

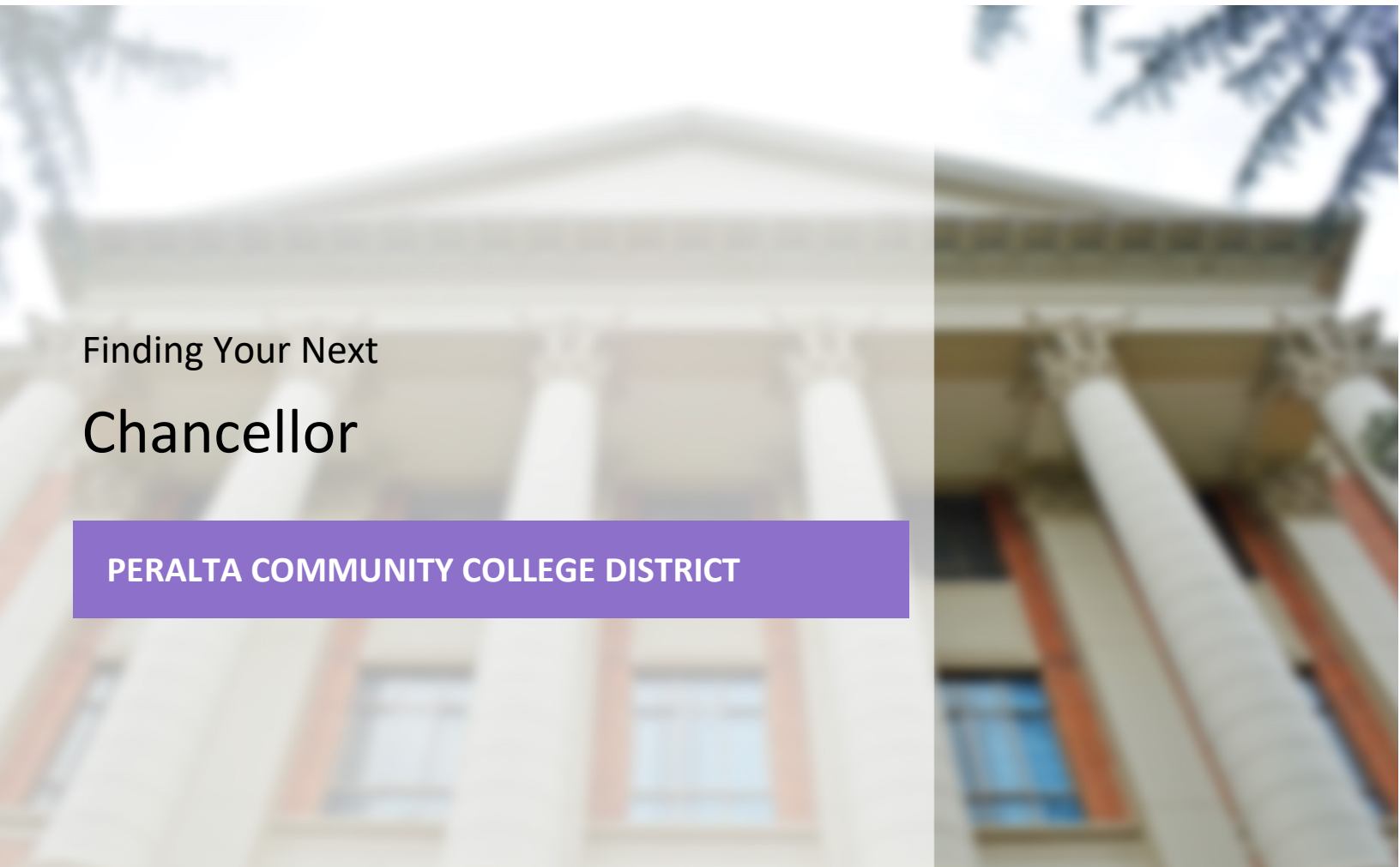
AGB SEARCH

Advancing Higher Education Leadership

Finding Your Next

Chancellor

PERALTA COMMUNITY COLLEGE DISTRICT





Advancing Higher Education Leadership

December 11, 2020

Carla Walter, Ph.D.
Interim Chancellor
Peralta Community College District
333 E. 8th Street
Oakland, California 94606

Dear Dr. Walter:

AGB Search is pleased to submit this proposal to provide executive recruitment services to find the next Chancellor of the Peralta Community College District. With more than 700 full-time executive and interim searches at over 400 institutions and organizations, we have extensive experience identifying and recruiting highly qualified leaders for private colleges and universities, community colleges and other public higher education institutions, university systems, and institutionally-related foundations.

We are proposing two consultants, Dr. Kim Bobby and Dr. Carlos Hernández, whose expertise in university leadership and executive search consulting will benefit the Peralta Community College District with a pool of quality candidates vetted for their credentials, character, and commitment to your mission and vision. The search shall be conducted in conformance with Peralta CCD Board Policy 2431 - Chancellor Selection.

Dr. Bobby, the former Chief of Staff for Prince George's Community College in Maryland, and the inaugural Chief Diversity Officer at the University of Puget Sound (WA), has a passion for serving community colleges and supporting the advancement of women and people of color into senior leadership roles in higher education and ultimately, into college presidencies. Dr. Bobby has recently concluded presidential searches for Thaddeus Stevens College of Technology, West Virginia State University, and Harris-Stowe State University.

Dr. Hernández served as President of New Jersey City University (NJCU) for 19 years and also served in various other capacities including Provost, Vice President for Academic Affairs, and faculty member at NJCU. Dr. Hernández has recently conducted presidential searches for Broward College, Henry Ford College, and Kingsborough Community College (City University of New York), among others.

As AGB Search's Managing Principal, I oversee all searches conducted by the firm, and PCCD can be assured that I will always be available to answer any questions or address any concerns. Please feel free to contact me at (202) 776-0854 or rod.mcdavis@agbsearch.com.

Sincerely,

A handwritten signature in black ink that reads "Roderick J. McDavis".

Roderick J. McDavis, Ph.D.
Managing Principal

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About AGB Search

As your search partner, AGB Search is dedicated to client success and to providing an efficient and effective search.

Founded in 2010 as an affiliate of the Association of Governing Boards of Universities and Colleges (AGB), AGB Search is a national search firm that has assisted with more than 700 full-time executive and interim searches at over 400 institutions and organizations. This experience includes over 220 successful presidential/chancellor searches and hundreds of other executive-level positions at colleges, universities, and university systems throughout the country.

Our work spans 46 states and the U.S. territories of Puerto Rico and Guam. The public and private colleges and universities we have served are both small and large institutions, with annual budgets below \$20 million and over \$1.5 billion, endowments ranging from \$25 million to \$7.3 billion, and total enrollments ranging from under 500 to more than 90,000 students.

On an annual basis, AGB Search conducts approximately 80-90 successful searches for higher education executives. We currently enjoy a **98% successful placement rate overall**. In addition to higher education searches, AGB Search offers interim executive search services and our Compensation Evaluation Service.

AGB Search brings a highly qualified, successful team of more than 40 executive search consultants, all with significant experience in recruiting, vetting, and mentoring prospective leaders in the field of higher education. Our team, supported by nine full-time professional research associates and our office staff, delivers customized search services to meet each client's specific requirements.

More than 90 percent of our search consultants are former Presidents or senior executives of public and private four-year institutions, state and university systems, and community and two-year colleges. This firsthand experience—which includes board, administrative, and faculty perspectives—gives AGB Search expertise and depth that is distinctive within the field of higher education executive search. Our team possesses unparalleled insight into the opportunities and challenges facing the next generation of higher education leaders and is well-positioned to attract a broad array of diverse candidates.

The AGB Search Value Proposition

Through our deep expertise and commitment to our work, we deliver optimal results for our clients.



EXPERTISE

AGB affiliation

Extensive higher education search experience

Highly qualified talent

Full suite of search services



COMMITMENT

Focus on client success

Partnership approach

Respect for candidate relationships



RESULTS

Diverse candidates and appointments

Appointment longevity

High client satisfaction

700+

CLIENT ENGAGEMENTS
COMPLETED BY AGB SEARCH

90%

OF CONSULTANTS ARE FORMER
PRESIDENTS OR SENIOR EXECUTIVES

50%


OF AGB SEARCH APPOINTMENTS ARE
WOMEN OR PEOPLE OF COLOR

40+

PROFESSIONAL SEARCH CONSULTANTS
FROM ALL HIGHER EDUCATION
SEGMENTS

220+

SEARCHES COMPLETED FOR
PRESIDENTS AND CHANCELLORS



Our Commitment to Diversity and Inclusion

Diversity is a hallmark of all aspects of our searches. We seek candidates and nominees who reflect the full diversity of our campuses and our communities.

AGB Search does not discriminate in our hiring practices or candidate pool development on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.

- If desired, we will provide anti-bias training to the Peralta Community College District's Search Committee to support a culture of inclusive excellence in your institution.
- We will develop an assessment matrix to ensure that all candidates are evaluated using the same criteria and metrics.
- We will advertise in higher education trade publications and websites that signal your intention to recruit a diverse pool.

Outcomes

Through targeted research and outreach efforts, and through the diversity of AGB Search as a firm, we attract diverse pools of the most qualified candidates:

- Over the past three years, 50% of our appointments have been from underrepresented groups (38% women, 12% people of color).
- Of the 187 women we placed in senior executive positions since 2011, 65 have been appointed President or CEO.
- Five of our six principals are women, and of our team of consultants, 43% are women and 27% are underrepresented minorities. AGB Search's current staff is composed of 52% women and 29% underrepresented minorities.

Distinguishing Firm Qualifications and Resources

To advance higher education leadership, our firm invests in the development of resources and tools that enhance our search process and the field of higher education executive search. PCCD will benefit from AGB Search's unique differentiating factors, value-added services, and our offering of complimentary resources that will support PCCD's future executive searches and its leadership and governance needs.

This search shall be conducted in conformance with Peralta CCD Board Policy 2431 - Chancellor Selection.

Differentiating Factors

- 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.
- Principals and consultants with firsthand knowledge of the functional areas of responsibility for presidents, chancellors, vice presidents, chief diversity officers, deans, and other leadership positions in higher education, which will allow us to effectively assess candidate qualifications, experience, domain expertise, and soft skills.
- Broad and deep search experience recruiting institutional and senior leaders for small and large community colleges including Miami Dade College, City Colleges of Chicago, Tacoma Community College, Thaddeus Stevens College of Technology, Wake Technical Community College, and many others.
- 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.
- A year of leadership transition support provided to your institution and the appointed Chancellor for onboarding/post-hire integration.

Value-Added Services

Anti-Bias Training. At AGB Search we believe strongly that anti-bias training/coaching is valuable to successful organizational development. Building capacity and fluency in thinking about, talking about, and acting towards equity and inclusion includes the development of shared language, shared experiences, and shared tools. We offer the following additional, optional workshops to advance building a culture of inclusive excellence in your institution.

- I. **Creating an Inclusive Workplace: Managing Bias** (2.5 hours) – This session is intended to assist an Executive Team or Search Committee in becoming more culturally competent.
- II. **Anti-Bias Awareness and Coaching for All Employees** (2.5 hours) - This session is intended for all non-executive employees.
- III. **Creating Anti-Bias Safeguards in Human Resources** (2.5 hours) - This session is intended for Human Resource professionals.

Predictive Index Behavioral Assessment. An additional, optional assessment tool that AGB Search offers is the Predictive Index (PI) Behavioral Assessment. The PI Behavioral Assessment measures motivating drives in the workplace and can be used in conjunction with traditional screening methods such as resume review, interviews, and reference checks. AGB Search can provide further information about the PI Behavioral Assessment upon request.

Predictive Index Cognitive Assessment. In addition to the PI Behavioral Assessment, AGB Search also offers the PI Cognitive Assessment. The PI Cognitive Assessment consists of 50 multiple choice questions from three cognitive ability categories (verbal, numerical, and abstract reasoning) and nine subcategories. It is used to assess the rate at which a person can learn and process complex information.

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.

Competitive Executive Search Pricing for AGB Members. AGB Search offers a competitive reduction on executive search fees for institutions that hold membership in AGB.

AGB Consulting. The Peralta Community College District will have access to AGB's proven solutions for higher education leadership to ensure financial strength, improve governance policies and procedures, and govern with confidence. AGB's Governance and Strategy & Transformation practice areas provide board and presidential customized assessments, composition and succession planning, development workshops, the creation and implementation of sustainable business strategies for institutional vitality, and support and guidance for higher education leaders instituting consequential change. Visit AGB.org/Consulting to learn more.

Complimentary Resource Package

AGB Search is committed to supporting the Peralta Community College District. We recognize that you are navigating the significant disruption in higher education that has been caused by the COVID-19 pandemic. As an affiliate of the Association of Governing Boards of Universities and Colleges (AGB) that is committed to advancing higher education leadership, AGB Search is pleased to offer a complimentary package of resources.

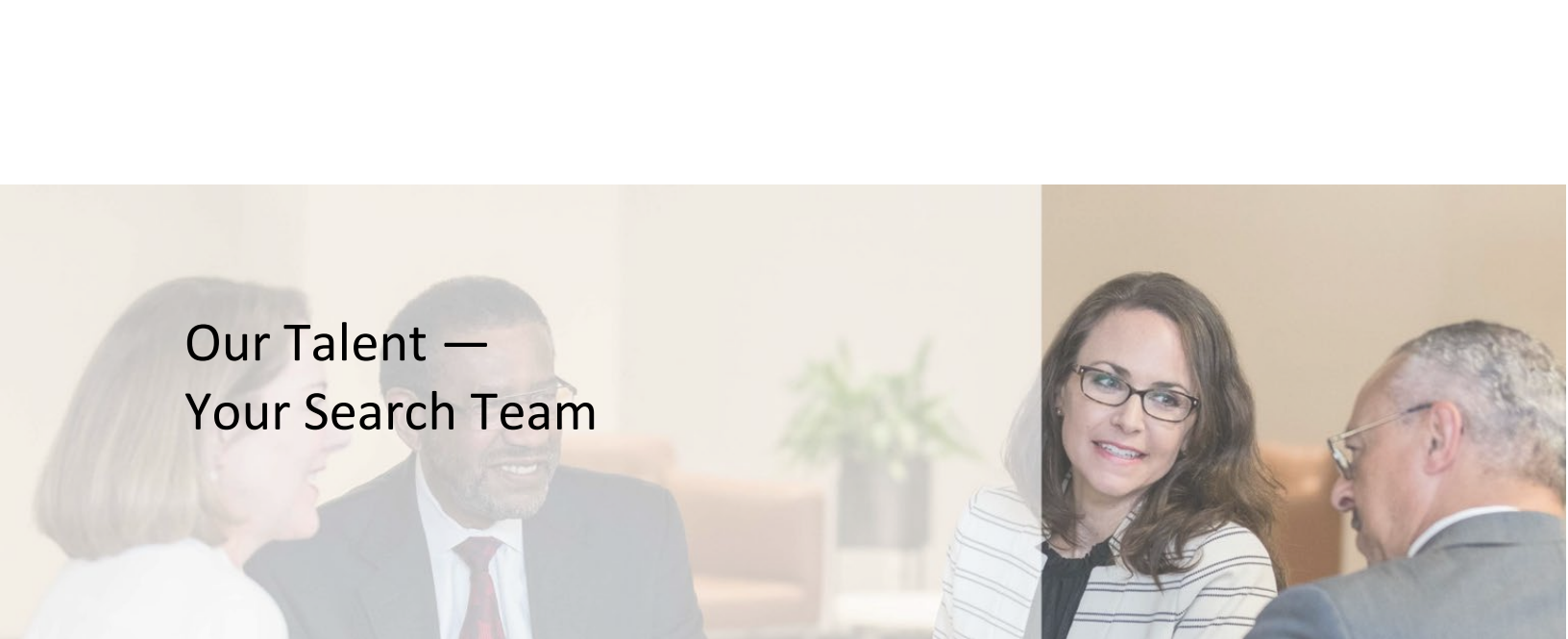
AGB Search's complimentary resource package includes:

Complimentary registration for the 2021 AGB National Conference on Trusteeship. Since 1921, AGB has convened experts and practitioners for a formal, national conference with one purpose: to enable governing boards to future-proof colleges and universities. That mission has never been more important than it is today. The 2021 AGB National Conference on Trusteeship will be held virtually due to the COVID-19 pandemic.

Complimentary registration for the 2021 AGB Foundation Leadership Forum. A not-to-be-missed event, AGB's Foundation Leadership Forum will ensure that you return to your boardroom inspired, energized, and better equipped and connected than ever to lead with confidence. The 2021 AGB Foundation Leadership Forum will be held virtually due to the COVID-19 pandemic.

Complimentary registration for your Board Chair and Chancellor for the 2021 AGB Institute for Board Chairs and Presidents/Chancellors. AGB's Institute for Board Chairs and Presidents/Chancellors allows chair-chancellor teams to develop robust partnerships and create a focused agenda that moves both the board and the institution forward. The 2021 AGB Institute for Board Chairs and Presidents will be held virtually due to the COVID-19 pandemic.

Complimentary hard copies of publications from the AGB Resource Library. As a thought leader in higher education, AGB has built an extensive library of resources to help you understand the issues confronting your organization, prepare yourself for effective boardroom performance, and fulfill your responsibilities as higher education leaders and trustees. Some of our recent reports include The AGB 2020 Trustee Index; Crisis Leadership for Boards and Presidents; and Risk Management: An Accountability Guide for University and College Boards.



Our Talent — Your Search Team

AGB Search has given careful consideration to align the expertise of the firm with the needs of the Peralta Community College District. Your search teams include executive search consultants and a full-time associate committed to serving your Search Committee and all stakeholders until the right candidate is appointed.

There is one constant thread running through our process: we listen intently to clearly understand your needs. Our firm will be focused on your searches with a full level of effort that is not limited by hourly restrictions or hampered by arbitrary closing dates. We will remain engaged until the search is completed to your satisfaction.

Biographical sketches of Dr. Kim Bobby and Dr. Carlos Hernández are included to provide an overview of their experience in academia, higher education leadership, and executive search consulting. Drs. Bobby and Hernández possess extensive knowledge, skills, and experiences that will enable them to quickly understand and assess your needs, compile accurate position profiles, and engage with candidates who will bring the requisite background to thrive as Chancellor of Peralta Community College District.

Kim Bobby, Ed.D., Executive Search Consultant

Co-Leader



Kim Bobby, Ed.D. has had a distinguished career in the field of higher education prior to joining AGB Search. Dr. Bobby served as the Director of the Inclusive Excellence Group (IEG) at the American Council on Education (ACE). The goals of the IEG included advancing women and people of color into senior leadership roles in higher education and ultimately into college presidencies. To date, over three dozen former program participants have been appointed as college presidents.

Dr. Bobby also provided leadership and oversight for the ACE Women's Network, a consortium of 57 higher education institutions across the United States devoted to advancing women leaders, and the Moving the Needle: Advancing Women Leaders initiative, a multi-association collaboration designed to increase the number of women in senior leadership positions in higher education through programs,

research, and partnerships.

Before joining ACE, Dr. Bobby was Chief Diversity Officer and Associate Professor in the School of Education at the University of Puget Sound (WA). As the first Chief Diversity Officer for Puget Sound, she held primary responsibility for coordinating and implementing the University's strategic plan for diversity and directing early college access and achievement programs.

During Dr. Bobby's career, she has served as Chief of Staff for Prince George's Community College (MD) and in K–12 leadership roles that supported access and equity in education. She was appointed by the Chancellor of the New York City public school system to a senior-level cabinet post to research, advise, and provide support for initiatives aimed toward systemic educational reform for the New York City Public Schools. She has also served as a consultant to the College Board, the Bill & Melinda Gates Foundation, and the College Success Foundation focusing on leadership development, college access, and organizational transformation.

Dr. Bobby has written and spoken on leadership development, creating an inclusive campus climate, appreciative inquiry, and creating effective leadership programs as a pipeline to achieving diverse campus leadership teams.

Born in Los Angeles, California, Dr. Bobby received her Doctorate in Educational Administration and Policy Studies from the University of Washington, Seattle, her Master's in Educational Administration from California State University, Sacramento, and her Bachelor of Arts in Business Administration/Management from California State University, Fresno.

RELEVANT SEARCHES

- **President**, Thaddeus Stevens College of Technology (PA)
- **President**, West Virginia State University
- **Chief Diversity Officer**, Augustana College (IL)
- **Chief Diversity Officer**, Concordia College (MN)
- **Vice President for Diversity, Equity, and Inclusion and Special Assistant to the President; Assistant Dean of Student Life for Engagement, Equity and Inclusion; Assistant Director of Equity and Inclusion**, Sarah Lawrence College (NY)
- **Chief Intercultural Engagement Officer**, Wheaton College (IL)

Carlos Hernández, Ph.D., Executive Search Consultant

Co-Leader



Carlos Hernández, Ph.D., joined AGB Search in 2013. He has conducted many successful searches for senior leadership positions at private universities, state institutions, and community colleges.

Dr. Hernández previously served as President of New Jersey City University for 19 years and in 2012 was named President Emeritus of the University. Under his leadership, the University expanded its scope, underscored its urban mission, and attained university designation in May 1998. Dr. Hernández also served in various other capacities at the institution: Provost, Vice President for Academic Affairs, Executive Assistant to the President, and member of the faculty.

Dr. Hernández is a member of the editorial board of *Hispanic Outlook on Higher Education*. He has served on the American Council on Education's Commission on Advancement of Racial and Ethnic Equity and the Board of Trustees of the Council for Adult and Experiential Learning. He is a past chair of the Board of Directors of the American Association of State Colleges and Universities.

Dr. Hernández is a former member of the Board of Directors of the American Association for Higher Education and chaired the Association's Hispanic Caucus. He was a member of the Governing Board of the Hispanic Association of Colleges and Universities and served as a member of the American Council on Higher Education's Commission on International Education. Dr. Hernández has also served on the NCAA Division III Presidents' Council.

In New Jersey, Dr. Hernández served as chair of the Presidents' Council Academic Issues Committee. He is a former chair of the Hudson County Chamber of Commerce and Industry. He serves on the boards of the Eastman Fund, the Liberty HealthCare System, Inc., and Provident Bank, and is Chair of the Board of the Open Sky Museum.

Dr. Hernández is the recipient of several awards, among them, India's prestigious Priyadarshni Academy's Global Award for Promotion of Education, the Prabhakar R. Shukla Humanitarian Award, and the State of New Jersey's Many Faces – One Family Award.

Dr. Hernández holds a Doctorate in Psychology from the Graduate Center of the City University of New York and a Bachelor of Arts degree from York College of the City University of New York.

RELEVANT SEARCHES

- President, Miami Dade College (FL)
- **President; Chancellor, Miami, FL Campus**, Albizu University (FL and PR)
- **President; Provost and Senior Vice President for Academic Affairs and Student Services**, Broward College (FL)
- **President**, City University of New York - Kingsborough
- **President**, Henry Ford College (MI)
- **Associate Vice President Title IX and Equity**, Northwestern University (IL)
- **President/CEO**, Prince George's Community College (MD)
- **Dean of the School of Education**, St. John's University (NY)

AGB Search Leadership

AGB Search's Managing Principal, **Dr. Roderick J. McDavis**, and Associate Managing Principal, **Dr. Melissa K. Trotta**, guide every aspect of the firm's proposals and searches. Supported by our office staff, Drs. McDavis and Trotta manage the client relationship above and beyond any specific search.

Roderick J. McDavis, Ph.D., is the highly-respected President Emeritus, and the first African-American president, of Ohio University and has decades of experience recruiting and mentoring leadership teams. He has completed executive searches for presidents and other senior leaders in higher education since joining AGB Search. Dr. McDavis ensures that all searches are completed on time, uses his network to recommend potential candidates, and troubleshoots any potential issues.

Melissa K. Trotta, Ed.D., is the secondary point of contact and oversees all daily operations of AGB Search. Dr. Trotta brings 25 years of higher education experience at institutions including Georgetown, Harvard, and Johns Hopkins, as well as a broad array of search experience to her role. She is available to assist our clients throughout the search process with all matters both professional and administrative.

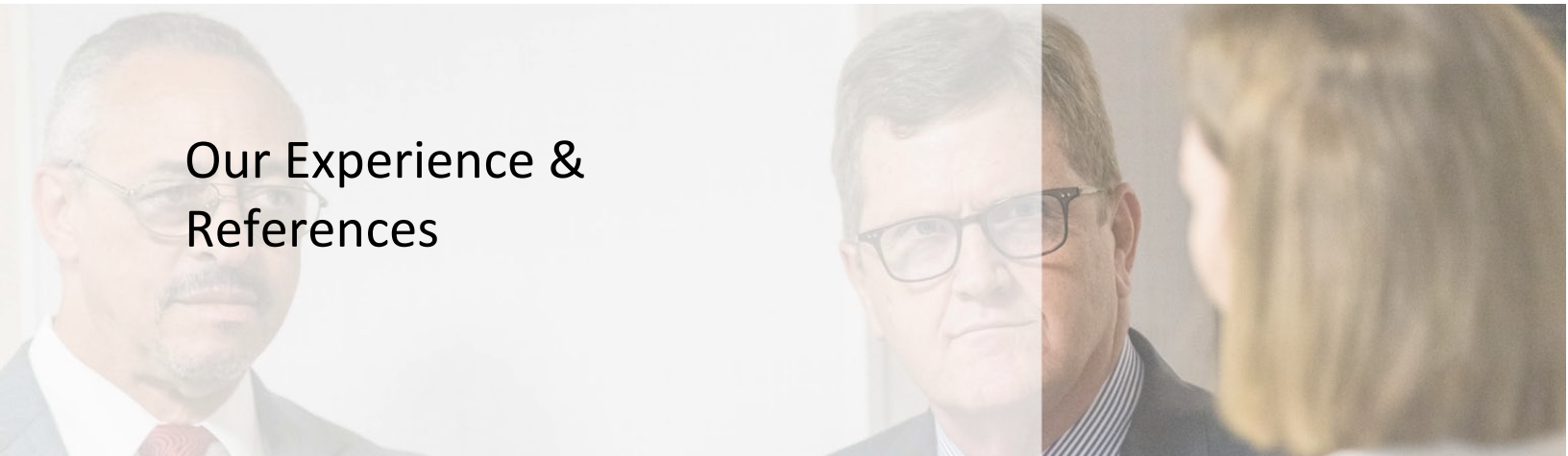
The AGB Search Staff

Dr. Bobby and Dr. Hernández will be assisted at every stage of the search by the following dedicated team of professionals.

- **A full-time research associate** works to develop a diverse and abundant field of candidates. Our research associates (RAs) provide vital research and support to the team throughout the search process. RAs support the development of outreach strategies, advertising plans, and placing advertising; sourcing prospective candidates via our internal database, online platforms, other Internet research, and targeted email communications; collecting candidate data; and evaluating candidate alignment with respect to the client's desired attributes and required qualifications, including educational credentials and professional experience.

AGB Search's research associates are a highly analytical group of individuals who are committed to diligently performing this detail-intensive work. Our RAs have diverse educational and professional backgrounds that include executive search experience in higher education, retail, healthcare, and accounting; research in the fields of higher education, compensation evaluation, healthcare systems, business administration, and marketing; professional experience as college and university professors, and teachers and administrators at the secondary education level; and in institutional advancement, communications, accounting, commercial real estate, and banking positions. Once a contract to retain AGB Search's executive recruitment services is executed, a research associate is assigned to the team based on expertise and capacity, as well as the characteristics and requirements of the institution.

- **AGB Search consultants work collaboratively.** Candidates for this search may come from recommendations by other AGB Search consultants and their networks of contacts, which include numerous campus leaders, higher education associations, and other organizations. Your search will benefit from the connections and experience of the entire AGB Search team.
- **AGB Search's office staff will provide services** including contracting, accounting, and website support. They assist the consultants with ensuring that the search proceeds smoothly, that all materials are available, and that all questions are answered promptly.



Our Experience & References

AGB Search is a team of knowledgeable administrators and search professionals with decades of experience leading institutions, hiring and mentoring future leaders, and providing thought leadership to the higher education community. Our firm will:

- Engage our industry connections to cultivate a diverse pool for each position;
- Assess and discern the potential for each candidate's success in consideration of their credentials, character, and alignment with the Peralta Community College District's unique environment; and
- Remain invested in each search until a candidate is appointed and beyond to ensure an effective transition.

To illustrate the depth and breadth of AGB Search's capacity, flexibility, and experience, we are pleased to present brief narrative examples of the firm's successful searches for similar institutions, a list of AGB Search's placements for community colleges and a representative list of the firm's placements of Presidents and Chancellors, and an overview of the techniques that we employ to conduct remote searches. Additionally, we have included executive search references from higher education institutions for Dr. Bobby and Dr. Hernández.

Examples of AGB Search's Successful Placements

Broward College (FL) – Presidential Search (2018); Provost and Senior Vice President for Academic Affairs Search (2019)

Broward College, named one of the Top Ten Community Colleges in the Nation by the Aspen Institute in 2020, serves a diverse population of approximately 67,000 students annually at three campuses and six centers in Broward County, Florida. For both of these searches, our search teams were responsible for advising each Search Committee on search process best practices; conducting needed site visits; assisting with the development of an advertising plan, recruitment plan, and position profile for Committee approval; recruiting and evaluating a pool of qualified candidates; supporting Search Committee interview preparation; completion of background check investigations and reference checks; and supporting appointment discussions between Broward College and the candidate of choice.

Maintaining current, accurate records of all meetings was critical due to the Florida Sunshine Law, which provides a "right of access" to governmental proceedings of public boards or commissions (i.e., meetings) and the Florida Public Records Act, which extends the "right of access" to include all documents and other materials made or received in connection with official College business. AGB Search maintained all search documentation and quickly responded to requests for information.

AGB Search conducted extensive nationwide outreach and recruiting efforts to community colleges, Tribal Colleges, Hispanic-Serving Institutions, HBCUs, the Community College Association, the Center for Community College Leadership, and many other associations, to recruit and appoint Broward College's next President. The Board of Trustees named Gregory Adam Haile, Esq. to become the seventh president of Broward College in May of 2018. Since 2011, Mr. Haile has been at the forefront of Broward College as its General Counsel and Vice President for Public Policy and Government Affairs.

After assembling and evaluating a pool of 77 candidates for the College's next Provost and Senior Vice President for Academic Affairs, the Broward College Search Committee appointed Dr. Marielena DeSanctis. Dr. DeSanctis has been with Broward College since 2014 and has served as its Interim Provost & SVP for Academic Affairs and Student Services. Prior to this post, she served as President of its Central Campus and Health Science and Public Safety Pathways, Vice President of Student Services, and as an adjunct instructor. Dr. DeSanctis also served as the Executive Director of Curriculum for Broward County Public Schools, Principal of Fort Lauderdale High School, Assistant Principal at South Plantation High School, and as a math/physics teacher.

Wake Technical Community College (NC) – Presidential Search (2018)

AGB Search had the privilege of partnering with Wake Technical Community College in Raleigh, North Carolina—a school that serves over 74,000 students—to conduct their presidential search. Dr. Stephen Scott, the incumbent, had led the college for 15 years before his retirement. Over the course of five months, AGB Search worked closely with the Search Committee to gain a comprehensive understanding of the needs, vision, and aspirations of the Board of Trustees. After a nationwide search and the full vetting of 35 candidates, our comprehensive process resulted in the appointment of Dr. Scott Ralls as the fourth president of Wake Tech Community College. Dr. Ralls is a professional with more than 20 years of experience in community colleges and is an excellent fit to lead North Carolina's largest community college.

AGB Search's Placements for Community Colleges

Note: Positions highlighted in **purple** represent a diverse placement.

Broward College (FL) – Provost; President

Central Piedmont Community College (NC) - Vice President of Student Affairs

City Colleges of Chicago (IL) – Chancellor; Provost

College of DuPage (IL) - President

Columbus State Community College (OH) - Vice President for Academic Affairs

Community College of Philadelphia (PA) - President

CUNY Kingsborough Community College (NY) – President

Delaware County Community College (PA) - Provost

Edmonds Community College (WA) - President

Florida State College at Jacksonville (FL) – President

Grand Rapids Community College (MI) - Provost

Harold Washington College (IL) - President

Harry S Truman College (IL) - President

Helena College University of Montana (MT) – Chief Executive Officer/Dean of College

Henry Ford College (MI) - President

Housatonic Community College (CT) – President

Indian River State College (FL) - President

Johnson County Community College (KS) - President

Kennedy-King College (IL) - President

Lake Land College (IL) – President

Lake Region State College (ND) - President

Lorain County Community College (OH) - President

Malcolm X College (IL) - President

Miami Dade College (FL) – President

Nashville State Community College (TN) - Vice President for Academic Affairs

Northwestern Connecticut Community College (CT) - President

Olive-Harvey College (IL) - President

Prince George's Community College (MD) - President/Chief Executive Officer

Raritan Valley Community College (NJ) - President

Richard J Daley College (IL) - President

Santa Fe College (FL) - President

Seminole State College of Florida (FL) - Chief Financial Officer; President; Vice President for Student Affairs

Tacoma Community College (WA) - President; Provost; Vice President of Student Affairs

Thaddeus Stevens College of Technology (PA) – President

University of Wisconsin Colleges (WI) - Provost; Dean for Online and Distance Education

Valencia College (FL) – President (In progress)

Wake Technical Community College (NC) - President

Walla Walla Community College (WA) - President

AGB Search's Placements of Presidents and Chancellors

Note: All searches listed in the table are for the role/title of President unless otherwise noted.

Albion College (MI)	College of Charleston (SC)
Albizu University (PR)	College of DuPage (IL)
American University of Iraq- Sulaimani (Iraq)	College of St. Scholastica (MN)
Andover Newton Theological School (MA)	College of Wooster (OH)
Angelo State University (TX)	Community College of Philadelphia (PA)
Ashland University (OH)	Connecticut Board of Regents (CT)
Associated Colleges of the South (GA)	Cottey College (MO)
Association for Institutional Research (FL)	Culver-Stockton College (MO)
Ave Maria University (FL)	Delaware College of Art and Design (DE)
Baker University (KS)	Dickinson State University (ND)
Baptist Theological Seminary at Richmond (VA)	Drake University (IA)
Barry University (FL)	Drew University (NJ)
Bethany College (KS)	Duquesne University (PA)
Bethune-Cookman University (FL)	East Texas Baptist University (TX)
Blackburn College (IL)	Edmonds Community College (WA)
Bridgewater College (VA)	Edward Waters College (FL)
Broward College (FL)	Embry–Riddle Aeronautical University (FL/AZ) (Chancellor, Prescott Campus)
Buena Vista University (IA)	Emporia State University (KS)
California Institute of Integral Studies (CA)	Fairmont State University (WV)
California State University Fresno (CA)	Ferrum College (VA)
California Western School of Law (CA) (President/Dean)	Fisher College (MA)
Capital University (OH)	Flagler College (FL)
Carlow University (PA)	Florida State College at Jacksonville (FL)
Carroll College (MT)	Fort Hays State University (KS)
Centenary University (NJ)	Fresno Pacific University (CA)
Central Connecticut State University (CT)	Gammon Theological Seminary (GA)
Central Methodist University (MO)	Garrett-Evangelical Theological Seminary (IL)
Chicago State University (IL)	Georgetown College (KY)
Christian Theological Seminary (IN)	Golden Gate University (CA)
City Colleges of Chicago (Chancellor) (IL)	Graceland University (IA)
City University of New York (CUNY) Kingsborough (NY)	Harold Washington College (IL)
City University of Seattle (WA)	Harris-Stowe State University (MO)
Claflin University (SC)	Harry S Truman College (IL)
Clarion University (PA)	Henry Ford College (MI)
Clark Atlanta University (GA)	Hope College (MI)
Colby-Sawyer College (NH)	Housatonic Community College (CT)
	Huston-Tillotson University (TX)

Idaho State University (ID)
 Illinois Board of Higher Education (Executive Director) (IL)
 Independent Colleges and Universities of Texas (TX)
 Indian River State College (FL)
 Iowa State University (IA)
 Johnson County Community College (KS)
 Kansas Wesleyan University (KS)
 Kennedy-King College (IL)
 Kentucky Council on Postsecondary Education (KY)
 La Salle University (PA)
 Lake Erie College (OH)
 Lake Land College (IL)
 Lake Region State College (ND)
 LeMoyne-Owen College (TN)
 Lewis-Clark State College (ID)
 Limestone College (SC)
 Lincoln Christian University (IL)
 Longwood University (VA)
 Lorain County Community College (OH)
 Louisiana Board of Regents (Commissioner) (LA)
 Louisiana State University - Alexandria Foundation (LA)
 Louisiana State University - Shreveport Foundation (LA)
 Lourdes University (OH)
 Luther College (IA)
 Malcolm X College (IL)
 Marian University (WI)
 Marshall University (WV)
 Maryland University of Integrative Health (MD) – President and CEO
 Marymount California University (CA)
 Mayville State University (ND)
 Metropolitan State University of Denver (CO)
 Miami Dade College (FL)
 Millikin University (IL)
 Misericordia University (PA)
 Mississippi College (MS)
 Missouri Western State University (MO)
 Monmouth University (NJ)

Montana Technological University (Chancellor) (MT)
 Mount Aloysius College (PA)
 Mount Carmel College of Nursing (President and Dean) (OH)
 Mount Mercy University (IA)
 Mount Saint Joseph University (OH)
 Muskingum University (OH)
 National Center for Higher Education Management Systems (CO)
 National University (CA)
 Nazareth College (NY)
 Nevada System of Higher Education (Chancellor) (NV)
 New Mexico State University (NM)
 New School of Architecture and Design (CA)
 North Dakota University System (Chancellor) (ND)
 Northwestern Connecticut Community College (CT)
 Oakland City University (IN)
 Ohio Foundation of Independent Colleges (OH)
 Olive-Harvey College (IL)
 Our Lady of the Lake University (TX)
 Pacific School of Religion (CA)
 Prince George's Community College (MD)
 Ramapo College of New Jersey (NJ)
 Raritan Valley Community College (NJ)
 Reinhardt University (GA)
 Richard J. Daley College (IL)
 Rocky Mountain College (MT)
 Saginaw Valley State University (MI)
 Saint Joseph's College (NY)
 Saint Louis University (MO)
 Saint Mary's College of California (CA)
 Saint Michael's College (VT)
 Santa Fe College (FL)
 Seminole State College (FL)
 Sierra Nevada College (NV)
 South Dakota Board of Regents (Executive Director and CEO) (SD)
 Southern Connecticut State University (CT)
 Southwestern College (KS)

Southwestern University (TX)
St. Catherine University (MN)
St. Cloud State University (MN)
State Higher Education Executive Officers
Association (SHEEO) (CO)
State University of New York Adirondack (NY)
Suffolk University (MA) (President and CEO)
Sul Ross State University (TX)
Tacoma Community College (WA)
Texas A&M University San Antonio (TX)
Texas Tech University (TX)
Thaddeus Stevens College of Technology (PA)
Thomas More University (KY)
Tougaloo College (MS)
Transylvania University (KY)
Tuskegee University (AL)
Union Institute and University (OH)
University of Alaska Fairbanks Foundation (AK)
University of Guam (GU)
University of Idaho (ID)
University of Maine Foundation (ME) – President
and CEO
University of Minnesota (MN)
University of Minnesota – Crookston (Chancellor)
(MN)
University of Montana-Missoula (MT)
University of Mount Union (OH)
University of Nebraska (NE)

University of North Dakota (ND)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Puget Sound (WA)
University of Rio Grande/Rio Grande Community
College (OH)
University of the District of Columbia (DC)
University of the Southwest (NM)
University of Wisconsin – Stout (WI)
Upper Iowa University (IA)
Valencia College (FL)
Valley City State University (ND)
Wabash College (IN)
Wake Technical Community College (NC)
Walla Walla Community College (WA)
Wayland Baptist University (TX)
Wells College (NY)
West Texas A&M University (TX)
West Virginia State University (WV)
Western Association of Schools and Colleges (CA)
Western Connecticut State University (CT)
Wheelock College (MA)
Widener University (PA)
William Jewell College (MO)
Wofford College (SC)
Youngstown State University (OH)

AGB Search's Remote Search Techniques

In collaboration with each client's Search Committee, AGB Search has increased the utilization of videoconferencing platforms and adapted elements of our search process to maintain best practices to achieve the expected search deliverables. Our goal when conducting a virtual search is to recreate the key elements of an in-person search process.

We are currently conducting or have recently completed searches in a virtual or hybrid format. Examples include: New York State Education Department's Board of Regents' search for their next Commissioner of Education and President of the University of the State of New York; Cornell University's Executive Director, Cornell Lab of Ornithology search; Indian River State College's presidential search; Blackburn College's presidential search; Linfield College's Chief Information Officer search; Miami Dade College's presidential search; Kent State University's Senior Vice President and Provost search; and the University of South Dakota's Vice President of Health Affairs and Dean of the Sanford School of Medicine search.

Below are some of the approaches and flexible solutions that our firm has used to succeed.

- We have conducted remote semifinalist and finalist interviews using the preferred videoconferencing platform of our clients (i.e., Zoom, Microsoft Teams, Cisco Webex, GoToMeeting, etc.). Interviews have been structured to mirror traditional semifinalist and finalist itineraries. For example, semifinalist interviews have been scheduled in 1.5-hour blocks, allowing for one hour of questions by the Search Committee, followed by 15 minutes of questions from the candidate, with 15 minutes allotted for any unforeseen technology issues.
- During finalist interviews, we have sought to recreate what an on-campus visit would include, such as open forums. During a search at a small liberal arts college, meetings were spread over two weeks. The candidates met with faculty, staff, students, the Cabinet, Board members, and others, in addition to participating in an open forum and making a formal presentation on a topic provided by the institution, followed by a question-and-answer session. Other clients have chosen a 1-2-day format for each finalist interview.
- AGB Search has used video tours of campuses, the President's residence (for presidential searches), and the college/university community to provide candidates with information about our clients' campuses and their localities. To deepen candidates' understanding, video tours have been supplemented by PowerPoint presentations focused on the city/town and its locations of interest, amenities, schools, events, and activities.

These adaptations have been received positively by Search Committees, Boards, and candidates. Due to the broad and deep video interaction between the candidates and the Search Committee, institutions and candidates have been comfortable offering and accepting appointments without an in-person campus visit. We understand that each Search Committee will have a different vision for their process, comfort level conducting a search virtually (in whole or in part), and willingness to appoint candidates with limited in-person interaction. AGB Search is committed to working with the Peralta Community College District's Search Committee to agree upon and execute an effective process while travel restrictions and health concerns persist.

References

Harris-Stowe State University (MO)

SEARCH: PRESIDENT (2020)
CONTACT: Vanessa Cooksey, Chair, Search Committee; Vice Chair, Board of Regents
PHONE: 314.780.4560
EMAIL: 1vlafc@gmail.com
CONSULTANT: Dr. Bobby

Thaddeus Stevens College of Technology (PA)

SEARCH: PRESIDENT (2020)
CONTACT: Jeffrey Sterner, Chair, Presidential Search Committee; Member, Board of Trustees
PHONE: 717.629.5436
EMAIL: Jsterner@high.net
CONSULTANT: Dr. Bobby

West Virginia State University

SEARCH: PRESIDENT (2020)
CONTACT: Katherine Dooley, Chair, Presidential Search Committee
PHONE: 304.541.1393
EMAIL: dooleylaw@aol.com
CONSULTANT: Dr. Bobby

Broward College (FL)

SEARCH: PRESIDENT (2018)
CONTACT: Dr. Denese Edsall, Search Liaison
PHONE: 954.201.8501
EMAIL: dened62431@bellsouth.net
CONSULTANTS: Dr. Hernández

Kingsborough Community College – City University of New York (CUNY)

SEARCH: PRESIDENT (2018)
CONTACT: The Honorable Sandra Wilkin, Search Committee Chair and Member, CUNY Board of Trustees
PHONE: 212.967.6002
EMAIL: swilkin@bradfordconstruction.com
CONSULTANTS: Dr. Hernández



Our Search Process and Timeline

Working with Search Committees is the heart of what AGB Search does, and we have experience guiding committees of all sizes, compositions, and backgrounds. The AGB Search process is designed to ensure that the Search Committee is deeply involved every step of the way.

Your Search Committee's needs and timeline drive the process. Your knowledge of the institution supports the creation of each position profile that allows us to recruit a strong group of candidates. Your stakeholders' passion ensures you hire the right candidate for each position whose values and approach align ideally with those of the Peralta Community College District.

Our consultants will work closely with the Search Committee from the outset to review and create new materials and processes for recruitment. They will collaborate with the Search Chair and members of the Search Committee, as appropriate, to gain approval of the search process and documents. They will also prepare position-specific recruitment plans and advertising recommendations for the Search Committee's review and approval.

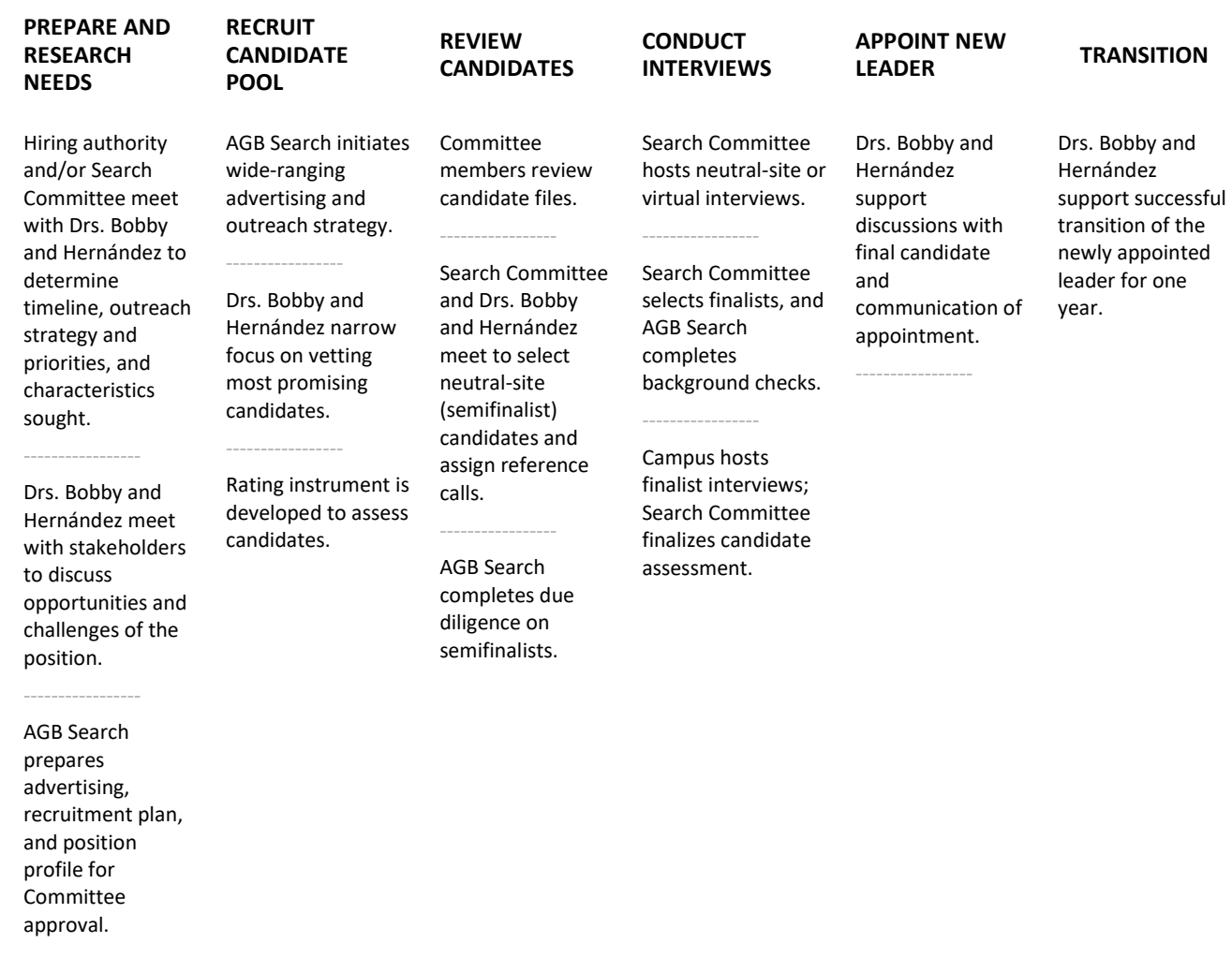
As each search nears the end of the recruiting period, the Committee's work will focus on candidate review and selection. A jointly drafted rating instrument (Candidate Assessment Matrix) helps provide consistency as our consultants facilitate the collaborative process by which the Committee selects semifinalists and finalists for interviews.

Dr. Bobby and Dr. Hernández will be in frequent contact with the Search Chair throughout the search. They anticipate between four and six meetings with the Search Committee; some meetings may occur via conference call or video conference, if and when appropriate.

AGB Search is prepared to use teleconferencing and online meeting platforms such as Zoom, Skype, GoToMeeting, etc. to conduct Search Committee meetings, listening sessions, interviews, and other search process functions. The use of these platforms will be determined in conjunction with the Peralta Community College's Search Committee.

**HIGHER
EDUCATION
IS A HIGHLY
COLLABORATIVE
BUSINESS.**

AGB Search will work closely with your Search Committee through the entire search timeline. Below are the steps you can expect during the process and a proposed schedule. Based on your needs, Drs. Bobby and Hernández will work with your Search Committee to finalize the search timeline.

AGB
SEARCH

1. Organize the Search and Research Leadership Needs

Our first responsibility is to thoroughly understand the Peralta Community College District and the qualities that the institution needs in a new Chancellor. Drs. Bobby and Hernández will visit the campus or conduct virtual meetings (e.g. Zoom, Skype, GoToMeeting, etc.) to interact with the Search Chair and Search Committee and to meet with trustees, campus administrators, faculty members, students, alumni, and community members, as appropriate. This inclusive process reveals the attractions and challenges of the position, as well as the characteristics and experience the successful candidate must possess.

In collaboration with each Search Committee, AGB Search will develop comprehensive position profiles to outline the qualifications of each position and to ensure the collective expectations of stakeholders are represented.

2. Recruit a Talented Pool of Candidates

AGB Search enhances its ongoing approach to recruiting viable candidates with tools such as Spark Hire (an interviewing platform), the Predictive Index's Behavioral Assessment, our proprietary database of more than 80,000 candidates, and the LinkedIn Recruiter platform. Directed by the experience, skills, and professional characteristics identified in the search profile, we will recruit a fresh pool of candidates tailored specifically to your leadership needs. The candidate pool we build will draw current and up-and-coming leaders, identified through:

The extensive networks of our consulting team.

We recruit candidates who are not necessarily looking to change positions but could be attracted to the opportunity. Although our consultants will lead the recruitment effort through their own extensive networks, they will also look to their professional colleagues' networks of contacts, which include numerous campus leaders, higher education associations, and other organizations. As noted earlier, your search will benefit from the connections and experience of the entire AGB Search team.

Identifying candidates from sources outside of higher education.

If the Committee wishes, we can also seek candidates whose primary experience is in the corporate sector, other not-for-profit organizations, or public service, whose skills, background, and related experience match those in the profile, and who also have a deep understanding of the Peralta Community College District, as well as its culture and locale. This outreach may include alumni who want to return to serve their alma mater.

AGB Search's Washington, D.C., connections.

AGB Search enjoys a robust network of key relationships in the Washington, D.C., area that includes leaders in the government, military, U.S. Foreign Service, and the U.S. Chamber of Commerce, as well as board and executive leaders at significant non-profit organizations.

Outreach to underrepresented groups.

We will seek nominations from individuals at organizations that champion the advancement of current and future leaders from underrepresented groups, such as the Alliance for Equity in Higher Education, American Indian Higher Education Consortium, Hispanic Association of Colleges and Universities, American Association of Blacks in Higher Education, American Association of University Women, the National Association of Diversity Officers in Higher Education, the National Congress of American Indians, and the Rutgers Center for Minority Serving Institutions, among others.

Advertising in the leading higher education trade publications and websites.

We will consider key higher education outlets that may include *The Chronicle of Higher Education*, *Women in Higher Education*, and the *Hispanic Outlook in Higher Education*, as well as websites such as DiverseJobs.com and InsideHigherEd.com. We will also consider position-specific websites and publications for advertising, such as the National Association of College and University Business Officers (nacubo.org), EDUCAUSE (educause.edu), and the American Association of Community Colleges (aacc.nche.edu).

Dr. Bobby and Dr. Hernández will identify outstanding potential candidates and conduct initial screenings to learn as much as possible about their history, experience, level of interest in and understanding of the position and the Peralta Community College District, and specific circumstances of their candidacy. This focused effort brings high quality, pre-screened candidates to the Search Committee for their consideration.

3. Review and Evaluate Candidates

We will work closely with each Search Chair and Search Committee through collaborative processes to discern the most qualified candidates. We will advise the Committee on best practices and assist them in developing a rating methodology that ensures fair and rigorous evaluation of credentials. The introduction of rigorous processes early in the search helps the Committee develop a keener sense of each candidate's strengths and potential. The Committee's selection of semifinalists to invite for interviews triggers the first round of due diligence, in which reference calls are initiated. We also conduct Internet (Google and other search engines), Nexis, and CourtLink reviews, as well as social media research, to identify potential issues that candidates may need to address.

4. Facilitate Interviews

We will support the Search Committee through two rounds of in-person interviews: semifinalist interviews at an off-campus location (neutral site) and more extensive rounds of interviews for finalists. During the COVID-19 global pandemic, the Search Committee may wish to conduct these interviews virtually, through interfaces such as Zoom or Skype. As part of the interview process for finalists, we also conduct additional due diligence, including "off-list" reference calls, which target individuals who can address specific areas of interest for finalists; extensive background checks, including driving, criminal, civil, and credit checks; and verification of all academic degrees and credentials.

5. Support Discussions and Appointment

By gathering compensation expectations and other information from the most promising candidates as the search progresses, we can inform the eventual discussions with the candidates of choice. Dr. Bobby and Dr. Hernández can also serve in an intermediary role during initial negotiations, working with the hiring authority and candidate of choice to assure there is a shared understanding of interests.

6. Chancellor Transition Support

AGB Search provides transition planning for chancellor searches for one year. Transition planning includes developing strategies to support, prepare, and ensure a successful launch and transition for the new Chancellor. We include this service as part of our process at no additional fee. A thoughtful and well-executed transition plan in the early months of a new leader's tenure supports the new Chancellor's first year in office and sets the stage for long-term success. With support and guidance from Dr. Bobby and Dr. Hernández, we

will ensure that the Peralta Community College District and the Chancellor-elect are prepared for and committed to a successful leadership transition.

Our Commitment

We are committed to our work and to your success. If the Peralta Community College District is unable to identify a candidate of choice for its next Chancellor within the initial timeline, we will continue the search process until a successful appointment is made for a year from the contract's date. Furthermore, if the candidate appointed leaves office during the first year, we will return to assist in a follow-up search on an expenses-only basis. A full description of AGB Search's commitment and Limited Warranties is included in the Search Fees and Expenses section of this proposal.

Search Engagement Deliverables

Dr. Bobby and Dr. Hernández will provide the following deliverables with the support and assistance of other AGB Search staff as appropriate.

1. **A pre-search study for each search**, which includes virtual or in-person meetings with representatives from the faculty, staff, students, and other constituents to define a common understanding of the needs of the Peralta Community College District and an agreement on desirable leadership attributes for each position. This stage of the process will also include a kick-off meeting between the AGB Search team and the Search Committee.
2. **A final comprehensive search profile**, which will include all the necessary information about each position, the Peralta Community College District, and the community to attract outstanding candidates.
3. **Solicitation of two diverse candidate pools**. Each pool will represent diversity of background, race, ethnicity, gender, and other factors, ensuring quality candidates that reflect the Peralta Community College District community.
4. **A detailed advertising and outreach plan for each search**, which targets the advertisements in locations likely to reach strong candidates and assures that each search profile reaches higher education leaders best able to recommend qualified potential candidates.
5. **A mid-search meeting of Dr. Bobby and Dr. Hernández** with the Search Committee to advise the Committee on best practices and to develop a rating system for candidate application evaluation.
6. **A secure, password-protected website** providing the Search Committee with access to all candidate application materials.
7. **Assistance during the interview process**, including guidance on interview techniques, providing sample questions to review and revise, planning and conducting neutral site interviews, and ensuring candidate confidentiality.
8. **Reference checks** for chosen candidates and facilitation of professional background checks on finalists.
9. **All search-related outreach and administrative services**, including communication to the Search Committee and stakeholders, solicitation and processing of applications, and management of correspondence and contact with the candidates.

Search Fees and Expenses

AGB SEARCH FEES	AMOUNT
Chancellor Search Fee (Fixed)	\$60000
Administrative Fees	\$0.00
Total AGB Search Fees	\$60,000
ESTIMATED CHANCELLOR SEARCH EXPENSES	AMOUNT
Travel Expenses for Consultants (airfare, lodging, transportation, meals) <i>*Travel expenses reflect the costs associated with multiple trips for meetings, interviews, etc. Travel is contingent on the Search Committee's needs and may not be required in the event of a remote search.</i>	\$7,000
Advertising	\$4,000
Finalist Candidate Background Checks (Estimated 5 Candidates)	\$1,500
Social Media Background Checks (by request)	\$35 per candidate

Proposed Search Fee

To assist the Peralta Community College District with the search for your next Chancellor search, AGB Search will charge a comprehensive flat fee of \$60,000, which includes a three-percent cost reduction based on the Peralta Community College District's membership with AGB. Our search fees include all administrative charges incurred directly by AGB Search as part of its overhead in the administration of this search [i.e., internal administration, public profile research, candidate references, printing and production, copying and supplies, postage and courier deliveries, telephone, web portal applications and digital archive, video telecommunications, and miscellaneous expenses].

AGB Search's comprehensive fees are payable in four installments. The initial installment is due within 30 days of contract initiation. The second installment is due within 60 days of contract initiation. The third installment is due within 90 days of contract initiation, and the fourth and final payment will be billed upon the successful candidate's appointment.

Administrative Fees: AGB Search does not apply administrative fees. Based on our proposed fee and common industry practices, we estimate that this waiver will save the Peralta Community College District \$6,000-\$10,000.

Estimated Search Expenses

Travel Notice: In conjunction with the Peralta Community College District's Search Committee, AGB Search will assess the viability and safety of travel in consideration of all Coronavirus/COVID-19 related travel warnings and restrictions.

Consultant Travel Expense Policy: If travel is agreed upon, all consultant travel-related expenses are billed separately on a monthly basis at actual cost. The amount of consultant travel depends on the needs of the Search Committee and the number of meetings and trips requested.

Candidate Travel Guidance: We advise the Peralta Community College Districts to budget an additional \$1,000 per candidate for travel expenses for in-person interviews. Candidates' expenses are covered by the Peralta Community College District and are not included in AGB Search's fee or direct costs.

Advertising: Advertising expenses are based on the needs and requests of the Search Committee and they are billed separately on a monthly basis at actual cost. The proposed advertising expenses reflect the execution of a national online campaign.

Finalist Candidate Background Checks and Social Media Checks: Expenses are based on an estimate of four finalist candidates. Background and social media check expenses will be billed directly to the Peralta Community College District at actual cost, supported by invoices or receipts, and without administrative fees.

Expense Adjustment: All of the expenses included in our proposal are estimates that can be adjusted at the discretion of the Search Committee.

Our Commitment

If the Peralta Community College District is unable to identify a candidate of choice for the position of Chancellor within the initial timeline (normally 4-6 months), we will continue the search process until a successful appointment is made, within one year of the initial start date of the search.

If the person selected as Chancellor leaves the position within one year from the date he or she occupies the office (i.e., is employed by or under contract with the Peralta Community College District), or has been terminated for any reason excepting disability, change of ownership or organizational realignment, or if the person leaves for any reason other than unforeseen circumstances such as death, illness or disability; or a change of ownership or organizational realignment; a significant change in the role or work assignment or compensation; an abusive work environment; or if there is a material misrepresentation or lack of material information of any kind by the institution, AGB Search will assist in a follow-up search provided that the re-opened search commences within three (3) months of the employment termination date.

In each of the scenarios described above, there will be no additional search fee, and only previously agreed upon out-of-pocket expenses incurred in connection with the re-opened search will be charged, such as consultant travel, advertising, background checks, and Predictive Index Assessments (if requested). Our Commitment applies only to the searches described in this agreement, and may not be applied to other searches performed by AGB Search.



Advancing Higher Education Leadership

AGB SEARCH 1133 20th St. N.W., Suite 300, Washington, D.C. 20036
202.776.0856 | www.agbsearch.com