



Summary of Big Ten Academic Alliance Executive Search Firms – Master Agreements

Big Ten Academic Alliance Contact:

Jeff Oberg
217-333-0192
jeff.oberg@btaa.org

Contacts at Firms:

Please use the contact list starting on page 3 of this document as contacts are updated.

Overview

Nineteen (19) Executive Search Firms currently have the status of preferred supplier for the Big Ten Academic Alliance. The selection was based on a Big Ten Academic Alliance RFP process, selection and recommendation by the RFP team, and approval by the Purchasing Directors. The entire Master Agreements are on the Purchasing Directors web site. Terms of the Master Agreement prevail for any conflict with this summary.

Term of Agreements

11/1/2020 to 10/31/2023 with two (2) additional two (2) year extension options for up to a total contract term of seven (7) years

Process to utilize Agreements

Big Ten Academic Alliance Purchasing Consortium members that wish to utilize an agreement should contact the executive search firm directly (see bottom of page for key contact information). Please review the agreement prior to contacting the firm for details of their offering. Attachment A of each agreement contains the relevant information on fees, expenses, and payment.

More Information

If you are uncertain about the best firm(s) to select, consider (1) contacting two or three for a better understanding or (2) contact the Big Ten Academic Alliance for a copy of several RFP responses.

Summary

Supplier	Pricing Schedule <i>Basis/Category and Professional Fee (% of First Year's Compensation or Flat Fee As Indicated)</i>	Indirect Costs <i>(As % of Professional Fee)</i>	
Academic Search	29% (Minimum \$40,000; Maximum \$95,000)	None	
AGB Search	President/Chancellor	30%	
	Provost/Vice President of Academic Affairs	\$75,000 - \$90,000	
	Vice President, Chief Financial Officer, and General Counsel	\$70,000 - \$90,000	None
	Dean	\$65,000 - \$75,000	
	Director	\$60,000+	
AMN Leadership f/k/a Merritt Hawkins	Executive and Physician Leadership	30%	\$7,500
	Pediatric or Rare Physician	\$55,000	None
	Physician	\$38,000	None
	Advanced Practice Provider	\$30,000	None

		29.5% or Flat Fee Option Detailed Below	
Anthem Executive	Higher Education - System President/Chancellor	\$100,000–\$150,000	
	Higher Education - Campus Chancellor/President	\$70,000–\$125,000	
	Higher Education - EVP	\$80,000–\$110,000	
	Higher Education - SVP	\$75,000–\$105,000	
	Higher Education - VP	\$70,000–\$100,000	11%
	Higher Education - Dean or Chair	\$60,000–\$85,000	
	Health - CEO	\$125,000–\$250,000	
	Health - COO	\$125,000–\$200,000	
	Health - EVP	\$125,000–\$175,000	
	Health - SVP	\$90,000–\$150,000	
	Health - VP	\$90,000–\$100,000	
	Health - Director	\$65,000–\$90,000	
	Buffkin / Baker	Director	\$45,000
Assistant Vice President		\$50,000	
Vice President		\$60,000	
Assistant Dean		\$45,000	10%
Dean		\$55,000	
Assistant Provost		\$55,000	
Provost		\$70,000	
	President	\$90,000	
Cejka Executive Search		26%	None
Collegiate Sports Associates	Director of Athletics, Senior Administrator, or Head Football or Men’s Basketball Coach	Greater of \$35,000 or 25%	None
Greenwood/Asher & Associates	Compensation <\$199,999	\$58,800	
	Compensation \$200,000 - \$249,999	\$73,500	
	Compensation \$250,000 - \$349,999	\$88,200	10%
	Compensation \$350,000 - \$499,999	\$117,600	
	Compensation \$500,000+	\$147,000	
Harris Search Associates		30%	7%
Helbling & Associates		30%	6%
Isaacson Miller		33.3% (1/3) (Minimum \$60,000)	11%
Keeling & Associates	Search - Percentage-Based Option	29% (Minimum \$28,000)	None
	Search - Flat Fee Option	\$40,000–\$70,000	
LeadExec		27% (Minimum \$35,000)	9% (Minimum \$5,500)
OtterBase		18%	None
Parker Executive Search	Compensation <\$150,000	\$60,000	
	Compensation \$150,000 - \$250,000	\$65,000	
	Compensation \$250,000 - \$350,000	30%	
	Compensation \$350,000+	Negotiated	
Russell Reynolds Associates		30% (Minimum \$95,000)	\$9,000
The Spelman & Johnson Group		28%	None
Tyler & Company		33%	\$5,000
Witt/Kieffer		32%	10% (Minimum \$6,000; Maximum \$10,000)

Key Contacts

Academic Search, Inc

Shawn M. Hartman
1015 18th Street NW, Suite 510
Washington, DC 20036
shawn.hartman@academicsearch.org
(202) 332-4049
<https://academicsearch.org/>

AGB Search, LLC

Roderick J. McDavis
1133 20th Street NW, Suite 300
Washington, DC 20036
rod.mcdavis@agbsearch.com
(202) 776-0856
<https://www.agbsearch.com/>

AMN Leadership Solutions, Inc **(f/k/a Merritt Hawkins)**

Steven Price
12400 High Bluff Dr
San Diego, CA 92130
Steven.Price@merrithawkins.com
(469) 524-1654
<https://www.amnhealthcare.com/>

Anthem Executive

Michael Ballew
5223 Norborne Lane, Suite A
Houston, TX 77069
mballew@anthemexecutive.com
(256) 227-8639
<https://anthemexecutive.com/>

Buffkin and Associates, LLC

Martin Baker
10 Cadillac Drive, Suite 190
Brentwood, TN 37027
martin@buffkinbaker.com
(336) 721-9100
<https://www.buffkinbaker.com/>

Cejka Search, Inc

Paul Esselman
4 CityPlace Drive, Suite 300
St. Louis, MO 63141
pesselman@cejkasearch.com
(800) 209-8143
<https://www.cejkasearch.com/>

Collegiate Sports Associates, LLC

Clay Pfeifler
3185 Seven Lakes West
West End, NC
cpfeifler@collegiatesportsassociates.com
(910) 722-4222
<https://collegiatesportsassociates.com/>

Greenwood/Asher & Associates, Inc

Jan Greenwood
42 Business Center Drive, Suite 206
Miramar Beach, FL 32550
jangreenwood@greenwoodsearch.com
(850) 650-2277
<https://www.greenwoodsearch.com/>

Harris Search Associates

Jeffrey Harris
4236 Tuller Road
Dublin, OH 43107
jeff@harrisandassociates.com
(614) 798-8500
<https://www.harrisandassociates.com/>

Helbling & Associates, Inc

Tracy L. Boczkowski
8000 Brooktree Road, Suite 100
Wexford, PA 15090
TracyB@helblingsearch.com
(724) 935-7500
<https://www.helblingsearch.com/>

Isaacson Miller, Inc

John Fahy
263 Summer Street
Boston, MA 02210
jfahy@IMSearch.com
(617) 262-6500
<https://www.imsearch.com/>

Keeling & Associates, LLC

Eric Engstrom
55 Harry Kemp Way
Provincetown, MA 02657
eengstrom@keelingassociates.com
(212) 542-3201
<https://keelingassociates.com/>

LeadExec

Lisa J. Marks
P.O. Box 70
Grand Marais, MI 49839
lisajmarks@leadexec.com
(616) 438-6688
<https://www.leadexec.com/>

OtterBase, Inc

Julie Church-Krafft
555 3 Mile NW Road
Grand Rapids, MI 49544
jchurchkrafft@otterbase.com
(616) 451-2775
<https://www.otterbase.com/>

Parker Executive Search, LLC

Laurie C. Wilder
5 Concourse Parkway, Suite 2900
Atlanta, GA 30328
LaurieWilder@parkersearch.com
(770) 804-1996 ext. 102
<https://www.parkersearch.com/>

Russell Reynolds Associates, Inc

Jett Pihakis
277 Park Avenue, Suite 3800
New York, NY 10172
Jett.Pihakis@russellreynolds.com
(212) 351-2000
<https://www.russellreynolds.com/>

The Spelman & Johnson Group

Ellen Heffernan
3 Chapman Avenue
Easthampton, MA 01027
eth@spelmanjohnson.com
(413) 529-2895
<https://www.spelmanandjohnson.com/>

Tyler & Company, LLC

Dennis J. Kain
5 Christy Drive, Suite 208
Chadds Ford, PA 19317
dkain@tylerandco.com
(610) 558-6100
<https://tylerandco.com/>

Witt/Kieffer, Inc

Sally D. DelBeccaro
2015 Spring Road, Suite 510
Oak Brook, IL 60523
sallyd@wittkieffer.com
(630) 575-6143
<https://www.wittkieffer.com/>