



CIC Presidents Institute – 2003

Recruiting Your Most Valuable Asset –

THE SENIOR ADMINISTRATIVE TEAM

Presented By: Rob Perry

Before the Fact

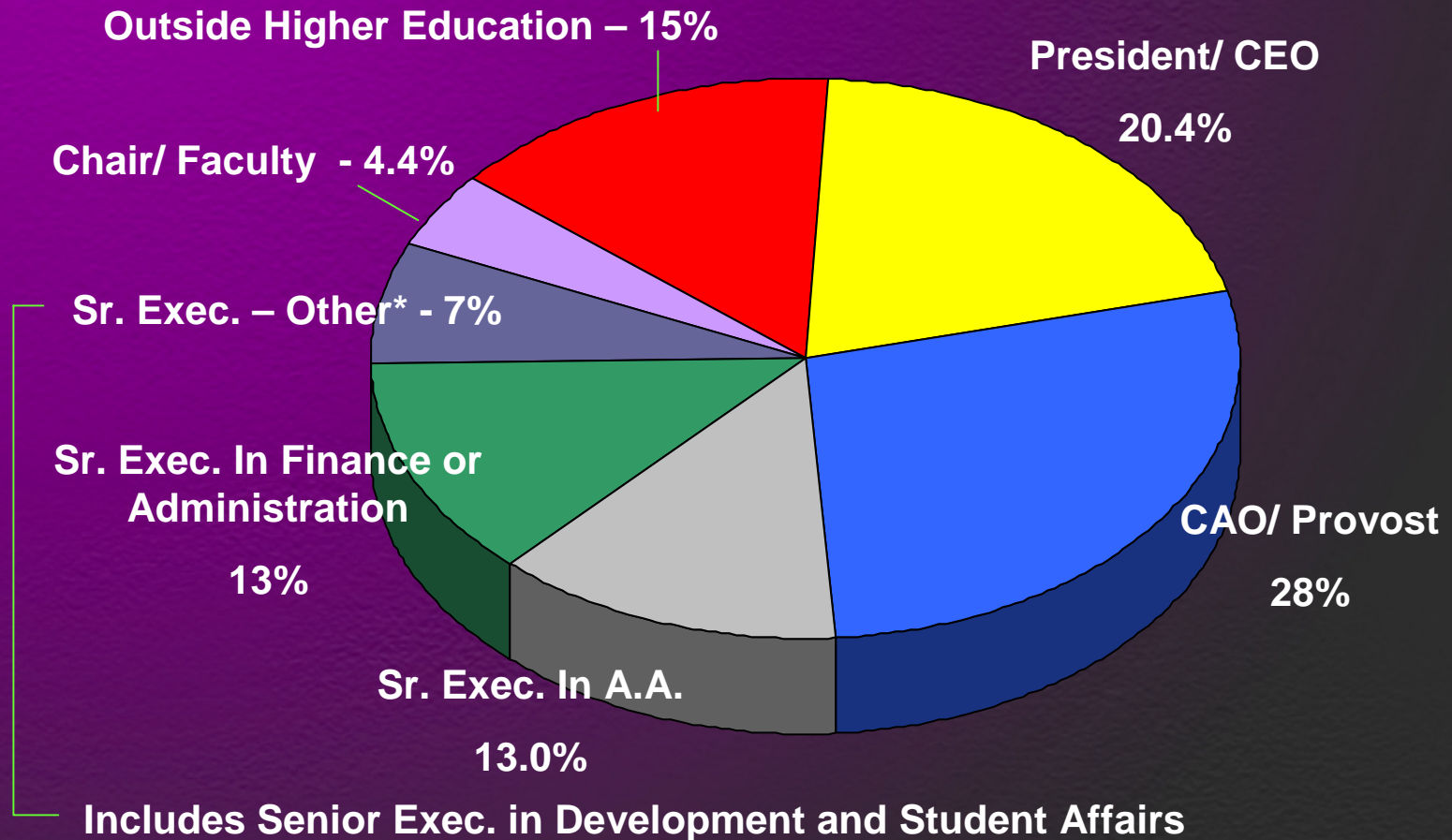
- **Advance preparation**
- **Avoid surprises**
- **Assume loss of top administrators**



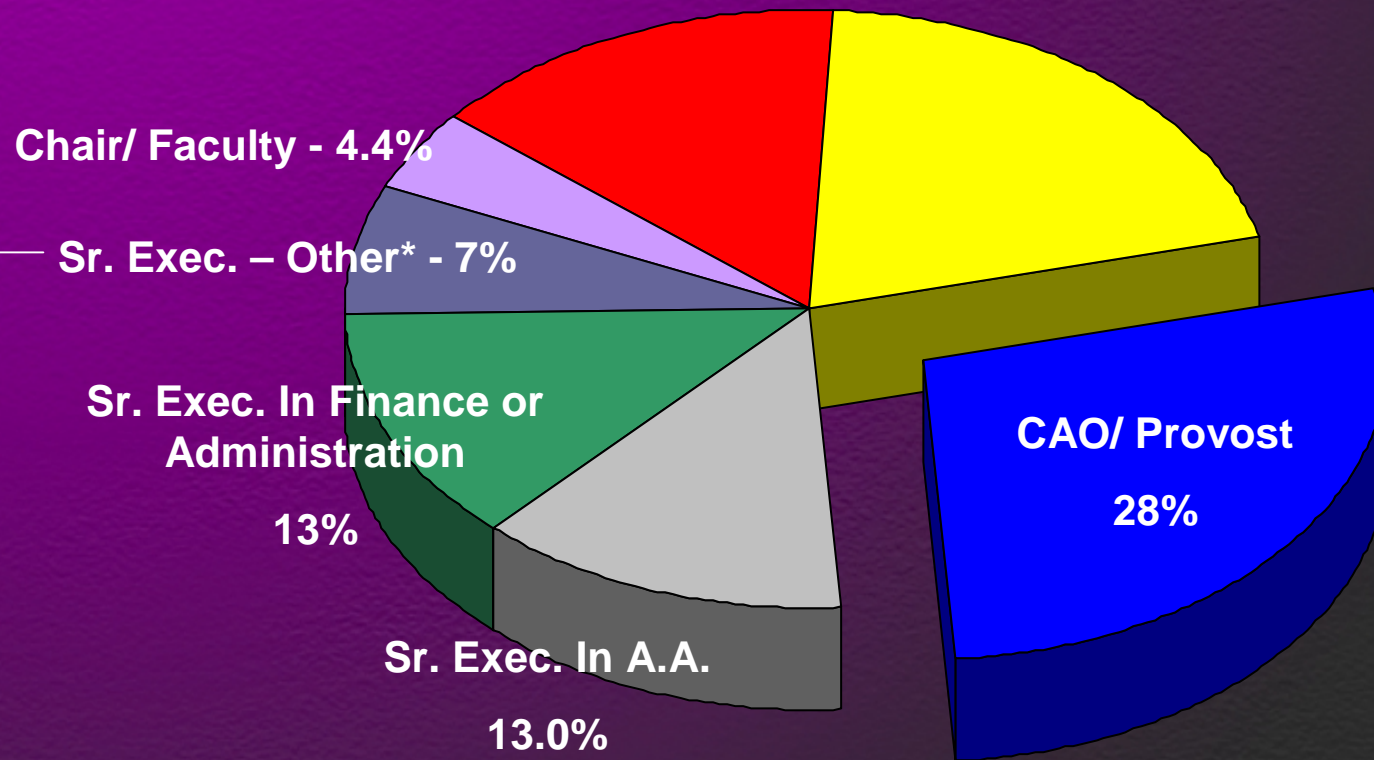
Key Points

- **Succession planning**
- **Beyond the job description**
- **Career advancement opportunities**

Position Immediately Prior To Assuming Presidency



Career Advancement



Includes Senior Exec. in Development and Student Affairs

Resources

- **Executive Search Firms**
- **What are the costs?**
- **Do it yourself vs. retaining search counsel**
- **Is there another option?**

Unbundling Services

- **Search Committee Workshops**
- **Interim Vice Presidential Service**
- **ID of Additional Top Candidates**
- **Due Diligence on Finalists**

Unbundling Costs

- **S.C. Workshop** = \$2,000 - \$2,500
- **Interim Service** = Salary + 20%
- **ID Add'l Top Candidates** = \$5,000- \$10,000
- **Due Diligence** = \$900 per Finalist



Questions Are Welcome

R. H. Perry & Associates

Rob Perry

202-965-6464

rherry@att.net