

# PRESIDENTIAL SEARCH AND TRANSITION

Positioning Presidents for Long-Term Success



AGB  
**SEARCH**

Advancing Higher Education Leadership

## The Right Partner for Presidential Search

AGB Search is a national leader in higher education executive search. We leverage our expertise and relationships in the industry to find highly qualified, diverse candidates for each position. AGB Search has conducted more than 375 searches for Presidents and Chancellors of higher education institutions. We understand the challenges and opportunities that arise when appointing a new President, and we are experts at guiding institutions through this complex process.



Our portfolio of Presidential searches includes:

- **Public and private colleges and universities**
- **University systems**
- **Related associations and foundations**
- **Institutions with annual budgets ranging from less than \$20 million to more than \$1.5 billion**
- **Total enrollments from under 500 students to more than 90,000**

## Transition and Integration Strategies for New Presidents

AGB Search offers up to one year of strategic transition and integration support – at no additional cost – to help prepare the appointee to assume office. Each presidential transition is unique, and the first twelve months of a presidency are integral to success and longevity. It is incumbent on the board and key campus-based leaders to step forward and, in collaboration with the new President, ensure a superbly planned and executed transition.

### Customized Transition Plan Framework

AGB Search provides a customized framework with key areas of consideration during a Presidential transition. Elements include assisting the new President with settling into their new community and campus, collecting and providing preparatory information to your new leader, and building successful Board/President relationships.

### Personalized Advice and Counsel

AGB Search will meet regularly with the new President and Board Chair to provide insights into maintaining an effective transition and to help address challenges the new leader or the institution may be facing. The transition period for a new President is a critical time, thus we suggest meeting monthly for up to one year after the appointee takes office.



# The Phases of Presidential Transition

- 1 OUTGOING PRESIDENT'S DEPARTURE
- 2 SEARCH & TRANSITION PLAN
- 3 SELECTION OF NEW PRESIDENT
- 4 INCOMING PRESIDENT PREPARATION
- 5 INSTITUTION PREPARATION
- 6 RELATIONSHIP BUILDING & ACCLIMATION
- 7 NEW PRESIDENT & BOARD SUPPORT



## Partner With Us.

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