

Searches in Higher Education

Most of our search assignments are usually in the business world. For a search firm to be known for excellence in the business environment they have to be good. And we have developed such a reputation: no small search firm has made the “Top 50 U.S. Search Firms” list more than our five times; Bruce Dingman has made “BusinessWeek.com’s Top 50 of The World’s Most Influential Headhunters List” and the “Global 200 Executive Recruiters” list; and our firm is one of just 13 searches firms suggested by the Association of Governing Boards of Colleges and Universities.

Presidential searches in higher education:

2008 Asbury Theological Seminary, Wilmore, KY (near Lexington) and Orlando, FL
2008 Oral Roberts University, Tulsa OK
2008 Cornerstone University, Grand Rapids, MI, Dr. Joseph Stowell, III
2004 John Brown University, Siloam Springs, AR. Dr. Charles Pollard
2004 Golden Gate Baptist Seminary, Mill Valley, CA. Dr. Jeff Iorg
2002 Covenant College, Lookout Mountain, GA. Dr. Niel Nielson
1999 Northwestern College, Orange City, IA Dr. Bruce Murphy
1998 George Fox University, Newburg, OR. Dr. David Brandt

Other searches in higher education include:

Covenant College, Lookout Mountain, GA, CFO

Azusa Pacific University, Azusa, CA:

Chief Financial Officer; Chief Information Officer; Director of Human Resources, a special member for the Board of Trustees and General Counsel

California Baptist University, Riverside, CA: CFO; VP-Extension Campuses.

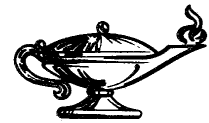
SEARCHES FOR NON-PROFITS

Our firm has also done numerous searches for non-profits to include finding CEOs for:

World Vision Int’l, Young Life, Christian Management Association, National Religious Broadcasters, Open Doors-US, Mission Aviation Fellowship, Hollygrove Children’s Home,

We’ve also done searches at lower levels for the following organizations:

World Vision-U.S., United Bible Societies, Teen Mania, Focus on the Family and others.



RELIGIOUS AND NON-SECTARIAN SEARCHES

Most of our searches have historically been in the business world. As such that means most of our searches had nothing to do with religious persuasions. However, with a desire to give back to society through the things we believe in, we started doing searches for religious and non-profit organizations. The first was when Bob Dingman (our retired founder) in the late 1970's found a president for World Vision-International, a Scotsman, Dr. Tom Houston, who was living in Kenya at the time.

Over the intervening years our firm has shown the ability to serve both types of organizations, understanding the unique values and perspectives and finding candidates who fit them. An example is for Golden Gate (Southern) Baptist Theological Seminary. No one in our firm is a Southern Baptist yet the client felt we understood their needs (and theology and denominational polity). Excellent candidates, including candidates they would not likely have uncovered were found.

For many clients, religion does not and should not enter into the consideration. We've never been accused by a client or a candidate of religious discrimination.

For us to accept a search three things must be present and this sets us apart from many search firms.

- It must be an organization and have a mission we can enthusiastically represent.
- We must believe we can find the type and quality of candidates being sought.
- The candidate must have a fair chance of being successful.

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