[Executive Coaching](#): AGB Search's Executive Coaching Service provides customized, one-on-one coaching within an established framework focused on measurable progress. The goal is to partner in building on the talent and strengths clients already have to bring out the leader within them.

[Institute for Leadership and Governance in Higher Education](#): The Institute's mission is to cultivate a diverse pipeline of exceptional leaders who are poised to serve as college and university Presidents. The six-month Institute, composed of challenging symposia, interactive online workshops and webinars, a presidential shadowing experience, and one-on-one mentoring, will connect participants with top higher education leaders to discuss leadership and governance challenges facing institutions of higher learning.

Who are the key points of contact for each service?

- Executive Search: [Rod McDavis](#), [Melissa Trotta](#), [Tim White](#)
- Interim Search: [Melinda Leonardo](#)
- ExecComp: [Al Crist](#)
- Executive Coaching: [Rod McDavis](#)
- Institute for Leadership and Governance: [Melinda Leonardo](#)

What differentiates AGB Search?

- **The knowledge and thought leadership of AGB.** Our search process is founded on AGB's definitive publication, *A Complete Guide to Presidential Search for Colleges and Universities*, an indispensable guide that is applicable to searches for presidents, provosts, deans, vice presidents, and other Cabinet-level positions; selecting an appointee; defining a successful transition of leadership; and shaping institutional strategies for the future.
- **Our commitment to higher education.** Our search process is based on AGB's more than 100-year mission of supporting college, university, and foundation boards and board members in achieving excellence in board governance through resources including the Knowledge Center, an online resource of topics pertinent to issues in higher education; webinars and workshops; leadership conferences; and consulting.
- **Principals and consultants with firsthand knowledge** of the functional areas of responsibility for presidents, chancellors, provosts, vice presidents, chief financial officers, chief diversity officers, deans, and other leadership positions in higher education, which will allow us to effectively assess candidate qualifications, experience, domain expertise, and emotional intelligence.
- **Expertise in developing pools of highly qualified, diverse candidates.** We leverage the firm's network and database, and we conduct targeted research to identify candidates currently employed at minority-serving institutions (e.g., Historically Black Colleges and Universities [HBCUs], Hispanic Serving Institutions [HSIs], Tribal Control Colleges and Universities, and Federally-recognized Minority Serving Institutions).
- **Our ability to recruit top passive candidates** as well as active candidates through our well-established network of contacts and market engagement.
- **Reputation as credible and highly effective ambassadors** for our client organizations.
- **Partnership approach to client relations;** highly communicative, responsive, and transparent.
- **Presidential transition support.** At no extra cost to our clients, AGB Search provides one year of presidential transition guidance to the institution and the appointed candidate for onboarding/post-hire integration.

- **Competitive Executive Search Pricing for Returning Clients and Multiple Searches.**
AGB Search offers competitive pricing for our returning clients and clients who award multiple searches that are conducted simultaneously.