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HOW TO APPLY 13
Simpson College in Indianola, Iowa, invites applications, nominations, and expressions of interest for the position of Vice President for Finance and Administration.

The Vice President for Finance and Administration (VPFA) reports to President Marsha Kelliher and is a key member of the executive leadership team for Simpson College. The VPFA provides visionary, ethical, and strategic leadership in maintaining the financial integrity of the College, in support of its vision and academic mission. The VPFA will maintain open lines of communication, respect and practice the principles of shared governance, and make decisions that align with the strategic initiatives of the College.

The VPFA responsibilities and areas of management accountability include: financial planning and budgeting; accounting and business operations; financial reports and audits; treasury functions; human resources; facilities management, including planning and construction; procurement and contracting; auxiliary operations and services; parking and transportation; risk management; State and Federal reporting; and articulating and implementing a strategic plan for Finance and Administrative Services which aligns with the College’s strategic plan.

This is an exciting time to join the executive leadership team at Simpson College. The College has an energetic, passionate new President with a proven track record of effective leadership and has recently hired an innovative new Senior Vice President & Academic Dean. Simpson earlier this year completed a successful campaign to raise $25 million and implementation of a new strategic plan is on the horizon. As a member of President Kelliher’s leadership team, the VPFA will have the opportunity to continue this positive momentum and to help shape the future of Simpson College.
Simpson College is a four-year private college of the liberal arts and sciences affiliated with The United Methodist Church. Located just 12 miles south of Des Moines, the capital of Iowa, Simpson’s picturesque 85-acre campus in Indianola is home to about 1,127 full-time undergraduate students with more than 400 additional non-traditional students at the Des Moines metro site.

The College has a strong academic reputation and is a highly student-centric institution, placing significant value on experiential and co-curricular learning. As one member of the Simpson College community put it, “Simpson is a place where students learn to stand up and become persons who stand out.”

The Simpson College trustees, faculty, and staff are deeply committed to the mission of the College and believe that Simpson’s considerable assets, in combination with a collective effort behind a unifying vision, will help Simpson thrive in the years ahead. The College acknowledges the challenges facing residential liberal arts colleges brought about by demographic and economic changes. Proactive approaches to balance the annual operating budget while actively growing enrollment will position the College to move forward in the coming years.

DES MOINES AREA ATTRIBUTES
Greater Des Moines serves as the government, commercial, cultural, and recreational hub for the state of Iowa. Des Moines prides itself on its vibrant economy, world-class amenities, friendly communities, short commutes, affordable housing, excellent education system, and high-quality health care. Des Moines has been nationally recognized as a top place to live and work by a wide range of publications including Forbes and U.S. News & World Report. The region has experienced the fastest population growth of any major metro area in the Midwest over the past decade and is home to a regional labor shed that now exceeds 800,000 residents. Top industries include insurance and financial services, agribusiness, advanced manufacturing, information technology, and logistics. Some of the largest employers include Principal Financial Group, Wells Fargo, Meredith Corporation, Wellmark, Nationwide, John Deere, and Corteva. Tech giants Microsoft, Facebook, and Apple also have or will have significant facilities in the region.

Des Moines has a thriving arts and culture scene and features the nationally acclaimed Des Moines Art Center and the Pappajohn Sculpture Park, Wells Fargo Arena, which hosts major concerts and minor league sporting events, Principal Park which is the home to the Iowa Cubs, the Des Moines Civic Center which attracts touring Broadway shows, Blank Performing Arts Center on the Simpson campus, which hosts the Des Moines Metro Opera, and a wide range of other performing arts and sports venues. The Science Center of Iowa, Blank Park Zoo, Greater Des Moines Botanical Garden, and Living History Farms also offer family-centered activities. Signature outdoor events include the nationally recognized Des Moines Arts Festival, the Latino Heritage Festival, the Downtown Farmers’ Market, and the National Balloon Classic in Indianola. Des Moines features robust outdoor recreation opportunities, including 800 miles of interconnected recreational trails, 150 miles of water trails, and a wide range of signature parks. Des Moines also is home to a wide range of high-end restaurants, shopping options, breweries, wineries, and a thriving live music scene. For more information, visit www.dsmpartnership.com.

FOUNDING AND HISTORY
Founded as Indianola Male and Female Seminary in 1860, the school changed its name to the Des Moines Conference Seminary in September 1865. Two years later, the school was upgraded to a college. Simpson Centenary College was named to honor Methodism’s 19th-century most renowned bishop, Matthew Simpson (1811-1884), and to celebrate the centennial of American Methodism. Bishop Simpson spoke at Abraham Lincoln’s funeral in 1865 and delivered the commencement address at Simpson in 1882. In June 1885, Centenary was dropped from the name, and the institution has been Simpson College ever since.
Simpson’s most noted alumnus, George Washington Carver, began his college education at Simpson College in the fall of 1890 after being denied admittance by several other colleges. Dr. Carver studied art, for which he had great talent and skill, but upon realizing that he loved science, in which he was more likely to earn a living, his teachers encouraged him to transfer to Iowa State to study agriculture. He, of course, went on to a remarkable career at the Tuskegee Institute, with which Simpson maintains a relationship. Simpson’s Carver Science Center is named in honor of Dr. Carver.

**Mission**
Through innovative learning opportunities, individual student attention, and an unwavering commitment to inclusive educational access, Simpson College cultivates a diverse community of learners to lead lives of meaning and purpose.

**Vision Statement**
Simpson College seeks to be nationally recognized as the quintessential liberal arts college of the Greater Des Moines area, transforming students through welcoming communities, exceptional programs, and distinctive opportunities.

**Core Values**
Grounded in the liberal arts tradition and drawing from our Methodist heritage, Simpson College affirms these values as guiding principles that create our cultural foundation.

**Discovery** - We design learning opportunities in which curiosity and creativity flourish, where students venture outside their comfort zone to explore their identity and place in the world.

**Access** - We extend higher education opportunities to all types of learners, empowering students to pursue intellectual, personal, and professional growth.

**Citizenship** - We prepare students for global and local leadership through broad liberal arts education, experiential and service-learning, and civic engagement.

**Belonging** - We engender communities of radical hospitality where all are welcome and unique identities are embraced.

**Justice** - We defend the dignity and worth inherent in all human beings, creating an atmosphere where equity and inclusion are hallmarks of our community.

**Integrity** - We recognize a moral responsibility to respond to ethical challenges through our religious, secular, and spiritual identities.

**DIVERSITY AND INCLUSION STATEMENT**
We, the members of the Simpson College community, recognize as an essential component of its mission and history that Simpson College is committed to creating and maintaining a creative, diverse, just, and inclusive community in which all develop their abilities to live and thrive in a complex and interconnected world. Consistent with our educational mission, we recognize ourselves as a community that respects individual identities linked to varying sociocultural characteristics including, but not limited to: race, ethnicity, gender identity and expression, sexual orientation, national origin, citizenship, first language, religious or spiritual tradition, age, functional ability, socioeconomic status, physical attributes, or familial status.

Further, we recognize that diversity of identities exists in a context of differential power and privilege that we as a community must critically evaluate and engage.

At Simpson College, we strive to create a socially just world that honors the dignity and worth of each, and we seek to build a community centered on equality, mutual respect, and openness to ideas—one in which individuals value cultural and intellectual diversity and share the responsibility for creating an affirming, safe and inclusive environment. We recognize that our community is most inclusive when all participate to their full capacity in the spirited, and sometimes challenging, conversations that are at the center of the College’s educational mission to develop personal integrity, moral responsibility, social justice, and global citizenship.
The 20 academic departments house 80+ majors and minors, as well as four graduate programs. The most in-demand programs include Business Management, Education, Exercise Science, Mathematics, and the sciences. Newer majors include Sports Communication, Human Services, Social Justice Studies, Data Science, and Health Services Leadership. The student-to-faculty ratio is 13:1, allowing access to faculty in the rigorous, yet supportive, learning environment. Simpson prides itself in the fact that nearly 100% of reporting graduates are employed, enrolled in graduate school, or in service to others within six months of graduation.

Simpson’s general education curriculum focuses on high-impact educational practices such as undergraduate research, service learning, first-year experiences, and capstone courses in the major. It emphasizes areas of engagement linked to liberal arts modes of knowledge and embedded skills most valued by today’s employers. The College operates on a 4-4-1 calendar year, which features a three-week May Term for students to focus intently on one specific area of study and empowers students to take advantage of Simpson’s many community partnerships and internships, as well as Study Abroad and Study Away. The College also offers summer terms for traditional and non-traditional students.

Through lab experimentation, field research, and performance, Simpson College students engage in myriad undergraduate research and creative engagement opportunities.

Simpson’s Continuing & Graduate Programs offer high-quality, affordable, and flexible degree programs both online and in the evening at its West Des Moines campus. Adult undergraduates who aim to complete their degrees can earn a Bachelor of Arts in one of seven high-demand degree areas, including Accounting, Computer Information Systems, Criminal Justice, Human Services, Management, Management Information Systems, and Marketing Communication. Graduate degrees include a Master of Arts in Criminal Justice, Master of Arts in Teaching/Transition to Teaching, Master of Music in Choral Conducting, a Master of Arts in MIS, and a Graduate Certificate in Justice Leadership. Certificate programs are offered in Accounting and Computer Science.
FACULTY AND STAFF
The Simpson faculty includes approximately 90 full-time tenure and tenure-track members, 84 percent of whom hold a doctorate or other terminal degree. An additional approximately 25 FTE adjunct faculty extend the teaching resources of the College. The faculty hail from more than a half-dozen countries. There are approximately 130 full-time and 24 part-time dedicated staff members. Together, they uphold Simpson’s long-standing commitment to educating the whole person by nourishing the intellectual, spiritual, emotional, social, and physical dimensions of students’ lives.

ACADEMICS
The Simpson College educational experience is enhanced by numerous on-campus resources. The Center for Academic Resources and Simpson Writing Center are committed to providing confidential and respectful programming to promote academic and personal success through academic support and accessibility services and writing skills development. TRIO Student Support Services provides academic support, cultural activities, and personal development programming for first-generation, low-income, and/or disabled students. The George Washington Carver National Fellowship Program supports students from widely diverse backgrounds who exhibit potential for leadership, service, and scholarship. Dunn Library enhances learning experiences through collections, expertise, partnerships, and research spaces. The Career Development office focuses on vocational discernment, internships, and experiential learning to help all students be competitive candidates for their first-choice destination after graduation. International Education prepares students for global

ACADEMIC CENTERS AND SERVICES
Simpson is fully accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools. The next site visit will occur in 2025-2026. The Education Department is accredited by the Iowa Department of Education (Des Moines), and the Music Department is accredited by the National Association of Schools of Music (Reston, VA).
citizenship through direct experience with other cultures. Several centers provide rich engagement opportunities in key areas as well. The John C. Culver Public Policy Center is dedicated to engaging in public policy. Emerge@Simpson is a program for real-world entrepreneurial experiences in start-up businesses and nonprofits. The Simpson Urban Studies Institute acts as a social impact incubator, serving the larger Des Moines metropolitan area and amplifying experiential learning for students. The Iowa History Center offers programming to fully enrich public awareness about the state’s history and culture.

THE ARTS AND LECTURES
The Department of Music at Simpson is widely recognized as offering a premier education for instrumental, vocal, and piano students. The Amy Robertson Music Center houses nine primary vocal and band ensemble opportunities, as well as music festivals, camps, and workshops. The Theatre department in the Blank Performing Arts Center encourages students to study all aspects of theatre productions, including playwriting, acting, and design. Simpson Productions—a collaborative enterprise of the Theatre and Music departments—embraces live performances in all forms including opera, new and classical plays, non-traditional performances geared toward community engagement, and musical theatre. In the summer, the Blank Performing Arts Center hosts the nationally acclaimed Des Moines Opera. The Department of Graphic Design teaches current practices and digital programs for building effective advertisements. Graphic Design students create brochures and posters for events on campus, make contributions to the College newspaper and student-run magazine, and also complete internships with businesses in Indianola, Des Moines, and other parts of the country. The English Department’s Poets & Writers series presents regionally and nationally known authors such as Joseph Geha, Hai-Dang Phan, Ray Young Bear, and Leni Zumas.

In addition, the Forum Lecture series hosts nationally recognized speakers related to the Carver Fellows Program and World Food Prize, Culver Center, religion and social ethics and justice, Honors, women’s history, among others. Recent speakers include Luther Williams, Gwendolyn Boyd, Elizabeth Drew, David Axelrod, and Alan Simpson.
STUDENTS AND STUDENT LIFE

During Fall 2019, the vast majority of students were ages 18–24 (84%). Females comprised 53% of the student body with males representing 47%. Regarding ethnicity, 79% identified as White and 15% as Asian, Black/African American, Hispanic/Latino, or as two or more ethnicities. Approximately 82% of students hail from Iowa and 18% from other states or countries. Demographics in the region are shifting, especially with the college’s focus on access and increasing the number of out-of-state students (particularly Arizona, Colorado, and Texas). This focus is increasing students among diverse populations, first-generation students, and the Pell-recipient population. Undergraduate students are required to live in on-campus housing. Two co-ed residential halls house first-year students, while traditional and suite-style residence halls and several apartments are available for upper-class students. The college also has five college-owned fraternity/sorority houses, and two sororities have privately-owned houses.

Approximately 43% of current students are athletes, and 60% of the Fall 2019 Freshman class were athletes. The Simpson College Storm is a member of the American Rivers Conference. The College sponsors 21 NCAA Division III athletic teams (10 for men, 11 for women) and two Club Sports for both men and women (Rugby and Shooting Sports). Men’s teams include baseball, basketball, cross country, football, golf, soccer, swimming & diving, tennis, track & field, and wrestling. Women’s teams include basketball, cheer, cross country, dance, golf, soccer, softball, swimming & diving, tennis, track & field, and volleyball. E-sports, while not a conference activity, has recently been added and is growing rapidly.

Facilities include the Buxton Stadium (football, soccer, track & field), Cowles Fieldhouse (basketball, wrestling, volleyball), the Indianola YMCA (swimming & diving), Buxton Tennis Complex, McBride Field (baseball), Simpson Softball Complex and the Steve Johnson Fitness Center.

The College offers approximately 60 clubs and organizations in the areas of academics, service, culture and diversity, religious life, and student media, and about 84% of students participate in on-campus activities. Student leaders are engaged through the Student Government Association, Campus Activities Board, and Residence Life. Simpson’s debate team, which was established in 2011 and has grown to more than 95 students, has won the Pi Kappa Delta National Debate Championship three times in the last four years. Simpson has a long history of Greek life, and our sororities and fraternities have received national recognition over the past several years. In 2017, Pi Beta Phi received the Balfour Cup award and Sigma Alpha Epsilon was named the national Chapter of the Year.

More than half of Simpson undergraduates are involved with intercollegiate athletics, intramural sports, and club sports (including a competitive Shooting Sports Club). The Simpsonian is the nation’s oldest continuously published student newspaper. The Religious Life Community provides multiple regular opportunities to support the religious, spiritual, and secular identities of college students and to engage the campus community in forming relationships, meaningful dialogue, and opportunities for worship, justice, and service. Community service is an important part of student life as evidenced by the Simpson community logging 33,000 volunteer hours last year.
ADVANCEMENT AND ALUMNI

The College and its Board of Trustees are supportive of advancement efforts, as demonstrated through the recent $25 million Imagine the Impact campaign. Launched in FY2017, the campaign supports the three pillars of annual giving, the endowment, and capital projects (i.e., renovations to Dunn Library to house Teacher Education and to the Carver Science Building).

Simpson takes pride in the achievements and contributions of its more than 20,000 alumni, 50% of whom reside in Iowa. Each year a growing number of alumni give to the Simpson Fund or volunteer in a variety of capacities. This is demonstrated by the fact that the annual fund has surpassed goals and achieved record levels of giving for the past two years. The 25-member Alumni Board of Directors represents the best interests of alumni with the College’s administration, fosters relationships among constituencies, and encourages alumni participation in fundraising.

FINANCE

Simpson College and its Board of Trustees strive to provide academic and co-curricular programs that meet the needs of its students and families by the development, preservation, and deployment of the financial, physical, and human resources of the College. The administration prioritizes allocation of these resources to ensure a balanced budget that includes seeking additional revenue sources, managing expenses, and providing for future contingencies.

Simpson has annual gross revenues of approximately $60 million with assets totaling $151 million and liabilities of $34 million for FY19. The endowment is valued at over $85 million and the increasing annual fund helps to offset the higher cost of education.
The Board of Trustees currently consists of 45 members, including the President who is an ex-officio voting member, 23 Honorary Life Trustees (without voting rights), and six advisors. Although members are elected to three-year terms without term limits, there are term limits for board officers and committee chairs. There are three classes of trustees, and each class includes an alumni representative and a Methodist Church representative. The Bishop and the District Superintendent of The Iowa Methodist Church are ex-officio trustees with voting rights. Faculty, student, and staff representatives without voting rights also attend all meetings. Standing committees of the Board include Learning Programs, College Advancement, Enrollment Management, and Resource Management. Other committees include Audit and Compliance, Board Affairs (governance), Endowment Management, Executive, and Executive Compensation.

The President’s administrative Cabinet currently includes, but is not limited to Senior Vice President and Academic Dean, Vice President for Finance and Administration, Vice President for College Advancement, Vice President for Enrollment, Vice President for Marketing and Strategic Communication, and Vice President for Student Development and Planning—all of whom aid in leading the College community.

**LEADERSHIP AND GOVERNANCE**

**QUICK FACTS**

**ENROLLMENT:** Approximately 1,200 traditional undergraduates; 400 continuing and graduate students

**DEMOGRAPHICS:** 53% female, 47% male; 18% out of state and international students; 40% first-generation college students

**AREAS OF STUDY:** 80+ majors and minors, 4 graduate programs

**STUDENT/FACULTY RATIO:** 13:1

**AVERAGE CLASS SIZE:** 16 students

**GRADUATE RATES:** More than 90% graduate in four years or less

**FINANCIAL AID:** 100% of students receive financial aid, totaling an average of $27 million per year

**FULL-TIME Faculty AND STAFF:** 115 FTE tenure, tenure-track, and adjunct faculty; 130 full-time staff, 24 part-time staff

**OPERATING REVENUE:** $60 million

**CAPITAL CAMPAIGN:** “Imagine the Impact” (2020) - $25 million

**ENDOWMENT MARKET VALUE:** $85 million

**NET ASSETS:** $116 million

**CAMPUS ACREAGE:** 85 acres

**CAMPUS BUILDINGS AND SQUARE FOOTAGE:** 44 buildings; nearly one million sq. ft.
The ideal candidate will hold a minimum of a bachelor’s degree in an appropriate field, have seven years of progressively responsible financial experience in a complex organization, show evidence of high-quality judgement in management, and demonstrate leadership success in a wide range of business affairs activities.

The ideal candidate’s qualifications would also include:

- Evidence of successful, progressive, and entrepreneurial leadership
- Evidence of strong interpersonal, facilitation, and collaboration skills
- High academic and ethical standards and unquestioned personal and professional integrity
- Knowledge of or experience in bond financing, debt management, and investment management related to endowment funds
- Highly developed analytical skills
- Demonstrated strong written and verbal communication skills
- Ability to work positively with faculty, staff, Board, public officials, media representatives, and surrounding community members
- Ability to exercise effective interpersonal, problem-solving, and decision making skills
- Successful experience in strategic planning
- Demonstrated commitment to enhancing cultural diversity among professional staff
- Knowledge of best practices, current issues, and future trends in higher education

Preference will be given to candidates with a graduate degree in business or finance and with qualifications that include experience in and knowledge and understanding of all the areas and responsibilities within the division of finance and administration in an academic institution.
Nominations, applications, and inquiries may be sent in complete confidence. Review of applications will begin immediately and continue until the position is filled. Applications materials (to include a letter of interest, curriculum vitae, and the names and contact information of five references – who will not be contacted without permission) must be submitted to:

SimpsonVPFA@academicsearch.org

The College is being assisted in the search by Academic Search. Confidential discussions about this opportunity may be arranged by contacting:

Jay Lemons  
jay.lemons@academicsearch.org

George Ross  
george.ross@academicsearch.org

Jennifer Kookken  
jennifer.kookken@academicsearch.org

NOTICE OF NONDISCRIMINATION

Applicants for admission and employment, students, parents of students, employees, sources of referral for admission and employment, and all unions or professional organizations holding collective bargaining or professional agreements with Simpson College are hereby notified that this institution does not discriminate on the basis of race, color, national origin, sex, age, creed, religion, disability, genetic information, veteran or veteran disability status, sexual orientation, gender identity, or any other legally protected characteristic in admission, access to, treatment or employment in, its programs and activities.
ABOUT ACADEMIC SEARCH

Academic Search is assisting Simpson College in this work. For more than four 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 http://www.academicsearch.org/.

Committed to identifying and DEVELOPING LEADERSHIP by providing the highest level of search to our clients and assisting in ENRICHING THE PIPELINE of potential leaders in higher education.