

## IHL Close to Naming Search Firm

HATTIESBURG – At its 21-June-2012 monthly meeting, the Mississippi IHL Board released details regarding the bids from various search firms for assisting the IHL in filling presidential vacancies at Delta State University and USM. The proposals that arrived by the 31-May-2012 deadline are included in the IHL’s May-2012 Board Book, and inserted below.

| Search Firm Proposals Submitted for DSU/USM Searches |                               |   |                          |          |           |           |                        |                                   |           |                              |
|--|-------------------------------|---|--------------------------|----------|-----------|-----------|------------------------|-----------------------------------|-----------|------------------------------|
| Deadline for Submission: May 31, 2012                |                               |   |                          |          |           |           |                        |                                   |           |                              |
| Firm Information                                     | Experience                    |   |                          | Cost     |           |           |                        | Other                             |           |                              |
| Name<br>Location                                     | # of<br>Years<br>as a<br>Firm | # of<br>Searches  | Previous<br>MS<br>Search | DSU      | USM       | Both      | Expenses               | Compliance<br>with 6<br>Criteria* | Guarantee | Diversity                    |
| Ayers & Associates<br>Arlington, Va.                 | 23                            | (in 7 yrs)<br>IEO: 14<br>All: 39                                    | ASU<br>JSU               | \$66,544 | \$103,650 | \$153,000 | \$43,500               | 6 of 6                            | No        | Male<br>African-<br>American |
| William Funk & Associates<br>Dallas, Texas           | 30                            | 350 total   | UM<br>MSU<br>USM         | \$75,000 | \$90,000  | \$145,000 | 10%                    | 3 of 6                            | 3 Years   |                              |
| Greenwood Asher & Associates<br>Miramar Beach, Fla.  | 20                            | IEO: 48<br>(in 5 yrs)<br>All: 224<br>colleges<br>(no time<br>limit) | DSU<br>USM<br>MVSU       | \$64,000 | \$95,000  | \$152,600 | 12%                    | 4 of 6                            | No        | Female<br>partners           |
| Korn/Ferry<br>Washington, D.C.                       | 40                            | (in 5 yrs)<br>IEO: 45<br>All: 260                                   | No                       | \$80,000 | \$115,166 | \$195,166 | 12%                    | 5 of 6                            | 12 Months | Asian Sr.<br>Partner         |
| Myers McRae<br>Macon, Ga.                            | 28                            | IEO: 20<br>(in 5 yrs)<br>Sr level:<br>80 (in 3<br>yrs)              | No                       | \$35,000 | \$55,000  | \$90,000  | \$14,000<br>(estimate) | 6 of 6                            | 3 Years   | Female<br>CEO                |
| Parker Search<br>Atlanta, Ga.                        | 28                            | IEO: 40<br>All: 321   | MUW<br>UM<br>IHL         | \$80,000 | \$80,000  | \$160,000 | ~10%                   | 6 of 6                            | 36 Months | Female<br>EVP                |
| Witt/Kieffer<br>Atlanta, Ga.                         | 40                            | (in 5 yrs)<br>IEO: 45<br>All: 260                                   | No                       | \$73,937 | \$115,166 | \$169,105 | 9% (+<br>minimum)      | 5 of 6                            | 3 Years   | 2 Female<br>consultants      |

\*Six criteria include list of searches in the last five years; five references; description of how search will meet objectives; statement that no conflict of interest exists; statement of Equal Employment Opportunity and statement of Drug-Free Workplace.

As the insert makes clear, **Myers McRae** out of Macon, Georgia, submitted the lowest bid, coming in at \$90,000, not including expenses, to conduct both searches. The USM portion of this total is \$55,000, or \$25,000 below its closest competitor, **Parker Search** out of Atlanta. Additionally, the IHL insert shows that Myers McRae has a female CEO, giving it an edge in the “diversity” column.