

Trustees, et al:

It was pleasant to visit with you yesterday. I am writing this morning because I feel badly about the confusion regarding fee price structure and wanted to rectify it. In truth, I have never known Pauly Group to conduct a comprehensive presidential search via video. However, in a call to PGI last night, our President, Ms. Provar, indicated that on very rare occasions we have done so: particularly this occurs when price point is a primary concern to the client college.

In the case of NMC, especially since it will be nearly two decades since your last CEO search, I would not suggest that you consider having a facilitator via video. The reduction in cost, in my estimation, would not outweigh the benefit of a personal on site consultant - what PGI is famous for. Video consulting could also diminish college engagement.

Again thank you for your time and attention.

Sincerely,
Marsi Liddell

PS. My cab driver this AM was an NMC alum and spoke glowingly about the health program.



Holly Gorton <hgorton@nmc.edu>

Fwd: AGB Search Pricing Addendum - Northwestern Michigan College Presidential Search

1 message

Don Loeffler <dloeffler@nmc.edu>
To: Holly Gorton <hgorton@nmc.edu>

Thu, Jan 10, 2019 at 2:09 PM

Thank you Holly.

----- Forwarded message -----

From: **Allison Miller** <allison.miller@agbsearch.com>

Date: Thu, Jan 10, 2019 at 2:07 PM

Subject: AGB Search Pricing Addendum - Northwestern Michigan College Presidential Search

To: <dloeffler@nmc.edu>

Cc: Allison Miller <allison.miller@agbsearch.com>, Rod McDavis <rod.mcdavis@agbsearch.com>, Melissa Trotta <melissa.trotta@agbsearch.com>, Joy Yablonsky <joy.yablonsky@agbsearch.com>, Carlos Hernandez <carlos.hernandez@agbsearch.com>

Hi Mr. Loeffler -

My name is Allison Miller and I serve as Director of Business Development for AGB Search. On behalf of our Managing Principal, Dr. Roderick J. McDavis, I am pleased to submit this pricing addendum to our original proposal submission to provide search services for your next President.

Feel free to contact Dr. McDavis with any questions or concerns at (202) 776-0854 or rod.mcdavis@agbsearch.com.

We appreciate the opportunity to provide this pricing addendum to NMC and look forward to hearing from you regarding next steps.

Kind regards,

Allison Miller

--

Allison R. Miller, M.A.

Director of Business Development

AGB Search

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Subscribe to "In Brief," our newsletter on executive search: <http://agbsearch.com/subscribe>

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Don Loeffler

Purchasing Manager

2200 Dendrin Drive

Traverse City, MI 49686

(231) 995-1130 (v)

**Northwestern Michigan College**

The logo for AGB SEARCH, with 'AGB' in a serif font and 'SEARCH' in a bold, sans-serif font, both in a dark blue color.

AGB SEARCH

Advancing Higher Education Leadership

A photograph of a large, ornate, Gothic-style building, likely a university or college building, with a prominent arched entrance and many windows. The image is in a dark, monochromatic blue color.

Pricing Addendum

AGB Search Proposal – Presidential Search Services
Northwestern Michigan College

Submitted January 10, 2018

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Revised Search Fees and Expenses

AGB Search Fees		
Search Fee (Fixed)	\$	65,000
Administrative and Other Fees	<i>Waived</i>	
Total AGB Search Fees	\$	65,000
Proposed Search Expenses (Estimated)		
Consultant Travel, Food, and Lodging (for Dr. Hernández and Ms. Yablonsky)	\$	7,500
Advertising - online and print		6,000
Total Proposed Search Expenses (Estimated)	\$	13,500
Total Proposed Search Fees and Expenses	\$	78,500

To assist Northwestern Michigan College (NMC) in the search for your next President, AGB Search offers a comprehensive and inclusive fee of \$65,000. Fees for administration, research, background checks for finalists, and clerical services are waived.

AGB Search’s fee is payable in three approximately equal installments: at the end of month one, at the end of month three, and at the conclusion of the search.

Proposed Search Expenses

All consultant travel-related expenses and advertising costs are billed separately on a monthly basis at actual cost.

The amount of consultant travel depends on the requests of the Search Committee and the number of meetings and trips requested. Similarly, advertising costs are based on the needs and requests of the Search Committee.

All of the expenses included in our proposal are estimates that can be adjusted at the discretion of the Search Committee.

We advise the College to budget an additional \$1,000 per candidate for travel expenses for in-person interviews.

Our Commitment and Guarantee

We are committed to our work and guarantee its success. If Northwestern Michigan College is unable to identify a candidate of choice for the next President within the initial timeline, we will continue the search process until a successful appointment is made. Furthermore, if the candidate appointed leaves office during the first year, we will return to assist in a follow-up search on an expenses-only basis.



Lynne Moritz <lmoritz@nmc.edu>

Follow up from presentation

3 messages

Lynne Moritz <lmoritz@nmc.edu>
To: Preston Pulliams <preston@goldhillassociates.com>
Cc: Holly Gorton <hgorton@nmc.edu>

Thu, Jan 10, 2019 at 9:10 AM

Mr. Pulliams,

Thank you very much for coming to present yesterday at our Board of Trustees meeting. It was a pleasure to meet with you and I apologize I did not get a chance to say goodbye before you left. (One a side note, I also studied psychology and education at MSU--Go Green!)

Our trustees do have a follow up question for you. In terms of a portal/website hosting for candidate applications that the search committee would access, you mentioned that often the college provides that, but that you can if the Board prefers. Is that correct? Can you elaborate on if this alters pricing in any way?

Lynne Moritz
Administrative Coordinator
President's Office
Tanis Building
(231) 995-1900

**Northwestern Michigan College**

Preston Pulliams <preston@goldhillassociates.com>
To: Lynne Moritz <lmoritz@nmc.edu>

Thu, Jan 10, 2019 at 11:20 AM

Lynne Go Green!!! Yes I can setup a portal/website hosting for applications with access for the Board and search committee members if the Board would prefer. Meanwhile the expense would be covered under my Standard Fees for the Presidential Search so there would be no additional cost for this service. Meanwhile thanks for all your assistance yesterday, Preston

Sent from my iPad

[Quoted text hidden]



GOLD HILL
ASSOCIATES

An Introduction to our Consulting Strategies

About Gold Hill Associates

- Preston Pulliams – President
- Founded in 1990 by the late Dr. Bob Barringer
- Exclusive to community college searches
- Associate consultants are all former presidents



Dr. Preston Pulliams



What You Can Expect

- Unsurpassed experience
- Nation-wide network: ACCT, AACCC, League of Innovation, AAWCC, ACE, and more
- Diverse applicant pools
- Successful search process
- Strong record of personally recruiting candidates



Recent Placements



Jerry Weber
Bellevue College
(Washington)



Cathy Kemper-Pelle
Rogue Community College
(Oregon)



Bill Pink
Grand Rapids Community College
(Michigan)



Represented College Sampling



Gold Hill Associates Guarantee



GHA guarantees Board
satisfaction with the search



Reasons to Hire a Search Firm

1. Prepare your college for a successful CEO search
2. Develop a timeline for the presidential search process
3. Define the college's primary challenges and opportunities
4. Determine a competitive compensation package
5. Appraise candidates through references, reports, and background checks
6. Market in a competitive environment for top talent



The Gold Hill Search Process

- **Flexible** – tailored to local situation and need
- **Consultant role** – Advisory
- **Final decisions** – Board of Trustees



Gold Hill Search Steps

1. Board appoints Search Liaison
2. Appoint Search Advisory Committee to include trustees, faculty, staff, and community
3. Advisory Committee and Consultant develop presidential profile and calendar of events
4. Board approves profile and calendar



Gold Hill Search Steps *(continued)*

5. Gold Hill Consultant begins the important task of recruitment
6. Advertising is developed and published
7. Applications are received via electronic copy and/or hard copy
8. Gold Hill Consultant evaluates applications and narrows to 10-12 semi-finalists or works with Advisory Committee to make this cut



Gold Hill Search Steps *(continued)*

9. Gold Hill Consultant reviews list with Advisory Committee and determines 3-5 finalists
10. Finalists are presented to Board for review and approval
11. Board selects three finalists
12. On campus interviews
13. Board selects new President



Designated Tasks

Responsibilities of the Consultant

- Seek qualified candidates through professional organizations and associations, and personal recruitment including personal email recruitment.
- Actively recruit candidates who are successful sitting professionals.
- Receive and distribute candidate applications to advisory committee.
- Manage initial screening of candidates.
- Work with the college's public information office and Search Liaison to ensure advertisements are sent to *The Chronicle of Higher Education* and other sources, and to ensure the search is regularly updated on the college's web site.
- Read and evaluate all applications and correspondence.



Designated Tasks *(continued)*

Responsibilities of the Consultant *(continued)*

- Perform preliminary and discrete reference checking for candidates we recommend to the committee.
- Discuss the list of recommended finalists with the Board of Trustees.
- Check with semi-finalists and finalists to confirm their continued interest in the position.
- Complete in-depth reference checks on the final candidates to be interviewed and report findings to the board.
- Assist in developing interview questions if needed.
- Assist in the coordination of interviews and, if requested, participate in interviews.
- Assist with contract negotiation if requested.
- Assist with on-boarding of the newly appointed president if requested.



Designated Tasks *(continued)*

Responsibilities of the Board of Trustees

- Appoint a Search Liaison
- Appoint the search advisory committee. (We recommend you include representatives from your board, faculty, staff, administration, and the community.)
- Receive periodic updates of the search process.
- Approve the profile criteria and the calendar of events.
- Read the applications, particularly those recommended by Gold Hill.
- Consider the recommendations of the Consultant and advisory committee and approve semi-finalists/finalists.
- Review the reference reports.
- Interview the finalists.
- Make the final decision.
- Negotiate and issue a contract.
- Announce the decision to the public.



Designated Tasks *(continued)*

Responsibilities of the Search Liaison

- Coordinate with HR, PR, Board and Consultant to generate position announcement.
- Assist Consultant and Search Committee with special presidential search presence on college website.
- Receive feedback from internal/external constituents and forward to Board and Search Committee.
- Arrange on campus and phone/video meetings between the Consultant, the Board and the Search Committee.
- Assist Consultant with distribution of the applications to Search Advisory Committee and Board.
- Arrange for custodial staff to prepare meeting rooms.
- Contact food services for refreshments and meals during meetings and interviews.
- Work with the business office to assist with travel arrangements for interviews and candidate expense reimbursements.



Designated Tasks *(continued)*

Responsibilities of the Search Advisory Committee

- Understand and articulate the needs of the college from the perspectives of their constituencies.
- Develop the criteria/profile and calendar, with the assistance of the Consultant if desired, for Board of Trustees approval.
- Receive input from the college's internal constituencies.
- Read the candidate's applications, discuss candidates and their applications with Consultant, and recommend semi-finalists/finalists for the Board of Trustees consideration.
- Participate in the interview process, whether as part of a advisory committee interview or as a member of an individual constituency group, as the Board of Trustees prefers.



Concentrated Marketing Strategy

- This strategy employs target marketing with a consistent message supported by an assortment of related marketing activities
 - Tell your story
 - Reach your market



Tell Your Story

- We will work together to develop an accurate description of the:
 - Position
 - Institution
 - Service Area



Tell Your Story *(continued)*

- You will get direction from the Consultant in how to develop attractive, effective, and well-designed brochures, advertisements, and pamphlets that tell your story



Tell Your Story *(continued)*

- The major purpose is to provide knowledge of the opportunities, challenges, and expectations for applicants



Tell Your Story *(continued)*

- Key goals are to create:
 - Legitimacy about your search
 - An emotional appeal for the potential applicants



Reaching Your Market

- Through strategic press releases, brochures, and advertisements by announcing the search via **electronic** and/or **print** advertising



Electronic Methods

- Use your institution's website along with additional strategic websites to advertise the search and provide background information



Print Methods

- Targeted distribution of print advertising such as brochures and pamphlets along with the placement of advertisements



Personal Methods

- Informal and personal networking to create interest and to recruit applicants at professional meetings, association gatherings, and conventions



Successful Combination

- The combination of electronic, print, and personal marketing, along with the connections available to Gold Hill Associates equals success



Contact Gold Hill Associates

Dr. Preston Pulliams

Phone: 503-704-3425

preston@goldhillassociates.com

Dr. Walter Nolte

Phone: 307-262-2576

walter@goldhillassociates.com

Dr. Dennis Michaelis

Phone: 254-297-9896

dennis@goldhillassociates.com

Dr. Steve Kinslow

Phone: 512-971-1417

stephen@goldhillassociates.com

Dr. Kathi Hyaine-Brown

Phone: 612-432-1081

katherine@goldhillassociates.com

Visit our website at

collegepresidentsearch.com

The following reference surveys were completed and are attached.

AGB

Grand Rapids Community College
Henry Ford College
Kingsborough Community College

Gold Hill

Cuyahoga Community College
Grand Rapid Community College

Myers McRae

Gustavus Adolphus college
Lake-Sumter College
University of Western Montana

Pauly Group

Delta Community College
Lake Michigan College
Macomb Community College
North Central Community College

FOR PROVOST

✓

Search Firm Reference Survey

FIRM AGB

REPRESENTATIVE 2 REPRESENTATIVES

COMMUNITY COLLEGE GRAND RAPIDS COMMUNITY COLLEGE

WCB BOARD CHAIRMAN SECRETARY (MISTY) CHMN BERT DID NOT PARTICIPATE

PHONE _____

DATE OF CONTACT 12/3, 12, 7

ON TIME COMPLETION YES.

COST WITHIN CONTRACT

TOTAL # OF APPLICANTS AT LEAST 20

OF NON TRADITIONAL No

SUBMITTED TO SEARCH COMMITTEE MORE THAN 10

SUBMITTED TO ~~BOARD~~ ^{PRESIDENT} 2

RELATIONSHIP WITH SEARCH COMMITTEE GOOD

REALATIONSHIP WITH BOARD OF TRUSTEES NOT APPLICABLE

OVERALL OPINION OS SERVICE PROVIDED GOOD

ANY PROBLEMS No

OF MEMBERS ON SEARCH COMMITTEE No BOARD REPRESENTATION

REPRESENTATION ON SEARCH COMMITTEE 18 HEAVIER ON FACULTY

Search Firm Reference Survey

FIRM AGB

REPRESENTATIVE CARLOS HERNANDEZ

COMMUNITY COLLEGE HENRY FORD COMMUNITY COLLEGE

BOARD CHAIRMAN BD DESIGNATED BETTY CHADWICK (V.P. HUMAN RESOURCES)

PHONE [REDACTED]

DATE OF CONTACT 1/3/19, 1/10/19

ON TIME COMPLETION YES STARTED IN JULY - OFFER IN MARCH (BOARDS TIMELINE)

COST YES

TOTAL # OF APPLICANTS N/A (POOLS ARE SMALL) LEADERSHIP DRAIN IS HERE

OF NON TRADITIONAL YES (SUCCESSFUL CANDIDATE) AIRLINE PILOT ATTORNEY AND SOME ED AT WMU

SUBMITTED TO SEARCH COMMITTEE 20 NARROWED TO 8

SUBMITTED TO BOARD 5 (1 WITHDREW) INTERVIEWED 4

RELATIONSHIP WITH SEARCH COMMITTEE EXCELLENT

RELATIONSHIP WITH BOARD OF TRUSTEES EXCELLENT

OVERALL OPINION OS SERVICE PROVIDED EXCELLENT

ANY PROBLEMS NONE

OF MEMBERS ON SEARCH COMMITTEE 3 2 DIFFICULT TO MANAGE

REPRESENTATION ON SEARCH COMMITTEE 2 BOARD, FACULTY, STAFF
LARGE COMMUNITY REPRESENTATION NECESSARY
DISTRICT IS CITY OF DEARBORN AND BOARD ALSO
SERVES AS DEARBORN SCHOOLS BOARD.

OTHER COMMENTS
TOTAL TRANSPARENCY (MINDFUL OF OPEN MEETINGS ACT.
BOARD MEMBER RETIRED - ONE BOARD MEMBER SUED ANOTHER BOARD MEMBER
AGB IS WELL CONNECTED FOR RECRUITMENT OF CANDIDATES
NOTED TRANSITION ASSISTANCE WITH SELECTED CANDIDATE

Search Firm Reference Survey

FIRM AGB

REPRESENTATIVE VARIOUS - VERY PLEASED WITH MOST RECENT REPRESENTATIVE

COMMUNITY COLLEGE KINGSBOROUGH COMMUNITY COLLEGE

BOARD CHAIRMAN - REFERRED TO MAHLET TSEGAYE

PHONE [REDACTED]

DATE OF CONTACT 1/7/19, 1/10/19, 1/10/19

ON TIME COMPLETION YES 6 MONTHS

COST WITHIN CONTRACT

TOTAL # OF APPLICANTS 75

OF NON TRADITIONAL YES (SPECIFICALLY REQUESTED 1 CANDIDATE IN FINAL

SUBMITTED TO SEARCH COMMITTEE 15

SUBMITTED TO BOARD 3-4

RELATIONSHIP WITH SEARCH COMMITTEE VERY PROFESSIONAL, VERY RESPONSIVE

REALATIONSHIP WITH BOARD OF TRUSTEES VERY GOOD

OVERALL OPINION OS SERVICE PROVIDED VERY GOOD

ANY PROBLEMS NONE

OF MEMBERS ON SEARCH COMMITTEE 15

REPRESENTATION ON SEARCH COMMITTEE 1 BD, FACULTY, STAFF, 2 STUDENTS
COMMUNITY, ALUMNUS.
Spelled out in CHARTER

OTHER

HAVE USED AGB FOR SEVERAL SEARCHES

FOR EASTERN CAMPUS

Search Firm Reference Survey

FIRM GOLD HILL

REPRESENTATIVE PRESTON PULLIAMS

COMMUNITY COLLEGE CUYAHOGA COMMUNITY COLLEGE

BOARD CHAIRMAN PRESIDENT ALEX JOHNSON

PHONE [REDACTED]

DATE OF CONTACT 1/7/19, 1/10/19, 1/10/19

ON TIME COMPLETION YES 3 MONTHS FIRM MET TIME DESIRED BY BOARD

COST WITHIN CONTRACT

TOTAL # OF APPLICANTS 40-50

OF NON TRADITIONAL NO REQUIRED DOCTORATE

SUBMITTED TO SEARCH COMMITTEE TALKED TO THEM ALL BRIEFLY
SORTED BY RECOMMENDED, POSSIBLE, NO
THEY HAD A STAFFING ADVISORY COMMITTEE

SUBMITTED TO BOARD SELECTED 6 FOR INTERVIEW, 1 WITHDREW
1 TO BOARD (CRATIFY)

RELATIONSHIP WITH SEARCH COMMITTEE } VERY GOOD

REALATIONSHIP WITH BOARD OF TRUSTEES }

OVERALL OPINION OS SERVICE PROVIDED

ANY PROBLEMS NONE

OF MEMBERS ON SEARCH COMMITTEE

REPRESENTATION ON SEARCH COMMITTEE

} DIFFERENT PROCESS

OTHER COMMENTS

VERY SATISFIED

TIMING WAS BOARD DETERMINED BY ACC, LEAGUE OF INNOVATION ETC.

Search Firm Reference Survey

FIRM GOLD HILL

REPRESENTATIVE PRESTON PULLIAM

COMMUNITY COLLEGE GRAND RAPIDS COMMUNITY COLLEGE

BOARD CHAIRMAN BERT (SECRETARY MISTY)

PHONE [REDACTED]

DATE OF CONTACT 12/3, 12/7

ON TIME COMPLETION GOOD

COST WITHIN CONTRACT

TOTAL # OF APPLICANTS OVER 40

OF NON TRADITIONAL YES (NONE TO FINALS)

SUBMITTED TO SEARCH COMMITTEE TOP 20 NARROWED TO SIX FOR INTERVIEW

SUBMITTED TO BOARD 3 (4 TO CAMPUS FOR TOWN MEETINGS)

RELATIONSHIP WITH SEARCH COMMITTEE GOOD

REALATIONSHIP WITH BOARD OF TRUSTEES GOOD

OVERALL OPINION OS SERVICE PROVIDED VERY PLEASED

ANY PROBLEMS _____

OF MEMBERS ON SEARCH COMMITTEE 18 (3 BOARD, 2 FROM EACH
EMPLOYEE GROUP, FACULTY, STAFF

REPRESENTATION ON SEARCH COMMITTEE _____ & COMMUNITY

GOLD HILL PERFORMED SERVICES UP TO SEARCH
COMMITTEE HOLDING TOWN MEETINGS

Search Firm Reference Survey

FIRM MYERS M'RAE

REPRESENTATIVE DAVID GRING

COMMUNITY COLLEGE GUSTAVUS ALDOPHUS COLLEGE

BOARD CHAIRMAN DELEGATED TO JOLENE CHRISTENSEN (ASST TO PRESIDENT)

PHONE [REDACTED]

DATE OF CONTACT 1, 7/19

ON TIME COMPLETION 6 MONTHS - STUCK TO TIME LINE

COST NO EXTRA COST OUTSIDE OF CONTRACT - PERIODIC PAYMENTS

TOTAL # OF APPLICANTS N/A

OF NON TRADITIONAL YES - CANDIDATE CHOSEN WAS EXECUTIVE FROM MED TRONIC (WAS BOARD MEMBER)

SUBMITTED TO SEARCH COMMITTEE 25

SUBMITTED TO BOARD "1"

RELATIONSHIP WITH SEARCH COMMITTEE GOOD

REALATIONSHIP WITH BOARD OF TRUSTEES GOOD

OVERALL OPINION OS SERVICE PROVIDED EXCELLENT

ANY PROBLEMS NONE AT ALL

OF MEMBERS ON SEARCH COMMITTEE 15
2 BD, 2 STUDENTS, FACULTY & STAFF

REPRESENTATION ON SEARCH COMMITTEE NO COMMUNITY REPRESENTATION

VERY SUCCESSFUL
HAPPY WITH ALL STAFF

Search Firm Reference Survey

FIRM MYERS M^CRAE

REPRESENTATIVE _____

COMMUNITY COLLEGE LAKE-SUNTER COLLEGE (LEESBURG FLA)

BOARD CHAIRMAN TIM MORRIS [REDACTED]

PHONE [REDACTED], [REDACTED], [REDACTED]
LEESBURG SUNTER SOUTH LAKE

DATE OF CONTACT 1/10/19

ON TIME COMPLETION 6 MONTHS YES

COST WITHIN CONTRACT (ONLY EXTRA WAS TRAVEL (CANDIDATE) EXPENSES)

TOTAL # OF APPLICANTS 150 NARROWED TO 40 BY FIRM

OF NON TRADITIONAL YES (ASKED FOR BUSINESS) SUCCESSFUL CANDIDATE SPONSOR FROM MICHIGAN

SUBMITTED TO SEARCH COMMITTEE 25

SUBMITTED TO BOARD 5 (1 WITHDREW) BOARD RANKED TOP 3

RELATIONSHIP WITH SEARCH COMMITTEE EXCELLENT VERY INFORMATIVE

REALATIONSHIP WITH BOARD OF TRUSTEES VERY GOOD

OVERALL OPINION OS SERVICE PROVIDED VERY GOOD

ANY PROBLEMS No

REPRESENTS 2 COUNTIES

OF MEMBERS ON SEARCH COMMITTEE 12

REPRESENTATION ON SEARCH COMMITTEE 1 BOARD, SHERIFF, COUNTY ADMINISTRATOR
FACULTY, STAFF, STUDENT.

OTHER COMMENTS

VERY ENGAGED BOARD

SEARCH FIRM HAD GOOD WEBSITE

PRESIDENT WANTED TO BE HANDS ON - BOARD SAID NO!

RULES OF ENGAGEMENT WERE SOLID AND FIRM STUCK TO THEM

* NEED TO ASK SEARCH FIRM ABOUT CANDIDATES BECAUSE THEY LIKE TO PRESENT INDIVIDUALS THE HAVE REPRESENTED.

Search Firm Reference Survey

FIRM MYERS M^CRAE

REPRESENTATIVE KEN D

COMMUNITY COLLEGE UNIVERSITY OF MONTANA WESTERN (DILLON MONTANA)

BOARD CHAIRMAN BETH WEATHERBY

PHONE [REDACTED]

WCB

DATE OF CONTACT 1/10/19

ON TIME COMPLETION YES ^{6 WEEKS} — ^{MOVED ON TIME LINE} WORKED WITH THEM AS CANDIDATE

COST YES

TOTAL # OF APPLICANTS 160

OF NON TRADITIONAL N/A 2 VICE CHANCELLORS

SUBMITTED TO SEARCH COMMITTEE 12 3 TO CAMPUS - Recommended

SUBMITTED TO BOARD DO NOT HAVE LOCAL Bd - STATEWIDE

RELATIONSHIP WITH SEARCH COMMITTEE EXCELLENT

OVERALL OPINION OS SERVICE PROVIDED _____

ANY PROBLEMS NO SURPRISES

OF MEMBERS ON SEARCH COMMITTEE 20 CHANCELLOR
15

REPRESENTATION ON SEARCH COMMITTEE REP FROM OTHER CAMPUS -
FACULTY, STAFF, ADMIN, COMMUNITY

TELLS

VERY EXPERIENCED IN GIVING INFORMATION TO CANDIDATES.

VERY KNOWLEDGEABLE

VERY EFFICIENT

GUIDE SEARCH COMM.

Search Firm Reference Survey

FIRM PAULY GROUP

REPRESENTATIVE PAULY ABOUT 13 YEARS AGO

COMMUNITY COLLEGE DELTA COMMUNITY COLLEGE

BOARD CHAIRMAN DR. ROBERT EMRICH [REDACTED]

Web PHONE [REDACTED]

DATE OF CONTACT 12/3/19, 12/3/19, 12/3/19

ON TIME COMPLETION YES

COST WITHIN CONTRACT

TOTAL # OF APPLICANTS N/A.

OF NON TRADITIONAL NONE (PHD REQUIREMENT)

SUBMITTED TO SEARCH COMMITTEE _____

SUBMITTED TO BOARD 3

RELATIONSHIP WITH SEARCH COMMITTEE EXCELLENT

REALATIONSHIP WITH BOARD OF TRUSTEES EXCELLENT

OVERALL OPINION OS SERVICE PROVIDED EXCELLENT

ANY PROBLEMS No

OF MEMBERS ON SEARCH COMMITTEE 15

REPRESENTATION ON SEARCH COMMITTEE 3 TRUSTEES, FACULTY, STAFF.

EXTRA COMMENTS

VERY GOOD JOB
EXCELLENT CONTACTS.

NO STUDENTS

Search Firm Reference Survey

FIRM PAULY GROUP

REPRESENTATIVE _____

COMMUNITY COLLEGE LAKE MICHIGAN COLLEGE

WEB
emailed

BOARD CHAIRMAN MARY JO TOMASINI email [REDACTED]

PHONE [REDACTED]

DATE OF CONTACT 12/3, 12/3

ON TIME COMPLETION YES

COST WITHIN CONTRACT

TOTAL # OF APPLICANTS A LOT - MORE FOR 2ND SEARCH (POSSIBLE 100)

OF NON TRADITIONAL 1 - WENT OUT IN 1ST ROUND

SUBMITTED TO SEARCH COMMITTEE APPROX. 30

SUBMITTED TO BOARD 4-6

RELATIONSHIP WITH SEARCH COMMITTEE GOOD CHANDLED ISSUES WITH FACULTY & STAFF APPROPRIATELY

REALATIONSHIP WITH BOARD OF TRUSTEES VER & GOOD

OVERALL OPINION OS SERVICE PROVIDED GOOD COMMUNICATOR

ANY PROBLEMS NONE

OF MEMBERS ON SEARCH COMMITTEE 20

REPRESENTATION ON SEARCH COMMITTEE 3 TRUSTEES, 1 STUDENT, FACULTY, STAFF & COMMUNITY

EXTRACOMMENTS

EXCELLENT!

MORE EXPERIENCE WITH 2 YR INSTITUTIONS. (BENEFICIAL)

1ST SEARCH FIRM CANDIDATE HAD MORE 4YR EXPERIENCE HRED & FIRED

LAWSUIT AGAINST COLLEGE & TRUSTEES FOR 2 MILLION

LOWEST PRICE IS NOT NECESSARILY BEST

PAULY GROUP HAS A COMPETITIVE EDGE.

NOT AFRAID TO TELL THE BOARD WHEN THEY ARE WRONG



Search Firm Reference Survey

FIRM PAULY GROUP (PERFORMED SEARCH FOR PROVOST - BOARD WAS NOT INVOLVED)

REPRESENTATIVE _____
COMMUNITY COLLEGE MACOMB COMMUNITY COLLEGE (CURRENT CHAIR)

BOARD CHAIRMAN JENNIFER HAASE

emailed
12/3/19

PHONE

DATE OF CONTACT 12/3, 12/3

ON TIME COMPLETION _____

COST _____

TOTAL # OF APPLICANTS _____

OF NON TRADITIONAL _____

SUBMITTED TO SEARCH COMMITTEE _____

SUBMITTED TO BOARD _____

RELATIONSHIP WITH SEARCH COMMITTEE _____

REALATIONSHIP WITH BOARD OF TRUSTEES _____

OVERALL OPINION OS SERVICE PROVIDED _____

ANY PROBLEMS _____

OF MEMBERS ON SEARCH COMMITTEE _____

REPRESENTATION ON SEARCH COMMITTEE _____

LAST SEARCH FOR PRESIDENT OF MACOMB COMMUNITY COLLEGE WAS DONE BY R. H. PERRY - JENNIFER HAASE WAS NOT ON BOARD AT THAT TIME

✓

Search Firm Reference Survey

FIRM PAULY GROUP

REPRESENTATIVE ANGELA PROVART

COMMUNITY COLLEGE NORTH CENTRAL COMMUNITY COLLEGE

BOARD CHAIRMAN PHIL MILLARD [REDACTED]

emailed
12/3/19

PHONE [REDACTED] email - [REDACTED]

DATE OF CONTACT 12/3/19, 12/3/19, 1/8/19

ON TIME COMPLETION YES NO EXCUSE WITH 1

COST YES

TOTAL # OF APPLICANTS 60

OF NON TRADITIONAL YES, YES, YES COLLEGE EXP 20-30

SUBMITTED TO SEARCH COMMITTEE DIFFERENT CATAGORIES READ

SUBMITTED TO BOARD IDENTIFIED 10 (SKYPED) AFTER 5 TO CAMPUS

RELATIONSHIP WITH SEARCH COMMITTEE EXCELLENT-

REALATIONSHIP WITH BOARD OF TRUSTEES EXCELLENT-

OVERALL OPINION OF SERVICE PROVIDED HIGH RATING 8-10

ANY PROBLEMS NONE PERFORMED AS STATED

OF MEMBERS ON SEARCH COMMITTEE 15

REPRESENTATION ON SEARCH COMMITTEE 3 BOARD, STAKEHOLDERS, FACULTY STAFF 12 SUPT OF SCHOOLS.

FORMAL OPEN BOARD MTG
SOCIAL LUNCH & DINNER WITH BOARD
CONSULTANT WORKED WITH BOARD ON QUESTIONS.
LIKED FOR PROFIT - HAD TO DO WELL
IF THERE WAS AN ISSUE REALLY DID DIG IN!



Holly Gorton <hgorton@nmc.edu>

FW: Prproposed Reference Checks for Search Firms

1 message

K. Ross Childs <krccons@charter.net>
To: Holly Gorton <hgorton@nmc.edu>

Tue, Jan 8, 2019 at 10:56 AM

Holly;

This is the original email sent to Chair Weaver and Vice Chair Bott.

Ross

From: K. Ross Childs [mailto:krccons@charter.net]
Sent: Wednesday, January 02, 2019 3:49 AM
To: 'Kennard Weaver'; 'Chris Bott'
Subject: Prproposed Reference Checks for Search Firms

Kennard and Chris;

I am intending to check references on the searches performed in Michigan, by the firms selected.

It would probably be more efficient to have one Trustee complete the references rather than make 7 contacts.

I have attached a draft form to gather the information and would appreciate your review as to completeness.

Feel free to offer any suggested changes or additions.

If you agree with my thinking, contact will be made with all other trustees to seek their comments and suggestions.

A summary report will be prepared and submitted to the Board before our January 9th meeting.

Thank you.

Ross

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109K

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SERIALIZED FILED
JAN 11 2019
FBI - GRAND RAPIDS
1000 W. WALTON ST.
GRAND RAPIDS, MI 49503
TEL: 616-771-2000
FAX: 616-771-2001
WWW.FBI.GRANRAP.MI.GOV



Holly Gorton <hgorton@nmc.edu>

FW: Survey of past performance of Search Firms

1 message

K. Ross Childs <krccons@charter.net>
To: Holly Gorton <hgorton@nmc.edu>

Tue, Jan 8, 2019 at 10:54 AM

Holly;

This is the communication sent to Trustees Bishop, Johnson, McNabb and Estes.

Note that the form was modified to add, RELATIONSHIP TO THE Board.

Ross

From: K. Ross Childs [mailto:krccons@charter.net]
Sent: Thursday, January 03, 2019 5:19 PM
To: 'Douglas Bishop'; 'rjohnson@nmc.edu'; 'Jane McNabb'; 'Michael Estes'
Cc: 'Kennard Weaver'; 'Chris Bott'
Subject: Survey of past performance of Search Firms

Doug, Rachel, Janie and Michael;

I am willing to conduct a survey of the past performance of each of the Search Firms that we have under consideration.

My plan is to contact the Board Chair of each of the Colleges that have used these firms for searches in Michigan.

I would appreciate your review of the form and would welcome any additions or corrections.

If any Trustee would like to contact any of the colleges, please let me know and I will delete them from my list.

A summary report of all surveys completed will be compiled and made available to all Trustees before the meeting on January 9th.

Thanks for assistance and if you have any questions, feel free to call my cell at 231-590-2482.

Ross

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110K

