

# Recruiter beats expansion bushes

## Hudepohl puts outpost in New England, looks for fund practice chief

BY JEFF BELL | BUSINESS FIRST

With some high-profile executive searches topping its resume, Hudepohl & Associates Inc. is preparing to expand beyond its Central Ohio roots.

The Worthington executive search firm will open an office in Manchester, N.H., on June 11 and plans to add a third office later this year, said Gary Hudepohl, founder and principal of the 13-year-old business.

The moves, he said, are expected to help the firm grow in two of its key practice areas – higher education and public pension funds.

Hudepohl has been helping colleges and universities fill their top business positions, including chief financial officers, human resources vice presidents and chief technology officers.

But the firm hasn't been involved in searches for leaders on the academic side, such as presidents, provosts and deans because it did not have the right person to head them, Hudepohl said.

"We've been approached by several higher education clients to do academic searches," he said, "but we've had to turn them down."

That will change when William Nevios opens Hudepohl's higher education office in Manchester.

Nevios has more than 30 years experience in higher education, most recently as president of Chester College of New England in Chester, N.H. His experience includes having headed searches for faculty and senior-level academic positions.

Hudepohl is also looking for a public pension fund CEO to head that part of his firm's practice. The search should be completed in about three months, he said, with the office to be set up in the area where that person lives.

The moves should help Hudepohl build on a practice that is concentrated in the Midwest but has clients in Montana, Utah, Georgia and New York.

### PARLAYING UPS CAREER

Over the past two years, Hudepohl led searches that resulted in the hiring of executives

of Columbus' more prominent organizations.

Among the hirings last year were former Ohio Lt. Gov. Bruce Johnson, as president of the Inter-University Council of Ohio; Chester Jourdan, executive director at the Mid-Ohio Regional Planning Commission; and Chris DeRose, executive director of the Ohio Public Employees Retirement System.

Hudepohl also led the search that resulted in the state hiring former Nationwide Insurance executive William Mabe to revamp the scandal-scarred Ohio Bureau of Workers' Compensation in 2005. Mabe stepped down as the bureau's CEO in December after leading reforms at the agency.

Hudepohl founded the firm in 1993, when he decided to make the most of his 21 years as a senior-level manager at United Parcel Service Inc., by helping companies find candidates for openings in their executive suites.

About 60 percent of Hudepohl & Associates' clients are in industries that include financial services, manufacturing and insurance. The rest are split between higher education and public pension funds.

The key to a successful search hinges on building a consensus among an organization's leaders on the type of person they want to hire, Hudepohl said.

"We spend so much time on the front end interviewing every critical stakeholder to find out what the job is," he said.

"Once we know what it is, we can hire the right person."

614-220-5456 | jbell@bizjournals.com

### HUDEPOHL & ASSOCIATES INC.

**Business:** Executive search firm specializing in industry, higher education and public pension funds.

**Based:** Worthington

**Owner:** Gary Hudepohl

**Employees:** Six

**2006 revenue:** Would not disclose

**Web site:** hudepohl.com



**G. Hudepohl:** Helping firms find their top execs.

*'We've been approached by several higher education clients to do academic searches.'*

**Gary Hudepohl**  
Hudepohl & Associates