

**REQUEST FOR PROPOSAL
NORTHWEST FLORIDA STATE COLLEGE**

PRESIDENT SEARCH



**NORTHWEST FLORIDA
STATE COLLEGE**

PRESENTED APRIL 25, 2024

Herb T. Courtney

Founder & CEO



I & II. Executive Summary - Company Overview

Renaissance Search & Consulting (RSC) is a minority-owned firm located in Los Angeles, CA, metropolitan area. Our mission is to lead institutions in implementing new hiring practices which broaden our client's access to elite talent. We do this by connecting universities and colleges with the highest-quality candidates. RSC has built the relationships needed to guide the hiring process in a timely and discreet manner.

Renaissance at a Glance:

- Renaissance Search & Consulting is a national search and consulting firm. It is operated as a California Limited Liability Company, LLC.
- RSC provides executive search services for corporations and higher education institutions.
- The address for RSC is 13211 Delafield Ave, Hawthorne, CA, 90250.
- RSC's website is www.theRSCfirm.com.
- RSC was founded in 2020
- Emails should be addressed to Adam Gordon, adam@therscfirm.com
- RSC company phone number: 310.729.2904
- Adam Gordon direct line: 662.418.9031

Renaissance Search & Consulting is known for its focus on creating a diverse and inclusive search process that tailors each project to the unique culture of our client. We ensure that each step of the search process is designed, sourced, and executed to pool the best candidates from all backgrounds.



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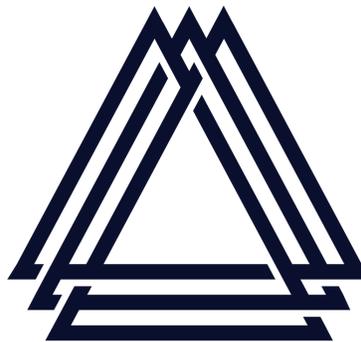
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III. Presidential Search Service Offered

Renaissance Search and Consulting expresses our gratitude for the opportunity to bid on the President search for Northwest Florida State College. We deeply appreciate the trust extended to us and are eager to showcase our expertise in executive search and commitment to delivering exceptional service. With a proven track record in guiding organizations through executive recruitment, we are excited about the prospect of partnering with Northwest Florida State College in identifying transformative leadership for the institution.

As we submit our bid, we want to emphasize our alignment with the values of transparency, equity, and excellence that guide this important undertaking. We share your dedication to conducting a comprehensive, fair, and inclusive search process that upholds the highest standards of integrity and accountability. Together, we aspire to identify a visionary leader who will inspire and empower the college community to achieve its full potential. Our commitment to these principles underscores our mutual goal of propelling Northwest Florida State College toward a future of continued growth, innovation, and excellence.

This bid is especially important to us as two of our lead consultants have deep ties to higher education in the state of Florida.



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IV. Similar Projects

Renaissance Search and Consulting has represented a countless number of higher education institutions in their executive search efforts. We have extensive experience with the Sunshine State Laws, having worked with Florida A&M University on multiple searches.

Client: **Vanderbilt University**

Project: Chief Compliance Officer

Project: Assistant Vice Chancellor of Communications

Client: **Chicago State University**

Project: Vice President and Director of Athletics

Project: Conference Realignment Consulting

Client: **Morgan State University**

Project: Vice President and Director of Athletics

Client: **Milligan University**

Project: Director of Financial Aid

Client: **Blue Jireh College**

Project: President (will begin in Q3 of 2024)

Client: **Florida A&M University**

Project: Head Football Coach

Project: Head Women's Basketball Coach

V. Cost

Overview:

\$45,000.00 (Forty-five Thousand Dollars) to retain RSC to conduct the Northwest Florida State's presidential search

RSC's fee will be invoiced in three equal increments.

The payment structure is as follows:

- One-third of the professional fee to start the search.
- One-third of the professional fee once interviews have been scheduled.
- One-third of the professional fee when the offer is accepted.

**Please note: this professional fee is inclusive of all expenses. Expenses include such items as advertising, RSC staff travel, and candidate travel. There will be no additional invoicing outside of this set fee.*

In the event that no candidate is hired, or the hired candidate is let go within 180 days of hire date, RSC will offer a replacement guarantee in which we will complete a new search free of charge.

VI. Timeline

- **June 3 - 21:** Candidate attraction/recruitment
- **June 24:** Provide a shortlist of candidates to the committee
- **June 26 - July 12:** First round of video interviews with shortlisted candidates (8-10)
- **July 15 - 19:** Second round of video interviews (3-5 candidates)
- **July 22 - 28 :** Finalist on-site interviews (2-3 candidates)
- **July 29 - August 2:** Offer and negotiations
- **August 5:** Announcement

VII. RSC Process

Objectives & Timeline:

RSC will gain a comprehensive understanding of position and culture to determine how we will attract the best candidates. We will also agree upon a strict timeline and commit full resources to meet and exceed expectations. This will include:

- Updates on the search process and candidates
- Conference calls scheduled as necessary
- Delivery dates for candidate recommendation and final report
- Interim meeting dates with the committee and others as required
- Interview dates, locations, and responsibilities will be established using the timeline as a guide
- Password-protected candidate portal that is updated daily

Develop Position Specification & Job Description:

RSC will help develop the job description by meeting with the committee chair and other stakeholders to identify roles and responsibilities, qualifications, and position requirements and clarify reporting relationships. We must craft this job description to what is needed now, not what has traditionally been done. As the landscape of college athletics has changed, so has the commissioner's role.

Candidate Attraction:

To source a broad-based group of candidates, RSC will compile a list of viable and qualified candidates and ensure an equitable candidate pool is used. RSC services include promotion and marketing for executive roles. We will utilize our robust network to generate recommendations, garner interest, and engage potential candidates.

RSC will assist and advise Northwest Florida State on appropriate advertising venues, which may include but are not limited to;

- Chronicles of Higher Education
- Diverse Issues of Higher Education
- HigherEdjobs.com
- Renaissance Search & Consulting website
- Association of American Colleges and Universities
- American Association of Community Colleges
- American Council on Education

RSC will also articulate the employee value proposition through the Northwest Florida State College Strategic Plan and why the college is a special place to work.

Candidate Evaluation & Recruitment:

RSC will have a targeted approach for the recruitment of candidates. We will evaluate and recruit other college presidents, provosts, vice presidents, and deans at the college levels. RSC will also leverage our network and consult

with industry leaders across higher education to recruit elite talent.

After a candidate list is compiled, RSC will provide Northwest Florida State College with all necessary candidate information for candidate profiles and initiate the screening process. RSC will coordinate meetings, interviews, and travel with selected candidates.

All potential candidates will be contacted directly by phone or email

- RSC's objective is to ensure all interested parties have been contacted in a timely manner.

Original research and candidate assessment will continue throughout the search process

- RSC will use original research to identify and recruit qualified candidates to compare and evaluate against the job specification.

Interview Process:

RSC will be on site for all video and in person interviews. RSC will advise and facilitate the process. With the approval of the search committee, RSC will make all arrangements and schedule candidates for interviews with the appropriate NWFSC representatives. RSC will:

- Consult with the committee on determining dates and locations for interviews.
- Make all meeting arrangements with travel, meeting venues, including room reservations for NWFSC representatives and candidates.
- Assist candidates with air/ground travel arrangements.
- Provide search committee members with a complete interview schedule prior to the interview.
- Schedule and assist with site interviews for final candidates.

Background Checks on all Final Candidates:

- Obtain written permission from each candidate to conduct a background check.
- Conduct criminal, credit, and education verification.
- Have candidates sign a statement of accuracy of vita/bio.

Negotiation & Closure:

- Collaborate with the committee to conclude the search process, including salary negotiations.
- Conduct follow-ups with candidates that are not selected to be a part of the final round of interviews or have ultimately not been extended an offer for the position.

VIII. RSC Staff Members

Meet The Team



HERB COURTNEY

Founder & CEO



Kevin Anderson
Sr. Consultant



Dr. Marcus Bright
Higher Education Lead



Andre Johnson
SVP of Partnerships



Adam Gordon
VP of College Athletics



Olivia Guidera
Chief of Staff



Gigi Assi
Sr. Associate



Kelly Brooks
Sr. Consultant

The following consultants will lead the presidential search efforts for NWFSC



Dr. Marcus Bright - Higher Education Lead Consultant

- Dr. Bright is a Florida resident. He received his PhD in Public Administration from Florida Atlantic University, has a Masters degree from Florida International University, a bachelor's degree from the University of Tampa and an AA from Palm Beach State College
- Taught public administration at Florida International University, Lynn University, City University of New York Medgar Evers College, Florida Atlantic University, and the University of Massachusetts Amherst.
- Served as the Executive Director for the 5000 Role Models of Excellence Project, a school-system based dropout prevention and mentorship program that serves thousands of boys in the state of Florida and Education for a Better America (EBA)



Adam Gordon - Vice President

- 17 years of on campus experience including Mississippi State, Clemson, Southeast Missouri State University, Univ of Northern Colorado, and College of Central Florida
- Founder and former CEO of Rising Coaches
- Has led the majority of Renaissance Search and Consultings higher education searches since 2022. Based in Birmingham, AL less than 200 miles from NWFSC.



Kevin Anderson - Senior Consultant

- 35+ years of experience working in higher education including stops at University of Maryland, Army, Air Force Academy, Stanford, Oregon State and Cal-Berkeley
- Former president of the Board of Directors for NACDA, former member of the Lead 1 Executive Committee

IX. References

Dr. Larry Robinson

Title: President, Florida A&M University

Email: larry.robinson@famuc.edu

President Zaldawaynaka Scott

Title: President, Chicago State University

Email: zscott21@csu.edu

Dr. Muriel Howard

Title: Former President, American Association of State Colleges and Universities

Email: murielhoward@yahoo.com

X. Disclosure

Renaissance Search and Consulting does not have any personal, familial, employment or vendor relationship between a principal or employee of the firm and Northwest Florida State College, its trustees, president or employees in the preceding five years.



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