



WESTERN MICHIGAN UNIVERSITY

**Senior Vice President for Budget and Finance
and Chief Financial Officer**

SEARCH PROSPECTUS

Western Michigan University seeks a strategic, forward-looking leader to serve as Senior Vice President for Budget and Finance and Chief Financial Officer (CFO). This role is central to advancing the University's mission by ensuring long-term financial sustainability, enabling student success and aligning institutional resources with areas of greatest academic distinction and societal impact.

Reporting directly to the President, the CFO serves as a key member of the executive leadership team and a principal advisor on all financial, operational and resource allocation matters. The CFO is expected to play a central role in shaping institutional strategy, not solely financial execution. The CFO also serves as the Treasurer and Assistant Secretary to the WMU Board of Trustees and the Treasurer of the WMU Foundation.

Far from a traditional stewardship-focused role; for the next CFO, WMU seeks a transformational leader to strategically strengthen financial resilience, drive sustainable revenue growth, improve operational effectiveness and align resources with the University's highest priorities.

Strategic context

Western Michigan University is at a pivotal moment, with a significant opportunity to strengthen its long-term financial position while sharpening institutional focus and impact. Key priorities include:

- Strengthening long-term financial sustainability and resilience
- Aligning resources with areas of academic excellence and market relevance
- Investing strategically in programs that drive student success and post-graduation outcomes
- Modernizing operations and improving institutional effectiveness
- Reducing structural costs while reinvesting in high-impact initiatives
- Maximizing the value of the University's physical and financial assets

The incoming CFO will play a critical leadership role in shaping and executing this next phase of institutional evolution.

Opportunity

- Help shape the next-generation financial and operating model of a comprehensive public research university
- Lead a thoughtful, mission-driven transformation that aligns resources with institutional strengths and future opportunities
- Partner closely with the President, Board of Trustees and University leadership to position the institution for long-term success
- Make a lasting impact on student access, success, and institutional vitality





About Western Michigan University

There is an undeniable momentum at Western Michigan University. Fueled by the \$550 million Empowering Futures Gift, the University has just posted its two highest six-year graduation rates on record. WMU has posted record second-year retention each of the last three years. WMU recently opened a newly renovated Dunbar Hall—its most heavily used classroom building—and a vibrant new student center and dining facility, both served by a brand-new parking ramp and pedestrian bridge. It set a new high-water mark for total research awards at \$59.8 million last fiscal year and has won the Mid-American Conference Learfield Directors' Cup in each of the last two years, earning the distinction as the winningest athletic program in the conference. The University has received the first shipment of its new fleet of 32 Cirrus Generation 7 training aircraft—the latest equipment available. It awarded more than \$1 million in venture grants to 35 faculty members to create new, innovative, Experience-Driven Learning opportunities. It's no wonder Western was twice recognized by TIME magazine as one of the top 100 Best Colleges for Future Leaders, based on alumni leadership positions—one of only three institutions in Michigan.

WMU ranked as the top higher education and no. 16 overall employer in Michigan in Forbes list of America's Best-In-State Employers 2025.

Looking to the future, the University is well on its way to creating a distinctive, holistic, experience-driven education as it seeks to be a top-tier university in Michigan for student success, ranking no lower than third by 2032. A new residence hall will open in 2026, and a new multiuse arena will become home to the Bronco men's and women's basketball and men's hockey teams in downtown Kalamazoo in 2027.

The University's ambitions are being accelerated by the \$550 million Empowering Futures Gift, which remains the largest single gift for a public university in American history. This phenomenal generosity is the cornerstone of a \$1.25 billion comprehensive fundraising campaign, for which the University is currently planning its public phase.

WMU's momentum is accelerating under the energetic leadership of Russ Kavalhuna, who began as WMU's 10th president on July 1, 2025. Russ is a collaborative, mission-driven convener who unites people to solve complex problems, pairs aviation precision with legal rigor, empowers high-performing teams and relentlessly focuses on student success and community impact.



Institutional profile

WMU was founded as a Normal School in 1903, with broad community support. Today, it is a student-centered research university located in Kalamazoo, Michigan, with a total enrollment of just under 18,000 students, comprising 13,714 undergraduates and 3,617 graduate students. WMU is Michigan's fifth-largest university, attracting a diverse, culturally rich student body from across the United States and from nearly 100 other countries. Approximately 33% of students identify as historically underrepresented populations or as international, and 25% of undergraduates are from outside Michigan.

The University offers more than 150 undergraduate majors in eight degree-granting colleges: Arts and Sciences, Aviation, Education and Human Development, Engineering and Applied Sciences, Fine Arts, Haworth College of Business, Health and Human Services and Merze Tate College. In addition, the Lee Honors College offers a small, student-centered setting for approximately 2,300+ talented undergraduates. The Graduate College supports more than 160 graduate and advanced academic programs. WMU, Beacon Health System and Bronson Healthcare collaborated in the incorporation of Western Michigan University Homer Stryker M.D. School, remaining closely affiliated with the school today. Members from each serve on the medical school Board of Directors, including WMU's CFO and President, who are board members, and the WMU CFO, who serves on its finance committee.

The University has the state's third-largest college-affiliated endowment, which totaled \$854 million in fiscal year 2025.

Mission

We are an access-oriented institution that provides an impactful and inclusive education that integrates discovery and fosters holistic growth and well-being, so that all may learn.

Vision

We empower every person to grow, thrive and belong. We contribute to making the world a better place through creativity, research, innovation and compassion.



President Russ Kavalhuna

Russ Kavalhuna is the 10th president of Western Michigan University. He assumed the presidency of the nearly 18,000-student institution on July 1, 2025, bringing with him a distinguished record of public service, higher education leadership and a results-driven approach to student success.

President Kavalhuna's leadership vision is rooted in access, purpose and impact—values reflected in how Western empowers students to pursue a holistic, experience-driven education that prepares them for meaningful careers and fulfilled lives. WMU students gain critical intellectual skills in the classroom and develop real-world competencies through internships, research and professional partnerships across the state and nation.

Reflecting deep commitments to advocacy, accountability and collaboration, President Kavalhuna's career spans aviation, law and education. A former commercial airline captain, collegiate aviation administrator and federal prosecutor, he has consistently demonstrated a commitment to mission-driven leadership. In June 2025, he concluded a seven-year tenure as president of Henry Ford College, where he cultivated public and private partnerships, expanded college access and strengthened mentorship opportunities for students—efforts that underpin his educational leadership record.

Before leading Henry Ford College, Russ served as executive director of flight operations at the Western Michigan University College of Aviation.

Amid ongoing debates about the value of higher education, he is a clear and passionate advocate for its transformative power. He is frequently sought out at both the state and national levels to contribute to policy. Appointed co-chair of the Growing Michigan Together Council's Higher Education Workgroup by Gov. Gretchen Whitmer, President Kavalhuna helped shape state strategies to expand educational attainment and retain Michigan talent. He has served on boards focused on education, labor and aviation for governors of both major parties.

President Kavalhuna's principled leadership in aviation, law and academia additionally earned him a selection in 2016 by U.S. Presidents William J. Clinton and George W. Bush into the second class of their Presidential Leadership Scholars program, enhancing his personal and professional leadership through interactions with former presidents, key administration officials, leading academics and business and civic leaders.

He holds a Bachelor of Science in Aviation Science from WMU and a Juris Doctor from Cooley Law School.





OPPORTUNITY PROFILE

Key responsibilities

OPERATIONAL LEADERSHIP

- Provide leadership and oversight for key administrative and operational functions, which include:
 - Business and Finance
 - Human Resources
 - Facilities management and capital planning
 - Procurement and auxiliary services
 - Public Safety
 - Business and Finance Information Technology
- Drive service excellence, accountability and continuous improvement across the administrative enterprise
- Serve as a leader in bargaining unit negotiations

FINANCIAL STRATEGY AND STEWARDSHIP

- Lead the development and execution of a multi-year financial strategy aligned with institutional priorities
- Oversee all budgeting, forecasting, treasury and financial reporting functions
- Ensure strong fiscal discipline while enabling targeted strategic investment
- Partner with the President and executive leadership to align and focus resources to advance a unique and competitive market position
- Partner with academic and administrative leadership to align resources with enrollment, academic and research priorities
- Ensure effective internal controls, risk management and regulatory compliance

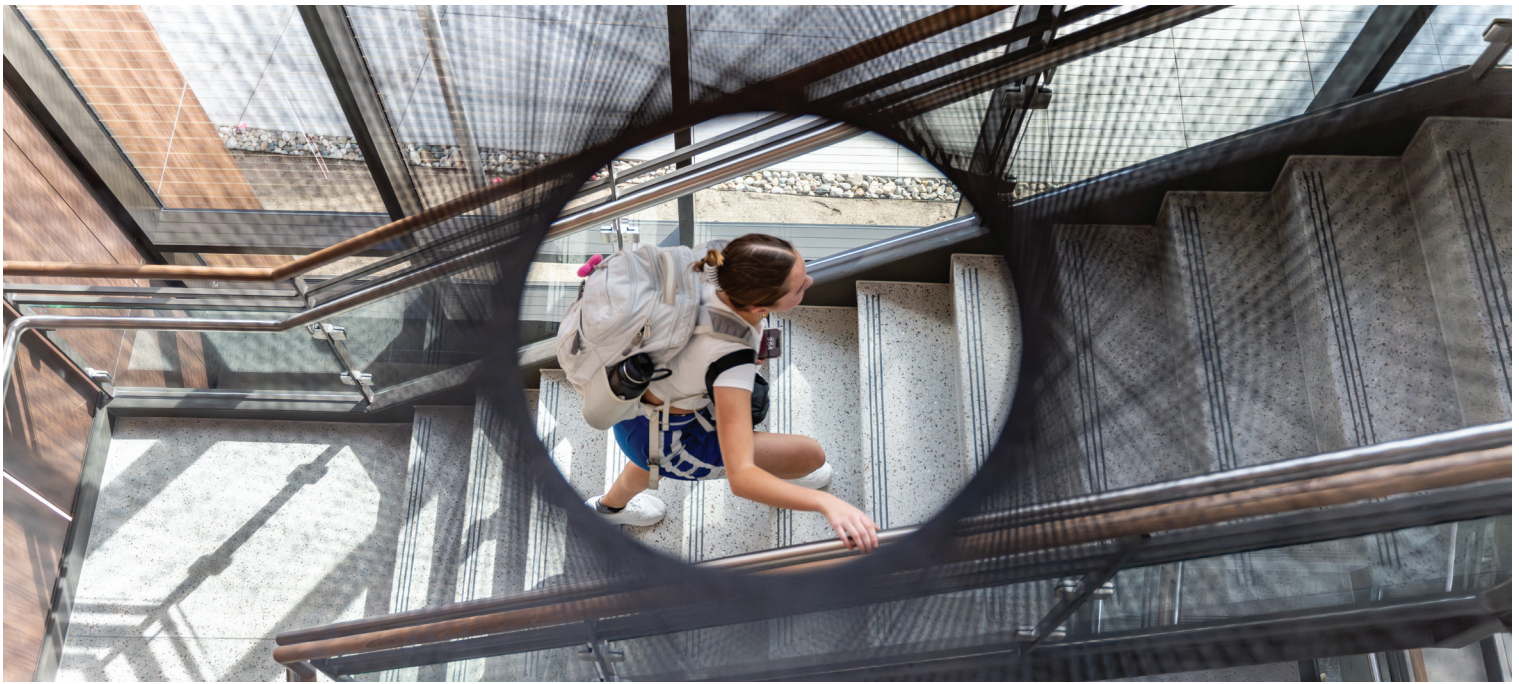
BUDGET MODEL TRANSFORMATION AND RESOURCE ALIGNMENT

- Lead a comprehensive review and evolution of the University's budget model to improve alignment, transparency and accountability
- Advance a more coordinated and strategically aligned approach to resource allocation
- Support the development of shared services and enterprise solutions where appropriate
- Reduce internal competition for resources that limits institutional effectiveness
- Foster a culture of enterprise thinking and collective stewardship



OPERATIONAL EFFECTIVENESS AND COST OPTIMIZATION

- Lead institution-wide efforts to improve efficiency, reduce structural costs and reinvest resources in high-impact priorities
- Identify and implement opportunities to streamline processes and eliminate duplication
- Evaluate and, where appropriate, consolidate administrative functions to improve service quality and cost effectiveness
- Establish clear metrics for operational performance, cost savings and reinvestment outcomes



REVENUE GROWTH AND DIVERSIFICATION

- Serve as a strategic partner in identifying and advancing sustainable revenue opportunities, including:
 - Enrollment growth and net tuition optimization
 - Online, hybrid and professional program expansion
 - Workforce-aligned and lifelong learning initiatives
 - Auxiliary enterprises and entrepreneurial activities
 - Corporate partnerships and public-private collaborations
- Collaborate with enrollment and academic leadership on pricing, financial aid and program strategy
- Utilize data and analytics to inform revenue decisions and monitor performance

ASSET OPTIMIZATION AND CAPITAL STRATEGY

- Lead a comprehensive strategy for the University's physical asset portfolio
- Identify opportunities to repurpose, redevelop or monetize underutilized assets
- Oversee capital planning to ensure alignment with enrollment trends and institutional priorities
- Structure and execute complex transactions, including public-private partnerships (P3s), long-term leases and development initiatives

DATA, ANALYTICS AND DECISION SUPPORT

- Strengthen institutional capacity for data-informed financial decision-making
- Develop tools and dashboards that provide leadership with clear insight into financial performance and cost structures
- Support a culture of evidence-based planning and accountability

LEADERSHIP AND CULTURE

- Promote a culture of collaboration, transparency and shared accountability
- Lead effectively within a shared governance environment, building trust across academic and administrative units
- Serve as a trusted advisor to the President, Board of Trustees and executive leadership
- Develop and lead high-performing teams across the finance and administrative portfolio
- Serve as University representative on several governance committees, including as Treasurer and Assistant Secretary for the WMU Board of Trustees and Treasurer of the WMU Foundation

Qualifications and experience

REQUIRED

- Significant senior leadership experience in finance, operations or a related field
 - Demonstrated success managing complex budgets and financial systems
 - Proven ability to lead in a large, complex organization
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PREFERRED

Strategic Financial Leadership

- Experience aligning financial strategy with institutional or organizational priorities
- Track record of balancing fiscal discipline with strategic investment

Organizational and Financial Transformation

- Experience leading budget model evolution (e.g., centralized, hybrid or incentive-based approaches)
- Demonstrated success in aligning resources across divisions and reducing organizational silos
- Proven ability to lead large-scale transformation initiatives

Operational Effectiveness

- Demonstrated success in improving efficiency, reducing costs and enhancing service delivery
 - Experience evaluating and optimizing administrative structures and shared services
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Leadership characteristics

The successful candidate will be:

- Strategic and forward-looking, with the ability to connect financial decisions to mission and impact
- Action-oriented and results-driven, with a strong capacity for execution
- Collaborative, with an enterprise mindset and a commitment to shared success
- Analytical and data-informed, with a focus on measurable outcomes
- Skilled at leading through complexity and change in a shared governance environment
- Courageous and decisive, particularly in addressing inefficiencies and advancing institutional priorities
- A trusted and credible leader with high integrity and sound judgment



Revenue Strategy

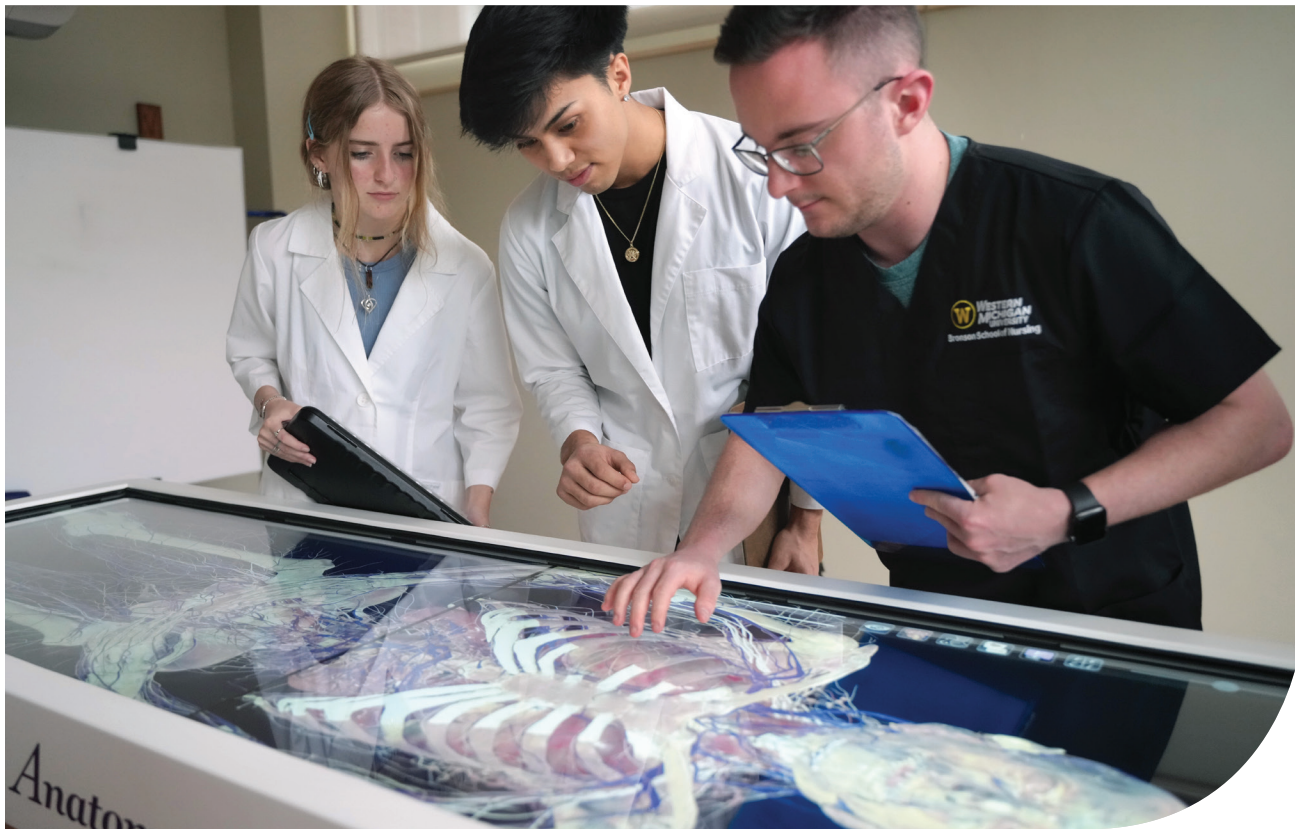
- Experience supporting or leading revenue growth initiatives
- Familiarity with pricing strategy, market analysis and program development

Asset and Capital Management

- Experience with real estate strategy, asset optimization or capital planning
- Demonstrated ability to oversee complex transactions, including P3s or large-scale development projects

Communication and Influence

- Exceptional ability to communicate complex financial concepts clearly and effectively
- Experience working with governing boards, executive teams and external partners



The Bronco education

At Western, we celebrate the passions that drive students and the possibilities that inspire them. Here, a degree is a pursuit of purpose where students are empowered to learn and where an experience-driven education leads to a meaningful career. Broncos prosper. Nine out of 10 graduates are employed quickly, working in their field in jobs they like.* Western is the place where students become the best version of themselves.

A WMU education is designed to help students pursue a meaningful career throughout their lives. We are built to support students in their educational success, offering the skills employers most seek.

- **EXPERIENCE-DRIVEN LEARNING** is Western’s approach to education that integrates hands-on, practical experiences with traditional instructional methods by applying classroom knowledge to career-relevant situations in real-world contexts. Through Experience-Driven Learning, students:

Enhance learning by deepening content knowledge and developing critical and creative thinking, problem-solving, communication and collaboration through application to “real-world” timelines, budgets, constituents and constraints.

Shape professional purpose by developing a compelling career narrative through resume-worthy and interview-relevant experiences with industry/sector partners, enabling students to build connections, networks and references.

Become empowered with a growth mindset that utilizes reflection to continuously examine their experiences and consider areas where more learning may be needed to meet their future goals.



*WMU collected data for 3,124 graduates, of which 2,240 were employed full time, 67 were employed part time, 603 employed their degree to gain admittance to graduate school or were otherwise continuing their education, 18 were engaged in military service and 4 were volunteering full time. In addition, 872 of those working full time were satisfied with their job, based on 922 responses, and 1,645 of those working full time had a job related to their degree, based on 1,742 responses. 2024-25 Career Outcomes Report, wmich.edu/about/facts



- **WMU ESSENTIAL STUDIES** is the University's general education curriculum, which provides a foundation focused on developing change-ready knowledge and skills employers seek, such as complex problem-solving, critical thinking and effective communication.
- **OUR RESEARCH UNIVERSITY ADVANTAGE** enables students to participate in undergraduate research as early as their first year. The University's faculty secured \$59.8 million in total research awards in fiscal year 2025 alone, offering boundless opportunities for students to engage in scholarly pursuits.
- **A HOLISTIC EXPERIENCE:** Well-being is a way of life at WMU. The University was one of the first 25 colleges in the nation to adopt the Okanagan Charter, an international framework



focused on health promotion that advances strategic initiatives in the well-being of students, faculty and staff. It is our commitment to enable students to pursue a thriving life in tandem with a meaningful career.

- **PAID INTERNSHIPS** are available starting the sophomore year through the Broncos Lead Internship Program.

- **THE NAVIGATOR NETWORK** provides one-on-one, proactive support. Regular check-ins ensure students are finding the resources they need to thrive on campus.



Empowering Futures Gift

In June 2021, visionary Western Michigan University graduates donated \$550 million to the WMU Foundation, the largest gift for a public institution of higher education in U.S. history.

Forward-thinking in design, scope and size, this historic philanthropic contribution is known as the Empowering Futures Gift. The donors, alumni who have chosen not to be named, committed \$200 million for WMU, \$300 million for the WMU Homer Stryker M.D. School of Medicine and \$50 million for Bronco Athletics. The gift is designed to fund scholarships, advance medical education and research, support faculty expertise, increase athletic competitiveness and make possible numerous student-centered initiatives that enhance student success.

Student-centered, transformational and responsive to the needs of students today, the \$200 million committed to WMU will be focused on four key areas:

- **EDUCATIONAL ACCESS AND RETENTION:** A significant expansion of need-based financial assistance with tuition, housing and food and degree-completion support.



- **PURPOSE AND PASSION:** Paid experiential learning for students who rely on jobs to fund their education, as well as new support staff to guide students in their pursuit of a meaningful career.
- **WELL-BEING:** New professional and technical support to improve mental health and help students develop healthy lifestyles.
- **TRANSFORMATIONAL EXCELLENCE:** Develop signature experience-driven academic experiences that enhance learning, shape professional purpose and empower students.



Student life

The Western Michigan University campus comprises a variety of housing and dining options. Each living area has distinctive features, including residence halls, apartments, dining facilities, academic services and cultural resources. Approximately 90% of first-year students live in the residence halls, and about a third of residents live in a Living Learning Community. WMU offers a variety of housing options, including six residence halls and three apartment complexes. Students find a variety of cuisines in two dining centers and 26 eateries across campus.

The Office of Student Engagement exists to engage the campus, empower students and develop leaders. Its vision is to be recognized as an expert provider of intentional engagement and leadership development opportunities that are integral components of the WMU student experience.

Bronco Bash is WMU's annual welcome-back festival that helps students transition back to campus life each fall. An estimated 20,000 students and community members attend annually. Over 500 student and community groups participate to share information, market services and sign up volunteers.





The Campus Activities Board (CAB) is one of the largest student organizations on campus. CAB works to bring entertainment to campus and typically hosts an event per week during the semester. Events typically include large concerts, comedians, movies, magicians, special events and more.

More than 350 Registered Student Organizations (RSOs) at WMU focus on a variety of interest areas from academics to service to zombies. As a Western Michigan University Bronco, students have every opportunity to get involved in an extraordinarily rich range of student clubs and activities that connect them with what they are learning in the classroom and beyond. They can travel the country to volunteer, program events for a campus of nearly 18,000 students, play a club sport, give back to the Kalamazoo community or go Greek. Western Michigan University has had a long and rich history with its collegiate fraternities and sororities, with 32 chapters representing four councils. WMU has nearly 30 club sports that are housed within University Recreation. A club may be competitive, recreational, social or any combination of these.





STUDENT-FOCUSED FACILITIES

The face of Western Michigan University has been reimagined and reshaped over the last eight years. The University has opened a new, world-class building for the College of Aviation, enabling the program to double the number of students it serves. The University recently opened Dunbar Hall, a newly renovated space that provides students and faculty with a flexible, accessible, welcoming and sustainable learning environment that honors WMU's academic heritage while embracing cutting-edge technology and supporting Experience-Driven Learning.

Over the same period, the entire southern portion of Main Campus has seen the removal of multiple buildings beyond their planned life, which were replaced with new student housing, a state-of-the-art

student center and dining facility, a new parking facility and new landscaping.

Arcadia Flats was the first new building to open in this campus area in January 2021, featuring five different apartment-style units, including a studio loft. It can house a total of 341 residents. The building, split into two forms linked by a glass bridge, features a centralized lobby with a fireplace and gathering spaces, a fitness room, laundry and social and study spaces scattered throughout. An outdoor courtyard, designed as a node on the main pedestrian walk through the Hilltop Village, encourages outdoor gathering as well.

The vibrant and distinctive new WMU Student Center opened in fall 2023. The facility, dubbed the

“hub of belonging,” is located in the heart of WMU's Main Campus and is surrounded by student housing, academic buildings and pedestrian walkways. Inside, it features a brand-new Admissions Welcome Center, meeting spaces from ballrooms to small study spaces, the WMU Bookstore, a state-of-the-art gaming room, FedEx, PNC Bank and multiple eateries, including a Starbucks and several self-branded concepts. The facility is intentionally focused on creating a welcoming and inclusive environment that nurtures belonging. Support for student organizations is front and center while lounges, indoor hammocks and soft seating encourage social engagement and co-curricular activities.



Athletics

As an NCAA Division 1 FBS program, Bronco student-athletes compete in the Mid-American Conference (MAC) in 14 sports. Hockey competes in the National Collegiate Hockey Conference (NCHC), and men's soccer competes in the Missouri Valley Conference. Bronco Athletics takes a holistic view of students, with the goal that every student will compete in championships, have an experience-driven education and graduate prepared for a career.

In 2025, the hockey team won the NCAA National Championship. And this past season, WMU Football won both the MAC Championship game and the Myrtle Beach Bowl. Bronco competitions enjoyed one of the highest-growing attendance records in the nation in 2023-24. Western puts the student in student-athlete. Broncos are consistently recognized for their academic excellence as well as their strength in competition. The athletics program earned the MAC Learfield Directors' Cup each of the last two years, a rare honor that ranks it as the winningest program in the conference.



Points of pride

9 of 10 Broncos are employed quickly, working in their field in jobs they like*

94% of graduates are working or continuing their education**

93% of graduates participated in experience-driven education**

73% of recent graduates working full time are employed in Michigan**

98% of graduates had instructors who made them excited about learning**

93% of graduates felt their faculty cared about them**

Best College for Future Leaders, Top 3 in Michigan and top 100 in U.S.

—TIME and Statista (2024, 2025)

Ranked No. 1 in the Mid-American Conference two years running

—2023-24, 2024-25 Learfield Directors' Cup

2025 D1 National Hockey Champions

Top 100 in the nation for occupational therapy and social work

—U.S. News & World Report 2026

1 of 139 public institutions classified as a high research university

—Carnegie Foundation

First Michigan institution to join the Campus Community Network

for viewpoint diversity, open inquiry and constructive disagreement

—Heterodox Academy

WMU Public Safety has a rare accreditation for top police agencies in Michigan

—Michigan Law Enforcement Accreditation Commission, est. 2021

1 of only 3 aerospace engineering programs in Michigan

Top 6% of business schools worldwide accredited at both the undergraduate and graduate levels

—AACSB

Top program for sales and business marketing for 18th year

—2025 Sales Education Foundation

Top talent in consumer-packaged goods industry

—2023 Consumer Goods Technology

Top 6 in-the-world ranked aviation program

—Study International

Best for Vets ranking each survey year since 2010

—Military Times

No. 22 supply chain management program in North America

—2024 Gartner

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**2024-25 Career Outcomes Report, wmich.edu/about/facts



Finances

Western operates with a total budget of \$526 million, which includes auxiliary units. The University's 2025-26 general fund budget amounts to \$425 million, with 15% allocated to student financial aid. The discount rates for Fall 2024 and Fall 2025 were 34.4% and 32%, respectively and the University has set a Fall 2026 target of 28%.

Western has the state's third-largest college-affiliated endowment, which totaled \$854 million in fiscal year 2025, with an annual spend of 4.5% of a trailing 60-month average. WMU achieved a record-breaking \$59.8 million in total research awards in fiscal year 2025.

Governance

Western Michigan University is governed by the WMU Board of Trustees, consisting of eight members appointed by the state's governor for eight-year terms. The board has authorized roles of shared governance with the WMU Faculty Senate, Western Student Association and Graduate Student Association.

WMU employs nearly 4,000 faculty and staff members, making it one of the largest employers in Kalamazoo. The University has three faculty labor organizations: the American Association of University Professors, the Professional Instructors Organization and the Teaching Assistants Union. In addition, WMU collaborates with four other bargaining units: the American Federation of State, County and Municipal Employees, the International Alliance of Theatrical Stage Employees, the Michigan State Employees Association and the Police Officers Association. The University also employs professional and support staff who are not part of collective bargaining organizations.

WMU has been continuously accredited by the Higher Learning Commission since 1915. The University will undergo its next complete review during the 2030-31 academic year.





About Kalamazoo

Kalamazoo, Michigan, is in a mid-sized metro area with just over 280,000 residents. It blends big-city energy with a highly livable, human-scale community. Its people enjoy an unusually strong mix of education-focused culture, natural beauty and a dynamic life sciences and advanced manufacturing economy.

A PLACE THAT INVESTS IN PEOPLE

Kalamazoo offers an appealing mix of opportunity, affordability and quality of life. The Kalamazoo-Portage metro is one of the lowest-cost-of-living metros in the nation, with professional lifestyles costing 25% below the U.S. average. The community's signature initiative, the Kalamazoo Promise, provides up to 100% tuition for every eligible graduate of Kalamazoo Public Schools to attend postsecondary institutions across Michigan, signaling a deep, long-term commitment to educational access and talent development.

CULTURE, CREATIVITY AND CONNECTION

Kalamazoo's cultural life far exceeds its size. A vibrant arts scene supports multiple theaters, galleries, live music venues and year-round festivals. The internationally acclaimed Gilmore Piano Festival brings world-class classical and jazz artists to local stages. At the same time, a robust calendar of performances, public art and community events creates a lively, walkable downtown experience. Families and enthusiasts are drawn to the Air Zoo, an award-winning aviation museum and indoor aerospace experience, and summer evenings at Kalamazoo Growlers baseball games in a classic neighborhood ballpark.

NATURE AT YOUR DOORSTEP

Outdoor recreation is woven into everyday life here. The region is laced with multi-use trails such as the Kal-Haven and Kalamazoo River Valley trails, offering more than 60 miles of connected paths for biking, running and cross-country skiing, along with scenic stretches of river for paddling. Dozens of inland lakes and nearby state recreation areas make it easy to fish, boat or unwind by the water after work. Within a short drive, the Lake Michigan shoreline delivers expansive sand beaches, coastal dunes and charming lakeshore towns that feel like a vacation without requiring a flight.

AN INNOVATION-DRIVEN REGIONAL ECONOMY

Professionals in the Kalamazoo area enjoy a diversified, innovation-oriented regional economy anchored by globally recognized names in pharmaceuticals, medical devices, advanced manufacturing and food and consumer goods. Connecting with such business as Stryker, Pfizer, Zoetis, Denso, Eaton Corp., General Mills and Whirlpool, WMU plays a pivotal role in meeting the state's regional needs for higher education and career development.

Nominations and application process

Individuals who wish to be considered as candidates by the Search Advisory Committee should provide a copy of their résumé or curriculum vitae along with a bullet-point summary of key accomplishments in each leadership role held. A letter of interest is welcomed but not required.

Western Michigan University has retained Charles Kaler and Randy Woodson of CSA Search & Consulting to assist with this CFO search.

Confidential inquiries, nominations and applications should be sent via email to:

Charles Kaler & Randy Woodson
CSA Search & Consulting LLC
WMU.CFO@csasearch.consulting

All applications, inquiries, discussions and nominations will be considered strictly confidential.



Western Michigan University, an affirmative action/equal opportunity employer, complies with applicable federal and state laws and University policies prohibiting discrimination and harassment. Western Michigan University prohibits discrimination or harassment that violates the law or that limits opportunities of admission, employment or education based on the protected classes of race, color, religion, national origin, sex, pregnancy, sexual orientation, gender identity, age, protected disability, protected veteran status, genetic information, height, weight, or marital status. Retaliation against any person or group who makes a good faith complaint or participates in a grievance, investigation or related processes is prohibited by law and policy. Related policies and information on how to report can be found at <https://wmich.edu/equity/hondiscriminationnotice>.



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