

Financial Executive Search

Identifying Strong Leaders for Challenging Times

Stewarding resources in difficult financial times takes leadership skill, experience and the ability to inspire others to meet challenges head-on. In higher education and academic medicine, in particular, the chief financial officer (CFO) must find creative ways to leverage resources with diminishing endowments, reduced public and state support and increased dependence on tuition. Selecting a CFO is a strategic decision — one that will dramatically affect the ability of the chief executive to realize the institution's vision and ensure a legacy into the future.

Witt/Kieffer brings an in-depth understanding of higher education and academic medicine to the search for business and finance leaders. We specialize in identifying talented individuals who:

- Manifest a true commitment to higher education and academic medicine and their roles in society
- Demonstrate transformative leadership in managing an institution's finances
- Serve as key advisor to the president and board on financial issues
- Create financial transparency
- Proactively address issues and communicate effectively with all audiences
- Ensure a collaborative environment where the message is "how" rather than "no"
- Balance strategic objectives with financial realities

Witt/Kieffer consultants bring extensive experience to search assignments in higher education, health care, academic medicine and other not-for-profit organizations. We offer national coverage, personalized service and a distinctively collaborative approach to finding the right leaders for colleges and universities, academic medical centers and medical schools.

Proven experience in CFO search

Our CFO practice consulting team brings a wealth of resources to every search, including content expertise, market research capabilities and a robust database of candidates from within and outside the industry. Equipped with decades of experience working with financial leaders, our expertise in organizational

assessment and design enhances our ability to help institutions position themselves for superior high quality outcomes.

Attentiveness and sensitivity to current trends

Witt/Kieffer search consultants understand the shifts in financial, demographic and market trends that are changing the landscape of higher education and academic medicine. They have the insights needed to find financial leaders with the vision and capabilities to respond to today's challenges. They assess the potential and strengths of candidates and align those strengths with each institution's specific needs and priorities.

Witt/Kieffer finds CFO candidates who understand the need for innovative and strategic approaches to such complex issues as:

- Management of endowments
- Comprehensive view of debt structure and liquidity needs
- Challenges of deferred maintenance
- Appropriate role of outsourcing
- Growth of safety and security concerns
- Challenges of intercollegiate athletics
- Rising cost of technology
- Dramatic shifts in funding
- Management of clinical practice plans
- Strategic and master planning

Responsive and personalized search

We are committed to a timely and consultative process that results in the most successful candidate selection. We immerse ourselves in the client organization, listen attentively to constituent advisors and develop a leadership profile that embodies the institution, defines the requisite skills and experiences for the position and sets the agenda for successful performance.

We tailor our approach to the needs of the client, and conduct each search with renewed enthusiasm and vigor.

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Representative searches

- Agnes Scott College, Decatur, GA, Vice President for Business and Finance
- Alma College, Alma, MI, Vice President for Finance and Administration
- College of Wooster, Wooster, OH, Vice President for Finance and Business
- Fletcher Allen Health Care, Burlington, VT, Chief Financial Officer
- Howard University Hospital, Washington, D.C., Chief Financial Officer
- Medical College of Georgia, School of Medicine, Augusta, GA, Vice President for Finance/Chief Financial Officer
- Ohio Wesleyan University, Delaware, OH, Vice President for Finance and Administration and Treasurer
- Rollins College, Winter Park, FL, Vice President for Business and Finance and Treasurer
- Saint John's University, Collegetown, MN, Vice President for Finance and Administration
- Saint Mary's College, Notre Dame, IN, Vice President for Finance and Administration
- UK HealthCare, Lexington, KY, Chief Financial Officer
- University of Arkansas for Medical Sciences, Little Rock, AR, Vice Chancellor for Finance
- University of Florida, Gainesville, FL, Vice President and Chief Financial Officer
- University of Virginia Health Services Foundation, Charlottesville, VA, Chief Financial Officer
- Virginia Tech, Blacksburg, VA, Vice President for Administrative Services
- West Virginia University, Morgantown, WV, Vice President for Administration and Finance

Our approach to search

At Witt/Kieffer, our clients commend us for in-depth understanding of higher education and health care, our access to a national pool of executive talent, our sensitivity to regional and local differences and our record of successful placements.

Our customized executive search process is consultative and adaptive, and features organizational assessment and position specification preparation; comprehensive research; thorough candidate evaluation; extensive screening and reference checking; negotiations and leadership transition support.

Witt/Kieffer's support does not stop at the end of a search but continues with regular frequent contact after the new executive joins the organization. For more information, call 630/990.1370 or visit www.wittkieffer.com.