

ABOUT ISAACSON, MILLER

Isaacson, Miller is a national executive search firm devoted to recruiting exceptional leaders for mission-driven organizations. Our founders created the firm in 1982, a time when civic institutions rarely used executive search firms.

The firm has grown steadily, and today, Isaacson, Miller stands alone as a large, national, retained search firm dedicated to the full range of public and civic missions. We have active practices in higher education, science and social science research, human services, conservation and environmental defense, human and civil rights advocacy, K-12 education, academic and community healthcare, philanthropy, arts and culture, and community-based economic development, with sub-specialties in almost every functional area.

Many of our clients and past candidates become part of an extended network that shares our goal of strengthening the 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.

The country's civic community has come to recognize our persistent commitment to recruiting diverse talent. On average, in searches completed with us over the last decade, 40% of our clients have hired women and 25% people of color.

Isaacson, Miller is a mission-driven business committed to the recruitment of powerful civic leaders who raise our own and our clients' competitive aspirations. We believe that civic organizations are essential to a strong civil society, a vigorous democracy, and to a free market economy. Civic institutions educate us all. They encourage the marketplace of ideas through research, teaching, and advocacy. They inspire innovation, and, through foundations and philanthropy, they arouse the charitable endeavors of private citizens. The civic sector serves as the guardian of our economic and societal strength. We have made its success our business.

TEAM BIOS

DAVID BELLSHAW VICE PRESIDENT & DIRECTOR

David Bellshaw entered the field of executive search in 1990 with a major international search firm before joining Isaacson, Miller in 1992 at its Boston headquarters. David took a hiatus from the firm in 2000 to work in the private sector as a Senior Vice President (of People and subsequently Operations) at campsix, a technology business incubator in San Francisco. He then returned to the firm in 2003 to head up Isaacson, Miller's West Coast office. David has experience recruiting for the most senior executive roles in organizations, leading searches for president, chancellor, provost, dean, and other senior administrative officers in higher education; for senior administrative and technical officers in academic medicine and teaching hospitals; for leaders of major civic institutions; and for executive directors and senior staff for environmental and advocacy organizations. David is currently a member of the firm's Executive Committee. He earned his Bachelor of Science from the University of California, Berkeley and a Master of Business Administration from the University of California, Davis.

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REGAN GOUGH PRINCIPAL

Regan Gough joined Isaacson, Miller in 2001 and has over 15 years of experience in executive recruiting for both nonprofit and for-profit organizations. She has served as an anchor figure in the firm's West Coast office, helping to build its practice across a range of sectors including higher education, foundations, conservation, and healthcare. Regan has conducted numerous searches at the presidential, cabinet, and senior levels, serving many of the firm's most prominent West Coast clients. Past clients have included major universities, liberal arts colleges, medical centers, art and design colleges, philanthropies, and environmental and conservation organizations. Prior to joining Isaacson, Miller, she was a Managing Consultant for a subsidiary of Korn Ferry International and the sole proprietor of her own recruiting firm. She began her career in research at ES Leadership International, a boutique executive search firm. Originally from the San Francisco Bay Area, Regan holds a BA in English, *cum laude*, from Wellesley College in Wellesley, MA.

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JAMIE SANDS SENIOR ASSOCIATE

Jamie Sands is a Senior Associate with Isaacson, Miller, where she is actively involved in all aspects of the search process, from research to qualification and final selection of candidates. Jamie joined the firm in 2008 and has worked on presidential and dean searches for liberal arts colleges, major research universities, and academic health science organizations across the country. Prior to coming to Isaacson, Miller, Jamie was a recruiter for a national firm, working with government agencies, healthcare organizations, and private sector companies. She graduated *magna cum laude* from Skidmore College with a specialization in management and business.

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JUDITH DOLD OFFICE MANAGER

Judith Dold joined Isaacson, Miller in 2004 as the Office Team Administrator of the San Francisco branch until she was promoted to her current role as the Office Manager. She has provided logistical and administrative support to clients throughout the search process. Her main focus is to provide seamless support that allows clients to maximize their time on search process and candidates. Her innovations in office operations and behind-the-scene search projects have led to more efficient and expedited service to clients. Prior to joining the firm as a Team Administrator, she worked at the American Red Cross Bay Area Chapter. She began at ARCBA as an administrative assistant before being promoted to office manager and ultimately serving as Manager of Volunteer Resources for the San Francisco County branch of ARCBA. In this role, she was responsible for managing the volunteer program and oversaw the intake process of the large influx of volunteers immediately following the 9/11 tragedy (including responses to over 3,000 volunteer inquiries). Judith holds a BA in human services from Villanova University.

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