

I N N O V A T I O N

+

T A L E N T

Harris Search Associates
INNOVATION + TALENT

Executive Summary Harris Search Associates

Founded in 1997, Harris Search Associates is a leading global executive search and board advisory consulting firm. Our practice focuses exclusively on the recruitment of senior leaders to support the growth of the foremost universities, medical schools, academic medical centers, hospital systems, research parks, institutes and commercial organizations that drive global innovation and discovery. Based in Columbus, Ohio, we have offices in San Francisco and Dallas and have successfully completed over 875 assignments.

Our seasoned team, built from the most recognized retained search organizations, combines decades of recruiting expertise with leadership assessment skills to appoint university presidents, provosts, deans, vice presidents and senior administrators across the country.

We are a member firm of IIC Partners, the 8th largest retained executive search organization in the world with 54 offices in 36 countries. In an increasingly international environment, we provide clients with access to global talent to lead organizations. IIC Partners offices are strategically located in innovation, discovery and commercial centers of the world to provide clients with a global perspective and in-depth local knowledge. This access ensures a consistently high-level of quality for all assignments.

70% of our business is from repeat client engagements and we have successfully completed 94% of mandates within 110 days.



AT A GLANCE



...

70% of business is repeat client engagements



...

875 successfully completed assignments



...

Access to 54 offices in innovation centers across the globe



...

94% of mandates completed in 110 days



...

20 Years in Executive Search



Committed To Diversity & Tenure

Our clients are global institutions enriched by diverse faculty, staff and students that lead the development of international research and policy for the world in which we live. These leaders impact the social, economic and political landscape in which we interact. To achieve this, these institutions must ensure the next generation of leadership matches the global citizenship they aspire to set forth. As a firm, we mirror our clients' commitment to attract and develop the diverse leaders of the future. Attracting and retaining diverse leaders requires a disciplined strategy to support their assimilation into an institution. We work in close partnership with our clients to develop a detailed plan to allow these leaders to flourish. We create a targeted roadmap to navigate the recruitment of the world's most robust, sought after and diverse candidate pools.

For over 20 years, through the use of advanced analytics and information technology systems, our research team has actively monitored and developed relationships with the next generation of leadership talent with a special focus on emerging "stars" from under-represented groups. We continually establish relationships, maintain frequent communication and provide extended counsel throughout career ascension.

34% of all candidates placed by our firm have included women and persons of color.



4.6 Years

Average tenure for candidate placements



1 in 3

34% of all candidates placed are women & persons of color



250 - 450

Each assignment requires research, outreach and discussion with 250 - 400 individuals

“

We create a targeted roadmap to navigate the world's most robust, *sought after and diverse* candidate pools...

”

Our Approach To The Search Process

Our preferred approach to working with clients is to design an inclusive, transparent and strategic search process based upon the unique needs of the institution. This encapsulates a shared understanding of the challenges our clients face, and results in a successful outcome distinctly tied to agreed-upon deliverables. For every search, we strive to match the mission and values of the institution and this distinguishes us from our competitors. Our process and outcomes include:



“Our approach when working with clients is to design an *inclusive, transparent and strategic* search process...”



1. A process that assists the institution to define its understanding of the new academic administrator's essential qualities and build consensus on which skills and experience are truly required.



2. A comprehensive search process owned by the search committee that blends efficiency, confidentiality and inclusiveness and removes the “homework” from committee members. This allows the search committee to focus on assessing the diverse pool of vetted candidates and “selling” the institution to those invited to interview.



3. A strategy that sends a message to the market that our client is strictly committed to attracting the strongest pool of candidates in a manner that distinguishes the institution and safeguards the appropriate discretion of each candidate, as appropriate.



4. An opportunity for our client to become a market leader in the strategic recruitment of the strongest administration leadership while elevating the institution's goodwill nationally and securing it as a first-choice employer for future candidates.



5. Providing each client the benefit of continually updated, peer institution competitive intelligence, on a national and global scale. This data contributes to future opportunity and strategy for enterprise-wide plans around talent acquisition, development and succession planning to ensure institutional competitiveness.

Our Candidate Research Methodology



Pre-Search Planning

Our research process begins with an initial meeting to discuss pre-search planning followed by a campus visit to refine understanding of the opportunity.

....

Market Research

We then aggressively research, recruit and coordinate candidate selections. The search process concludes with interviews, negotiation, transition and finally a successful on-boarding. The shared development of a strategic search process by partnering with our clients is essential to ensure a successful outcome. Each assignment requires diligent research, outreach and discussion with 250-400 individuals that include:

- Potential candidates
- Sources of referral
- Friends of the firm
- Colleagues of the search committee
- References for finalists

....

Network

These relationships and engagements are treated with the highest quality of professionalism and respect, as many of these individuals will serve as potential future collaborators, employees and brand champions for our clients.



Search Assignments:

Academic Medicine / Clinical / Translational Research Leadership

Associate Dean Research and Graduate Education
Associate Director Center for Clinical /Translational Research
Associate Provost – Research/Professor Cell and Molecular
Pharmacology & Experimental Therapeutics
AVP Research Compliance
AVP Research, Health Sciences
Chair Cancer and Cell Biology
Chair Family Medicine
Chair/Head Gastroenterology
Chair Geriatrics
Chair Hematology and Oncology
Chair of Neurology
Chair OB/GYN
Chair Orthopedics
Chair Pediatric Oncology
Chair Pediatrics
Chair Pharmaceutical Sciences
Chair Pharmacology
Chair Public Health
Chair Internal Medicine
Chief Admin Officer/ Physician Practice CEO
Dean of Dentistry
Dean of Medicine
Dean of Nursing
Dean of Pharmacy
Dean of Public Health
Director Cancer Center Informatics/Chief Information Officer
Director Center for Advanced Design, Research and Exploration
Director Immunology Institute
Director Institute for Genetic Medicine/Professor Cell & Neurobiology
Director of the Spinal Cord & Brain Injury Research Center
Director Research Imaging Facility
Endowed Chair Bio Molecular Medical Imaging
Endowed Chair Biomedical Sciences
Endowed Chair Diabetes Research
Executive Director Cardiovascular Institute
Executive Director/CEO Comprehensive Cancer Center
Medical Director Cardio Thoracic Intensive Care
Ohio Research Scholar – Skeletal Biology/Orthopedics
Program Leader Cancer Center Molecular Therapeutics
Program Leader Cancer Center Tumor Biology
Program Leader Cancer Center Hematologic Malignancies
Research Chair Cardiac Sciences
Research Chair Surgical Simulation
Vice President for Research
Vice President Research Health Sciences

Academic Affairs & Administration

Associate Dean – Multiple Disciplines
Chief Financial Officer
Chief Information Officer
Dean of Agriculture
Dean of Business
Dean of Dentistry
Dean of Engineering
Dean of Health Sciences
Dean of Law
Dean of Libraries
Dean of Medicine
Dean of Nursing
Dean of Pharmacy
Dean of Public Health
Dean of Veterinary Medicine
Department Chairs – Multiple
President
Provost
Vice President for Research
Vice Chancellor for Administrative Services
Vice President for Diversity and Inclusion



Global Reach & Local Market Knowledge



Harris Search Associates is a member of IIC Partners Executive Search Worldwide (iicpartners.com), a top 10 global executive search organization. IIC Partners is a network of “Independent International Consultants” and made up of 45 independently owned and managed executive search firms representing 54 offices in 36 countries, all considered to be leaders in the geographic and industry markets they serve. With partner offices strategically located in the innovation, discovery and commercial centers of the world, we provide clients access to international talent pools. We balance global perspectives with acute in-depth local market knowledge of business landscapes, political and cultural influences and industry leaders.

Visit IICPartners.com for more information about executive search services, global strength and industry expertise.



Over 20 Years in Executive Search



450 Executive Search Experts Worldwide



Talent Networks Across 54 Cities and 36 Countries



COLUMBUS

4236 Tuller Road
Dublin OH 43017
P: +1 614-798-8500
info@harrisandassociates.com

SAN FRANCISCO

388 Market Street
San Francisco, CA 94111
P: +1 415-817-9000
sf@harrisandassociates.com

DALLAS

13155 Noel Road
Dallas, TX 75240
P: 972-686-0030
dallas@harrisandassociates.com