



## The Firm

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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 2022, 59% of our placements identified as women and 38% 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 2022, 80% of our searches were for returning clients.

## Our Approach

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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

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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 2022, 59% of our placements identified as women and 38% 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.



**Roxbury Community College  
Search for the President  
Isaacson, Miller Team**



**Donna Cramer (she/her) – Partner**

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Since joining Isaacson, Miller, Donna has recruited executives for a wide range of the firm's clients in higher education, human services, community and economic development, advocacy, foundations, and membership associations. During her tenure at the firm, she has spearheaded our focused work in Diversity, Equity, and Inclusion. Her higher education experience encompasses searches for presidents, provosts, deans, chief diversity officers, and administrators for large public and private university systems, community colleges, small liberal arts colleges, and HBCUs.

The depth and breadth of Donna's experience provides clients with a distinctive and seasoned perspective on determining their needs and identifying people who can meet the challenges they are facing. Her relevant presidential searches include those for Clark Atlanta University, Dillard University, Hennepin Technical College, Minnesota State College and Universities System, Roxbury Community College, Savannah State University, University of Massachusetts, University of the Virgin Islands and Virginia Union University.

Prior to joining Isaacson, Miller, Donna worked with Jane C. Edmonds & Associate, Inc., a Boston-based boutique human resources consulting firm, where she recruited executives in the for-profit sector. She currently serves as board chair of Nuestra Comunidad Development Corporation and works with a number of women's and neighborhood civic organizations. Donna holds a BS from Northeastern University.



**Miguel Santiago (he/him) – Senior Associate**

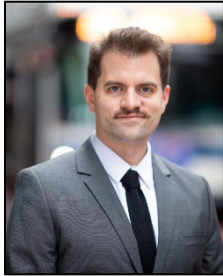
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Miguel Santiago joined Isaacson, Miller as a senior associate in 2022.

Prior to joining the firm, Miguel dedicated the last decade of his career towards improving college access and educational achievement for BIPOC youth throughout the nation. He has worked in college admissions for several mission-driven institutions (ie. Clark, Harvard, Hampshire, etc.) and served as the president of the Northeastern Consortium Bridging Access to College (NECBAC), a college access non-profit that works with low-income, first-generation youth.

Outside of higher education, Miguel has also contributed to national research initiatives focused on anti-poverty policy and collective impact for educational success.

Miguel earned his BA in English literature from Oglethorpe University and his M.Ed in educational policy from Harvard University.



**Ryan Smillie (he/him) – Senior Search Coordinator**

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Ryan Smillie joined Isaacson, Miller as a search coordinator in 2021. Prior to joining the firm, Ryan worked as an assistant general manager at the Charlotte Wilcox Company, a Broadway general management company. He graduated from Harvard University with a BA in government.