

“We are institution builders focused on partnering with colleges and universities to assemble the best teams possible. We **organize, manage, and inform** a search process that is customized to the particular and unique needs of each of our partner institutions. Our active involvement in leadership development programs enables our reach, relationship-building, and recruitment of potential candidates to every search.”

—DR. JAY LEMONS  
PRESIDENT

Committed to **IDENTIFYING AND DEVELOPING LEADERS** by providing the highest level of **EXECUTIVE SEARCH** to our higher education partners.

We are dedicated to producing a diverse pool of candidates that results in high-quality appointees who will remain in office.

### HIGH RETENTION RATES

The very high percentages of appointees from our searches who remain in office five years later is strong evidence of our careful attention to “institutional/appointee fit.”

**93%**  
PRESIDENTS/  
CHANCELLORS

**86%**  
VICE PRESIDENTS/  
VICE CHANCELLORS

**92%**  
DEANS

APPROXIMATELY\*

**6 IN 10**

\*In the past five years, 59% of our searches have resulted in the appointment of a woman and/or person of color.

**APPOINTEES ARE WOMEN AND/OR PERSONS OF COLOR**



EXPERIENCED  
TRUSTWORTHY  
ETHICAL **RESPONSIVE**  
PROFESSIONAL FLEXIBLE  
**RELIABLE** CONNECTED  
**COMMITTED** KNOWLEDGEABLE

## INTEGRATED SERVICES

Leadership transitions can be both energizing and stressful times for institutional communities. We strive to assist campuses in navigating such changes and to set up new leaders for success.

Our Transition & Onboarding support services provide a process for institutions, institutional stakeholders, and newly appointed executives to create a strategic path forward.

Our Executive Coaching practice seeks to expand institutional leadership by investing in the effectiveness, sustainability, and well-being of leaders.



**TRANSITION &  
ONBOARDING**



**EXECUTIVE  
COACHING**



## CONTACT US

If you would like to know more about Academic Search or to request a proposal for services, please contact:

**Dr. Jay Lemons**

President

Jay.Lemons@academicsearch.org

**Shawn M. Hartman**

Chief Operating Officer

Shawn.Hartman@academicsearch.org

ACADEMIC SEARCH

1015 18th Street NW, Suite 510

Washington, DC 20036

(202) 332-4049

[www.academicsearch.org](http://www.academicsearch.org)



[www.academicsearch.org](http://www.academicsearch.org)