



Search for the Senior Vice President & Chief Financial Officer  
University of Washington  
Seattle, WA

## THE SEARCH

The University of Washington (UW) seeks a strategic, dynamic, and proven financial leader to serve as its next Senior Vice President for Finance, Planning & Budgeting and Chief Financial Officer (SVP/CFO).

The SVP/CFO reports to the President, with a secondary reporting line to the Provost and Executive Vice President for Academic Affairs for academic planning support, budgeting, and institutional analytics. The SVP/CFO occupies a critical position at the University, joining a highly collaborative executive leadership team that advises the President, the Provost and Executive Vice President for Academic Affairs, and the Board of Regents in determining institutional priorities, goals, policies, and programs. As the chief financial officer of the University, the SVP/CFO is responsible for the stewardship of the University's resources, including accountability for its financial performance in alignment with its mission and goals. The SVP/CFO plays a crucial role within the UW by directing the central business, planning, and analytical services that support the University's mission, and by ensuring alignment, risk mitigation, efficiency, and effectiveness of the University's financial resources and operations.

This is an exceptional opportunity for a mission-driven finance leader to join a dynamic university located in one of the most vibrant cities in the world. Ideal candidates for this position will have deep experience leading the finance and budget functions of a major research university, a collaborative orientation, stellar communication skills, and a commitment to the UW's mission and vision.

The UW has engaged the search firm Isaacson, Miller for this important recruitment. A complete list of the desired qualifications and characteristics for the SVP/CFO, as well as instructions for submitting applications, inquiries, and nominations, can be found at the conclusion of this document.

## ABOUT THE UNIVERSITY OF WASHINGTON

Founded in 1861, the [University of Washington](https://www.washington.edu/) (UW) is one of the oldest state-supported higher education institutions on the Pacific coast and is recognized as one of the top 10 universities in the world,

top 20 public universities, and top 50 universities nationally by *U.S. News & World Report*. As one of the world's leading public research universities, the UW is driven by a determination to serve the public good. With operations on [three campuses](#)—Seattle, Bothell, and Tacoma—and an [annual budget](#) of \$11.75 billion (\$1.8 billion general operating fund), the University is a vital economic engine for the state of Washington and a center for research and scholarship across the globe. The UW employs more than 4,000 faculty members, has a consolidated endowment of \$5.5 billion (FY2024), and boasts a diverse range of academic programs and a robust health sciences enterprise, UW Medicine. As the fifth largest employer in the state of Washington, the UW supports a sustains a total of over 100,000 jobs, with an annual economic impact of \$15.7 billion.

The UW is a [research](#) powerhouse and receives more federal research dollars than any other U.S. public university; in FY2023, the University received \$1.87B in sponsored research grants and contracts (federal and non-federal sources). The UW also maintains a robust technology transfer program: since 1991, [CoMotion](#) spinoffs have raised of \$8.7 billion in funding, with \$4.1 billion secured from FY2018-FY2023, including 110 active spinoffs.

The UW operates \$9+ billion integrated clinical, research and learning health system, [UW Medicine](#), with a single mission to improve the health of the public. More than 35,000 UW Medicine faculty, staff, trainees, and students work to improve health for all people through excellence in clinical, research and education/training programs. As the only comprehensive clinical, research, and learning health system in the five-state WWAMI (Washington, Wyoming, Alaska, Montana, Idaho) region, UW Medicine plays a critical role in the regional healthcare ecosystem.

The UW offers a wide range of academic disciplines across its campuses and [UW Online](#) to its nearly 70,000 students, with the Seattle campus organized into 16 dean-led [colleges and schools](#): College of Arts & Sciences; College of Built Environments; Michael G. Foster School of Business; School of Dentistry; College of Education; College of Engineering; College of the Environment; The Graduate School; School of Law; The Information School; School of Medicine; School of Nursing; School of Pharmacy; Daniel J. Evans School of Public Policy & Governance; School of Public Health; and School of Social Work.

## UW Budget

The UW uses a mix of budget models across its three campuses:

- The Seattle campus currently uses an [Activity Based Budgeting \(ABB\) model](#). This model distributes revenues and budget authority from instructional and research activities, which are then allocated directly to the unit responsible for the activity. The UW implemented an ABB system at the beginning of the 2013 fiscal year, and is now in the process of transitioning to a [Incentive Based Budgeting](#) (IBB) model.
- UW Bothell has a modified Responsibility Center Management (RCM) budget model that encourages greater revenue planning and autonomy at the level of the individual schools.

- UW Tacoma uses an incremental budget model.

Learn more about the UW budget [here](#).

## Presidential Leadership

In February 2025, the UW Board of Regents selected [Robert J. Jones](#) as the 34<sup>th</sup> President of the University. He began his term on August 1, 2025. The UW presidency is Jones' third time leading a public research university, as in addition to his former role as Chancellor at University of Illinois Urbana-Champaign, he previously served as President of the University at Albany. He is a distinguished scholar, with his research focusing on crop physiology, and a leader in national academic organizations and the Big Ten Conference.

## ABOUT THE OFFICE OF FINANCE, PLANNING & BUDGETING

The [Office of Finance, Planning and Budgeting](#) (FPB) was formally established in January 2024, when the UW's Office of Finance and the Office of Planning and Budgeting were consolidated into a single, integrated unit under the leadership of the SVP/CFO. FPB supports the UW community accomplish its goals through the planning and allocation of financial and physical resources, and by providing analysis and information services to enhance university decision-making, planning, and policy formation.

FPB teams work closely with key stakeholder groups and academic advisory bodies such as the Faculty Senate Committee on Planning & Budgeting (SCPB), the Board of Deans and Chancellors (BODC), and the Provost Advisory Committee for Students (PACS). While UW Medicine has its own finance and shared services unit, UW Medicine's Chief Financial Officer has a reporting relationship to the SVP/CFO to ensure institutional alignment on finance and budget planning, financial controls and reporting, and strategic initiatives. FPB also works closely with UW Facilities on capital budget and capital planning, Internal Audit, UW Investment Management Company (UWINCO), and Compliance and Risk Services.

FPB is comprised of the following units:

### Finance & Budget Strategy

[Finance and Budget Strategy](#) (FBS) supports the UW through accounting, planning, and allocation of financial resources. FBS partners with business units across the University to ensure the integrity of financial data and supports excellence via prudent resource planning advice, standardization of practices, implementation of effective fiscal control, and preservation of the University's fiscal resources.

### Institutional Analytics & Decision Support

[Institutional Analytics & Decision Support](#) (IADS) brings together the power of institutional research, reporting, analysis, IT, and project management to drive data-informed decision making across the University. IADS provides data informed insights to guide institutional decision-making, supports strategic

planning, and responds to internal and external requests for information about key areas of University activities.

### **Policy, Planning & State Operations**

[Policy, Planning & State Operations](#) (PPSO) is responsible for state-level policy and budget analysis and strategy, student fee requests and policies, higher education policy trend analysis, and communications and strategic planning. The team provides strategy, policy and fiscal analysis in support of operating and capital budget decision-making by the Executive Office and Board of Regents.

### **University Business Services**

University Business Services (UBS) is a vital network of teams that drive operational excellence of the University. UBS services empower the campus community by streamlining procurement, managing payroll, ensuring tax compliance, overseeing student financials, delivering creative communication solutions, safeguarding University assets, and supporting secure merchant services.

## **ABOUT THE SENIOR VICE PRESIDENT & CHIEF FINANCIAL OFFICER ROLE**

The SVP/CFO reports to the President, with a secondary reporting line to the Provost and Executive Vice President for Academic Affairs for academic planning support, budgeting, and institutional analytics. The SVP/CFO oversees the central finance, budgeting, decision support, and state policy and operational functions that support the University's academic, research, service, and patient service activities. The SVP/CFO has regular interactions and reporting responsibilities to the UW Board of Regents, including designation as leadership support to the Board of Regent's Audit Advisory Committee. The SVP/CFO also sits on the board of Portage Bay Insurance, a wholly owned subsidiary of the UW responsible for insuring the University for medical malpractice, auto liability, employment practices liability, and general liability.

As one of two senior vice presidents reporting to the President, the SVP/CFO oversees a general operating budget of about \$1.8 billion and oversees the 400+ FTE staff within FPB, including seven direct reports (view organizational chart [here](#)):

- Vice President, Finance & Budget Strategy and Deputy Chief Financial Officer
- Vice President, University Business Services
- Associate Vice Provost, University Data and Analysis
- Executive Director, Policy, Planning & State Operations
- Chief of Staff, Finance, Planning & Budgeting
- Director, FPB Human Resources
- Administrative Specialist

Moving forward, the Chief Financial Officer, UW Medicine and Vice President for Medical Affairs, University of Washington will have a reporting relationship to the SVP/CFO, creating opportunity for deeper collaboration, shared services, and strategic alignment across the UW and UW Medicine. Of note, the search for the CFO/VPMA is ongoing and will be conducted concurrently with this search.

In addition to oversight of FPB, the primary responsibilities for the SVP/CFO are divided into the following categories:

- **Strategy Development:** Drive informed, strategic, and incisive financial decision-making while working closely with senior leadership to steward the University's capital and financial assets to ensure long-term health, sustainability, and vitality.
- **Leadership and Management:** Practice judicious leadership and efficient coordination across the University and FPB, effectively navigating complex systems, integrating priorities, resolving conflicts, advancing projects, and building trusted relationships with internal and external partners.
- **Operations and Administration:** Provide shrewd financial analysis, modeling, forecasting, and scenario planning to support decision-making and resource allocation across the University.

A detailed list of the primary responsibilities for the SVP/CFO can be found in the [Appendix](#).

## QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will possess many of the following professional and personal qualities:

- Master's degree and a minimum of eight years of progressive experience in finance, budgeting, enterprise operations, state operations, or related field in a higher education setting (Note: an equivalent combination of education and experience from which comparable knowledge and skills have been acquired may substitute for a degree);
- At least six years of progressively responsible leadership/management experience;
- Demonstrated commitment to motivating and developing others to become leaders;
- Knowledge of complex operations, budget process, organizational structure, data sets, and activities;
- Experience with Activity Based Budgeting (ABB), Responsibility Center Management (RCM) budgeting and/or other decentralized budget models;
- Demonstrated experience in working on diverse groups and teams; respects, values, and contributes to diversity, inclusion, and equity initiatives;
- Strategic vision, innovation, creativity, and the ability to align financial operations and strategy with the University's mission, vision, and values;
- Expert knowledge of financial regulations and compliance requirements in higher education;
- Deep analytical, problem-solving, and decision-making skills and the ability to present complex financial information in a clear and concise manner;
- Excellent presentation, interpersonal, and negotiation skills and the ability to work effectively with diverse stakeholders and audiences;
- High ethical standards, integrity, professionalism, and the ability to exercise sound judgment and discretion in handling confidential and sensitive information;
- Collaborative, inclusive, and service-oriented leadership style and the ability to foster a culture of excellence, accountability, and teamwork; and

- Commitment to the values and vision of the University, and the ability to foster a culture of collaboration, innovation, and excellence.

## APPLICATIONS, INQUIRIES, AND NOMINATIONS

The base salary range for this position will be \$525,000-\$575,000 annually, commensurate with experience and qualifications.

All interested candidates should submit an updated CV and/or resume and a two to three page statement of interest that discusses your interest and relevant experience via the following website: <https://www.imsearch.com/open-searches/university-washington/senior-vice-president-finance-planning-budgeting-and-chief>

All nominations and inquiries regarding the position should be submitted via the same site. The position will remain open until it is successfully filled. All correspondence can be addressed to the Isaacson, Miller representatives noted below:

Rebecca Kennedy, Managing Partner  
Courtney Wilk-Mandel, Partner  
Carley Davenport, Managing Associate  
Cara Meyers, Search Coordinator  
Isaacson, Miller

*Committed to attracting and retaining a diverse staff, the University of Washington will honor your experiences, perspectives, and unique identity. Together, our community strives to create and maintain working and learning environments that are inclusive, equitable, and welcoming.*

*The University of Washington is an affirmative action and equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, age, protected veteran or disabled status, or genetic information.*

*To request disability accommodation in the application process, contact [uwcfsearch@imsearch.com](mailto:uwcfsearch@imsearch.com).*

*Applicants considered for this position will be required to disclose if they are the subject of any substantiated findings or current investigations related to sexual misconduct at their current employment and past employment. Disclosure is required under [Washington state law](#).*

*This document has been prepared based on the information provided by the University of Washington. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by the University of Washington would supersede any conflicting information in this document.*

## APPENDIX. RESPONSIBILITIES OF THE SVP/CFO

### Strategy Development

- Serve as a key advisor to the President, Provost, and Board of Regents on financial and operational matters to ensure organizational stability, growth, and alignment with university objectives;
- Advise and collaborate with the president, the Board of Regents, and other senior leaders on financial issues and opportunities, and present financial information and recommendations to various stakeholders;
- Create, evaluate, and review university policies and procedures that safeguard university assets; ensure compliance and update as required;
- Develop, track, and report institutional performance metrics to support strategic decision making, peer benchmarking, and accreditation requirements;
- Identify and manage financial risks, ensuring the University's financial stability;
- Interface with shared governance bodies for consultation on finance and budgetary matters;
- Collaborate and develop university-wide strategies for financial stability and operational support;
- Oversee all financial operations and ensure compliance with regulatory requirements; and
- Follow and anticipate trends and provide senior leaders with information to ensure best practices.

### Leadership and Management

- Provide leadership and manage FPB teams fostering a culture of excellence, continuous improvement, and learning;
- Lead and mentor FPB teams;
- Develop and maintain performance management metrics and systems for FPB; also provide leadership to the University collaboration with the President and Provost;
- Responsible for staff development and personnel management;
- Maintain, develop, and actively cultivate an inclusive, diverse work environment;
- Collaborate with other university leaders to align financial strategies with academic and operational goals; benchmark and monitor the University's financial performance and position against peer institutions and industry best practices; and
- Serve as a key advisor to the President, Provost, and Board of Regents on financial and operational matters to ensure organizational stability, growth, and alignment with university objectives.

### Operations and Administration

- Develop and oversee the implementation of the University's operating and capital budgets, and long-term financial plans in alignment with the University's mission, vision, and strategic goals;
- Ensure the accuracy, integrity, and timeliness of the University's financial statements and reports, and ensure compliance with applicable laws, regulations, and accounting standards;
- Oversee the University's cash flow, budgetary investments, debt, and capital financing, and optimize the University's financial resources and performance;
- Oversee the establishment and maintenance of effective internal controls, policies, and procedures to safeguard the University's assets and mitigate financial risks;
- Communicate financial information clearly and effectively to internal and external stakeholders;
- Build and maintain relationships with donors, government agencies, and financial institutions;

- Enhance the financial literacy and capacity of the University community through education, communication, and training;
- Identify and pursue opportunities for revenue generation, cost savings, and operational efficiency; and
- Represent the University in external relations with financial partners, auditors, regulators, donors, and other entities.