

DEERFIELD ASSOCIATES

Executive Search, Inc.

Endorsements/References
Hiring Manager/Client and Successful Candidate

November 2019

“Deerfield Associates assisted Exeter recently in an international search for a Director of Alumni Relations. Their efforts were exhaustive, and the pool of candidates in the final round was extraordinary. At every step in the process, Doug Cooney and Greg Ladd kept us informed about the outreach they were doing, both to candidates and to references. They screened candidates for us, saving a great deal of time, and conducted in-depth interviews with references. For such an important search, it was helpful to have the context of a broad pool of candidates. Doug knows everyone! Best of all, he provided important counsel and guidance along the way.

I can't recommend Deerfield Associates highly enough – they are professional, thorough and efficient. They exceeded my expectations at every turn.”

Morgan W. Dudley '77
Director of Institutional Advancement
Phillips Exeter Academy

December 31, 2019

Hi Doug,

I've known and worked with Doug Cooney for over 20 years as chief advancement officer at St. Lawrence University and Scripps College, and now as Associate Vice President for Development and Alumni Relations at Bowdoin College. Two years ago he placed me in this role at Bowdoin, one of eight placements he's made for Bowdoin over the years. My experience with Doug and his colleagues at Deerfield Associates is that they have been extraordinarily professional, responsive to our specific needs in a given search, and dedicated to completing each search with a successful outcome. I hired Doug to complete an essential leadership gifts officer search since he placed me in 2017, for our ongoing development and campaign work in San Francisco. Doug delivered on another excellent hire. I recommend Deerfield Associates enthusiastically and without reservation.

Mike Archibald
Associate Vice President for Development and Alumni Relations
Bowdoin College
Brunswick, Maine

November 2019

“Doug,

I cannot say enough good things about the team at Deerfield Associates and the outstanding job they did helping us find and hire our Director of Institutional Advancement. Relationships are at the heart of any great school community and Doug, Susan, Greg, and the Deerfield Associates team clearly live by that in all that they do. From the very beginning, they took the time to understand the needs we had as a school community, offered helpful guidance about the process, and then set out to develop a pool of incredibly talented candidates. Deerfield Associates not only did the “heavy lifting,” providing the most thoughtful, thorough background work we have received from any search firm, but they anticipated all of the details that go into helping a school finding and bringing on board the very best fit – which is exactly what they did for us. We are incredibly grateful to Deerfield Associates for an exceptional search experience from an outstanding team.”

Bob Whelan
Head of School
Greens Farms Academy
Westport, CT

April 2019

When The Browning School sought assistance in its search for a new Chief Advancement Officer, my colleagues at other independent schools enthusiastically recommended Doug Cooney and Deerfield Associates. It did not take me long to recognize the reasons for such endorsements, as Doug and his team immediately distinguished themselves with their commitment to learning our school’s culture and specific needs, building a pool of talented and mission-appropriate candidates, and communicating regularly about the contours and cadences of the search. Doug understands the many different needs that vie for space in independent school advancement offices, and demonstrated real skill and imagination in presenting candidates whose talents and interests would align with the particular opportunities at our school. He also expressed a level of interpersonal care and concern that humanizes the search process for all involved, which is so important for institutions founded on relationships. I was delighted to work with and learn from Doug, and would recommend him and Deerfield Associates without reservation.

John Botti
Headmaster
The Browning School
New York, New York

November 2019

“My family and I could not be happier to join the remarkable community at Greens Farms Academy. Throughout the well-paced search process, Doug was always accessible, providing valuable counsel, feedback, and support at every turn. I have known Doug for over a decade and have been consistently impressed with his excellent judgement, deep empathy, and highly collaborative approach. I admire his discipline to keep countless friendships in good repair and his commitment to serve the best interests of his clients and candidates. It was an absolute privilege to work with Doug and his outstanding colleagues at Deerfield Associates. They have my abiding admiration and gratitude and my highest recommendation.”

Joe Flynn
Director of Institutional Advancement
[Greens Farms Academy](#)
Westport, Connecticut

November 21, 2019

“I am so grateful to have been introduced to Doug Cooney, and Deerfield Associates, by a mutual friend from my days of working back at Yale University. It was a true delight to get to know Doug and Mahsa Naini throughout the search process for the Director of Institutional Advancement at St. Andrew’s School. Doug provided extraordinary guidance and support throughout the search, and keenly understood the importance of getting to know me and valuing the right “fit” for this position within a school community. It is only because of Doug that I was introduced to an incredible professional opportunity in a place ideal for my family. I have met many search professionals in my 25-year career, and Doug is one of the best I have ever known.”

Felicia Smith
Director of Institutional Advancement (incoming 2020)
[Saint Andrews School](#)
Boca Raton, Florida

August 2019

There are recruiters and then there are recruiters. I've been fortunate to work with several excellent firms however Doug Cooney and Deerfield Associates stand above and beyond the others. Doug and his team (Greg Ladd) met with me to discuss opportunities, briefed me with the goal of finding the right fit for their clients and for me. They are the only recruiters who mailed me brochures and other information on the institution so that interviews could be more focused. As a result, I was prepared for my interviews. Doug and Deerfield are a win win on matching the right person with the right institution. Their highly personalized and knowledgeable approach shows that they are dedicated to finding the best candidate for the hiring institution and the right fit for the candidate of choice.

Laura Heffron
Senior Director of Advancement
The Elisabeth Morrow School
Englewood, New Jersey

June 2019

Doug,

Fifteen years and eight successful searches later.... I suppose that alone speaks to our confidence in your work, your professionalism, and the value you bring to the search process. The superior quality and level of those we have hired (Controller, Assoc. Dir of Leadership Gifts, Director of Annual Giving, Assoc. VP for Development, etc.) as a result of your efforts has truly been "priceless." Personally, it is always a pleasure! Thanks to you and your team for this latest round of exceptional talent!

With best regards,

Tamara D. Spoerri
Vice President for Human Resources
Bowdoin College
Brunswick, Maine

June 2019

I would like to thank Deerfield Associates, in particular Mr. Doug Cooney for being a friend and advisor of sorts to me in my professional development. I was very fortunate to have met Doug a handful of years ago through a mutual friend.

From our first conversation, which I believe was one of introduction of how I might be able to introduce Doug to other relationship builders/fundraisers turned to a mutually beneficial relationship in which he has helped me grow in my career through providing advice and wisdom. Thanks to Doug for staying in touch over the years and truly getting to know me not just as a professional, but a person.

Doug and his team were able to provide me and my family with a life-long career opportunity. To return to a secondary school institution, The Taft School, with a mission and core values I espouse to develop the “whole student” by being guided by honesty, respect & kindness, high achievement and serving others. This opportunity came about solely from Doug knowing who I am as a person and professional, and at the same time understanding Taft’s needs within its Alumni & Development Office and fuller community.

In the advancement profession I’ve met many of Doug’s colleagues within the executive search industry. Doug is someone who truly wants to make the “right fit” for his clients (school and candidate). Doug’s ability to be successful, I believe, comes from his passion and love of making great educational institutions even greater. Doug is a sincere and honest person who wants to do the right thing. Deerfield Associates thank you for assisting me, as well as many others across the United States and world in discovering our professional home.”

Lawrence Crimmins
Director of Development
The Taft School
Watertown, Connecticut

August 2019

I first met Doug Cooney 15 years ago, (when I was working at Deerfield Academy), at a coffee shop on Main Street in Northampton (Doug's hometown).

Doug reached out to me back then and said that he would like to meet to get to know each other in general interest. When I shared that I was not looking for a new job, Doug replied "You are exactly the kind of professional who I like to meet - well in advance of a possible job/career move".

Since then, working with Doug has been a seamless experience (twice!). Thanks to his commitment to the schools/higher education he represents in each search, paired with his tireless commitment to finding the right fit for candidates, I have had two 'dream-come-true' job opportunities realized. In 2004 Doug recruited and placed me in the advancement office at Milton Academy, and in 2019 in the advancement office at Bowdoin College.

Doug and Deerfield Associates are professional, thorough, work with deep integrity, and dedicated to success on all sides. Add to that a terrific sense humor as needed, and you have is your go-to search team. I have thoroughly enjoyed working with Doug, continue to be impressed by his Deerfield Associates team, and I highly recommend their work.

All the best,

Kimberly F. Kubik
Leadership Gifts Officer
Bowdoin College
Brunswick, Maine

April 2019

Working with Deerfield Associates, as a new Head of School, on finding a new Head of Advancement was a fantastic experience. Doug guided me personally on finding the perfect fit for our school in this vitally important role. Your relentless dedication to turning every stone and digging deep into every conversation was the secret to the success we were able to achieve with this search. I am still filled with excitement about Ann joining our team, as is everyone at Emma! I am incredibly grateful to Doug for the endless hours, e-mails and calls that we had to get to this point. It was all worth it! I really believe we have found an exceptional Advancement leader and perfect fit in Ann – truly could not be happier. THANK YOU!

Jenny Rao
Head of School
Emma Willard School
Troy, New York