Vice President for Business & Finance
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Simpson College, a private liberal arts college in Indianola, Iowa, seeks an experienced financial officer for the position of Vice President for Business and Finance. This position reports directly to the President and, as a member of the President’s Cabinet, is charged with advising the President on all aspects of the College’s finances, including but not limited to financial planning, budget and policy development, and providing leadership to the administrative functions of the College, including accounting, financial resources, human resources, facilities, auxiliary services, information technology and purchasing.
Simpson College is a four-year private college of the liberal arts and sciences affiliated with the United Methodist Church. Located 12 miles south of Des Moines, Simpson’s picturesque 75-acre campus in Indianola is home to more than 1,200 full-time undergraduate students with an additional 100 part-time, primarily adult, students at a site in West Des Moines.

The College is student-focused with a 13:1 student-to-faculty ratio and a nationally recognized academic reputation. The Simpson College community prides itself on being has been recognized in U.S. News & World Report as #1 among Iowa private colleges and #7 overall among Regional Colleges Midwest. The rankings also placed Simpson #6 for “Best Undergraduate Teaching.”

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
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 its Methodist heritage, Simpson College affirms these values as guiding principles that create its cultural foundation.

Discovery – Simpson College designs 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 – Simpson College extends higher education opportunities to all types of learners, empowering students to pursue intellectual, personal, and professional growth.

Citizenship – Simpson College prepares students for global and local leadership through broad liberal arts education, experiential and service-learning, and civic engagement.

Belonging – Simpson College engenders communities of radical hospitality where all are welcome and unique identities are embraced.

Justice – Simpson College defends the dignity and worth inherent in all human beings, creating an atmosphere where equity and inclusion are hallmarks of its community.

Integrity – Simpson College recognizes a moral responsibility to respond to ethical challenges through its religious, secular, and spiritual identities.

INCLUSIVITY STATEMENT
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 its educational mission, Simpson College recognizes itself as a community that respects individual identities linked to varying socio-cultural 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, Simpson College recognizes that diversity of identities exists in a context of differential power and privilege that the College community must critically evaluate and engage.

Simpson College strives to create a socially just world that honors the dignity and worth of each and seeks 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. Simpson College recognizes that its 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.
SIMPSON BY THE NUMBERS

National Prominence
- #1 among Iowa private colleges (US News & World Report)
- #4 “Best Value School” for Regional Colleges Midwest (US News)
- #6 “Best Undergraduate Teaching” for Regional Colleges Midwest (US News)
- #7 overall among Regional Colleges in the Midwest (US News)
- #8 nationally for Bachelor’s-granting Colleges (Washington Monthly)

Student Population
- 1,200 full-time, undergraduate students
- 53% of students are female, 47% are male
- Of those reporting, 19% identified as Persons of Color
- 92% are traditional undergraduate-aged (18 to 24)
- 100% of students receive financial aid, totaling an average of $27 million per year
- 40% of students are first-generation college students
- 82% of students come from Iowa, 17% come from out of state, 1% are international

Financial Stability
- $36M annual operating budget
- $74M endowment
- $30.6M capital campaign completed in October of 2020 (original goal of $25M)
- 100% of students receive grants and scholarships, totaling over $30M annually

Academic Excellence
- 75 majors, minors and pre-professional programs
- Three Master’s programs
- Five certificate programs
- 13:1 student-to-faculty ratio
- 63 full-time tenure/tenure-track faculty, 95% of whom hold a doctorate or other terminal degree
- 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.

Student Success
- 99% placement rate within six months of graduation
- Over 90% of students graduate in four years or less

Athletics
- Nearly 60% of current undergraduate students are athletes
- NCAA Division III (American Rivers Conference)
- 19 intercollegiate, varsity sports
- The “Storm” boasts 20 team and individual NCAA national champions, 90 conference championships, 77 NCAA postseason appearances and 320 All-Americans

For additional information, please visit simpson.edu/simpson-at-a-glance.
President Jay Byers ’93 became Simpson College’s 25th President in July of 2023. A member of Simpson College’s Board of Trustees from 2012 until assuming the presidency, Byers was the recipient of the 2015 Simpson College Alumni Achievement Award.

Prior to assuming the presidency of Simpson College, President Byers served for 18 years in executive leadership with the Greater Des Moines Partnership – the first seven as Senior Vice President of Government Relations & Public Policy and then as the Partnership’s President & CEO.

Under his leadership, the Partnership experienced significant growth, expanding to represent 11 counties and 24 Affiliate Chambers of Commerce with more than 6,500 members, making The Partnership the fourth largest regional chamber of commerce in the country. During his tenure, DSM was the fastest-growing major metro in the Midwest in terms of population, GDP and job growth, and received countless rankings and accolades.

Byers also previously chaired the Iowa Chamber Alliance at the statewide level and the Association of Chamber of Commerce Executives (ACCE) at the national level and served as the U.S. representative on the International Chamber of Commerce World Chambers Federation General Council.

Before joining The Partnership, he worked as district director for Iowa Congressman Leonard Boswell and as an attorney at the Ice Miller Law Firm in Indianapolis, Indiana, after earning his Juris Doctor from the University of Iowa College of Law.

President Byers currently serves on multiple boards of directors, including Catch Des Moines, America’s Cultivation Corridor, ChildServe and the Blank Park Zoo Foundation. Byers’ other accolades include being named the #2 Most Influential Business Leader by the Des Moines Business Record (2019-23) and Des Moines Business Record Forty Under 40 Alum of the Year (2012) and earning the ACCE Chairman’s Award (2020) and Catch Des Moines Community Champion Award (2014).
Indianola, located just 12 miles south of Iowa’s capital city of Des Moines, is a thriving, collaborative, and growing community of 16,000 people. It has a charming, central town square, anchored by the new Warren County Courthouse, and surrounded by shops, restaurants, and coffee shops. With top-flight K-12 schools, outstanding indoor and outdoor facilities, art, music, and an appreciation for its rich history, Indianola is a great place to live, work, and raise a family.

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 in the Midwest over the past decade and is home to more than 840,000 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 significant facilities in the region.

For additional information, please visit www.dspmpartnership.com.
Overview
The Vice President for Business and Finance is Simpson’s Chief Financial & Business Officer and a member of the President’s Cabinet. Direct reports to the Vice President for Business and Finance include:

- Assistant Vice President for Business Services
- Assistant Vice President /Controller
- Assistant Vice President of Human Resources
- Chief Information Technology Officer
- Dining & Conference Services General Manager
- Director of Facility Management
- Director of Procurement

Responsibilities
The primary responsibilities of the V.P. for Business and Finance include:

- Advising the President on all aspects of the College’s finances, including but not limited to financial planning, budget and policy development.
- Providing leadership to the administrative functions of the College, including accounting, financial resources, human resources and purchasing.
- Preparing and monitoring the college budget in cooperation with the Controller.
- Handling debt management, risk management, insurance and contract negotiation, real estate acquisition/disposal, and related matters.
- Preparation and presentation of financial and business materials for meetings with Board of Trustees, respective sub-committees and campus committees.

Strategic Opportunities
With strong interpersonal skills and full alignment with Simpson’s mission, the Vice President for Business and Finance will:

- Provide long-term, stable leadership to the Division of Business and Finance.
- Model a leadership style that is highly collaborative and collegial within the Division of Business and Finance, the President’s Cabinet, and across the College.
- Ensure effective, transparent, and accurate communications regarding budgeting, modeling, and financial expectations with the President, the President’s Cabinet, the Business and Finance team and all members of the Simpson community.
- Evaluate all current policies, processes and procedures to modernize, ensure current best practice, and enhance efficiencies across the division.
- Be a trusted strategic resource management partner to the President, Board of Trustees, and other vice presidents to ensure alignment with the College’s mission, vision and strategic priorities.
- Provide leadership of the annual budgeting process that incorporates future growth, program development, and other revenue opportunities across the College.
- Work aggressively toward securing and strengthening the College’s fiscal health, building a stable and strong team, and both a short-term and long-term financial plan.
- Work collaboratively with all of the departments within the Division of Business and Finance to ensure they have the professional development and resources they need to do their jobs effectively, efficiently and with a healthy work/life balance.
- Model and promote a strong commitment to advancing workforce diversity and team building.
Qualifications

Key qualifications for the next V.P. for Business and Finance include:

- A proven track record of at least ten years of progressive leadership and management in a complex organization, preferably an institution of higher education.
- A proven track record of accomplishment and collaboration in the strategic improvement of institutional operations and functions to maximize efficiency and effectiveness.
- Experience in prioritizing, implementing and managing change in a complex institutional setting, including experience in reengineering and/or redesigning administrative processes and operations.
- Strong interpersonal and communication skills necessary to clearly articulate complicated concepts and materials to a broad range of audiences.
- Demonstrate cultural competency and sensitivity to the diversity of College’s students, faculty, and staff.
- Proven ability to facilitate working relationships with direct reports, the President, peer vice presidents, colleagues, and members of the Board of Trustees.
- A team player who is collegial, collaborative, transparent and able to make and communicate difficult decisions in the context of Simpson’s mission and strategic priorities.
- Exceptional analytical skills and experience with complex budgeting, investments, risk assessment, insurance, contract negotiation, and real estate law.
- Proven expertise in one or more of the following areas outside of the business office: human resources, facilities management, information technology, procurement. Experience with third-party vendors for outsourced services.
- A Bachelor’s degree in accounting, business management, finance or related field is required.

Preferred qualifications include:

- CPA or graduate degree in business or finance.
- Experience with grant accounting and reporting.
- Knowledge of current issues and future trends in higher education.
APPLICATION PROCEDURES

To assure full consideration, applications should be received by **October 27th, 2023** and must include the following:

- A letter of interest addressing the strategic objectives and qualifications identified in this profile;
- A curriculum vitae;
- Statement of contribution to diversity, equity, and inclusion; and
- Five professional references with email addresses and telephone numbers, including their relationship to the candidate. References will not be contacted without prior authorization from the candidate.

Applications materials should be submitted through the AGB Search portal system here [Simpson College VPBF](#).

Please direct any nominations, expressions of interest or questions regarding the application process to [SimpsonVPBF@agbsearch.com](mailto:SimpsonVPBF@agbsearch.com) or to the AGB Search team at:

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SIMPSON COLLEGE POLICY

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.

Simpson College does not discriminate in its employment practices or in its educational programs or activities on the basis of sex/gender. Simpson College also prohibits retaliation against any person opposing discrimination or participating in any discrimination investigation or complaint process internally or externally.