



## ***ABOUT Us***

### **Our Mission**

Turner Executive Search Associates, LLC (Turner Executive Search, or TESA), is a retained search firm, headed by a seasoned and successful leader in higher education, that is committed to excellence in advising and assisting its client colleges and universities, throughout the search process, to find outstanding candidates who are uniquely qualified for their key positions of educational leadership.

In addition, Turner Executive Search recruits potential candidates for its clients' executive positions and facilitates the submission of candidate dossiers for consideration by clients. The TESA commitment is to accomplish its responsibilities to clients and to candidates with confidentiality, professional effectiveness and sensitivity.

After the successful candidate is appointed by a client, Turner Executive Search is committed to monitoring performance during the first year of employment. In addition, Turner Executive Search is available for coaching and/or assisting to create on-boarding and development plans, if desired, to enhance the early success of the newly appointed executive.



## Our Values

Turner Executive Search is committed to assisting its clients to develop a participative search process that involves the various stakeholders of the institution and includes the following professional qualities:

- **Sensitivity** – to understand each particular environment, the relationships of the participants and to recognize the tactfulness that must be applied to the subtleties involved.
- **Effectiveness** – to maintain an overall as well as detailed view of each search; to anticipate problems and minimize their occurrence; to utilize strategies and technologies that keep things on-track and on-time.
- **Communication** – to use a variety of media for effective communication to ensure that all parties are kept informed as appropriate.
- **Respect** – to treat all persons with human dignity and appropriate confidentiality.
- **Excellence** – to perform its responsibilities with a quality that exceeds industry standards.
- **Integrity** – to do the things that it says it will do; to represent itself and others honestly.
- **Diversity** – to respect cultural differences and ensure that candidate pools include diverse persons of the highest quality for increasingly global learning and career environments.



## Our Leadership



**Richard M. Turner, III, DME, LHD**  
**Principal**

President Emeritus  
Baltimore City Community College

## Education

- Doctor of Humane Letters (Honorary), Fisk University
- Doctor of Music Education (Music Education, Music History and Literature, Piano, Choral Conducting), Jacobs School of Music, Indiana University.
- Master of Music Education (Piano), Jacobs School of Music, Indiana University
- Bachelor of Arts (Music), Fisk University
- Associate of Arts (Honorary), Baltimore City Community College

## College Presidencies

- Baltimore City Community College (Interim), Baltimore, MD
- Wayne County Community College District (Interim), Detroit, MI
- Nashville State Technical Institute (Now, Nashville State Technical Community College), Nashville, TN
- Lane Community College, Eugene, OR
- South Central Community College (Now, Gateway Community College), New Haven, CT

## Other Leadership Positions

- Executive Vice President, Wayne County Community College District, Detroit, MI
- Provost/Campus Dean, Northwest Campus, Wayne County Community College District, Detroit, MI
- Dean of Faculty/Provost, Community College of Baltimore (Now, Baltimore City Community College), MD
- Dean of Student Activities, Community College of Baltimore, MD
- Associate Professor, Chairman of the Department of Music, and Director of the Fisk Jubilee



Singers, Fisk University, Nashville, TN

- Associate Professor, Chairman of the Department of Music, and Director of the Stillman College Choir, Tuscaloosa, AL

### Representative Affiliations

- Higher Education Representative, Maryland Corrections Training Commission
- Connecticut Community Colleges Representative on the Standing Committee on Accreditation of the Connecticut Board of Governors of Higher Education
- Board of Directors, Yale-New Haven Hospital
- President, New Haven (CT) Rotary Club
- Greater New Haven Chamber of Commerce
- Board of Directors, American Association of Community Colleges (AACC)
- Founding Conductor, *The Singing Presidents*; later, *The AACC Singers*, American Association of Community Colleges (AACC)
- Board of Directors, League for Innovation in the Community College
- Vice President, Southern Willamette Research Corridor (OR)
- Eugene Chamber of Commerce (OR)
- Eugene Joint Committee on Economic Diversification (JCED)
- Eugene-Springfield Metropolitan Partnership
- International Education Commission, American Council on Education
- Presidents' Institute, American Council on Education
- Academic Deans' Institute, American Council on Education
- National Council on Community Education
- National Council for Cooperative Education
- Board of Directors, National Folk Festival Association
- Board of Directors and President, National Council on Black American Affairs (NCBAA) of the American Association of Community Colleges (AACC)
- Convener, Presidents' Round Table, NCBAA
- Co-Chair, Board of Directors, Nashville (TN) Council of Christians and Jews
- Participant, Leadership Nashville
- Consultant, Detroit Executive Service Corps (MI)
- Board of Directors, Maryland Association of Community Colleges
- Board of Directors, Michigan Association of Community Colleges
- Board of Directors, Oregon Association of Community Colleges
- Vice President, Alabama Conference, American Association of University Professors
- Chairman, Maryland Council of Community College Academic Deans
- Maryland State Chairman, Annual Music Alumni Fund Campaign, Indiana University Foundation



## **ABOUT Us**

### Our Affiliates



**Tom Maze**

President  
POLARIS PROFILES Human Capital Development

TESA Specialist: Position Benchmarking and Profile Development; Psychometric Testing; Candidate Assessment

POLARIS PROFILES Human Capital Development specializes in psychometric assessment to support executive and management placement in educational, business and governmental sectors.

Tom Maze works closely with Turner Executive Search Associates to offer search committees a powerful, data-driven option to enhance the outcomes of the search process. He holds a BA in English from California State University, Long Beach; MA in English and doctoral candidacy in English literature, Kent State University; MA in psychology, University of Santa Monica. He has authored two seminal white papers on executive and management selection and performance: "The Business Case for Benchmarking Top Performers," and "Identifying Top Performers with Competency Benchmarking."



## ***OUR SERVICES***

### **Our Approach**

Our company is headed by a proven successful leader in higher education administration. He is assisted by associates and affiliates with supportive expertise. This dynamic team assesses every executive position for which Turner Executive Search is employed as a search consultant and determines the best strategies and candidates to recommend to its clients.

We understand the multifarious demands of higher education, the ever-changing demands of institutional environments and the resultant need for administrative leadership which is able to fulfill them competently, even exemplarily, within the scope of current and foreseeable needs.

Our established networks provide leads to a continuous flow of professionals seeking opportunities to provide more global, challenging and rewarding leadership. We are able to identify experienced chancellors, presidents, vice presidents, provosts, and deans, as well as other persons who have exhibited outstanding potentiality for successful service in these leading executive positions.

We know the academic search process thoroughly and we understand the challenges and imperatives college executives face every day. We are committed to providing reliable guidance and advice to boards of trustees, CEOs, search committees, and committee chairpersons, within institutional policies and procedures, to move smoothly and effectively through a meaningful experience of benchmarking executive positions, screening and selecting applicants and candidates and helping to find just the right person for each executive vacancy for which we are engaged as search consultants.

We seek to establish long-term relationships with our clients and we are available to monitor each appointment and help determine strategies to help ensure success of the appointee during his/her critical first year and beyond.

For colleges and universities interested in using our services, as well as persons who are willing to inform us of vacancies or potential vacancies, an [Executive Search Portal](#) is provided on this Web site for them to alert us of such opportunities and to identify a contact person. Please refer to our [Privacy Policy](#).

For potential candidates for client positions for which we provide consulting services, a [Candidate Portal](#) is provided for the confidential registration of profiles, résumés and other documentation. We will obtain the approval of persons registering their résumés and other documentation with us, prior to forwarding any information regarding them to another entity. Please refer to our [Privacy Policy](#) regarding the use of information submitted to us.



## ***OUR PRIVACY POLICY***

We collect information about potential and current executive vacancies from a network of reliable sources. Those sources and, especially, those persons who provide information through our Executive Search Portal, remain confidential and are not revealed by us without the express permission of said persons to do so.

Information specific to an institution and/or its personnel, obtained as a result of service as search consultant by Turner Executive Search Associates, remains confidential and is not shared with any other entity without the express official permission of the institution and/or pertinent personnel.

Information submitted to Turner Executive Search Associates by potential candidates and candidates and other information obtained about them as a result of the search process remain confidential and are not shared with any other entity without the express permission of the potential candidate or candidate to do so. Candidate/potential candidate information is not shared with any other search firm or placement entity without the express permission of the candidate/potential candidate. Candidate/potential candidate résumés/CVs and other information submitted to Turner Executive Search Associates' client colleges and universities, for which it is serving as search consultant, are provided only as a result of the specific application of the candidate/potential candidate to the client institution, or as a result of an express request to do so by the candidate/potential candidate.

The information collected by Turner Executive Search Associates may be shared with third-party subcontractors for the purpose of obtaining verification of the information and for conducting background checks of semifinalists/finalists for positions for which candidates are being considered. Candidates' formal permission is required in advance of such sharing of information, however.

The information collected may be disclosed when legally required to do so, at the request of governmental authorities conducting an investigation, to verify or enforce compliance with the policies governing our Web site and applicable laws, or to protect against misuse or unauthorized use of our Web site.

The information collected may be disclosed to a successor entity in connection with a corporate merger, consolidation, sale of assets, or other ownership change respecting the Web site or Turner Executive Search Associates, LLC.

If you have questions or concerns about our privacy policies, or you do not want to receive e-mail from us in the future, please let us know by sending us e-mail, requesting the same, addressed to [info@turnerexecutivesearch.com](mailto:info@turnerexecutivesearch.com).



## ***CONTACT Us***

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