



## Search Firm Proposal Comparison

### **AGB Search, LLC (\$62,500)**

- Search consultant:
  - Experience with Texas institutions, including two UH branches
  - Extensive experience placing VPAS/CFOs
- Process:
  - Total cost includes the entire search process, from profile development to offer
- Guarantee:
  - Includes a second search if institution does not hire a candidate
  - Includes a second search if the selected applicant leaves the institution or position within one year of hire

### **Pauly Group (\$62,000)**

- Search consultant:
  - Search experience not outlined/provided
- Process:
  - Total cost includes the entire search process, from profile development to offer
  - Search process is more indicative of a Presidential search with extensive pre-interview reference checks
- Guarantee:
  - No guarantee included in the proposal

### **Academic Search (\$38,000)**

- Search consultant:
  - Only one search conducted in Texas
  - Extensive experience placing a variety of higher education administrators
- Process:
  - Total cost includes only the initial posting and candidate review
  - Process is limited in scope
- Guarantee:
  - No guarantee included in the proposal

### **Academic Search (\$33,000+)**

- Search consultant:
  - No consultant identified in the proposal
- Process:
  - Total cost includes the entire search process, from profile development to offer
  - Process must be completed in 40 days; each additional 40 day period is subject to an additional search fee (\$33K)
- Guarantee:
  - Includes a second search if the selected applicant leaves the institution or position within one year of hire