

DEERFIELD ASSOCIATES

Executive Search, Inc.

Endorsements/References Hiring Manager/Client and Successful Candidate

"Doug and the Deerfield team approach each search with the utmost care and consideration for perfect matches. Their research, recruitment, and reference checking processes are best in class and beyond compare with other firms. Doug invests himself in the success of each placement and guides school leaders as a strategic advisor, placing people into roles that allow both the individual and the organization to thrive."

Kyle Wilkie-Glass, Interim Head of School, **Ethical Culture Fieldston School**, New York, New York

"After nearly five months of unsuccessfully leading our own internal search for a Director of Institutional Advancement, we enlisted Deerfield Associates and they immediately centralized all communications and outreach. Our efforts to proactively recruit or expand our candidate pool were almost immediately eclipsed by Doug and Greg who did not slow down for the subsequent four months, until we had completed the hiring of our ideal candidate. We are extremely grateful to Deerfield Associates and even more excited about the outstanding candidate they have helped us to hire."

Tyler Lewis, Head of School, **Kimball Union Academy**, Meriden, New Hampshire

"The Academy hired Deerfield Associates to conduct the search for a new CFO. This was one of the most effective -- and speedy -- searches for a major position that I have been involved in as a Head of School, and Doug led the process skillfully from top to bottom: working with me to flesh out the position description, reaching out to and vetting hundreds of candidates, helping develop a deep and diverse pool of qualified semi-finalists from a range of institutions (sitting independent school CFO's, CFOs of leading non-profits, candidates from higher education) and a short list of exceptional finalists. Doug was in touch often, always available whenever I called, worked beautifully with candidates and was instrumental in helping us land our top candidate (Matthew Sheehy/Williams College) offering advice and perspective every step of the way."

John P.N. Austin, Head of School, **Deerfield Academy**, Deerfield, Massachusetts

"I am thankful and appreciative of the Deerfield Associates team for their approach to how they conduct candidate searches and support their clients. As a candidate in the search process, I always felt that the process was honest and demonstrated care. Doug Cooney and team not only have the client in mind but the candidates as well. The process of contemplating a career change is exciting and stressful. I felt at every turn during the search process that I could reach out to Doug and team to get insight, perspective, and an honest assessment. Having Deerfield Associates involved in the process made the entire experience and decision making process less stressful, extremely transparent, and enjoyable."

Matt Sheehy, Chief Financial Officer (incoming), **Deerfield Academy**, Deerfield, Massachusetts

"Williston Northampton has been pleased to work with Deerfield Associates many times throughout the years, most recently for our Director of Advancement search. Doug Cooney and his team at Deerfield Associates can always be relied on for their professional, thoughtful, and persistent approach to finding the right match between the candidate and our team. I always appreciate their responsiveness and depth of communication throughout the entire process. Doug takes the time to understand my objectives at the outset, laying the groundwork for a successful search at the end. His high-value and responsive approach saves me time, identifies a pool of quality candidates, and allows me to focus on making the right hiring decision for the institution. I'm grateful to Doug and everyone at Deerfield Associates for their comprehensive approach and quality work."

Eric N. Yates P'17, '21, Chief Advancement Officer, **Williston Northampton School**, Easthampton, Massachusetts

"My experience with Deerfield Associates has been exceptional. When Mahsa Naini first reached out to me about an opportunity as Director of Marketing & Communications at the Elisabeth Morrow School, I had no prior knowledge of the school or the position. In my initial conversation with Mahsa, I was impressed with how well she understood the organization and spoke passionately about its mission and leadership, and with how thoughtfully she conveyed why it might be an excellent fit. Mahsa and Doug Cooney were incredibly responsive to any questions I had and stayed in frequent contact throughout the interview and hiring process, often speaking on nights and weekends to work around my schedule. Importantly, they provided consistent guidance and support to ensure that both their client and candidate found the best match in one another. I cannot recommend them highly enough."

Alycen Ashburn, Director of Marketing & Communications, **The Elisabeth Morrow School**, Englewood, New Jersey

DEERFIELD ASSOCIATES

Executive Search, Inc.

"Finding myself out of a job in the wake of Covid-19, I came across a very appealing search being led by Deerfield Associates. With a "why not?" attitude, I contacted the search firm even though the job was in Connecticut and I had never lived anywhere other than the west coast. Doug Cooney and the Deerfield team provided a thoughtful, thorough, and personalized experience that was respectful of my time and circumstance. They established the value of the opportunity to build a first-rate marketing communications program for Kent School. I am especially grateful for how Doug talked me through a great deal of uncertainty to help me visualize life in New England as it became clear the position was a great fit."

Martin Voss, Director of Marketing & Communications, **Kent School**, Kent, Connecticut

"Doug Cooney did multiple searches for me at several institutions in advancement and in finance and administration. I met Doug early in my career when I worked in the Advancement Office at Mount Holyoke College and later as Vice President for Institutional Advancement at Franklin & Marshall University and most recently as President of Lebanon Valley College. I engaged Deerfield Associates each time because Doug was so successful in finding great candidates. Doug took the time to understand the institution, in particular its culture and the impact the position could have. Before each search, he spent time with me, on campus, and in speaking with senior colleagues. When screening candidates, Doug could communicate the scope, goals, and importance of the position. The result was that our first conversation with a candidate was at a much deeper level of understanding. This was significant for the search, for the attractiveness of the position, but also in setting expectations for the successful candidate."

Lewis Thayne, President, **Lebanon Valley College**, Annville, Pennsylvania

"When we started our search for a Director of Institutional Advancement at BU Academy, we knew that this would be an exciting opportunity for an entrepreneurial leader -- a self-started eager to build the program, lead a small, motivated team, and partner with me to shape the future of the school. Our biggest concern was making sure that the position description got in front of the right people. Doug Cooney, Greg Ladd, and the team at Deerfield Associates brought us candidates we would have never seen had we listed the position on our own. From our first conversation, Doug was a real partner; he took the time to understand who we are, to think through the profile that would be right for us, and to crystalize what would make the opportunity so exciting to the right candidate. And then he and his team went to work -- activating their network, reaching out to more than fifty potential candidates across the country, and sending along only those folks that best fit the bill. In my conversations with the candidates, it was so clear that Doug had prepared them well -- they knew us and had already begun to picture themselves on our team. And whenever I had a question, Doug was quick to pick up the phone. It's hard to imagine better service and a better partner."

Chris Kolovos, Head of School, **Boston University Academy**, Boston, Massachusetts

"Doug Cooney at Deerfield Associates conducted Madeira's search for a CFO. He couldn't have done a better job. Doug had a special connection to Madeira, as our founder, Lucy Madeira, attended Vassar College, where he got his start. His professionalism, personal attention, willingness to continue the search until we found the perfect fit resulted in a strong array of candidates, and most importantly, the best fit for Madeira. We are a stronger school because of our CFO, and I have Doug to thank for that."

Pilar Cabeza de Vaca, Head of School, **Madeira School**, McLean, Virginia

"After pouring literally a hundred hours into a CFO search that did not result in a successful hire, I sought advice from colleagues on the best firm to conduct a retained search. The answer I heard over and over again: Doug Cooney and Deerfield Associates. After meeting Doug, I quickly realized why: he brings extensive experience and contacts in the industry, an incredibly organized and effective process, and unparalleled customer support. Our process unfolded exactly as Doug explained, as he presented a highly selective group of accomplished, vetted, and interested candidates for our consideration, and then guided us during the interview process. Throughout, Doug advised me personally, kept me apprised of our candidates' status and interest, and helped me develop a relationship with the person who ultimately accepted our position. Deerfield's service was worth every penny and I would certainly recommend them to others."

Matt Glendinning, Head of School, **Moses Brown School**, Providence, Rhode Island

DEERFIELD ASSOCIATES

Executive Search, Inc.

"Doug Cooney and I have known each other for over 8 years and I can't say enough good things about him, his work, his keen intuition for both client needs and candidate fit and of course his attention to detail. Doug has placed me twice (once in New York City, and then in New England). I have worked with him to find top tier candidates for organizations I worked for several times. As the person sitting on both sides of the equation I can say, without hesitation, that he takes care of his clients and his candidates with the utmost attention and pride. It is with strong enthusiasm and without hesitation that I recommend Doug and his search firm for your senior administrative placement needs."

Vickie Monta, Director of Finance & Operations, **Moses Brown School**, Providence, Rhode Island

"Vassar set a high bar for recruiting a new Director of Annual Giving, and Doug Cooney (Deerfield Associates) and his team more than rose to the challenge. We were looking for a strong manager, with vision, creativity, and expertise in the digital space. I really appreciated Doug's no-stone-unturned approach, the tremendous dedication, and the great partnership. A win!"

Tim Kane, Vice President, Office of Alumnae/i Affairs and Development, **Vassar College**, Poughkeepsie, New York

"In 2015, when I served as the Head of School at The Masters School in Dobbs Ferry, New York, we hired Doug Cooney and Deerfield Associates to conduct a search for a CFO. We were very pleased throughout the search process as well as with the outcome. This past year I joined The Elisabeth Morrow School in Englewood, New Jersey as the new Head of School. Upon my joining EMS I immediately hired Doug Cooney and Deerfield Associates to conduct and complete searches for a Chief Financial Officer, a Senior Director of Institutional Advancement and a Director of Enrollment Management. Each search was completed most successfully with accomplished professionals in each important role. The firms deep experience and networks were vital in our successful recruitment of very strong candidates for all the positions. From the first visit interviewing with me and the day spent on each campus interviewing key members of the community, it is clear that they also understand the importance of culture and fit in finding the right person to fill this critical role. The profiles created by Deerfield Associates for each search showed a detailed and nuanced understanding of the complexity and finer elements of the job as well as an appreciation of the unique culture and strengths of The Masters School and The Elisabeth Morrow School. There is a real sense of partnership throughout. Doug Cooney is more than a search consultant; professional, and sensitive throughout, he serves as a wise and respectful guide and coach in the process of narrowing down our search and refining our thinking about who would best succeed and grow in each position. He shows the right sense of urgency, checking in and nudging me along to stick to the ambitious time line we'd set ourselves with each search. As a result, we were successful in filling key searches in important and high visibility positions in a timely manner. The in-depth research Doug and his colleagues conduct on the candidates is superior, and the write-ups they provide from reference checks on each candidate is extremely helpful. I also appreciate the professional way in which Deerfield Associates handles all communications, including their sensitivity in working with those finalists. Doug Cooney is exactly what he represents; a true talent agent personality who is a strategic and experienced recruiting business partner for the hiring Head of School, and who also cares for the candidates whom he and his firm presents for each search."

Maureen Fonseca, Head of School, **The Elisabeth Morrow School**, Englewood, New Jersey

"It was really a pleasure working with Deerfield Associates throughout the process leading to my being selected as the new director of advancement at Convent of the Sacred Heart in New York. From my earliest introductions to the firm as a candidate discussing the opportunity with Mahsa Naini and Greg Ladd, it was clear they had my best interests at heart and wanted to ensure that it would be an appropriate fit for both me and the institution. In moving forward and navigating the process with Doug Cooney, I felt I had both an advocate and counselor on my side. His years of experience and knowledge of the school culture served me well and I'm sure it was likewise from the side of the school's leadership. While I'm extremely fortunate to have been chosen for the role, I also gained some insight into the executive search process and learned a lot about myself throughout the various stages. Having had such a pleasant experience and knowing their value as a candidate for a position, I wouldn't hesitate working with them on future recruitment as an employer."

Thomas McCarthy, Director of Institutional Advancement, **Convent of the Sacred Heart**, New York, NY

DEERFIELD ASSOCIATES

Executive Search, Inc.

"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**, Exeter, New Hampshire

"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

"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, Connecticut

"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

"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

DEERFIELD ASSOCIATES

Executive Search, Inc.

"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, **Saint Andrews School**, Boca Raton, Florida

"Sixteen 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, Associate Vice President 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!"

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

"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

"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

"Working with Doug Cooney and his team from Deerfield Associates has been an amazing experience. Doug is an experienced professional who truly understands the executive search world, as well as being very well versed in all things related to higher education (advancement, enrollment, and finance). I have worked with search firms before. However, Deerfield Associates truly goes above and beyond. They do more than just get to know their applicants; they truly care about putting the right people in the right environment so that both parties thrive. Doug and his team are very responsive, often working early in the morning or well into the evening - the level of dedication that the team has to their craft is inspiring. Working with Doug and the team at Deerfield Associates was a rewarding experience, and deep down, they turn a stressful process into an enjoyable experience. Doug: thank you again for your confidence in me - I hope our paths continue to cross, and please if you ever need a reference for an enrollment job, or something that I may be able to help with please contact me."

Corry Unis, Vice President for Strategic Enrollment Management, **Fairfield University**, Fairfield, Connecticut

DEERFIELD ASSOCIATES

Executive Search, Inc.

"Doug, I wanted to thank you once again for your professionalism, time, effort, interest and support over the past few years. As always, I valued your help in getting Meredith VanDuyne (Director of Advancement) from Minnesota to us here at Flint Hill School in Virginia a year ago. We also deeply appreciated your willingness to brainstorm with Anne Peterson (CFO), Meredith and myself as we thought through the creation of a new role here at Flint Hill this time for a Director of Signature Programs. I thought that it was once again a thorough and strategic search knowing full well that the title and aspects of the position seemed out of the ordinary. You were always there as a partner and a valuable member of our "leadership team". Again, another successful hire in Michelle Odell! And then, your ability to step in and help make a difference in helping us find and recruit Leslie Hutchins to come to as the Director of Development was equally impressive. Again, it gave proof of the incredible job that you and Deerfield Associates do every day. Again, thank you for everything that you do. You provide far more than a search agency; you are supportive, caring, thoughtful, and a reflective educator in your own right. It comes through in the type of people you and your team talk to and engages with throughout this process. For that, we will be forever grateful. If you ever have a client who is looking to talk to a reference, please don't hesitate to send them our way! They would only hear wonderful compliments about you and your entire team."

John M. Thomas, Headmaster, [Flint Hill School](#), Oakton, Virginia

"We reached out to Deerfield Associates because we were told by another search firm: "We are happy to do your search, but if you want the best in the business, why don't you call Doug Cooney?" We took that consultant's advice and went with Deerfield Associates for two searches; our Executive Director of Advancement search and our Annual Fund Director search. I could not have been more pleased with the way the searches were handled. First, the proactive way Doug and his colleagues proactively reached out to a national cross section of candidates was most impressive. Second, they prioritized getting the right match; and finally, the recommendations and reference checks were spot on and very helpful. You and Greg Ladd did a superb job working with us and making two great hires possible. In particular, your follow up, attention to detail, and communication was truly exemplary. They were an outstanding team and a pleasure to work with."

Phil Peck, Head of School, [Holderness School](#), Plymouth, New Hampshire

"Having spent 15 years in this industry, following a 20+ year career in financial services, I have dealt with many search consultants and can unequivocally say the services you and your firm provide are the most professional and of the highest integrity that I have experienced during my career."

Timothy R. Stanton, Vice President for Institutional Advancement, [Assumption College](#), Worcester, Massachusetts

"Nightingale has enlisted Doug Cooney and Deerfield Associates for both our CFO and Director of Institutional Advancement search. In both cases Doug presented a deep pool and he thought long and hard about which candidates would serve our school's particular need at a given moment. If there is a rock to be turned, he will find it. He also supported our school by keeping us on track in our search. A Head of School is pulled in many directions at any one given time. Doug understands this as well as any consultant I know. He is tireless in his efforts and is immensely respectful of the candidates he recruits, and the school that he supports. I was proud to have him representing Nightingale."

Paul A. Burke, Head of School, [The Nightingale-Bamford School](#), New York, New York

"Thank you, Doug! I couldn't have asked for a more smoothly-run, professional process. And to think that three months ago Mount Holyoke College wasn't even on my radar!! Now I'm looking forward to it avidly. Thank you for all that you and your search firm have done to encourage me to explore this wonderful opportunity!"

Fred Baumgarten, Director of Foundation Relations and Sponsored Research, [Mount Holyoke College](#), South Hadley, Massachusetts

DEERFIELD ASSOCIATES

Executive Search, Inc.

"Deerfield Associates, Doug Cooney and his team, did a thorough job of getting to know Vermont Academy. Doug arrived on campus and found ways to get a cross-section of VA life, speaking with administrators, students, and faculty. The pool of candidates we received from Deerfield Associates had variety and was very strong. Julie's work interviewing the candidates and some of their references enabled us to have a comprehensive e-file before we even started interviewing ourselves. The timeline and process that we worked with were supported by and, in many ways, defined by Deerfield Associates as they helped us along to keep momentum. I would give Deerfield Associates my highest recommendation for their expertise, organization, and leadership of hiring processes for administrators."

Dr. Jennifer L. Zaccara, Head of School, **Vermont Academy**, Saxtons River, Vermont

"I have thoroughly enjoyed working with Deerfield Associates. As a candidate, you understand that the client is the school, but it's so refreshing to work with a firm who takes the time to learn about your needs and interests in a way that supports a great outcome for both the school and candidate. Throughout the process, Doug offered coaching – which was terrific since I'm not a candidate very often! His sense of humor, directness, caring, and industry knowledge made it a pleasure to work with him and his team. He was clearly deeply committed to his client. Because of the time Doug must have taken to really get to know the school I felt sure I understood the hopes and dreams of the school and its leadership – an ideal position to be in when starting a new job. As I make the move from Minnesota to Virginia, I am very excited to have worked with Deerfield Associates on this great professional opportunity. If I'm in the position to hire a search firm, they would be at the top of my list."

Meredith Cook VanDuyne, Director of Institutional Advancement, **Flint Hill School**, Oakton, Virginia

"It was a personal and professional pleasure to work with Deerfield Associates again. Throughout our search for a new Director of Advancement, Deerfield Associates was a standout for clarity of process, depth of candidate pool, and thoroughness of placement from start to finish. Of particular highlight was the extraordinary care taken in understanding both the significance of school culture and the match with the candidate pool. Both the candidates and the school were extremely well served by the thoughtfulness and skill of Deerfield Associates. We have retained Deerfield in the past for other searches; Director of Major Gifts (2015), Director of Advancement (2011), Campaign Director (2011) and Chief Financial Officer (2011 and 2008). They have my highest of recommendations."

Ellanor 'Bodie' N. Brizendine, Head of School, **The Spence School**, New York, New York

"Working with Doug and Deerfield Associates was tremendously rewarding to find our new Chief Financial Officer, not just for the outcome but perhaps even more, for the process. To say that Doug is attentive to detail is an understatement and it gently pushes schools to do the same. Most important, he truly extends himself to the people involved in the search process and the benefits to the school as a result of his efforts are tangible. First, he gets to know the school inside out and as part of that, he gets to know all of the key stake holders. On the candidate side, the process can be unnerving and Doug kept them engaged throughout and feeling positively about us so that by the time we were ready to choose, we were fortunate to have a number of strong finalists. Our candidate of choice was in higher education in the mid-west, a truly national search. Now a few months out, we are thrilled with the partnership that has already emerged with the successful candidate and feel that Deerfield Associates is a resource to which we will return when the need arises."

Molly King, Head of School, **Greenwich Academy**, Greenwich, Connecticut

"As a general rule of thumb, I don't write testimonials for consultants, but with Deerfield Associates, I gladly make an exception to that rule. Over a period of years, Mercersburg Academy has secured the services of Doug Cooney and Deerfield Associates for three separate high-level searches: Assistant Head of School for Finance and Operations, Assistant Head of School for Advancement, and Assistant Head of School for Enrollment. In all three instances, I could not have been more satisfied with the approach taken toward these searches; the end results were excellent on all three fronts. The things that most distinguish the firm's work, in my view, are the excellent stable of candidates presented, the personal attention provided both to the school and the candidates, as well as the thorough follow-up on both sides of the equation. I can recommend Deerfield Associates most enthusiastically."

Doug Hale, Head of School, **Mercersburg Academy**, Mercersburg, Pennsylvania

DEERFIELD ASSOCIATES

Executive Search, Inc.

"If you ever want to know how good Doug Cooney is at his job, just call me!! A true professional who really knows the business, Doug is organized and an effective communicator. He fully comprehends both the hiring client needs and that of the candidate. He lets you know where you stand and the next steps. He knows a "good fit" when he sees one."

Wally Halas, Vice President for Institutional Advancement, [Fairfield University](#), Fairfield, Connecticut

"Doug Cooney is a man of sharp insight and deep integrity. He sincerely cares about his clients and the candidates he presents. He conducts himself with complete professionalism. Having been an unconventional, career changer candidate, I was impressed with how well Doug could articulate and discern the personal qualities and attributes that would lead toward a successful career in education. I trust Doug, value his judgment, and highly recommend his services."

William M. Clark, Managing Director, Leadership Giving, [Dartmouth College](#), Hanover, New Hampshire

"Having interviewed a number of top national search firms, Milton Academy selected and hired Doug Cooney, Principal of Deerfield Associates to conduct a search for a new Chief Advancement Officer. Excellent references from prior clients, as well as Doug's thoughtful and disciplined approach affected our choice. Doug's firm prides itself on seeking out new talent, professionals who are not necessarily engaged in a job search. Deerfield Associates' reputation is providing excellent candidates and conducting a professional and discrete recruitment process. Doug and his team developed a deep pool of highly qualified and experienced advancement professionals in a timely manner. Doug was most accessible and brought a balanced approach to the search process. I relied on Doug and always felt at the helm of the search. We met and interviewed qualified candidates from around the country and from a variety of well-known institutions including colleges, universities and independent schools. Milton identified and hired the right candidate in Lisa Winick, an accomplished professional at an independent school outside New England. I later learned that for nearly a decade, Doug had known and cultivated Lisa Winick as a candidate. Doug's search firm reaches far and wide, and among educational institutions, it enjoys respect. Doug presented himself as a talent agent who seeks out the best candidates and the right fit for the school. I am happy with the outcome of our search and can enthusiastically recommend Deerfield Associates."

Todd B. Bland, Head of School, [Milton Academy](#), Milton, Massachusetts

"Saint Andrew's School of Boca Raton, Florida recently concluded our search for a new Director of Institutional Advancement and prior to that a search for a new Chief Financial Officer. At the start of the search process we interviewed a handful of search firms and we chose to work with Doug Cooney and Deerfield Associates for both searches. We could not be more pleased with the job that Doug and Deerfield Associates did on our searches. From day one Doug was hands on and directly involved with every aspect of the search. Doug visited the School and spent considerable time getting to know the mission and culture including meeting with senior faculty, staff, trustees and myself. He worked hard to gain a thorough understanding of our institution and specific needs. Deerfield brought us a group of highly qualified candidates for each search and we couldn't be happier with both the process and the results of each search. It was truly a national and international search effort. Our new Director of Institutional Advancement relocated from Switzerland and our new CFO relocated from New Hampshire. As a new and incoming head of school, I was fortunate to have Doug's experience, guidance, and expertise in the service of our school. I would recommend that any school undertaking a development and CFO search talk with Doug and his colleagues at Deerfield Associates."

Ethan Shapiro, Head of School, [Saint Andrew's School](#), Boca Raton, Florida