

**Boyden Executive Search Contact**Wendy Wilsker | 781.572.5703 | wwilsker@boyden.comKathy Pattillo | 281.814.7020 | kpattillo@boyden.comSara Swisher-Anderson | 917.566.5881 | sswisher@boyden.com**Position Summary**

Reporting to the President and CEO, the CFO is accountable for the strategic, financial and operational health of the Foundation and for stewarding its long-term sustainability and mission alignment. The role brings finance, information technology and real estate together under a single executive, with the VP, Finance, the VP, Information Technology and the Managing Director of UMF Real Estate Advisors as direct reports and a combined team of roughly 65. This is a working executive role: the CFO sets direction, standards and accountability across the three functions and holds their leaders responsible for execution, while remaining willing to step into the detail when a priority, a gap or a moment of urgency calls for it. The CFO is a close partner to the CEO, works with the executive leadership team (ELT) and serves as a connector across the Foundation and the wider University.

Reports to: President & CEO, John Morris**Direct Reports:** VP, Finance (+18); VP, Information Technology (+35); MD, UMF Real Estate Advisors (+10)
Total Team = +/- 65**Other Key Relationships:** CHRO; EVP, Development; VP, Marketing & Communications; President & CIO, UMF Investment Advisors; AVP, Executive Operations; AVP, Leadership Philanthropy; UMF Board of Trustees**Position Location:** Minneapolis, Minnesota [hybrid work environment; ELT in office 4 times/week]**Responsibilities****Enterprise Strategy Partnership & Leadership**

- Partner with the CEO, ELT and Board to develop a financial and operational strategy that integrates finance, IT and real estate functions to support UMF's growth and evolution.
- Build and maintain strong, trust-based relationships with University executive counterparts to coordinate planning, surface shared opportunities and strengthen mutual collaboration.
- Provide strategic financial analysis and thoughtful counsel and recommendations to the CEO, ELT and Board.
- Translate strategic plans into actionable operational outcomes with scalable procedures aligned to growth objectives.
- Lead initiatives that foster growth, effectiveness and efficiency, while enabling mission delivery and maintaining excellence.
- Advise the CEO, ELT and Board on financial status, enterprise risks, governance, resource allocation and opportunities with clear, data-driven insights.
- Provide organizational leadership as member of the senior leadership team, including raising and resolving cross-organizational issues.

- Actively engage with Foundation staff to learn, reflect and act together so that the Foundation's shared goals for impact can be met.
- Actively demonstrate core organizational values in performing all duties.
- Select, monitor and build strong relationships with external partners including bankers, audit firm, lawyers, etc.

Financial Stewardship, Risk & Compliance

- Hold ultimate accountability for the Foundation's financial integrity — controls, systems, reporting and compliance across a sophisticated portfolio of diverse assets — setting the standards and holding the VP, Finance accountable for execution.
- Oversee budgeting, forecasting and long-term financial planning aligned with UMF's strategic objectives.
- Ensure the Foundation's stewardship of gifts and donor-restricted and endowed funds honors donor intent and complies with gift agreement terms, UPMIFA and UMF's spending policy.
- Provide executive oversight of the annual external audit and the audit firm relationship, and account to the Audit Committee for findings, management responses and remediation.
- Set treasury, debt and liquidity strategy, and own the banking and lender relationships at the executive level.
- Present and interpret financial performance, position and risk for the CEO, the Board and the Finance and Audit Committees, drawing on reporting produced by the finance team.

Risk Management & Compliance

- Establish and maintain an enterprise risk management framework and business continuity planning in partnership with peers that anticipates and mitigates operational, financial and reputational risks.
- Ensure UMF meets its tax and regulatory filing obligations, including Forms 990, across the Foundation and its subsidiaries.
- Approve the Foundation's financial and administrative policy framework and delegation of authority, and ensure internal controls are well designed, documented and observed in practice across UMF and subsidiaries.

Investments

- Serve as a key partner to UMFIA, the Board of Trustees and UMF leadership ensuring transparent communication, coordinated planning and clarity around investment strategy, performance, risk and policy.
- Support governance and oversight of the invested assets and work closely with the UMFIA CIO to integrate investment insights and UMF's financial position.
- Serve as ex-officio member of UMFIA Board of Directors, and, alongside the UMF CEO and UMF Trustees on the UMFIA Board, support the UMF Finance Committee's and UMF Trustees' ongoing assessment of UMFIA.

Information Technology

- Own technology as an enterprise strategic asset, setting direction and investment priorities with the VP, Information Technology.
- Regularly lead the review and analysis of UMF's proprietary IT stack and roadmap for future enhancements or migration.
- Embed security, compliance and data integrity standards across all technology platforms.

- Leverage automation and emerging technologies (including AI) to improve efficiency and elevate human work.

Real Estate

- Provide strategic oversight of UMF Real Estate Advisors, ensuring alignment with UMF's mission and financial objectives.
- Optimize real estate portfolio (The MIXX, Eastcliff and specific residence halls) and facilities operations for efficiency, risk management and long-term value.
- Integrate real estate governance and reporting into UMF's enterprise framework.

Legal Affairs

- Ensure legal risk arising from gift instruments and institutional agreements is identified, escalated and resolved consistent with UMF policy, donor intent and University requirements.
- Set the framework for when matters go to outside counsel, and own the senior relationships with external firms.
- Serve as UMF's executive counterpart to University counsel on matters that cross institutional boundaries.

Team Leadership

- Lead, develop and hold accountable the VP, Finance, the VP, Information Technology and the Managing Director of UMF Real Estate Advisors, including selection, coaching, performance management and succession.
- Promote a culture of high performance and continuous improvement that values learning and a commitment to excellence.
- Set objectives, priorities and performance standards across the three functions, and hold leaders accountable for results and for the development of their own teams.
- Ensure workload is allocated properly and adequate cross-training is implemented and maintained for all critical functions.

Board of Trustees, Committees & Governance

- Partner with the Board of Trustees and serve as primary liaison and staff to the Finance, Audit and Real Estate Committees, providing transparent updates, decision-ready materials and strategic insights and recommendations.
- Advise the CEO and Executive Leadership Team on operational implications of strategic decisions, ensuring alignment between business priorities and infrastructure capabilities.
- Shape committee agendas so the Board's time is spent on the decisions and risks that matter most, supported by clear, decision-ready materials.
- Build the financial and operational literacy of Trustees, including onboarding new Finance and Audit Committee members.

Required Experience

- Proven track record as a mission-driven leader who uses the organization's purpose as a compass for strategy, culture and complex decision-making.
- Fifteen or more years of progressively responsible leadership in finance and operations within complex, multi-stakeholder organizations, including service on an executive leadership team and accountability for multiple functional domains simultaneously.

- Command of financial management, accounting, audit, compliance, treasury and enterprise risk governance sufficient to set direction, interrogate analysis and hold expert functional leaders accountable, with a track record of financial integrity and operational excellence.
- Demonstrated success designing, implementing and optimizing enterprise operating models, systems and processes that scale with organizational growth.
- Experience consolidating or integrating functions that previously operated independently, building a shared operating model, common standards and a cohesive leadership team.
- Track record of leading through senior functional leaders in domains outside their own expertise — technology, real estate, legal — establishing credibility by setting standards and asking the right questions, and engaging directly when the situation genuinely warrants it.
- Comfort operating across altitudes — shaping enterprise strategy with the Board one week and working a pressing operational problem alongside the team the next, without ego about the level of the work.
- Change management and continuous improvement leadership experience.
- Exceptional communication and relationship-building skills, with the ability to build trust, influence without authority and communicate complex information clearly to boards, executives, staff and external partners.
- Experience operating at board altitude — advising trustees, staffing finance and audit committees, and framing choices and risks for governance bodies rather than reporting activity to them.
- Demonstrated commitment to equity, inclusion and cultural competence, with the ability to embed equity into systems, decision-making and team culture.
- Strong strategic and analytical thinking skills, with comfort navigating ambiguity, evaluating incomplete information and making sound decisions grounded in data, insight and organizational priorities.
- Bachelors degree required in finance, accounting, management.

Preferred Experience

- MBA and/or CPA preferred.
- Familiarity with higher education, philanthropy or the nonprofit sector, with an understanding of the unique dynamics of complex, mission-driven organizations.
- Experience with real estate strategy, asset management or facilities operations.
- Experience leading IT teams or overseeing enterprise technology strategy, cybersecurity, etc.

Compensation and Benefits

The salary range for this position is \$425,000 to \$510,000 dependent on relevant experience.

The University offers a comprehensive benefits package that includes:

- Information on University of Minnesota's medical, dental, and other wellness benefits can be found here: [Benefits at UMN](#)
- Competitive wages, paid holidays, and generous time off
- Continuous learning opportunities through professional training and degree-seeking programs supported by the [Regents Tuition Benefit Program](#)
- Low-cost medical, dental, and pharmacy plans
- Healthcare and dependent care flexible spending accounts
- University HSA contributions
- Disability and employer-paid life insurance

- Employee wellbeing program
- Excellent retirement plans with employer contribution
- [Public Service Loan Forgiveness \(PSLF\)](#) opportunity
- Financial counseling services
- Employee Assistance Program with eight sessions of counseling at no cost
- [Employee Transit Pass](#) with free or reduced rates in the Twin Cities metro area

As part of UMF's commitment to fair and equitable compensation, please be aware that the salary offered to incoming candidates will be based on their individual credentials and experience.

Boyden Contacts



Wendy Wilsker

Managing Partner, US
wwilsker@boyden.com
M. 781.572.5703



Kathy Pattillo

Managing Partner, US
kpattillo@boyden.com
M +1 281.814.7020



Sara Swisher-Anderson

Principal, US
sswisher@boyden.com
M +1 917.566.5881

About Boyden Global Executive Search

Established in 1946, Boyden pioneered the first organized approach to executive search. Boyden has a network of more than 350 professionals in over 75 offices in 45 countries. Worldwide, the Boyden culture is based on professionalism, integrity, high personal partner involvement, and a commitment to exceed client expectations.

This document contains confidential and/or legally privileged information. Any disclosure, reproduction, or distribution without the consent of Boyden is strictly prohibited.