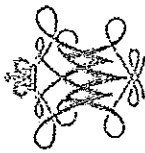


PRESIDENTIAL SEARCH  
COMMITTEE

*Executive Search Consultant*

*Subcommittee Report*



# SEARCH FIRM SUBCOMMITTEE

## Members:

Julie Agnew

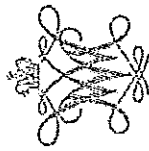
Lynn Dillon,  
Chair

Jim Hixon

John Littel

## Objectives:

1. Assure bids are received from an appropriate field of qualified search firms.
2. Provide a recommendation to the full committee for approval.
3. Negotiate contract terms (with support from W&M procurement).
4. Assure positive image for W&M throughout the process with all firms.



# GENERAL SELECTION CRITERIA

- Reputation, notably expertise in higher education and presidential searches
- Personnel, including who is the lead consultant, bench strength, past search experience, competitive workload, and expected engagement tasks for each member of the team
- Ability to assure diverse and optimal candidate pool
- Communication and responsiveness expectations, both with the search committee and with candidates
- Ethical and legal considerations
- Relationship fit with W&M culture
- VASCUPP approval and contract terms
- Quality of referrals