

**Communication #1 NWFSC 2023–2024**

**Response Answers**

May 10, 2024

**1) Does your firm allow any contractual relationships between the search firm and candidates for a position (e.g., but not limited to, guarantee placement, payment of fees upon placement, or bonus upon placement)?**

**Answer:** GA&A does not contract with candidates to provide any search guarantees, payments, or bonuses upon placement.

GA&A has existing executive coaching contracts with a limited number of higher education executives; however, no information regarding coaching clients can be shared with GA&A recruiters. Most executive coaching contracts are with institutions on behalf of individuals, however, there have been rare occasions when an existing coaching client has become a candidate in an executive search awarded to GA&A.

**2) Will your firm agree to forego and avoid any contractual relationships with candidates you would recommend for the NWFSC President position or who would be included in the pool for the NWFSC president position?**

**Answer:** Yes, GA&A agrees to forego and avoid any contractual relationships directly with candidates during our engagement with NWFSC presidential search.

**3) Does your firm offer social media and print media reviews on candidates? If yes, please describe the scope of such a review and whether there are any additional charges beyond those disclosed in your original submission.**

**Answer:** GA&A offers both social media and print media review services for candidates. GA&A will use a two-tier media check system on potential candidates.

- **Tier 1:** Before Round 1 interviews, our search team (i.e., GA&A employees) will check Google and Factiva (i.e., a news subscription service) to check for any negative or potentially concerning press related to the candidates that have been advanced to the first round of interviews. Those reports are provided to committee/BOT members and are included in the standard search fee.

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- **Tier 2:** For candidates who are expected to participate in campus visits, we recommend engagement with our 3<sup>rd</sup> party vendor (Mintz) to perform a more comprehensive review of candidates’ public persona, press coverage, web reputation and risk scan, and social media reputation. This formal background check is conducted by our third-party partner at an additional charge (see chart in Appendix A). Cost is dependent on how comprehensive a check our client pursues (i.e., 10 years back, 15 years back or 20 years back).

**4) Describe the type and level of criminal background assessment your firm completes on candidates and, if applicable, whether there are any additional charges beyond those disclosed in your original submission.**

**Answer:** Criminal background checks are conducted via our third-party partner, the Mintz Group. On page 12 of GA&A’s formal proposal, we have included the price total to conduct three (3) basic background checks, which includes some criminal background assessment, for three (3) finalists totaling \$3,300 (see chart below). When conducting the basic background check, Mintz checks criminal litigation (going back 7 years in the current residential jurisdiction) and civil litigation (going back 7 years in the current residential jurisdiction). More in-depth options are available through Mintz as well, and we have included the full suite of options, including pricing, for background checks provided by Mintz in Appendix A for your review.

**Basic (Quoted)**

<p>GREENWOOD / ASHER  &amp; ASSOCIATES, LLC</p>	
<p><b>Client Options: Candidate Background Checks</b></p>	
<p><b>Mintz Group Background Checks</b></p> <ul style="list-style-type: none"> <li>• Education verification</li> <li>• Criminal litigation (going back 7 years in the current residential jurisdiction)</li> <li>• Civil litigation (going back 7 years in the current residential jurisdiction)</li> <li>• Credit check history</li> <li>• Tax liens (going back 7 years in the current residential jurisdiction)</li> <li>• Bankruptcies (going back 7 years in the current residential jurisdiction)</li> <li>• Driving</li> </ul>	<p><b>Cost</b></p> <p><b>\$1,100 Per Candidate</b></p> <p><i>If you want to include press, web and social media (adverse content naming the candidate), the cost is \$2,500 per candidate.</i></p>
<p>ELEVATING LEADERS   ELEVATING PERFORMANCE   ELEVATING ORGANIZATIONS</p>	

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**5) Does your firm conduct any form of personal fiscal review on candidates? If yes, please describe the scope of such a review and whether there are any additional charges beyond those disclosed in your original submission.**

Fiscal reviews are conducted via our third-party partner, the Mintz Group. On page 12 of GA&A’s formal proposal, we have included the price total to conduct three (3) basic background checks, which includes some personal fiscal review, for three (3) finalists totaling \$3,300 (see chart below). In the basic background check, Mintz checks credit history, tax liens (going back 7 years in the current residential jurisdiction), and bankruptcies (going back 7 years in the current residential jurisdiction). More in-depth options are available through Mintz as well, and we have included the full suite of options, including pricing, for background checks provided by Mintz in Appendix A for your review.

**6) Describe the type of report or data your firm will provide to the search committee and/or Board of Trustees regarding each candidate’s experience.**

**Answer:** GA&A provides a “snapshot” grid (sample below) that outlines the candidate’s current experience, education attainment, relevant job experience going back 10 years and value-added items that correspond to criteria outlined in the position description as a tool for committee members and/or members of the Board of Trustees.

INSTITUTION  
SEARCH

CANDIDATE GRID

Name / Origination	Title, Institution / Carnegie Classification/ Enrollment	Degree, Institution, Year	Related Experience	Value Added
<p>CANDIDATE NAME</p> <p>[noted if nominee]</p>	<p>Current Role</p> <p>Place of Employment (employment date - Present)</p> <p>If institution: Carnegie Classification and #of Students (size/scope of responsibility)</p>	<p>Listing of Degrees with institution starting with Terminal degree</p>	<p>Relevant job experience by role, location, years going back 10 years</p>	<ul style="list-style-type: none"> <li>• Executive leadership experience -</li> <li>• Experience with [type of institution] mission -</li> <li>• Philanthropy/Resource Generation – i.e donor-related, grants, etc.</li> <li>• Workforce development -</li> <li>• Community relations -</li> <li>• Governmental relations -</li> <li>• Academic program innovation -</li> <li>• Student Success -</li> <li>• Strategic planning experience -</li> </ul>
<p><u>Strengths</u></p>			<p><u>Questions</u></p>	

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**APPENDIX A**



**Executive and Board Background Checking**

	<b>Level I – Low Risk</b> \$5,750 ~6 business days	<b>Level II – Medium Risk</b> \$7,750 ~8 business days	<b>Level III – High Risk</b> \$9,750 ~10 business days
<b>Identity Validation</b>	Address and ID number trace		
<b>Education &amp; License Verification</b>	Verify degrees and professional licenses listed on bio		
<b>Employment History</b>	Verify employment and board memberships listed on bio		
<b>Criminal &amp; Civil Litigation</b>	10 years back, naming candidate as a party	15 years back, naming candidate as a party AND deeper analysis of ongoing litigation	20 years back, naming candidate as a party AND search for past undisclosed affiliations
<b>Bankruptcies, Liens &amp; Tax Court</b>	10 years back	15 years back	20 years back
<b>Regulatory Actions</b>	10 years back, industry-specific federal and state regulators	15 years back, industry-specific federal and state regulators	20 years back, industry-specific federal and state regulators
<b>Global Compliance &amp; Risk Review</b>	International watchlists, sanctions, enforcement lists, political exposure, debarments, government exclusions and other global compliance sources		
<b>Press Coverage</b>	10 years back, primarily focused on adverse press	15 years back, focused on both adverse and noteworthy content	20 years back, focused on both adverse and noteworthy content
<b>Web Reputation &amp; Risk Scan</b>	10 years back	15 years back	20 years back
<b>Social Media Reputation</b> AI and human analysis	Social media sites for adverse coverage of candidate		
<b>Credit History</b>	Detailed summary of credit report (where permitted) AND deeper analysis of noteworthy content		
<b>Workplace Misconduct Check</b>	At current employer		
<b>Stewardship</b> Professional Reputation	Headline controversies relevant to position at current employers/boards AND at relevant past employers/boards		
<b>Additional Searches</b>	Driving record (where permitted) Political contributions/ethics proceedings (where permitted) Compensation (where permitted)		

**Most Common Add-Ons**

- Enhanced Proxy Board Reviews
- Academic Integrity Checks
- Referencing (provided and off-list)

**International Investigations**

We work globally, conducting research in relevant local languages. Additional countries covered upon request. Prices and turnaround times may vary.

**Expediting Options**

- 25% - 40% expediting fee, depending on level and timing
- Detailed interim update: +10%

In employment-related matters, various federal, state and local laws may prohibit us from reporting certain adverse information based on the age of the information, the category of information, or whether a conditional offer of employment has been extended. Turnaround times are estimates and start upon receipt of all required executed documents.