

July 22, 2013

Via e-mail to: AMONTERO@fau.edu and schiff@fau.edu

*Mr. Anthony Montero
Associate Director - Purchasing
Florida Atlantic University
777 Glades Road
Boca Raton, FL 33431*

RE: Presidential Search Services

Dear Mr. Montero:

Thank you for the opportunity to submit a proposal to assist the Board of Trustees of Florida Atlantic University in the recruitment of its next president.

For over 40 years, Witt/Kieffer has been the nation's leader in executive search for higher education and the non-profit sector, behind the mission to identify outstanding leadership solutions for organizations – like FAU – that are committed to improving the quality of life. Witt/Kieffer ranks among the top 10 executive search firms nationwide and is the single largest firm specializing in senior-level executive search assignments for higher education, healthcare and not-for-profit organizations.

In recognition of the high profile of Florida Atlantic University and the importance of a successful presidential search and outcome, Witt/Kieffer will support this project with two of its most senior consultants. I am the Managing Partner of Witt/Kieffer's Higher Education Practice and will lead this search. I am also deeply and personally committed to the cause of public higher education, having served on the governing boards of a statewide university system and two public comprehensive universities. In the course of conducting over forty presidential searches, I have built a national network of relationships and a reputation for the highest level of client and candidate satisfaction. Finally, I have conducted numerous searches for leaders in academic medicine and health sciences, which is relevant to FAU academic profile.

I am delighted to inform you that Dennis Barden would join me on this effort. Dennis is among Witt/Kieffer's most seasoned higher education consultants. He brings an impressive track record of successful searches at top colleges and universities as well as over 20 years of experience in academic administration. Dennis splits time between homes in Florida and Illinois.

Witt/Kieffer's extensive experience in supporting the leadership recruitment of colleges and universities provides us with a deep grasp of the culture and protocols of the academy. We work extensively with search committees. Our track record demonstrates a pattern of active

communication, leveraging of committee time and expertise and cogent counsel regarding both the substance and the process of a search that committees find most productive.

While our client satisfaction ratings exceed 93 percent on a year-over-year basis, an often overlooked asset of an executive search firm and its consultants is the ability to properly engage and steward the most desirable candidates through the process. This ability becomes increasingly important for public universities in states like Florida, which have the most stringent open records laws. Both Dennis and I have considerable experience in this area, and we offer the critical strength of maintaining compliance with these laws (as well as University policies and procedures), without hindering the integrity of the candidate pool.

We would be glad to answer any questions you may have and talk further with you about our services. Please feel free to contact me directly at 412-209-2666 or email at johnt@wittkieffer.com if you have any questions or need additional information or materials. It would be an honor to serve Florida Atlantic University.

Sincerely,

A handwritten signature in black ink, appearing to read "John K. Thornburgh". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

John K. Thornburgh
Managing Partner – Higher Education Practice

Cc: Mr. Ed Schiff

Presidential Search



WITT / KIEFFER
Leaders Connecting Leaders

PROPOSAL

John K. Thornburgh
Dennis M. Barden

July 2013

Response to Questionnaire

1. Please discuss and provide details for the most recent Presidential searches conducted by your firm.

Witt/Kieffer has supported the following presidential searches for colleges and universities across the nation (those in **bold** were led by either John Thornburgh or Dennis Barden):

Alabama A&M University	Oglethorpe University
Alaska Pacific University	Pine Manor College
Bemidji State University	Pittsburg State University
Berry College	Presbyterian College
Bethany College	Quincy University
Bloomsburg University of Pennsylvania	Randolph College
California Lutheran University	Saint Vincent College
California State University-San Marcos	Salem State University
Carlow University	Southern Vermont College
Clarion University of Pennsylvania	St. Ambrose University
Clarke University	St. Joseph's University
Cornell College	St. Mary's College of California
Daniel Webster College	St. Mary's University
Drexel University	St. Norbert College
Earlham College	Temple University
Elms College	Thiel College
Embry-Riddle Aeronautical University	Thomas College
Emporia State University	Towson University
Fayetteville State University	University at Buffalo, SUNY
Felician College	University of Connecticut
Gannon University	University of Evansville
Hampshire College	University of La Verne
Illinois College	University of Massachusetts – Amherst
Indiana University Kokomo	University of North Carolina at Pembroke
Indiana University of Pennsylvania	University of Saint Joseph
Ithaca College	University of St. Francis
Lincoln University (PA)	University of St. Thomas
Loyola University Maryland	University of Utah
Mansfield University of Pennsylvania	University of Wisconsin-Eau Claire
Millersville University of Pennsylvania	University of Wisconsin-La Crosse
Millsaps College	University System of New Hampshire
Nichols College	Valparaiso University
North Carolina Central University	Winston-Salem State University
North Central College	Wittenberg University

Of additional relevance to Florida Atlantic University's health sciences profile, Witt/Kieffer has recently supported the following searches for Deans of Medicine and Nursing in public universities:

Institution	Position Title
Georgia Health Sciences University	Dean, College of Allied Health
Gonzaga University	Dean of Nursing & Human Physiology
Mary Baldwin College	Vice President for Health Sciences
Texas Tech University Health Sciences Center	Dean, School of Nursing Founding Dean, Gayle Greve Hunt School of Nursing
University of Arkansas for Medical Sciences	Dean College of Nursing
University of California Los Angeles	Dean, David Geffen School of Medicine and Vice Chancellor for Health Services Dean, School of Nursing
University of Mississippi Medical Center	Vice Chancellor for Health Affairs & Dean, School of Medicine
University of the Sciences (Philadelphia)	Dean of Health Sciences
University of Texas Health Science Center	Dean, Graduate School of Biomedical Sciences
University Of Connecticut	Dean, School of Nursing
University of North Dakota School of Medicine & Health Sciences	Founding Director MPH Program, Professor Department of Family & Comm. Medicine
University of Texas System	Executive Vice Chancellor for Health Affairs
University Texas-Pan American	Dean, College of Health Sciences and Human Services
University of Utah Health Sciences Center	Dean, College of Nursing
University of North Texas Health Science Center	Dean, School of Public Health
Wayne State University	Dean, School of Pharmacy & Health Sciences
West Virginia University Health Sciences Center	Dean of the School of Public Health
West Virginia University School of Medicine	Associate Vice President and Campus Dean School of Medicine Charleston Division

2. Please discuss and provide details for your most recent searches within the State of Florida.

As demonstrated in the following list of academic and academic medicine searches in Florida, Witt/Kieffer is very active within the State, especially in serving public institutions. One of the most critical factors in conducting a search of this magnitude is working within the parameters of the State's Sunshine Laws, while developing the best possible candidate pool. Particularly when trying to attract inquiries from sitting leaders in positions of authority and trust at peer institutions, the candidate's ability to consider the opportunity without compromising his or her current position and institution is critical to the generation of a strong and compelling pool. It is thus central to the process to provide such leaders with an opportunity to gather as much information as possible in advance of expressing a formal candidacy that can become a matter of the public record.

Witt/Kieffer has considerable experience working for public institutions and in states, especially Florida, with particularly generous open meeting and public records laws. We pledge to comply with these strictures as well as FAU's policies and procedures. At the same time, we respect the right of individuals to investigate opportunities privately to assess their viability and level of interest before "going public."

As FAU's agent, we can conduct preliminary conversations with potential candidates before they become formal applicants. To do so productively, we must understand thoroughly the university's needs and strategic priorities and, perhaps more important, the challenges and opportunities that the new leader will address upon arrival. Our work for our clients demonstrates our ability both to synthesize these important aspects of the effort and to articulate them in compelling ways to potential candidates. In this way, leaders considering the opportunity only become formally engaged, and therefore subject to public scrutiny, once they have determined the potential risks and rewards. We will also work with the search committee to lay out a process and a calendar for the search that minimizes the time span between the closing date for applications and the date the decision will be made, thereby minimizing the window of potential exposure for candidates and making their situations at their home institutions as stable as possible.

Representative higher education and academic medicine searches in Florida within the past five years

Organization	Position Title
Florida A & M University	Vice President for University Relations
Florida State University	Provost & Executive Vice President for Academic Affairs Vice President for Research Dean of the College of Engineering/FAMU/FSU Vice President for University Advancement Foundation's Executive Vice President Vice President for Constituent Programs Vice President for Finance and Administration

Ringling College Art & Design	Vice President for Advancement
Rollins College	Provost and Vice President for Academic Affairs
St. Thomas University	Dean, School of Science, Technology and Engineering Management
Stetson University	Dean of the College of Arts and Sciences
University of Central Florida School of Medicine	Executive Director of Pegasus Health Director of Burnett School for Biomedical Sciences Assoc. VP Admin., Finance and Operations Asst./Assoc. VP for Health and Information Technologies Chair of Internal Medicine Associate Dean of Research
University of Florida	Vice President for Development and Alumni Affairs Executive Director, Alumni Association
University of Florida College of Medicine	Regional Dean College of Medicine Jacksonville Chair of Orthopedic Surgery Chair of Pediatrics Chair of Pharmacology Chair, Community Health and Family Medicine Dean, College of Pharmacy Professor and Chair of Medicine
University of Miami	Vice President & Chief Information Officer
University of Tampa	Provost and Vice President of Academic Affairs Dean, College of Social Sciences, Mathematics and Education Vice President for Enrollment

Additional healthcare and academic medicine searches in Florida within the past five years

Organization	Position Title
Adventist Health System Inc.	Vice President/Chief Technology Officer
All Children's Hospital	Chief Financial Officer
Baptist Health	Chief Medical Information Officer Director, Clinical Informatics within Information Services
BayCare Health System	COO/CFO BayCare Clinically Integrated Network Director IS Physician Systems Director, Applications Chief Financial Officer

Citrus Memorial Hospital	Chief Financial Officer
Covenant Hospice	Chief Executive Officer
Holy Cross Hospital	Vice President & Chief Nursing Officer
Lakeland Regional Medical Center	Chief Executive Officer Chief Compliance Officer
Miami Children's Hospital	Chief Medical Information Officer Chief Information Officer
Orlando Health	Chief Clinical Informatics Officer
Parrish Medical Center	Vice President, Ambulatory Care
Sacred Heart Children's Hospital	President
Sacred Heart Health System	Chief Financial Officer
Saint Joseph's Hospital South	President
Shands HealthCare	Vice President, Chief Quality Officer Vice President, Finance Vice President, Revenue Cycle Chief Operating Officer Senior Vice President and General Counsel Vice President, Managed Care and Network Development Senior Vice President and Chief Information Officer
St. Vincent's Healthcare	Vice President of Finance & Revenue Cycle
VNA of the Treasure Coast	Chief Executive Officer
Wolfson Children's Hospital	Administrator

3. If your firm is selected, please outline the members of the Professional Team that will be responsible for the search, and how they relate to points 1 & 2 above.

John K. Thornburgh will lead this search and be the primary contact throughout. He will be present for all on-site meetings and interviews and be fully accountable for all aspects of the search. Dennis Barden will partner with John, and together they will canvas the nation for exceptional leaders for FAU and evaluate the candidate pool according to the criteria set forth by the search committee.

Staffing Rationale

John Thornburgh is Managing Partner of Witt/Kieffer's Higher Education Practice, reporting directly to the firm's CEO. With John as the search lead, FAU's presidential recruitment will not only receive his highest attention, but it will also be a priority within the firm. Of further relevance, listed below are recent public university presidential/chancellor searches led by John Thornburgh.

- University System of New Hampshire
- Temple University
- University of Connecticut
- University of Tennessee
- University of Utah
- University of Massachusetts - Amherst
- Bowling Green State University
- Towson University
- Pennsylvania State System of Higher Education
- Indiana University of Pennsylvania
- Clarion University of Pennsylvania
- Bloomsburg University of Pennsylvania
- Millersville University of Pennsylvania
- University of Wisconsin – Eau Claire

Dennis Barden, Senior Partner, lives and works in the State of Florida and brings a rich history of both executive search experience with the nation's top colleges and universities and over 20 years in academic administration. He is recognized for his thought leadership in working productively with search committees, specifically for higher education leadership recruitment. Within the last few years alone, Dennis has conducted searches at the following public, doctoral-granting universities:

- College of William and Mary
- East Carolina University
- Michigan State University
- Ohio University
- Oregon State University
- Purdue University
- University of California Los Angeles
- University of Florida
- University of Illinois Urbana-Champaign
- University of Tennessee

Following are detailed biographies for John Thornburgh and Dennis Barden.



John K. Thornburgh is a Managing Partner based in Pittsburgh, PA. His 25 years of leadership experience as an executive or governing board member in health care, higher education, a Fortune 50 corporation and not-for-profit organizations gives him broad-based expertise in governance, recruitment and retention issues.

John specializes in executive search assignments for health care, higher education and not-for-profit clients who are seeking key executive roles as president/CEO, CFO, dean, vice president and other prominent positions.

Prior to joining Witt/Kieffer, John maintained an executive leadership consulting practice and provided counsel to boards, search committees and CEOs in for-profit and not-for-profit organizations. In addition, he was president/CEO of a financial services firm and managing director of the Pittsburgh office of a global executive search firm. Earlier in his career, John was president of a not-for-profit economic development organization and had significant executive experience in marketing, public relations and sales roles at Verizon Corporation.

John is currently vice-chairman of The Children's Institute, a nationally renowned children's rehabilitation medical center in Pittsburgh. In the higher education field, he serves on the Council of Trustees of Slippery Rock University of Pennsylvania. John recently completed terms as a member of the Board of Governors of Pennsylvania's State System of Higher Education, as a trustee of California University of Pennsylvania and as a member of the Board of Visitors of the University of Pittsburgh's School of Information Sciences. He is a member of the Association of Governing Boards and the Pennsylvania Association of College Trustees. He has served on numerous community Boards, including Chair of Leadership Pittsburgh.

Education

B.A., Bucknell University, Lewisburg, PA

Executive Business Management Program, Duke University's Fuqua School of Business, Durham, NC



Dennis M. Barden, Senior Partner, joined the Witt/Kieffer team in 1998 after 20 years in academic administration. Dennis began his administrative career at his alma mater, St. Lawrence University. He went on to serve on the staffs at Georgetown University and Northwestern University. Dennis subsequently served 11 years at the University of Chicago, first as assistant dean of its law school and subsequently as an assistant vice president.

Dennis has supported searches for chief executive officers, chief academic officers, deans, and development and administrative leadership in both public and private institutions. He is particularly attuned to the delicate balance between the traditions of shared governance and the demands of a rapidly changing marketplace within higher education and the non-profit sector. Dennis has written on the challenges faced by deans in a changing administrative environment and on institutional accountability to donors.

Dennis is a recipient of the Council for the Advancement and Support of Education's Steuben Apple Award for his outstanding performance in that organization's international educational programs. He is affiliated with CASE, the Association of Fundraising Professionals, and the Association for Healthcare Philanthropy. He also has served as a faculty member for the University of Chicago's Graham School of General Studies.

Education

BA, *magna cum laude*, English Literature, St. Lawrence University, Canton, NY

Value-Added Support

This team will also draw on the dedicated support of associate consultants, researchers and administrative assistants. Witt/Kieffer has one of the largest research staffs in the executive search industry and, arguably, the largest devoted solely to gathering intelligence on executives in the higher education, non-profit and healthcare industries. The firm has 20 analysts, librarians and knowledge managers who generate original research for every search. Several have masters' degrees in library sciences. They are located in either the firm's principal office in Oak Brook, Illinois.

4. Summarize the fees per the identified contract vehicle along with your proposed timeline.

Retainer Fee: The professional fee is one-third of the first year's total cash compensation, with a minimum fee of \$55,000. Based on an estimated first year's salary, the fee is estimated at the start of the search. Once compensation has been determined at the close of a search, the total fee is adjusted, and an invoice for or refund of the balance of the fee is submitted.

Expenses: Direct reimbursable expenses include advertising, consultant and candidate travel, education and employment verifications, Federal Express charges, and other out-of-pocket expenses. Witt/Kieffer provides cost estimates for each advertisement, and all advertising is approved in advance by the search committee chair. Advertising can be billed directly to the institution, or Witt/Kieffer can pay the bill and then invoice costs to the institution. Travel expenses for consultant and candidate travel are paid by Witt/Kieffer after which itemized invoices are submitted to the institution for reimbursement. Costs for background investigations are invoiced to Witt/Kieffer and then submitted to the institution for reimbursement. Additional reimbursable expenses would include unanticipated out-of-pocket expenses, to be approved by the University.

Allocable Costs: Overhead expenses (including regular postage, telephone, fax, copying, and research) are charged to the client at the outset of a search, in a one-time amount equal to nine percent of the professional fee, subject to a minimum of \$4,500 and a maximum of \$7,000.

Other: If the selected candidate leaves in less than one year other than for personal reasons, Witt/ Kieffer will conduct a search for a replacement and charge only for expenses.

- If possible, we would like to entertain any financial incentives that can be offered; examples might include improvement upon the base rates/fees, capping of certain expenses, modified percentages, or discounted terms on future searches.**

Upon further discussion with FAU officials, Witt/Kieffer would be willing to establish a not-to-exceed amount on the professional fee. In addition, we would also offer discounted terms on future searches to demonstrate our commitment to establish a long-term partnership with FAU.

The Witt/Kieffer Difference



COMMENTS FROM JOHN THORNBURGH'S CLIENTS AND CANDIDATES

CLIENTS

- I want to again reiterate my thanks to you and your firm for the great work you did in finding our President. He is exactly the person we need to lead us for the next 10 years. Your patience and instincts served us well. You can obviously use me as a reference anytime. Your firm did a superb job.
- Excellent service
- Excellent slate of candidates
- John Thornburgh did a terrific job for us
- Outstanding – thank you!
- John and his team did a great job for us
- I was very pleased with Witt/Kieffer and would recommend them
- John Thornburgh did an excellent job – thanks!
- The Number One organization in the industry – very impressive!
- I have worked with W/K in the past on 2 successful searches. Yet, John Thornburgh was more outstanding! He worked well together with our campus search committee and chair. He was very respectful of our process with superb assistance.
- Very good job!
- John Thornburgh was excellent to work with. He made me feel as though I was his most important client.
- John Thornburgh is outstanding
- John Thornburgh is great to work with and he is doing a fine job on other positions.
- Very professional – excellent to work with
- John Thornburgh was very professional and helpful throughout the process
- John Thornburgh was very professional and did an outstanding job during the process
- First time using a search firm. Experience extremely positive. Would recommend highly in the future
- We enjoyed working with Witt-Kieffer and we will call you again in the future.
- John Thornburgh provided exemplary services, and I would, without reservation, consider retaining Witt/Kieffer again.
- I have already, and will continue to recommend Witt/Kieffer
- We had outstanding candidates, and were able from them to make an excellent Chancellor selection.
- The candidates presented were highly qualified.
- The candidates were diverse and helpful support overall diversity objectives
- The services were always timely and responsive. References were helpful and supported the interview process
- I give you the "highest evaluation" and would be pleased to work with you again and will recommend you to others
- John Thornburgh is excellent
- Some search firms keep a stable of candidates that they go to for all manner of searches. WK beats the bushes for talented individuals with a variety of backgrounds and experience who fit a university's needs and culture.

- I just wanted to thank you for your instrumental role in our successful search. That result would not have happened without your involvement. You and your colleagues built a remarkable pool of candidates for us to consider. I have never seen such a rich and deep pool. Whatever we paid for your services, it was money well spent. I cannot thank you enough for all your assistance and guidance in this process.
- Thank you for such a thorough and successful search process. You are complete professionals and made my job so much easier!
- John Thornburgh was professional, accessible and helpful.
- The experience, professionalism, candor, and effectiveness of John Thornburgh is a true differentiator.
- Thanks for the wonderful guiding light that you provided throughout this search. This was the most important thing I have done as Board Chair. You were a resource that I was always confident in, and applied great skill and expertise. We all felt very, very strong about partnering with you.
- Highly professional team - in the search we conducted they provided exceptional industry contacts and expertise.
- High levels of professionalism, accountability, communication and, most important, results

CANDIDATES

- Excellent experience
- The organization was extremely professional
- I appreciated the opportunity to connect with John Thornburgh – good discussion and good questions
- All of my interactions with John Thornburgh were a pleasure
- I found Mr. Thornburgh to simply be one of the finest recruiting specialists I have ever worked with. He was thoroughly prepared, questioned insightfully, and provided prompt feedback to me following the presentation
- The experience was excellent
- John Thornburgh is a class act. I enjoyed interacting with him. He and his client eventually selected a superb person for the job.
- Mr. Thornburgh is very good to work with
- Much more responsive than other firms
- I enjoyed working with John!
- Witt/Kieffer is the best!
- John Thornburgh was great to work with!
- John Thornburgh presented himself as a professional who was very helpful, knowledgeable and very well informed. Thank you!
- John Thornburgh was delightful to work with - quick to respond, thorough and encouraging.
- Pleasure working with your organization
- John did an excellent job!
- John Thornburgh was very professional, very helpful. I would work with him again without hesitation.
- John Thornburgh was excellent to work with and was an advocate for me during the entire recruiting process. I would welcome the opportunity to work with Witt/Kieffer again!

- My experiences with Witt/Kieffer associates have been excellent
- Good job – John kept me well-informed throughout the process
- Extraordinary communication flow from John Thornburgh - very much appreciated
- It was a great experience - thank you!
- My process was handled in a very professional manner; I appreciated the insight and responsiveness offered by John Thornburgh throughout the process. Thank you!
- John Thornburgh was a pleasure to work with during this search
- Excellent interactions – very professional!
- Very good efforts. Very good consultant. Highly recommend!
- John Thornburgh was wonderful and very helpful!
- John Thornburgh is an outstanding individual and did a wonderful job!
- Outstanding experience!
- John was excellent to work with and I will definitely consider using Witt/Kieffer for searches at my institution.
- Excellent firm!
- John Thornburgh was superb - very perspicacious, professional and personable.
- It was a most professional and pleasurable experience
- John Thornburgh was terrific. I particularly appreciated his prompt, personal communication even when the search was concluded.
- This was the most positive experience I have had with a search firm. John Thornburgh was wonderful to work with.
- I enjoyed working with John Thornburgh
- WK is the easiest/best search firm I've worked with. A real pleasure.
- Although I didn't make the final cut, John Thornburgh provided a very thorough process for me as a candidate.
- WK has the most polished and professional consultants compared to the numerous other firms I have dealt with.
- Excellent experience. Would love to work with John Thornburgh again, either as a candidate or a client.
- I would recommend WK to others and would use them in searches for my own organization.
- John Thornburgh is a terrific consultant
- John Thornburgh was exceptional. Outstanding professionalism, represents Witt/Kieffer and its clients well. I have worked with many recruiters over my career, John is one of very best.
- John did a great job! Excellent at his craft.
- I have worked with two W/K consultants on two searches. Both are professional and have great integrity!
- Regardless of the outcome, it was an exceptional experience. Thank you.
- From my perspective the search was handled very efficiently and professionally. John Thornburgh was great. I would be happy to provide glowing references.
- I want to express how grateful I am to you for shepherding the search process through for me. You did a great job. The search chair mentioned to me several times what a pro you are, and I want to offer my thanks as a candidate. You were always there for me, and made it easy to understand the complexity of these things. You kept me calm and

focused, and I was the better candidate for it. You were just outstanding, and I can't think of a better person to guide me than you. I know we will be working together in the future, but want to express my personal thanks for a job incredibly well done.

- John Thornburgh and his team were superb! I could not have had a better experience.
- A model effort
- My experience was very positive and John Thornburgh is an excellent representative of the firm.
- John Thornburgh was excellent and easy to work with
- Very professional and responsive
- The entire process from start to finish was well done. Very professional, through and helpful
- Very professional; good experience
- Overall my experience was very positive and John Thornburgh is an excellent representative of the firm.
- John Thornburgh was terrific to work with!
- The association with WK was a highlight of the process
- First rate in all respects
- Very professional in all ways
- John was very helpful and friendly. He was never rushed - provided great info and feedback
- I've worked with several other firms over the years, mostly as a reference or recruitment aid, and I've done a fair amount of hiring process management gigs myself. I can truly say that yours is the best group I have ever seen or worked with.
- Mr. Thornburgh was a pleasure to work with.
- Witt/Kieffer is the most professional and thorough firm I have worked with throughout my search process.
- John Thornburgh was extraordinary! I would be more than happy to work with him in future searches. John provided and conveyed accurate and concise information that was consistent with what the hiring organization articulated. He was extremely responsive and provided thorough responses to all inquiries. The experience was seamless. John's professionalism and responsiveness permitted me to focus on my preparation, making the experience less stressful.
- I was very pleased with the communication and attention I received from John Thornburgh. John did a terrific job of keeping me informed, asking relevant questions, moving the process forward. Witt/Kieffer did an exceptional job!
- John was great – very professional and courteous
- Very professional firm – John was excellent. They prepared the best job specification that I have seen.
- The search principal, John Thornburgh, was very professional, assessing the advantages and challenges of the position, evaluating the search committee, and providing feedback on my performance.

Source: Witt/Kieffer Quality Surveys