

SIMMONS

COLLEGE OF KENTUCKY



VISIT SIMMONSCOLLEGEKY.EDU TO LEARN MORE.

Inviting Applications and Nominations for

Chief Financial Officer



MYERSMCRÆE
EXECUTIVE SEARCH AND CONSULTING

Simmons College of Kentucky, a private, non-profit, Historically Black College and University (HBCU) in Louisville, Kentucky, invites applications for an experienced and growth-oriented **Chief Financial Officer** (CFO) who will oversee all financial operations of Simmons College of Kentucky during a period of growth and transition. This individual will serve as a key member of the executive leadership team, reporting directly to the President through the Chief of Staff. Simmons College is seeking the CFO to start immediately.



ABOUT THE COLLEGE

Located in the heart of Louisville, Simmons College of Kentucky, has an impressive history dating back to the end of the Civil War. In August 1865, 12 Black Baptist churches met at Fifth Street Baptist Church in Louisville and organized the State Convention of Colored Baptist Churches in Kentucky, led by the pastor Henry Adams.

Because there was no place in the state for Blacks to obtain a college education, members of the Convention soon began discussing the need to create a school for the training of Negroes, many of whom were one generation removed from slavery. Having first considered Frankfort as the home to the school, members of the Convention instead decided in 1869 to locate what would be known as the Kentucky Normal Theological Institute in Louisville.

It was not until 1879, however, that any definite steps were taken for the opening of the school. In November of that year the trustees of the Convention of Colored Baptist Church in Kentucky purchased 4 acres of land on the corner of 7th & Kentucky Street

in Louisville that immediately served as the campus for the school. That same year, the school opened its doors under the direction of its first president, Rev. Elijah P. Marrs. After a brief one-year tenure, Rev. Marrs was succeeded by Dr. William J. Simmons. Simmons was an ex-slave who had greatly developed Howard University's teacher training programs. It was under the leadership of Dr. Simmons that the school would begin to flourish in such a way that it would eventually be renamed "Simmons University" in appreciation for his contributions.

Today, Simmons College of Kentucky, a private, non-profit, Historically Black College and University (HBCU), is dedicated to empowering underserved students, fostering academic excellence, and contributing to the greater social and economic impact of the community. As an institution committed to educational access and equity, Simmons College is entering a period of strategic growth and transformation and is currently in the silent phase of a \$100 million capital campaign.



THE OPPORTUNITY

Simmons College of Kentucky is seeking a Chief Financial Officer to serve as an experienced financial leader, sharing in development of the future vision, strategic growth, and transition for the College. The CFO will be a collaborative, creative, and strategic leader who is energized by the opportunity to position Simmons College for the future vision and growth opportunities. The CFO will be responsible for providing financial oversight, ensuring sound financial practices, and developing strategies to support the institution's long-term sustainability. This opportunity offers advancement to the permanent CFO position, with demonstrated success in the interim.

Key Responsibilities

- Lead and manage the financial operations of the college, including accounting, budgeting, financial reporting, and auditing.
- Develop and implement financial strategies aligned with the institution's strategic plan and goals, including ongoing capital campaign initiatives.
- Oversee the preparation of financial statements, reports, and projections for the President, Chief of Staff, Board of Trustees, and other key stakeholders.
- Effectively monitor and manage cash flow, revenue, and expenditures to ensure fiscal responsibility.
- Ensure compliance with all regulatory requirements, including federal and state reporting, tax filings, and financial audits.
- Work closely with external auditors and financial consultants to ensure accurate reporting and internal controls.
- Collaborate with other senior leaders to assess financial performance and make recommendations for improvements.
- Manage and support the finance team, fostering a culture of accountability, professional growth, and continuous improvement.
- Provide financial guidance and insight to support the college's decision-making process, including future capital projects and operational sustainability.
- Participate in fundraising efforts, grant management, and the stewardship of financial gifts, including endowment management.
- Ensure alignment of financial strategies with Simmons College's mission, goals, and HBCU status.
- Build donor confidence by demonstrating excellence in stewardship of gifts and awards.
- Ensure effectiveness of financial controls and compliance with donor restrictions and grant requirements.
- Identify trends, mitigate risks, and address areas for improvement.



Qualifications

- Master's degree in finance, accounting, or a related field is required
- Certified Public Accountant (CPA) license is preferred
- At least 8-10 years of progressively responsible experience in financial management *preferred*
- At least 5 years in a senior leadership role in higher education, non-profits, or mission-driven organizations *preferred*
- Proven experience with capital campaigns, endowment management, and complex budgeting and forecasting
- Strong knowledge of GAAP, federal and state financial regulations, and audit processes specific to higher education and non-profits
- Proficiency in financial management systems (ERP) and financial modeling tools
- Excellent communication skills with the ability to engage with diverse stakeholders and external partners
- Experience leading and developing a finance team, with a focus on accountability and performance improvement

- Demonstrated ability to identify trends, risks, and opportunities, and provide strategic recommendations
- Commitment to the mission and values of Historically Black Colleges and Universities (HBCUs) or similar organizations, with a passion for advancing equity and access in education

Skills and Abilities

- **Financial Acumen:** In-depth understanding of financial operations, accounting standards, budget management, and financial reporting
- **Leadership:** Proven ability to lead, manage, and inspire a team within a dynamic and fast-paced environment, fostering collaboration and continuous improvement
- **Strategic Vision:** Ability to create and execute financial strategies that align with institutional goals, ensuring long-term financial sustainability.
- **Analytical Skills:** Expertise in analyzing complex financial data, developing budgets, and generating insightful financial reports to guide decision-making
- **Problem-Solving Abilities:** Strong critical thinking and problem-solving skills, with a proactive approach to identifying risks and creating solutions

- **Communication:** Exceptional verbal and written communication skills, with the ability to present financial information clearly to both financial and non-financial audiences
- **Technology:** Proficiency in financial software systems, ERP platforms, and data analysis tools to enhance financial efficiency and accuracy
- **Collaboration:** Strong interpersonal skills and ability to collaborate effectively with diverse stakeholders across the institution and externally.
- **Ethical Judgment:** High level of integrity, ethics, and responsibility in handling financial information and ensuring compliance
- **Adaptability:** Ability to thrive in a rapidly changing environment, effectively managing multiple priorities and adapting to new challenges.
- **Project Management:** Strong project management abilities, including the capacity to oversee multiple initiatives, ensuring deadlines are met and goals achieved
- **Donor Stewardship:** Ability to build and sustain donor confidence through excellent financial stewardship and transparent reporting



President Cosby

Reverend Dr. Kevin W. Cosby earned a Bachelor's degree from Eastern Kentucky University in Richmond, a Master of Divinity degree from The Southern Baptist Theological Seminary in Louisville, and a Doctor of Ministry degree from United Theological Seminary in Dayton, Ohio.

Since 1979, Dr. Cosby has served as Senior Pastor of St. Stephen Church in Louisville, Kentucky. In 1997, Dr. Cosby encouraged the church to purchase and convert the original four-acre campus of Simmons University (now Simmons College of Kentucky), to be used as a lifestyle enrichment campus. The campus was once home to Simmons University, the oldest black-owned and operated educational institution in the state of Kentucky but had been lost to foreclosure during the Great Depression.

In 2005, Dr. Cosby was named the 13th President of Simmons and in 2007, he led the institution back to its original campus. Under his leadership, Simmons College of Kentucky was accredited by the Association of Biblical Higher Education in early 2014. He has held administrative and teaching assignments at Kentucky State University, the

University of Louisville, the Southern Baptist Theological Seminary and United Theological Seminary. Additionally, his exceptional oratory skills have produced lecture engagements at universities and institutions around the world, including Harvard University.

Dr. Cosby is a former member of the University of Louisville's Board of Trustees and one of our nation's most influential leaders.



LOUISVILLE, KENTUCKY

With more than 120 attractions Louisville has something for everyone to see and do. The iconic Churchill Downs and Kentucky Derby Museum pay homage to the thoroughbred horse—a hallmark of what makes Kentucky so special. The bat of most major league baseball teams is made at Louisville Slugger Museum & Factory. The Belle of Louisville is the oldest operating steamboat still in existence. And, Louisville's native son, Muhammad Ali, is now remembered with a self-guided tour of "Ali's Footsteps of Greatness."

Louisville is the largest city in Kentucky and the seat of Jefferson County, opposite the Falls of the Ohio River. Bridges spanning the Ohio link the city with New Albany and Jeffersonville, Indiana. Following a referendum passed in 2000, the city and Jefferson County merged in 2003, thereby more than doubling the city's population and increasing its area more than sixfold.

If the arts are more to your liking, Louisville is one of only a handful of U.S. cities with a professional full-time orchestra, opera, ballet, children's theatre, dinner theatre and Broadway Series. The Speed Art Museum and the KMAC both showcase the visual arts in their own stunning spaces. These, plus a zoo, amusement park, breweries, historic homes, confectioneries, parks, and music festivals comprise the fabric of Louisville's cultural scene.

As the backdrop for the Kentucky Derby, the city's name has become synonymous with horse racing. The Kentucky State Fair, one of the oldest agricultural fairs in the United States, features an annual horse show that closely rivals the Derby in interest. Many historic buildings, including the homes of George Rogers Clark and an early residence of inventor Thomas Edison, are open to the public.

Application & Nomination Process

Confidential inquiries are welcomed, and nominations are invited.



MYERSMCRÆ
EXECUTIVE SEARCH AND CONSULTING
(478) 330-6222 MyersMcRae.com

Applications

- 1) All application packets must include the following:
 - a) A letter of application that includes the candidate's (1) interest in and qualifications for the position; (2) leadership philosophy; and (3) statement of faith and connection of that faith in the teaching and learning process.
 - b) A current curriculum vitae
 - c) Unofficial transcripts of all degrees and certificates earned (Official transcripts will be required of finalists).
 - d) At least four references with full contact information including e-mail. (References will not be contacted without consent from applicant.)
- 2) Submit application materials (preferably as PDFs) online.
The position will remain open until filled.

[APPLY HERE](#)

Nominations

Submit nominations with complete contact and e-mail information for the individual being nominated.

[NOMINATE HERE](#)

Consultant

Simmons College of Kentucky has retained **Myers McRae Executive Search and Consulting** to assist with the identification and review of candidates. **Brianna Douglas**, Vice President of Myers McRae, is the lead consultant for this search. **Request a conversation regarding this search at BriannaDouglas@myersmcræ.com.**



Simmons College is committed to providing a safe and non-discriminatory learning, living, and working environment for all members of the college community. Simmons College is fortunate to have a safe campus. Nevertheless, the possibility of sexual harassment, stalking, rape, date rape, and sexual assault exists, just as it exists on any campus. Simmons College does not discriminate on the basis of sex, gender, or sexual orientation in any of its education or employment programs and activities. Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in the college's programs and activities. The college will respond to complaints or reports about prohibited conduct with measures designed to stop the behavior, eliminate any such discrimination, prevent the recurrence of the prohibited conduct, and remediate any adverse effects of such conduct on campus or in college-related programs or activities. This may include the implementation of interim restriction(s).