

Northwest Florida State College Presidential Search
Executive Search Firm - Quick Reference Submission Data

Firm Name (Alphabetically Listed)	Location	Years in Business	Services Offered?	Presidential Search Experience	Fees	Timeline	Process	Firm's Team for the Project	Three References	Disclosed Connections to NWFS
A&B Search, LLC	DC (Operate in 50 states)	14 years (2010-Present)	Yes	Florida Presidential Search Experience Examples: Broward College, Florida State College at Jacksonville, Indian River State College, Miami Dade College, Santa Fe College, Seminole State College of Florida, and Valencia College (See proposal for full list of searches completed in Florida and other states, pages 5-6.)	Total: Minimum \$76,250 (\$11,250 + 33% of first year base salary - min. \$65,000) Fixed Search Fee: 33% of first year base salary of appointed candidate (Minimum: \$65,000) Estimated additional search expenses (travel, advertising, background checks): \$4,250	Projected 4-6 Months Will provide services for 1 year from the search start date. Digitize search: June - July 2024 Recruit candidates: August - October 2024 Evaluate candidates: October 2024 Facilitate interviews: November - December 2024 Support appointment process: December 24 - January 2025 Transition planning: Early 2025	See timeline and deliverables. Final search study Final search profile Advertising and outreach plan Recruitment strategy M&A search meeting Perform-to-access candidate application Assistance during interview process All search-related outreach	Fred Moore, J.D., MBA, Senior Executive Search Consultant, and Jeanne Foster Jacobs, Ph.D., Executive Search Consultant Warning: Mr. Moore and Dr. Jacobs are an effective team, having worked together on many executive leadership searches for higher education institutions. Of particular interest to NWFS, they have recently conducted presidential searches for Howard Community College, NorthEast Illinois University (in process), Rhode Island College, and Pennsylvania State University. Additionally, they recently conducted searches for Santa Fe College's Provost and Vice President for Academic Affairs, as well as Seminole State College of Florida's Vice President of Academic Affairs.*	Yes In Florida, Florida State College at Jacksonville and Seminole State College None Found	None disclosed Purchasing Department Review None Found HR Department Review None Found
Buffin / Baker	TN (Team members in NC, TN, VA, and MA)	25 years (1999-Present)	Yes	No listed Florida searches. (See proposal for full list of experience, page 5.)	Total: \$70,000 (plus expenses related to search) Billed in 3 invoices (1/3 each invoice) Will not administrative fee Will bill additional for expenses related to search (e.g., travel, advertising, background checks)	Projected 6 months Will provide services until position is filled Month 1: Plan search, complete position profile, research candidate pool Month 2-4: Recruit candidates Month 5: Candidate review and interviews Month 6: Finalist interviews and selection	See timeline and proposed process Define objectives and specifications and develop the position profile Advertising and outreach Solicit candidates Provide evaluation report and client portion to access candidate application Interview candidates Develop interview questions, process, and scheduling Reference checks Recruit, notify, and onboard the candidate	*Ann Yates will personally manage your search at every level. We do not delegate key communications and meetings to a junior associate, unlike many other firms. Ann will be supported by Kim Carrick, Partner, and a team of researchers, associates, and project coordinators.*	Yes No Florida references	None disclosed Purchasing Department Review None Found HR Department Review None Found
Charter Oak Recruitment	CT	Principal has 10 years of experience	Proposal provided a link to the firm website. Website does not directly reference presidential searches, instead, refers to assisting "clients," which appear to be a mixture of C, D, public, and private.	No listed Florida searches. (See proposal for full list of experience, page 1.)	Total: \$13,800 (\$12,300 base + \$1,500 background check) Additional \$1,500 fee for background check Additional \$12,300 if more than one candidate hired from this search Option to add additional services for \$3,075 if the candidate leaves employment within 90 days of start date.	Projected 3-4 Months Search Launch - 1 Day Candidate Sourcing - 30 to 60 Days Initial Interview - 15 Days Onsite Interviews - 15 Days Offer Decision - 7 Days	See proposed process "5-Step Approach" Search Launch - Complete initial firm and submit a detailed position description. Search firm creates position and search parameters. Solicit candidates Assess with initial and onsite interview logistics Assistance with making offer Reference checks	Grant Underwood, Principal Recruiter	Yes After research, the references do not appear to be Florida-based.	None disclosed Purchasing Department Review None Found HR Department Review None Found
GreenwoodAsher and Associates, LLC	FL	20 years (2004-Present)	Yes	Florida Presidential Search Experience Examples: Embry-Riddle Aeronautical University, Florida Atlantic University, Florida Gulf Coast University, Florida International University, University of Florida, University of South Florida, University of West Florida (See proposal for full list of searches completed in Florida and other states, pages 7-9.)	Total: Minimum \$60,000 (\$13,300 + \$46,700 - \$1,000 - \$1,000) Search Fee Range: 33% of total first year's estimated cash compensation (Minimum: \$50,000) Estimated search fee: \$74,667-\$112,000 (Based on estimated first-year candidate cash compensation between \$200,000-\$300,000) Willing to negotiate fee or offer a flat rate Indirect expenses (admin support, contract, billing, research): 12% of professional fee (estimated minimum \$7,200) Direct expenses estimate (travel, advertising, background checks): \$13,300	Projected 5-6 Months Week of June 10: Planning meeting July: Advertising, outreach, final search profile August 15-30: Conduct focus groups; held first committee meetings; complete position profile Sept. 2 - Oct. 1: Advertise and recruit Week of Oct 14: Present candidates to search committee and identify candidates to interview Week of Oct 21: Round 1 Interviews and finalist OCT new arrival check Week of Nov. 4 - Nov. 25: Conduct campus visits, reference and background checks Week of Nov. 25: Identify final candidates, support negotiations, announcements and transition.	See Scope of Work. Phase 1: Initial research, conduct needs analysis, conduct listening sessions, establish search profile, jobchase, and announcements. Phase 2: Recruit candidates, gather candidate information, pre-qualify candidates. Phase 3: Candidate evaluation through gathering materials and completing reference/background check. Phase 4: Candidate selection, facilitate interview Phase 5: Support final selection and assist with OCT new arrival check Phase 6: Provide post-hire monitoring and check in calls for the first 4 months.	Dr. Jim Johnson would serve as the principal and lead for the presidential search and serve as your primary point of contact; he would also be responsible for furnishing milestone reports and pertinent information as requested. GMAA executive search consultants/recruiters strategically market and recruit for the position and reference prospective candidates. For this search, Julie Schrodt, Lois Steaton, or Shelley Sullivan Feunier will be assigned.	Yes In Florida, Florida Gulf Coast University	Disclosed: GMAA Executive Search Consultant; Julie Schrodt was employed by NWFS from July 2016 - September 2021. She served as the President of Donor Relations and Communications Coordinator, the Executive Assistant to the President and most recently, the Executive Director of Strategic Communications. Purchasing Department Review None Found HR Department Review Confirmed prior employee disclosure (Julie Schrodt)
Myers McRae Consulting LLC	GA (Also located in TN, MT, IL, VA, and VA)	60 years (founded 1969), focus on higher education as of 1984 - Present)	Yes	Florida Presidential Search Experience Examples: Reikon College, Lewis-Porter State College, Northwest Florida State College, Palm Beach State College, Pasco-Hernando State College (See proposal for full list of searches completed in Florida and other states, pages 13-19.)	Total: Minimum \$74,300 (\$68,500 + \$5,800 - \$1,000 - \$1,000) Professional Fee - \$68,500 Expense - Advertising: \$2800 - \$3800 Expense - Consultant Travel: \$1500 (\$500/trip with at least 3 trips) Expense - Candidate Travel: \$500 - \$1,000 per finalist (\$1,500 assuming 3 finalists at \$500/candidate) If candidate leaves within first 12 months, will conduct new search on expense-only basis	No specific projected month; appears to track with 4-6 months, until no other candidates will provide services until position is filled Phase 1: Gather information, develop position profile and advertising, develop marketing materials Phase 2: Recruit and vet candidates Phase 3: Firm conducts initial review of candidates followed by search committee reviewing candidates; Myers coordinates all interviews, including driving onsite visits. Phase 4: Complete background checks, assist with negotiations as requested, and notify candidates. Phase 5: Post-search review, assist in onboarding.	See Deliverables starting on page 10. Phase 1: search plan, complete briefing materials, position profile, and announcements. Phase 2: candidate recruitment, recruitment progress reports, identify leading applicants, portal access, candidate ranking report, resume review Phase 3: Recruit and vet candidates Phase 4: Candidate selection, facilitate interview Phase 5: Support final selection and assist with OCT new arrival check Phase 6: Provide post-hire monitoring and check in calls for the first 4 months.	Our President, Kenny Daugherty, and Vice President, Brianna Douglas will serve as your lead consultants. Kenny has personal led over 350 searches across the United States, including the search at NWFS for the previous president. He brings decades of executive and administrative leadership in both public and private institutions to each search. Brianna has proven experience in Florida leading presidential searches and a deep network of experienced candidates nationally. See page 6 for full staff on project.	Yes In Florida, Pasco-Hernando State College	Disclosed: Searches for President, Vice President for Academic Affairs, Dean of Career Education, Vice President for Student Success, Vice President of Business Operations and Finance Purchasing Department Review None Found HR Department Review None Found
Ramiro Consulting LLC	Proposal states "nationwide" - No office location listed	1 year	Proposal provided a link to the firm website, and the website states the firm offers higher education executive search services.	No specific searches listed in proposal. See page 1 for narrative.	Total: \$50,000	Projects 4 months to delivering list of candidates May 31: Selected as search firm June 15: Consult with Board regarding criteria July 1: Call for applications and reach out to candidates July 15: Review applications and interview vet and candidates September 1: Deliver list of candidates to search committee	See page 2 2-weeks post contract: Meet with Search Committee 30-days post meeting: Create an opportunity packet and advertisement; call with candidates, outreach September 1: Provide list of select candidates to Search Committee	Arthur MIM, Managing Partner	Yes In Florida, listed Associate Dean, Phil Smith Professor & Madden Center Executive Director, Florida Atlantic University	None disclosed Purchasing Department Review None Found HR Department Review None Found
Renaissance Search and Consulting (RSC)	CA	4 years (2000-Present)	Yes	No listed Florida presidential searches; listed two head coach positions at Florida A&M University. (See proposal for full list of searches completed in Florida and other states, page 5.)	Total: \$45,000 Professional fee is <u>inclusive</u> of all expenses, such as travel and advertising. If the search is unsuccessful or the candidate leaves within 180 days of hire date, firm will complete a new search fee of charge.	Projected 3 months June 3 - 21: Candidate attraction/recruitment June 24: Provide a shortlist to committee June 28 - July 2: 8-10 video interviews July 15 - 19: 3-4 video interviews July 22 - 23: Finalist onsite interviews July 29 - August 2: Offer and negotiations August 5: Announcement	See page 2 Deliverables include developing job description, articulating an employee value proposition, updates on process, as needed conference calls, candidate recommendations and final report, as needed interim meetings, timeline for search, arranging interview, and candidate pool. Firm will also assist in selecting advertising venues from online posting locations.	The following consultants will lead the presidential search efforts for NWFS: Dr. Marcus Bright - Higher Education Lead Consultant Adam Gordon - Vice President Kevin Anderson - Senior Consultant	Yes In Florida, listed the President of Florida A&M University	None disclosed Purchasing Department Review None Found HR Department Review None Found
Spekman Johnson	MA	33 years (1991-Present)	Yes	No listed Florida presidential searches. (See proposal for list of experience, page 3.)	Total: Minimum is 33% of first year base + \$4,500 + Expenses (No ranges or estimates provided for direct comparison) Retainer Fee: 33% of first year base salary of appointed candidate. Admin Charge: \$4,500 Search Expenses (Advertising, travel, background checks) Additional charges, no fee listed	Projected 3 months Month 1: Review the process and timeline; draft summary report, marking plan, position profile, and timeline Month 2: Search for candidates for 30-40 days and begin initial applicant review Month 3: Firm conducts introductory interviews; search committee determines search finalists and conducts semi-finalist interviews; finalists selected and on-site conducted; background checks Firm offers transition support as needed	See page 2. Other information about the institution and draft necessary documents Advertise through approved plan through online and professional networks Assess candidates through materials, conversation, extensive vetting, including social media review Search committee determines search finalists and conducts semi-finalist interviews; finalists selected and on-site conducted; background checks After assisting in managing interviews, notify selected and non-selected candidates	The below individuals are involved in the representation of this proposal: Mark Hall, President Ellen Heffernan, CEO Diane Meagher, Consultant See page 6 for full staff on project.	Yes No Florida references	None disclosed Purchasing Department Review None Found HR Department Review None Found
ZRG Partners, LLC.	NJ (30 North American offices)	25 years (1999-Present)	Yes	Florida Presidential Search Experience Examples: Jacksonville State University (See proposal for full list of searches completed in Florida and other states, page 4.)	Total: Minimum is 28% of first year base + \$7,000 + Expenses (No ranges or estimates provided for direct comparison) Professional fee: 28% of first year base salary, which includes targeted annual bonus, and any sign-on bonus of appointed candidate. Direct expenses (travel, interviewing expenses, technical fees) Additional charges, no fee listed Technical Fee: \$7,000	Projected 5 - 6 months Week 1-2: Kick-off meeting to develop search profile and additional needs materials Week 3: Draft position profile, advertisement, communication plan, and complete candidate research Week 4: Committee approves materials and timeline Week 4-16: Recruit candidates and firm conducts initial interviews Week 16: Presentation of candidates Week 17-18: Develop final round interview process, conduct interviews with committee, select finalists Week 21: Board interviews finalists, background checks and reference checks Weeks 22-25: Assist in negotiation and communication with candidates	See page 8 Step 1: Develop job description and employee value proposition Step 2: Customize "Z Score" creation for candidates Step 3: Develop search strategy Step 4: Firm provides a 2-3 page assessment on candidates Step 5: Recruit candidates and give College access to a platform to review candidates Step 6: Assist in onboarding	Gene E. Head, Jr. Global Education and No-Profit Practice Leader Barry Vires Managing Director Global Healthcare Services & Solutions and Higher Education Practice Stephens Franklin, Senior Associate	Yes In Florida, listed Vice President for Business Operations & Finance, St. Petersburg College and Vice President for Facilities and Business Operations at University of Central Florida	None disclosed Purchasing Department Review None Found HR Department Review None Found

