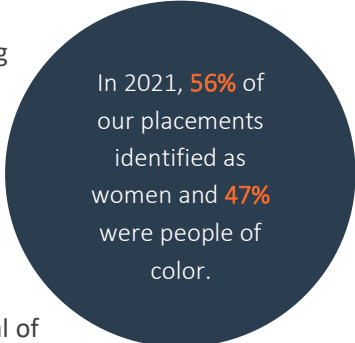




The Firm

Isaacson, Miller is one of the country's premier executive search firms devoted to recruiting exceptional leaders for mission-driven organizations. We have four decades of experience in recruiting senior leaders for the top higher education institutions, healthcare and academic medical centers, conservation and environmental groups, advocacy organizations, arts and culture groups, foundations, preK-12 education and education improvement organizations, human services providers, social justice, and economic and community development groups.



In 2021, **56%** of our placements identified as women and **47%** were people of color.

Many of our clients and past candidates become part of an extended network and share our goal of strengthening civic infrastructure. They see their own missions reflected in the work of the firm and choose to assist us, generously, in our quest for the finest talent in their fields. In 2021, 80% of our searches were for returning clients.

Our Approach

We conduct a simple but disciplined process built around a schedule, with each deliverable and decision point planned with you at the search launch. Our practice consists of three essential steps:

Definition: Listening sessions with leadership, staff, and key decision makers to gather input and gain a shared understanding of the search that we translate into a thorough position profile.

Candidate Discovery: A meticulous networking process to systematically examine all appropriate candidates. We use our proprietary database and extensive outreach to ensure a diverse group of candidates is identified and recruited.

Selection: A clearly facilitated process for evaluating a long list of potential candidates and narrowing the field that includes interviews with IM, interviews with you, and extensive reference checking and due diligence.

Our Commitment to Equity, Diversity + Inclusion

Isaacson, Miller was founded in 1982 with a clear and ambitious mission: to strengthen and diversify leadership in the civic sector. The commitment to equity, diversity, and inclusion was fundamental to the creation of the firm and continues today as the bedrock of our values and culture. We have become well-known for our success in recruiting candidates from traditionally underrepresented backgrounds. We have established an extensive network of contacts who share our commitment to diversity, and we call and build upon this network in every search. In 2021, 56% of our placements identified as women and 47% were people of color. As a firm, we strive internally to be a diverse and welcoming community of colleagues where everyone can learn, thrive, and be empowered to contribute to a vital and powerful civic sector.

**University of the Virgin Islands
Search for the President
Isaacson, Miller Team**



Donna Cramer (she/her) – Partner

dcramer@imsearch.com | w. 617.933.1803

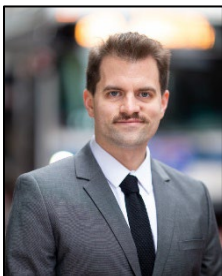
Donna joined Isaacson, Miller in 1995; she recruits executives for a wide range of the firm's clients in higher education, human services, community and economic development, advocacy, and foundations. Her higher education experience encompasses searches for presidents, provosts, deans, chief diversity officers and administrators for public and private universities, HBCUs, small liberal arts colleges, and community colleges. Searches for university leaders have included Clark Atlanta University, Dillard University, Minnesota State College and Universities System, Savannah State University, University of Massachusetts Boston, and Virginia Union University. During her tenure at the firm, she has also spearheaded our focused work in Diversity, Equity, and Inclusion. Previous completed DEI searches include University of Denver, University of Missouri Columbia, University of New Mexico, and Tulane University. Donna holds a BS from Northeastern University. Donna is a member of Delta Sigma Theta Sorority, Inc.



Afi Tettey-Fio (she/her) – Senior Associate

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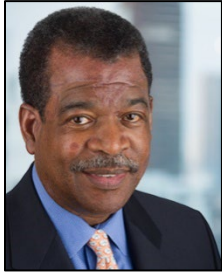
Afi Tettey-Fio became an associate in 2019. She initially joined Isaacson, Miller as a search coordinator, a role in which she provided support and assistance as an administrative liaison for clients, candidates, and search teams. Prior to joining the firm, Afi worked at athenahealth, where she provided project management support around complex issues for large group clients. Afi's higher education experience includes searches for presidents, executive directors, deans, department chairs, c-suite leadership, and diversity and inclusion leaders. She has also placed non-profit CEOs and VPs. In her spare time, she remains engaged in community volunteerism. She holds a BA from Wesleyan University.



Ryan Smillie (he/him) – Senior Search Coordinator

rsmillie@imsearch.com | w. 617.655.9413

Ryan Smillie joined Isaacson, Miller as a Search Coordinator in 2021. Prior to joining the firm, Ryan worked as an Assistant General Manager at the Charlotte Wilcox Company, a Broadway general management company. He graduated from Harvard University with a BA in Government.



Bud Moseley (he/him) – Partner (Of counsel)

bmosley@imsearch.com | w. 617.933.1831

Bud has been a partner at the firm since 1989 and has recruited executive, administrative, and technical officers, whether titled president, chancellor, executive director, vice president, provost, dean, or director. His relevant presidential searches included: City University of New York, Clark Atlanta University, Community College of Denver, Dillard University, Elizabeth City State University, Howard University, Morehouse College, Tuskegee University, University of Massachusetts Boston, University of Missouri Columbia, Virginia Union University, and Virginia State University. A committed contributor to a civil society, Bud has served on local, regional, and national boards, including the City of Boston Compensation Advisory Board, Boston Renaissance Charter Public School, Emerald Necklace Conservancy, and the National Affordable Housing Foundation. Bud completed his undergraduate and graduate degrees at the University of Rhode Island. Additionally, he served as a university administrator there and at Boston College earlier in his career. Bud is a Lifetime member of Omega Psi Phi Fraternity, Inc.