

Firm	Website	Worked with FAMU in the past?	Worked with the State of Florida?	University President Placement in the Past 3 years?	Completed Search for HBCU President or Administrator in the Past 3-5 years?	Example of HBCU President Placements in the Past 5 years	Contract Value: Search Fees and Expenses
Buffkin/Baker	<a href="https://buffkinbaker.com/">https://buffkinbaker.com/</a>	No	Yes	Yes	Yes	N/A	\$180,000 plus \$6,000 for admin/marketing, travel reimbursements, and candidate interview expense reimbursement
Greenwood/Asher & Associates, LLC	<a href="https://greenwoodsearch.com/">https://greenwoodsearch.com/</a>	Yes	Yes	Yes	Yes	University of DC	1/3 of the salary of presidential salary with a minimum fee of \$112K plus job advertisement, background checks, \$100 per finalist, plus travel at cost for finalists and the team
Helbling & Assoc	<a href="https://www.helblingsearch.com/">https://www.helblingsearch.com/</a>	No	Yes	No	No	N/A	One-third of the successful candidate's first-year compensation package
Higher Talent Inc.	<a href="https://highertalentinc.com/">https://highertalentinc.com/</a>	No	Yes	Yes	No	N/A	28% of the total first year's actual compensation (\$30,000 minimum) plus travel reimbursement
Isaacson, Miller	<a href="https://www.imsearch.com/">https://www.imsearch.com/</a>	No	Yes	Yes	Yes	Howard University, Clark Atlanta University, University of the Virgin Islands, Savannah State	33.3% of total Yr 1 compensation (salary, special deferred executive compensation, signing and performance bonuses, excluding contributions to pension plans) with a minimum fee of \$60,000
Myers McRae	<a href="https://www.myersmcrac.com/">https://www.myersmcrac.com/</a>	No	Yes	Yes	Yes	Kentucky State	\$78,500; college absorbs cost of advertising, travel, and lodging
Renaissance Search Firm	<a href="https://www.therscfirm.com">https://www.therscfirm.com</a>	Yes	Yes	No	Yes	N/A	25% of hired candidate's annually first-year salary plus initial non-refundable retainer fee of \$10,000
Russell Reynolds	<a href="https://www.russellreynolds.com/en/">https://www.russellreynolds.com/en/</a>	No	Yes	Yes	Yes	Fisk University	33.3% of the hired candidate's Total Compensation plus administrative charge of \$9,900
Storkbeck Search   Diversified Search Group	<a href="https://diversifiedsearchgroup.com/">https://diversifiedsearchgroup.com/</a>	Yes	Yes	Yes	Yes	Hampton University, Tuskegee University, North Carolina A&T State University, Spelman College	33.3% of total Yr 1 compensation (base, bonus, signing bonus, and deferred comp) plus direct expenses based on 10% of the total retainer fee
TM2 Executive Search	<a href="https://tm2search.com/">https://tm2search.com/</a>	No	Yes	Yes	Yes	N/A Current HBCU presidential searches include Arkansas Baptist College and Philander Smith University	\$50K plus advertisements at cost (candidate travel, background checks and advertisement fees)