4.1 Provide an executive summary of your company and why you believe you or your firm can provide the best services requested in this solicitation.

Our History

Founded in 1976, Academic Search is an executive search firm dedicated to serving higher education institutions and related organizations. It was originally founded as Presidential Search Consultation Service and the firm changed its name in 1988 to Academic Search Consultation Service. In 2006, the firm established itself as Academic Search, Inc. The principal address for the firm since July 2016 is 1015 18th Street, NW, Suite 510 Washington, D.C. 20036.

From its beginning, Academic Search has had the ambitious goal to provide colleges, universities, and related organizations with highly professional, individually focused search services modeled on best practices in other sectors, which at the time was a new concept in higher education. Success was immediate. Academic Search established the standards on how to recruit the best and brightest academic leaders through a process that fosters a successful appointment. Through the years, it has also built a dossier of premier clients and earned a reputation for integrity, confidentiality, and excellence.

One of the hallmarks of Academic Search is that our senior consultants have themselves served in senior leadership positions in a variety of college and university settings, giving them direct experience in or familiarity with the actual roles for which they are recruiting and unique insights into the leadership qualities required for effectiveness working with diverse groups of colleagues and students. All of our senior consultants have had experience with a combination of public and private institutions, governing boards, higher education associations, and human resource management. For each search that we conduct and in addition to our varied avenues of recruiting outreach, the lead senior consultant(s) also seeks nominations or potential nominators’ names from other consultants at the firm to broaden their recruiting reach. We believe that having our engagement teams and their
colleagues come from higher education lets us provide significant added value in higher education executive searches.

Academic Search has eleven full-time employees in the Washington, D.C. office. In addition, there are fourteen senior consultants and eight associate consultants located throughout the country. The principals of the firm are Jessica S. Kozloff, President, and Shawn M. Hartman, Vice President for Administration and Finance. Their office addresses are the principal address for the firm and the telephone number to reach either Dr. Kozloff or Mr. Hartman is (202) 332-4049.

Our Relationship with the American Academic Leadership Institute (AALI)

What further distinguishes our firm from others is our commitment to leadership on behalf of our clients, which extends to our dedication to leadership development. Academic Search is the wholly owned subsidiary of the American Academic Leadership Institute (AALI), a not-for-profit organization that provides leadership identification, development, and support programs to academic leaders in various administrative positions across all sectors of higher education, but particularly for members of the American Association of State Colleges and Universities (AASCU) and the Council of Independent Colleges (CIC), the organizations that founded AALI. This relationship strengthens the ongoing commitment by Academic Search to leadership development as well as the identification of outstanding candidates for positions. Our mission is two-fold: 1) to provide outstanding service to our clients with the highest level of professional standards and 2) to identify and cultivate leaders in higher education.

Academic Search’s success is measurable.

- Since its inception, Academic Search has completed more than 1,550 senior-level executive searches, including more than 780 presidential or chancellor searches and 560 vice president or vice chancellor searches.
- In the past five years, 51 percent of all searches conducted by Academic Search have resulted in a female or minority appointee.

Our five-year retention rate, defined as the percentage of appointees who remain in office for at least five years, is evidence of our careful attention to finding an “institutional fit”:

- 88% of all presidential/chancellor appointees remain in office
- 75% of all vice presidential/chancellor appointees remain in office
- 79% of all dean appointees remain in office

Understanding the needs of the Oklahoma State University and the A&M System

We understand that by working collaboratively with the Oklahoma State University and the A&M System to tailor each search to the distinctive needs and expectations of the University, we can successfully recruit outstanding candidates from whom you will choose your leaders. Several of our team members have worked with Oklahoma State University and the A&M System making us familiar with the landscape, competitors, and unique nature of each Oklahoma State University and the A&M System campuses. Our firm specializes in
providing executive search services for institutions of higher education. Our approach to executive search is distinctive; it combines a corporate respect for efficiency with care for thoughtful process and involvement. We perform all consulting assignments—including research, administrative, and logistical support—diligently, and with an appropriate degree of knowledge, thoroughness, and urgency. Our response to the RFP requirements details how we organize, manage, and inform a process of institutional analysis, recruitment, application review, interviews and referencing that is designed to meet the unique needs of the Oklahoma State University and the A&M System.