

THE UNIVERSITY OF ALABAMA®



THE UNIVERSITY OF ALABAMA
VICE PRESIDENT FOR FINANCIAL AFFAIRS AND TREASURER
POSITION AND INSTITUTIONAL PROFILE

The University of Alabama invites inquiries, applications, and nominations for the position of Vice President for Financial Affairs and Treasurer. Review of materials will begin immediately and continue until the position is filled.

This search is being assisted by:

ACADEMICSEARCH

The University of Alabama, one of the nation’s premier public universities, is seeking applications and nominations for the position of Vice President for Financial Affairs and Treasurer (VPFA&T). The next VPFA&T will serve a thriving institution that has earned global distinction for sustained double-digit enrollment growth, academic excellence, and state-of-the-art physical facilities. Designated by *U.S. News & World Report* as a “Top 50” public university, the University is committed to exemplary teaching, research, scholarship, athletics, and co-curricular programs that rival any in the nation.

The University of Alabama (<https://www.ua.edu/>) offers bachelors’, masters’, and doctoral degrees in over 200 fields of study. UA’s more than 1,000 acres of tree-lined pathways and state-of-the-art facilities are a source of inspiration for students, faculty, and staff. As the state’s flagship university, UA has the fastest growing enrollment in the nation.

On the financial front, UA’s total revenues for 2016 exceeded \$1.1 billion. UA’s 2016 net position was \$1.9 billion. The University’s 2016 Financial Report can be found at <http://financialaccounting.ua.edu/financialreports/>. With an operating budget approaching \$875 million, The University of Alabama is a highly respected leader in the intellectual, social, and economic advancement of the state and region. A powerful engine for economic development, UA annually contributes more than \$2.5 billion to the state’s economy (http://president.ua.edu/wp-content/uploads/2013/12/president_report_2013.pdf). The University has earned the fiscal support of its strong Congressional delegation and is a vital partner in a variety of international economic development initiatives.

The University of Alabama has seen unprecedented growth in both quality and numbers since 2003, with enrollment topping 30,000 for the first time in 2010 and reaching more than 37,600 this academic year. UA has planned carefully for this expansion, adding faculty, facilities, and support functions to meet current needs and accommodate continued demand. As students and their families across the country and around the world recognize the quality and value UA offers, the University has welcomed excellent freshman classes year after year, with each new class exceeding the last in academic quality.

Robust student demand has led to a remarkably strong operating cash flow, expectations for continued favorable philanthropic support, and growing flexible reserves. The consistently positive operating performance reflects a culture of sound financial management coupled with strong revenue growth. The University’s operating margin averaged 10.1 percent in recent fiscal years.

POINTS OF PRIDE

Among the points of pride for which The University of Alabama is well known:

- A *U.S. News* “Top 50” public university for more than 10 consecutive years;
- Student enrollment that has increased more than 75 percent since 2003;
- A leader among public universities in attracting National Merit Scholars with more than 500 currently enrolled;
- \$1.95 billion in capital improvements in just over a decade;

- A national frontrunner in alumni giving for student scholarships;
- One of the top 100 higher education institutions in the country in the number of degrees awarded to African Americans;
- A student-centered research university where 1 of 3 freshman students participate in the University Honors Program, the Computer-Based Honors Program, the International Honors Program, or the Blount Undergraduate Initiative;
- One of America’s most beautiful residential campuses; and
- A heralded championship tradition in intercollegiate athletics.

LOCATION AND CULTURE

Located in the city of Tuscaloosa (<http://www.tuscaloosa.com/>), with a population of more than 98,000, The University of Alabama is ideally situated within easy driving distance of pristine Gulf Coast beaches and major metropolitan hubs such as Atlanta, Birmingham, Nashville, and New Orleans. Town-gown relationships thrive in a setting that is known for the lively mix of cultural, recreational, academic, and service-learning offerings.

Faculty, staff, students, and community members enjoy a diverse array of musical, dance, and theater performances, as well as art exhibits, lectures, and readings. The annual “Realizing the Dream” concert celebrates the life of Dr. Martin Luther King, Jr., and Creative Campus, a student-centered arts advocacy initiative, brings creative arts events to the University and the community. Situated along the scenic Black Warrior River just a mile from campus, the Tuscaloosa Amphitheatre (www.tuscaloosaamphitheater.com) showcases musical headliners, and the nearby River Market is one of the region’s go-to destinations for farm-sourced produce.

From classic movies and antiques shops to lakes, rivers, and the incomparable North River Yacht Club, the area is a magnet for visitors and a respite for year-round residents.

CAMPUS

The University of Alabama’s stunning 1,026-acre campus is a proven recruitment tool. Students say it is “love at first sight” when they first see the elegant brick Georgian buildings and feel the spirit of the legendary Crimson Tide. Historic campus buildings are meticulously restored and stand alongside world class research and classroom facilities, including the iconic Shelby Quadrangle complex. For a picturesque aerial drone campus tour, please visit <http://vimeo.com/104625184>.

The University has made \$1.95 billion in capital improvements in just over a decade, with more than 72 new buildings constructed since 2003. It is no surprise that occupancy of the campus’s popular residence halls surpasses 93 percent, and the vast array of dining options and recreational facilities are among the nation’s best. In the last 12 years, 12 new residence halls have been constructed along with new houses for the University’s sororities and fraternities.

With access to more than 3 million print and electronic resources, the University Libraries is a system of five separate, discipline-related libraries that together rank 50th out of 99 university libraries qualifying for membership in the prestigious Association of Research Libraries and 32nd among public university libraries. The Libraries' faculty and staff continue to build rich print and digital collections in keeping with their stature among the best research libraries in North America. The holdings in Special Collections continue to be augmented through major gifts and the careful acquisition of rare and unique materials related to the history of the University and the political and social history of the state and region.

STUDENTS

Enrollment at The University of Alabama has increased more than 75 percent in the last 12 years and reached another record for the Fall Semester 2016, with 37,665 students. Academic quality and scholarship opportunities for deserving students continue to increase significantly. Some 53 percent of students hail from out-of-state and 4 percent are international students who come to Alabama from 77 countries around the world. The University is a leader among flagship universities in the enrollment of African Americans and ranks #1 in the nation in the enrollment and graduation of minority doctoral students under the Southern Regional Education Board's Doctoral Scholars Program.

The entering freshman classes have grown in both numbers and academic credentials each year for more than a decade. Of the 7,559 members of this year's freshman class, more than 40 percent scored 30 or higher on the ACT, placing them in the top 5 percent of students taking that entrance exam.

The University of Alabama offers a creative and challenging environment where students can reach their full potential as they follow their dreams and prepare for their careers. UA students have every opportunity to pursue their interests, try new activities, and make a difference in the world. Fourteen UA alumni and graduates accepted Fulbright awards to study and teach abroad during the 2017-18 academic year.

Community service is a hallmark of The University of Alabama experience. UA students typically complete more than 1.1 million hours of community service with more than 183 community partners. An estimated 11,000 students participate in 105 service-learning courses led by faculty members from every college on campus.

ACADEMIC PROGRAMS

At the undergraduate level, The University of Alabama offers a comprehensive range of baccalaureate programs in the arts and humanities and in scientific, technological, pre-professional, and professional fields. A University-wide core curriculum provides a strong general education component as the keystone of every undergraduate degree. Students choose from more than 200 fields of study, and learn in a campus environment where the student/faculty ratio averages 21:1. Participation in original research and creative activities is an important part

of the undergraduate experience at UA and more than 600 undergraduates showcase their research and creative activity projects at the University's annual Undergraduate and Creative Activity Conference.

Entering freshmen with a composite ACT of at least 28 or a composite SAT of at least 1310 and a GPA of 3.5 or higher are invited to apply to the Honors College, which is dedicated to attracting the best of the best to do some of the most important work going on in the University and the state. From changing the course of Parkinson's research, raising the bar on cultural literacy, or starting an art program in local schools, undergraduate students in the Honors College have the enviable opportunity to discover their own path by partnering with faculty members to create something that fits, inspires, and ultimately educates like nothing else.

Graduate programs, built on the Capstone's strong undergraduate foundations, concentrate on the development of original scholarship and competence in research. In selected areas, including the state's only public law school, professional programs develop the highest levels of competence and leadership. The School of Law is ranked 23rd in the nation by *U.S. News and World Report* and the School of Library and Information Studies is ranked 28th nationally in the latest rankings for library schools. In addition to face-to-face instruction, the School of Library and Information Studies also has a fully online, synchronous graduate program that is now in its tenth year.

For a list of the University of Alabama's 12 colleges and schools, see <https://www.ua.edu/academics/#colleges> .

FACULTY

The University has over 1,800 faculty, of whom 82.7 percent hold terminal degrees and including 22 who have received the NSF's Early CAREER Award, the nation's most prestigious recognition of top-performing young scientists, in disciplines ranging from nanoscience and engineering to biological sciences. In keeping with the meteoric growth in student enrollment, The University of Alabama continues to aggressively recruit the best and brightest faculty across all disciplines. Compensation is highly competitive.

World-class faculty, staff, and students are leading the way in research efforts that explore new technologies, develop the mind power to advance scientific discovery, and find ways to harness the power of creative thought that will fuel the economy of the future. The Bama Technology Incubator nurtures high-growth, high-tech businesses into profitable industry leaders (<http://aime.ua.edu/BTI/>).

ATHLETICS

Athletics enjoy a long and proud tradition of excellence at The University of Alabama (www.rolltide.com).

ALUMNI

The University of Alabama's more than 200,000 living alumni and friends provide a strong support network worldwide through the UA Alumni Association, which ranks in the top 10 nationally in alumni support (www.ua.edu/alumni.html). This year alone, some 2,500 students will share more than \$4.8 million in scholarships administered by the National Alumni Association – placing UA among the top three institutions of higher education in this category nationally.

GOVERNANCE

Established in 1969, the UA System includes The University of Alabama, the University of Alabama at Birmingham, and the University of Alabama in Huntsville (www.uasystem.ua.edu). The System is governed by a self-nominating Board of 15 elected and two ex-officio members; three members represent the Congressional district where the Tuscaloosa campus is located and two are from each of the other six Congressional districts. The Governor of Alabama and the State Superintendent of Education serve ex-officio. Elected members are confirmed by the State Senate and may serve up to three consecutive, full six-year terms.

The Board of Trustees ensures the effective leadership, management, and control over the activities of the three doctoral research universities in the UA System. This structure provides for a definitive, orderly form of governance, and secures and continues responsive, progressive, and superior institutions of higher education.

THE VICE PRESIDENT FOR FINANCIAL AFFAIRS AND TREASURER

The Vice President for Financial Affairs and Treasurer is the chief financial officer (CFO) reporting to, and serving at the pleasure of, the President of the University. As such, the position leads the University's Division of Financial Affairs (<http://financialaffairs.ua.edu/>), an administrative organizational structure that includes all aspects of finance, business services, financial affairs, information technology, compliance, human resources, capital planning and construction, facilities maintenance, transportation, enterprise operations, and public safety. The VPFA&T provides oversight and stewardship for the University's financial resources while ensuring absolute institutional integrity on fiscal and human resource matters. Serving as a strategic advisor to the President and the Provost, the VPFA&T is responsible for operations and capital budget planning, as well as for developing a long-term sustainable economic model that ensures the viability of the University. As CFO, she or he is responsible for risk management and compliance with audit, legal, donor requirement, Internal Revenue Service, and federal and state regulations, controlling the flow of funds through the organization and maintaining their integrity. The VPFA&T also represents the University on financial and capital matters to The University of Alabama System Board of Trustees.

The VPFA&T, as a member of the President's executive staff, is expected to play a significant role in advancing the mission and strategic direction of the University. These institutional aspirations and strategic priorities require an individual who, for example, can:

- Think strategically about creative business opportunities;
- Balance capital requirements with bonding issues;
- Work collaboratively with University administrators and other campus leaders serving as both an impetus and manager of change;
- Navigate evolving relationships with the Alabama State Legislature, System Board of Trustees, and numerous local, state, and federal agencies;
- Communicate effectively with all internal and external stakeholders and constituents;
- Contribute to making the University's intellectual environment, community, and student experiences richer, vibrant, and inclusive; and
- Promote a culture that values tradition, equity and inclusion, service and humility, collaboration, shared governance, clarity of decision making, and the ability to balance priorities in service with the larger educational, research, and outreach mission of the institution.

In short, the University seeks an innovative and strategic leader with a broad vision for the role of finance and administration in achieving institutional excellence.

Ideal qualifications for the position include:

- Earned graduate degree (PhD preferred) and CPA licensure or its equivalent.
- Ten years of increasing responsibilities within a large, complex higher education environment and proven experience developing financial and physical infrastructure plans that support strategic priorities.
- Senior-level administration abilities that include budget and financial management processes, strategic planning, policy formation, campus development, real estate acquisition, and personnel management.
- Superb management and communication skills, clear business acumen, and the ability to build partnerships and conduct high-level negotiations.
- Experience in creating a highly responsive organization and an ability to leverage limited resources while achieving innovative results.
- Demonstrated ability to recruit, retain, and reward high quality staff as well as a flexible, engaged, and open management style that delegates authority, empowers staff, and sets high expectations.
- The highest degree of personal integrity that builds relationships of trust with the many communities that make up the University.

Salary is competitive, and the University's benefits package includes several options for health/dental/life insurance, comprehensive retirement plans, and a program of reduced tuition for dependents.

SELECTION PROCESS

The Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Nominations, inquiries, and applications can be submitted in confidence. A full application (to include a letter of interest, resume/curriculum vitae, and the contact information for five references – who will not be contacted without permission) should be submitted electronically to:

AlabamaVPFAT@academic-search.com.

Confidential discussions about this opportunity may be arranged by contacting Ann Die Hasselmo at Ann.Hasselmo@academic-search.com or Chris Butler at Chris.Butler@academic-search.com, consultants with Academic Search, Inc., Washington, D.C.

The University of Alabama is an Equal Employment/Equal Educational Opportunity Institution. All qualified applicants will receive consideration for employment without regard to race, color, religion, national origin, sex, sexual orientation, gender identity, gender expression, age, genetic information, disability, or protected veteran status, and will not be discriminated against because of their protected status. Applicants to and employees of this institution are protected under Federal law from discrimination on several bases.

ACADEMIC SEARCH

For more than three decades, Academic Search has offered executive search services exclusively to institutions of higher education. Academic Search was founded on the principle of strengthening higher education leadership through professional search services. We are the only search firm in the nation with a formal relationship to a premier leadership development program. As the subsidiary of the American Academic Leadership Institute (AALI), Academic Search provides substantial financial support to a number of leadership identification, development, and support programs across all sectors of public and private higher education. For more information, visit www.academic-search.com.