

OUR FIRM

Ayers & Associates, Inc. is a consulting firm which specializes in the assessment, development and implementation of strategic initiatives as well as conducts executive searches for talented leaders. With a strong commitment to diversity, we assist many clients with initiatives that target diverse populations and with the recruitment and placement of professionals from racially and ethnically diverse backgrounds. Our client base encompasses colleges and universities, higher education organizations and philanthropic foundations.

Since 1989, Ayers & Associates, Inc. has provided clients with unparalleled value and service through the establishment of collaborative relationships between our associates and each client. We offer unique and objective perspectives on strategic and leadership challenges, utilizing a structured and customized approach in the provision of consulting and search services. We assure that desired results are achieved, adhering to the highest ethical and professional standards.

The credentials and experiences of our firm's senior management and associates are quite impressive. Dr. George E. Ayers, the founder and president, has provided consulting services related to higher education throughout the United States, Latin America and Asia for over 43 years. Our network of associates has experiences in every segment of higher education and the corporate sector. All associates have at least a Master's degree, with most holding doctorates. They have extensive consulting experiences assisting organizations with strategic initiatives as well as executive searches. The depth of our associates' experiences allows us to closely match expertise with assignments.

CONSULTING SERVICES

Ayers & Associates, Inc. assists colleges and universities, higher education organizations and philanthropic foundations with strategic initiatives to fulfill their organizational missions and attain their goals. The firm has provided a broad range of consulting services and possesses the expertise to offer professional guidance in many areas. Representative examples of consulting services offered include the following:

- Assessing, developing and implementing strategic plans;
- Evaluating organizational structures, processes, programs and executives;
- Developing and implementing leadership initiatives for executives and boards of directors/trustees;
- Researching and preparing reports on key issues in higher education, philanthropy and other areas; and
- Reviewing, creating and implementing strategic higher education initiatives, particularly related to diversity.

With a network of exceptionally experienced associates who have also served in executive roles, we offer clients a broad perspective on achieving their objectives. Ayers & Associates, Inc. works in a collaborative manner with clients, assuring that their concerns and needs are fully addressed. Our firm is results oriented and provides meaningful strategic guidance for clients to attain their goals.

SEARCH SERVICES

Ayers & Associates, Inc. possesses the experience and expertise to assist organizations with the recruitment and placement of executives. We have successfully completed searches for higher education institutions and organizations. Our firm aggressively seeks outstanding individuals to fill positions, relying on our extensive professional networks, a significant proprietary database of professionals, and appropriate electronic and print media. With a commitment to diversity, Ayers & Associates, Inc. is sensitive to seeking qualified candidates from diverse backgrounds.

Ayers & Associates, Inc. utilizes a structured and customized five-step process for conducting executive searches which meets the service needs and timeline of each client. We work collaboratively with each client to:

- Organize the search committee;
- Develop the candidate pool;
- Screen candidates;
- Interview the most promising candidates;
- Conduct comprehensive reference and background checks; and
- Identify the most qualified professionals and select the new executive.

Our firm adheres to strict confidentiality guidelines throughout the search process. Furthermore, Ayers & Associates, Inc. is committed to the principles of equal opportunity and will not discriminate against candidates for any unlawful reason.

CLIENTS & ASSIGNMENTS

Ayers & Associates, Inc. has an impressive list of present and former clients for whom the firm has provided consulting and search services. The types of clients that have engaged our services as well as a representative list of assignments undertaken by our firm appear below.

Clients

- Four (4) key philanthropic foundations;
- A major higher education organization;
- A leading professional organization;
- Over 60 of our nation's 103 historically black colleges and universities (HBCUs); and
- Other private and public colleges and universities.

Assignments

- Conducted research and analysis for a foundation to facilitate the establishment of a \$1 billion scholarship fund for students from diverse racial/ethnic groups;
- Conducted a multi-year study on alumni giving for a foundation, culminating in the publication of a guide for HBCUs;
- Assisted a small private college with refining its organizational structure, functional roles, and relevant policies and procedures under new leadership;
- Provided executive search services to a large state university, leading to the appointment of a vice provost for diversity and equal opportunity;
- Successfully completed an executive search for the CEO/president of a professional organization; and
- Provided an interim management team for a large state university during a time of significant financial crises.

Ayers & Associates, Inc. is committed to assisting your organization achieve its strategic objectives and welcomes the opportunity to discuss your needs for consulting or search services. Please contact us for further information about our services or to request a detailed proposal. Potential executive search candidates are encouraged to electronically submit their resumes/curriculum vitae so that they can be added to our database.



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Ayers & Associates, Inc. is a certified minority business enterprise in the Commonwealth of Virginia.



AYERS & ASSOCIATES, INC.

CONSULTING & SEARCH SERVICES

COMMITMENT TO DIVERSITY