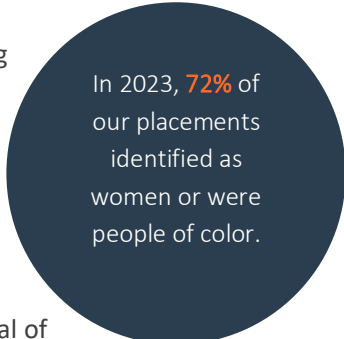




The Firm

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 2023, **72%** of our placements identified as women or 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 2023, 77% 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 2023, 55% of our placements identified as women and 37% 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.

Your Isaacson, Miller Search Consultant Team

President
Hood College

Keight Tucker Kennedy | Partner | (she/her)



A member of IM since 2014, Keight brings diverse experience in non-profit and higher education organizations to her practice. She has worked on more than a dozen presidential searches, including Hamilton College, Duke University, Johnson C. Smith University, Elizabeth City State University, University of Maryland, Baltimore County, and Mount Holyoke College. Additionally, she has played a key role on several student affairs and diversity, equity, and inclusion leadership searches at The Ohio State University, Harvard University, Duke University, University of Pennsylvania, MIT, and Cornell.

As a search consultant, Keight has worked with historically black colleges and universities, women's colleges, and K-12 education and advocacy organizations. Repeat work with top-tier research universities proves her skill in identifying an organization's core challenges and finding the candidate whose skills can help solve them. Her clients also appreciate her ability to view searches through the lens of strategic change, a skill she learned managing strategy and organization development projects for federal agencies.

Keight is passionate about supporting mission-driven organizations through her work as a search consultant and knows the importance of strong leadership in strengthening civil society. Additionally, Keight is an active member of Alpha Kappa Alpha Sorority, Incorporated which provides opportunities to give back to her community in meaningful ways. Keight also serves as the board president of the Down Syndrome Network of Montgomery County and recently was appointed by Governor Wes Moore to the State of Maryland's Interagency Council for Infants and Toddlers.

Keight holds a BA from Emory University, an MA from Indiana University, and an EdD from the George Washington University.

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Kate Barry | Partner | (she/her)



Kate's practice at Isaacson, Miller focuses on academic leadership positions, including numerous presidential searches for a wide range of clients. Since joining the firm in 2005, she has served Ivy League universities, liberal arts colleges, technology institutes, HBCUs and community colleges. Public and private institutions also look to Kate for provost and academic dean searches, with which she has extensive experience. Our firm's business school dean practice is bolstered by her dozens of searches in the field.

Prior to joining the firm, Kate was assistant director of alumni relations at Union College. Her role as the regional director for the college's largest alumni territories involved recruiting volunteers and cultivating donors. Before joining the alumni relations office, she worked in the college's admissions office. Kate is currently a member of the Union College Board of Trustees and serves on the Board's executive committee.

Kate's passion for higher education is rooted in its profound impact on society as a vehicle for social justice, producer of new knowledge, and engine for innovation and discovery. This animates her drive to produce the highest-quality work and find the best matches to ensure the success of the diverse array of institutions she serves.

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Stephanie Simon | Senior Associate | (she/her)



Steph Simon became an associate in 2021. Steph's work has focused primarily in the firm's higher education practice assisting in the recruitment of presidents and deans.

She joined IM in 2016 as executive assistant to John Isaacson, chair and founder. Before IM, Steph worked as a business reporter for The Patriot Ledger and Boston Magazine. Prior to that, Steph spent five years with the Monroe County Community School Corporation in Bloomington, Indiana at Bloomington High School South. Steph holds a BA from Indiana University and MA from Boston University.

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Alexis Scott | Senior Search Coordinator | (she/her)



Alexis Scott joined Isaacson, Miller in 2021 as a Search Coordinator. She comes to IM with experience in Human Resources, having worked in various capacities with organizations including Duquesne University, Spirit Consulting, and D.C. Central Kitchen.

Alexis earned her M.A. in Corporate Communication with a specialization in Management Communication, along with her B.A. in Communication Studies with minors in Psychology and Global Health from Duquesne University.

During her time at IM, Alexis' work has primarily involved searches within IM's Higher Education and Social Justice + Advocacy practice areas, with a focus on Equity, Diversity, and Inclusion (EDI) positions. She is also a member of the firm's EDI Committee and the Learning Management System EDI task force, which is responsible for curating, researching, and developing customized organization-wide EDI training content.

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Kaitlin Cruz | Senior Search Coordinator | (they/them)



Kaitlin Cruz joined Isaacson, Miller as a Search Coordinator in July 2022. Prior to joining the firm, Kaitlin worked with Washington University in St. Louis as a Graduate Teaching Assistant while working towards a PhD in German Language, Literature, and Culture.

They earned their MA in German from McGill University in Montreal in 2015, during which time they worked as a Student Teacher Research Fellow. They earned their BA in German from Wayne State University in Detroit.

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Questions To Consider

Thank you for taking the time to meet with us as we work with the search committee to launch the search for the next President of Hood College. Through these discussions, we hope to better understand the opportunities and challenges the President will face, as well as the organizational context in which they will operate. In advance of our conversation, please take a moment to consider the following questions:

- What are the core and current strengths of Hood College? What is unique about Hood College compared to peer institutions? How will these be expanded upon or deepened if the right President is hired? Are there specific initiatives the College should undertake or opportunities it should pursue?
- How will you know three or five years from now that the right person has been hired? What objective measures for success do you have in mind? Are there important subjective or informal measures for determining success as well?
- What qualities and characteristics must the next President possess?
- If a very close friend of yours was interested in this position, what would you tell this person about Hood College and this position? Why would someone want this job? What are the perils and pitfalls as well as the attractions? What should someone be sure to know?
- Where is the future President of Hood College, and what is that person doing right now? What kinds of settings are most likely to yield promising individuals?

These questions were developed to help us consider how to describe this position to potential candidates and tangibly assess and measure their potential success as President.

We will also ask for your suggestions of people to contact in our outreach to build a pool of candidates for this position. We will draw upon our own networks, but we want to make sure that we tap into yours as well. We welcome suggestions of possible candidates and of thoughtful sources who might lead us to strong candidates.

We hope you will be able to participate in the conversation and provide your thoughts and perspectives on the search. If you are not able to join these discussions or prefer to share written feedback, we welcome your input via the survey linked here: <https://www.research.net/r/9TJLT5S>.

Thank you for your participation in this important effort. As a key constituent in this search, your input will be critical to the outcome of the search and the success of the President.