



ADLER UNIVERSITY

Position Profile

**Vice President for Finance and
Chief Financial Officer**

July 2020

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THE INSTITUTION

A singular idea has consistently driven Adler University's curricula, pedagogy, and community engagement. That guiding idea is Alfred Adler's groundbreaking concept of social interest or *gemeinschaftsgefühl* – the idea that health resides in community life and connections. Today, this idea is more necessary than ever to drive the work and change most needed in challenged communities around the world.

In 1952, Rudolf Dreikurs and his colleagues established the institution as the Alfred Adler Institute in Chicago – to train practitioners to apply Adler's idea of social interest. Alfred Adler was the first to focus on wellness in the community context. He advanced the revolutionary idea that responsible practitioners must advocate to change the social conditions that affect population health and wellbeing.

Today, with three campuses – Chicago, Vancouver, and online – Adler University is a graduate institution enrolling more than 1,650 students. The institution continues Alfred Adler's pioneering work through preparing socially responsible practitioners, engaging communities, and advancing social justice. In practice disciplines such as psychology and public policy, students learn to be social justice practitioners, specifically to be effective social change agents in pursuit of justice.

The University has established and carefully maintains a high-quality student-focused learning environment, with small class size (average 10 students per section) and close faculty mentoring (ratio of 13 students per core faculty member). Following a competitive admissions process, 96 percent of students are retained year-to-year, 80 percent of students graduate, 91 percent of alumni are employed within a year of graduation, and 96 percent of alumni report that their preparation in socially responsible practice is important to them in completing their daily work. Adler's loan default rate is 3 percent in the United States and 0 percent in Canada. The University's 4000+ alum are changing the world.

The vision for Adler University is to be the leading or premier higher education organization addressing socially responsible practice – a unique resource for broadening relevant practice, advancing social justice, understanding policy, initiating advocacy, promoting academic reflection, and producing social action and change.

ADLER'S FIVE GUIDING VALUES

SOCIAL INTEREST: We are part of and invested in community, and we act and collaborate with compassion and social responsibility.

PLURALISM: We respect and celebrate human diversity and difference.

COURAGE: We encourage leadership, innovation, and creativity, act on principle, and challenge the status quo.

EXCELLENCE: We embrace the highest level of quality, rigor, and integrity for education, scholarship, performance, and outcomes.

PRAGMATISM: We are outcome-oriented and evidence-based, and we pursue real-world solutions and measurable results.

Adler's curricula embody these values and its mission to produce what are called socially responsible practitioners, or contemporary Adlerian practitioners specifically prepared to be social change agents in the pursuit of justice. The University directly engages communities in the preparation of socially responsible practitioners through structures such as its Institute on Public Safety and Social Justice, Center for Civic Learning and Community Action, and Adler Community Health Services.

Adler University is a Community Engaged Institution as classified by the Carnegie Foundation for the Advancement of Teaching. In 2016, Adler was the Presidential Winner, in the General Category, for the President's Higher Education Community Service Award, and as it turns out, the final winner of this award for the foreseeable future.

Four years ago, the University began its online campus; three years ago, it purchased the Chicago campus facility; and two years ago, a new Vancouver campus facility was built and occupied. With this infrastructure, Adler's strategic plan details the continuing work to move from a psychology school to become a university uniquely focused on social justice practice ([click here](#) to read the strategic plan). The University's president, Chicago's second longest-serving university president and the United States' longest-serving LGBTQ higher education president, works with a diverse board and a newly-constituted cabinet to steward the plan. The Board of Trustees recently reset and extended the strategic plan to 2022 ([click here](#) to see recent accomplishments described in the annual report).

THE POSITION

Reporting to President Raymond E. Crossman and participating as a member of the Adler University Cabinet, the Vice President for Finance and Chief Financial Officer will work closely with the president, chief of staff, and board of trustees, playing a key role in managing the Institution's fiscal health, advancing its sustainability, and promoting its growth.

In this recently reimagined role, Adler is seeking a leader to firmly focus on the finances of the institution. The vice president will develop and execute a broad vision and strategic plan for financial operations, creatively identifying and implementing all opportunities to improve business efficiencies in a manner that represents best practices in financial management. Furthermore, this vice president must be a leader who will successfully serve as ambassador of the financial plan, shepherding the multitude of stakeholders in Adler's annual budgeting process and communicating frequently and consistently with faculty and staff in a manner that enhances the community's understanding of all related operations. This leader must also possess a high level of business acumen and an ability to translate the nuances of financial forecasting into multiple business scenarios that manage risk appropriately and ensure the University's success.

The Vice President has responsibility for a staff of five and supports the management of University's \$40M institutional budget.

The Vice President for Finance and Chief Financial Officer position presents an exciting opportunity for an experienced finance executive to build on a strong foundation of solid financial operations to refine and enhance this key function within a growing university.

Responsibilities and Duties:

- Oversee all fiscal operations for the University.
- Lead the development and implementation of operating and capital budgets in support of short- and long-term goals.
- Direct fiscal responsibility, efficiency, and effectiveness across the University.
- Serve as a member of the president's cabinet, participating in major decision-making for the University. At the president's request, attend meetings of the board of trustees and the finance committee of the board.
- Manage the financial affairs of the University, including:
 - Monitoring budgets and purchasing, providing monthly financial reports, preparing projections and multi-year planning financial models.
 - Communicating budget, financial results, and fiscal responsibility to stakeholders across the University.
 - Reviewing contracts for liability and contractual commitments with the assistance of legal counsel as needed.
 - Advising the president and board of trustees regarding the University's fiscal health, sustainability, and growth.
 - Staffing the board finance and audit committee.
- Collaborate with other University leaders to develop short- and long-term strategies and financial plans consistent with the strategic plan and in compliance with generally accepted accounting principles and practices.
- Measure compliance with approved operating plans and report results to all levels of management, auditors, federal agencies, and accrediting agencies. prepare information and reports for the president, and at the president's direction, present information and report to the finance and audit committees of the board of trustees.
- Working with the Vice President for Institutional Advancement, oversee management of operating, endowment, and investment accounts consistent with donor-required and other fund restrictions.
- At the president's request, negotiate agreements for the University with outside organizations including banks, investment managers, vendors, consultants, etc., monitoring their performance and approving payments.
- Other duties as assigned by the president.

Qualifications:

The successful candidate will have:

- A bachelor's degree, at minimum; a master's or terminal degree and/or CPA is preferred.
- Six (6) plus years of executive-level experience in finance.
- Knowledge of fund accounting and project management at minimum; experience in higher education or non-profit processes and procedures is a plus.
- Experience working within dynamic environments with internal and external stakeholders.
- Work and civic engagement experiences which demonstrate a commitment to social justice, as well as to the values of the University – social interest, pluralism, courage, excellence, pragmatism.
- Extraordinary managerial and interpersonal skills, record of effective work as senior management.
- Excellent communication skills including public speaking and written.
- Understanding of both the United States and Canada context (or a record that suggests enthusiasm for cultural competence, if inexperienced in one of the countries).
- Demonstrated cultural humility, including strong emotional intelligence and the ability to engage and build relationships.



TO APPLY

Applications will be reviewed and considered as they are submitted. Please submit a PDF version of your CV/resume and letter of interest upon application. All applications and nominations will be held in confidence.

To apply online, go to: <https://theapplicantmanager.com/jobs?pos=su206>

More information or to offer recommendations or nominations:

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It is the policy of Adler University that all persons are entitled to Equal Employment Opportunity (EEO) protection. The University does not discriminate against any individual for employment because of age, religion, race, color, gender, gender identity, sexual orientation, national origin, ancestry, marital status, physical or mental disability, military status (including unfavorable discharge from the military), or any other category protected by federal, state, or local law.

As part of the Adler's equal employment opportunity policy, Adler will also take affirmative action to ensure that minority group individuals, females, disabled veterans, recently separated veterans, other protected veterans, Armed Forces service medal veterans, and qualified disabled persons are introduced into our workforce and considered for promotional opportunities.



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