

SEARCH PROFILE:

ASSOCIATE VICE PRESIDENT AND CHIEF FINANCIAL OFFICER FOR
NORTHERN ARIZONA UNIVERSITY ADVANCEMENT | FOUNDATION



NAU
NORTHERN
ARIZONA
UNIVERSITY

CONTENTS

THE OPPORTUNITY	3
ABOUT NORTHERN ARIZONA UNIVERSITY	4
LEADERSHIP	7
LOCATION	8
NORTHERN ARIZONA UNIVERSITY ADVANCEMENT FOUNDATION	9
LEADERSHIP AGENDA	11
POSITION DESCRIPTION	12
MINIMUM REQUIREMENTS	14
PREFERRED QUALIFICATIONS	14
KNOWLEDGE, SKILLS, AND ABILITIES DESIRED	14
APPLICATION AND NOMINATION PROCESSES, COMPENSATION	15



THE OPPORTUNITY

Northern Arizona University (NAU) in Flagstaff, Arizona, seeks an experienced finance professional and collaborative leader to serve as Associate Vice President and Chief Financial Officer (CFO) for Northern Arizona University Advancement | Foundation.

The Associate Vice President, Chief Financial Officer (CFO) serves as a critical leader for the advancement of Northern Arizona University to be the nation's preeminent engine of opportunity, vehicle of economic mobility, and driver of social impact by delivering equitable postsecondary value.

This is an outstanding opportunity for a talented and highly successful finance and accounting professional to join the Advancement | Foundation team as exciting momentum across the university has sparked attention from alumni, donors, friends, and partners. The university is in the public phase of its comprehensive campaign. [Elevate, the campaign for NAU](#), publicly launched in November 2025. Elevate is NAU's \$300 million comprehensive fundraising effort that will expand educational access, drive academic excellence, empower faculty innovation, and enhance the campus experience for generations of NAU students. Since fundraising for Elevate began in 2023, NAU has raised over \$256 million, 85% of the overall campaign fundraising goal.

Having raised \$65.8 million in the fiscal year ended June 30, 2026, the NAU Foundation has brought in more donations over the past four years during the Elevate campaign than the university raised in the previous 20 years combined, a historic achievement

that marks the most successful fundraising period in NAU's history. Beyond a successful fundraising year, the NAU Foundation's endowment has grown 175% since the start of the campaign. Ending fiscal year 2026 at \$422.7 million, this is the largest endowment size in NAU's history.

With a rich history and tradition of support from alumni and friends, NAU has maintained a strong sense of community across the region, state, and beyond. Strong leadership at both the university and Advancement | Foundation created several new fundraising and engagement initiatives with targeted goals and targeted outcomes to enhance the mission and future of the university. Fueled by its core values: innovative, collaborative, accountable, and authentic relationship builders, the Advancement | Foundation division is helping to transform lives, enrich communities, and achieve preeminence. Innovation has taken hold, and the Associate Vice President (AVP), CFO will be part of the visionary and hardworking team to support engagement and giving at NAU.

The new AVP, CFO should be collaborative, empathetic, motivational, and inspirational. The team seeks a leader who will lead by example and be a voice for the team, with emotional intelligence and competency to bring out the best in them. The Vice President seeks an AVP and CFO who will become an integral part of the executive leadership team. The position may be based in Flagstaff or Phoenix. Salary range: \$200,000 to \$230,000.



ABOUT NORTHERN ARIZONA UNIVERSITY

Northern Arizona University rests on a student-first foundation. This was true when the university opened its doors 127 years ago, and it's true today. The traditions and values of the past inform the innovations helping us shape the future.

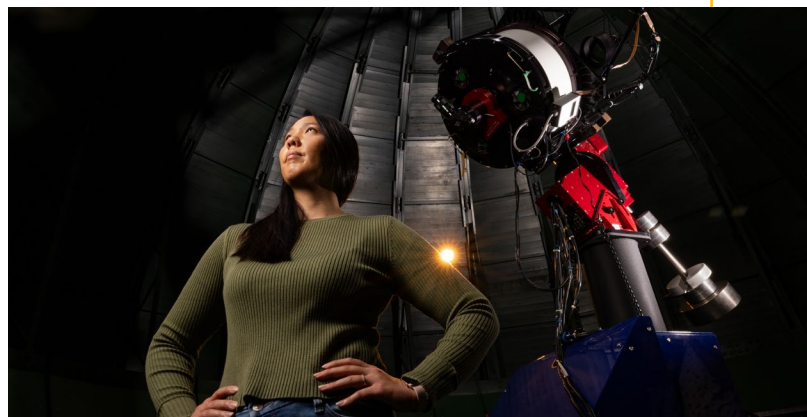
Founded in 1899, Northern Arizona University began as a teachers college. NAU's story is one of perseverance, purpose, and transformation. From 23 students in a one-room schoolhouse to tens of thousands across Arizona and online, NAU continues to lead with innovation and impact while grounded in community, opportunity, and the belief that education changes lives.

Now a land-grant university with nearly 30,000 students, NAU is an R1 research institution and competes in NCAA Division I sports in the Big Sky Conference. The university is divided into nine colleges offering more than 130 undergraduate degrees, 100 graduate programs, and various academic certificates. The Flagstaff Mountain campus serves as the main residential campus; however, students may take classes and conduct research at various statewide regional locations and online. With over 210,000 Lumberjack alumni worldwide, NAU has one of the best alumni networks in the country.

Students, mentored by faculty members renowned in their fields, are at the center of all the university's institutional efforts. In the classroom and online,

through hands-on experiences in an unparalleled learning environment, and with the NAU community cheering them on, students discover and hone their ambitions. NAU's academic programs, research, public service, and creative endeavors enrich lives and create opportunities in Arizona and beyond.

The institution's mission is to make education accessible, meaningful, and life-changing, serving as a national leader in opportunity, economic mobility, and social impact. Northern Arizona sees itself at a transformational point in which there is sweeping momentum to provide an affordable education that prepares students for successful careers and uplifts communities. There is a buzz, sense of excitement, and trust as NAU looks toward the future as a proactive leader in the region and state.



ABOUT NORTHERN ARIZONA UNIVERSITY (CONT.)

CHARTER, MISSION, AND COMMITMENT

NAU Charter: NAU aims to be the nation's preeminent engine of opportunity, vehicle of economic mobility, and driver of social impact by delivering equitable postsecondary value in Arizona and beyond.

NAU Mission: NAU transforms lives and enriches communities through high-quality academics and impactful scholarship, creative endeavors, and public service.

STRATEGIC PRIORITIES

Academic Excellence

NAU's high-quality academic programs, general studies curriculum, and the teaching excellence of our faculty will foster students' knowledge and competencies necessary for professional success, informed civic engagement, global citizenship, lifelong learning, and the promotion of a more just and sustainable future.

Student Success

Grounded in a student-centered institutional culture of care, NAU will provide accessible and affordable educational opportunities, with tailored support services that enable students to complete their academic credentials and realize transformative outcomes from their collegiate experience.

Commitment To Indigenous Peoples

In recognition of the unique sovereign status of Native Nations and the sacred land on which the university was built, NAU will continue its intentional support for Indigenous students, faculty, and staff and build mutually beneficial partnerships with Indigenous communities that will position NAU as the nation's leading university serving Indigenous Peoples.

Impactful Scholarship

NAU's teacher-scholars will engage in impactful research, scholarship, and creative activities to provide transformative learning opportunities, advance disciplinary and interdisciplinary knowledge, and contribute to solving problems of regional, national, and global relevance.

Mission-driven Faculty and Staff

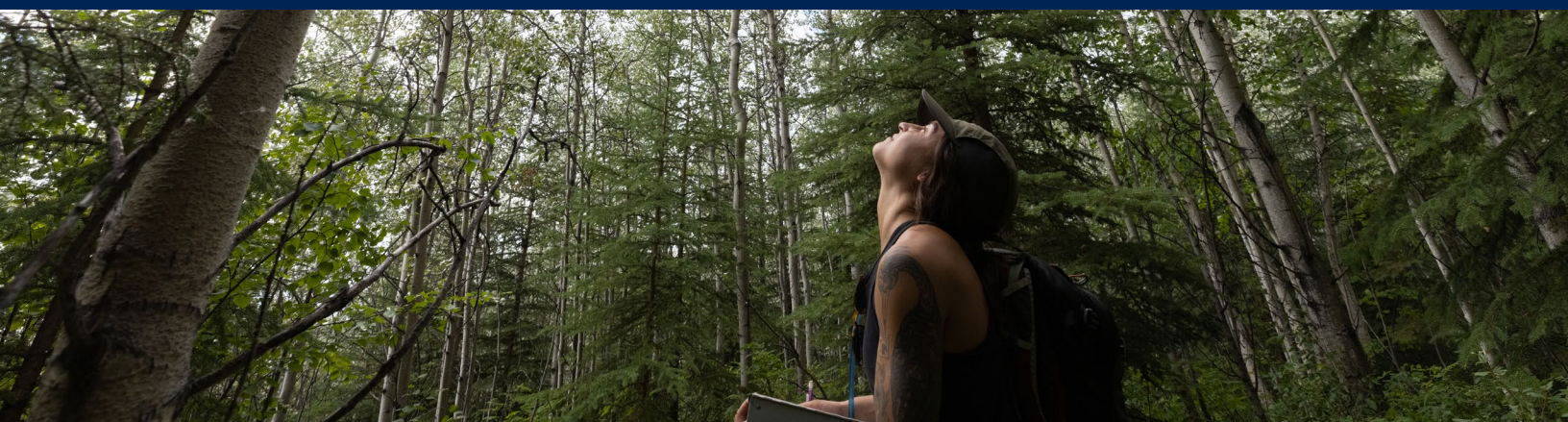
NAU will implement employment practices to support the recruitment, retention, development, and promotion of a highly qualified, mission-driven workforce.

Community Engagement

NAU will engage locally, regionally, and globally with public and private partners to foster mutually beneficial relationships that enhance our students' educational experiences, contribute to broad social impact, and increase individual, communal, cultural, and economic vitality.

Sustainable Stewardship of Resources

NAU will effectively use our physical, technological, and financial resources to support our vision and mission, with a commitment to responsible environmental stewardship, innovative use of our physical, technological, and financial resources in support of our vision and mission, with a commitment to the responsible use of environmental resources, innovative use of technology, and mission-driven financial investments and philanthropic activity.



ABOUT NORTHERN ARIZONA UNIVERSITY (CONT.)

NAU serves almost 30,000 students through multiple offerings: a traditional college experience on a scenic campus, situated in Flagstaff's remarkable landscape at the base of the San Francisco Peaks; the convenience of attending classes at one of NAU's Desert Campuses across the state, providing flexibility and accessibility; and an award-winning online experience where students can choose from in-demand programs, degrees, and certificates. NAU upholds the same high standards of education across all locations and delivery options.

Nine academic colleges, graduate, and online colleges offer impactful programs, including more than 100 undergraduate programs, 130+ undergraduate and graduate programs, and 100+ undergraduate and graduate certificates in a wide variety of disciplines, including the social sciences, humanities, education, engineering, natural sciences, business, nursing and more. Northern Arizona University is accredited by the Higher Learning Commission through 2027–2028.

NAU has received external recognition for its access-related initiatives, and the composition of NAU's student body reflects the university's support for historically underserved students:

- 39% of NAU undergraduate students are the first in their families to attend college
- 99% of first-year NAU students receive some sort of scholarship or financial aid
- 26% of NAU undergraduates identify as Hispanic
- NAU meets US Department of Education Hispanic-Serving Institution (HSI) criteria and has earned recognition from the Hispanic Association of Colleges and Universities
- NAU is in the top 10 producers of bachelor's degrees for Native American students nationwide





LEADERSHIP



PRESIDENTIAL LEADERSHIP

[José Luis Cruz Rivera](#) has served as President of Northern Arizona University since 2021, leading the university's *Elevating Excellence* strategic roadmap to expand student access, advance research, and strengthen community impact. Under his leadership, NAU has achieved record enrollment of Arizona students, earned Hispanic-

Serving Institution and R1 research designations, launched the Access2Excellence tuition program, expanded healthcare education through NAU Health, and secured more than \$190 million in philanthropic support.

Prior to NAU, Cruz Rivera held senior leadership roles at the City University of New York (CUNY), Lehman College, California State University, Fullerton, The Education Trust, and the University of Puerto Rico. A professor of electrical engineering, he continues to teach while contributing to national higher education policy through leadership positions with federal and state organizations. An elected member of the American Academy of Arts and Sciences and Senior Member of IEEE, he holds bachelor's, master's, and doctoral degrees in electrical engineering.

ADVANCEMENT | FOUNDATION LEADERSHIP

[Nick Lobejko](#) joined NAU in November 2022 as Vice President for Advancement and CEO of the NAU Foundation. With nearly 20 years of experience in higher education advancement, he has driven record-breaking fundraising efforts, growing fundraising at NAU from \$20.2 million in fiscal year 2022 to \$65.8 million in fiscal year 2026. He also successfully launched Elevate, the comprehensive campaign for NAU, which has raised over \$256 million as of July 2026. Under his leadership, the NAU Foundation has brought in more over the past four years of the Elevate campaign than the university raised in the previous 20 years combined, a historic achievement that marks the most successful fundraising period in NAU's history.



Through strategic organizational improvements, rigorous metrics, and staff development, Lobejko has enhanced NAU's philanthropic performance, achieved four consecutive years of record-breaking fundraising and engagement goals, and launched NAU's most ambitious fundraising campaign in the university's history. As a former co-owner of a small business, he combines his passion for education and entrepreneurship to further NAU's mission of elevating postsecondary value in Arizona and beyond.

Lobejko holds a master's degree in educational leadership from the University of Northern Colorado and dual bachelor's degrees in business from Winona State University. His prior roles include executive director of advancement at Colorado State University and development leadership positions at the University of Colorado and the University of Northern Colorado, where he secured transformative gifts and led successful campaigns.



LOCATION

Northern Arizona University has numerous locations around Arizona. The [Flagstaff Mountain Campus](#) offers a traditional college experience on a scenic campus set against a remarkable landscape of mountains, canyons, and deserts. [NAU's Land Acknowledgment](#) recognizes the unique and enduring relationship existing between Indigenous Peoples and their traditional territories: *Northern Arizona University sits at the base of the San Francisco Peaks, on homelands sacred to Native Americans throughout the region. We honor their past, present, and future generations, who have lived here for millennia and will forever call this place home.*

Located in the high-country mountains of northern Arizona, Flagstaff is not the Arizona experience you may expect. Flagstaff is in the heart of the Colorado Plateau, a region known for its rich Native American history. This Native American heritage still permeates the culture today, as tribal lands cover more than 31,000 square miles (49,890 km²) in this region and are home to the Navajo, Hopi, Havasupai, Kaibab-Paiute and Hualapai peoples. At 7,000 feet elevation, temperatures rarely exceed 90 degrees in the summer, fall brings a brilliant change of color, winter snowfall averages 108 inches, and spring bursts with blossoms. Flagstaff has an average of 287 sunny days in a year. Many of the buildings in Flagstaff's historic downtown area date to the early 1900s and are used today as stores, galleries, hotels,

and restaurants. Flagstaff is located near the center of Northern Arizona, about 150 miles north of Phoenix, AZ and 80 miles south of the Grand Canyon. The city is surrounded by coniferous forests, which allow for an array of outdoor sports, camping, and backpacking opportunities with 171 scenic trails within the Flagstaff area. Downhill skiers enjoy 55 runs down the San Francisco Peaks, just 14 miles from downtown Flagstaff.

Flagstaff is a governmental, educational, cultural, and commercial center. NAU, the largest employer in the city, has a major economic impact annually. The campus is used year-round, and Olympic athletes choose Flagstaff as a training site because of the climate, altitude, and available facilities. The altitude makes it a hub for celestial observations. Last but certainly not least, it is home to over 77,000 people who prioritize family, community, work, and play balance in their daily lives. You will find Downtown Flagstaff to be one of the best downtown scenes in Arizona. Downtown Flagstaff is big enough to offer a variation in vibe, food, drinks, and setting, but small enough that visitors, locals and college students intermingle at nearly all times of the day. From coffee shops and music venues to the locally sourced food offered by many restaurants, you will find that Flagstaff and its residents are progressive, intentional, and special.



NORTHERN ARIZONA UNIVERSITY ADVANCEMENT | FOUNDATION

The [NAU Advancement | Foundation](#) engages students, alumni, parents, friends, and the broader NAU community to connect, invest, and inspire current and future Lumberjacks.

The Northern Arizona University Foundation, Inc. exists for the sole purpose of supporting NAU. The Foundation operates under the IRS non-profit code: 501(c)(3) status and is managed by a [Board of Directors](#). All contributions to NAU are received, managed, and invested by the NAU Foundation, Inc., which allows NAU to enhance the quality and extend the range of services provided to its students and the region. The non-profit status assures that their gifts will be utilized according to the donors' intent and are distinguished from state funds. The NAU Foundation Board of Directors provides oversight for the stewardship of the funds entrusted to the Foundation. The Board ensures that resources are invested responsibly and utilized according to the

donors' intent. Based on the Board's demonstration of exceptional leadership and initiative, the NAU Foundation Board was awarded the [2025 John W. Nason Award for Board Leadership](#).

The Foundation recognizes special opportunities for NAU and engages in fundraising activities to enable the university to capitalize on them. The Foundation recognizes donors who strengthen support for the university's continued growth, visibility, and excellence.

Donors may choose where to [direct a gift](#) and support anything from scholarships to help students fund their education, to groundbreaking research, to the hands-on learning experiences that prepare students to thrive in 21st century careers.

The Northern Arizona University Foundation has reached a record high in endowment growth and achieved its second-largest fundraising year in history after publicly launching [Elevate, the campaign](#)

NORTHERN ARIZONA UNIVERSITY ADVANCEMENT | FOUNDATION (CONT.)

for NAU. Having raised \$65.6 million for the fiscal year that ended on June 30, 2026, this achievement builds on four consecutive years of surpassing fundraising goals under the Elevate campaign.

Elevate is NAU's \$300 million comprehensive fundraising effort that will expand educational access, drive academic excellence, empower faculty innovation, and enhance the campus experience for generations of NAU students. Since the start of Elevate, NAU has raised over \$256 million dollars, 85% of the overall campaign fundraising goal.

- The NAU Foundation's endowment market value as of June 30, 2026, was \$422.7 million.
- Since the start of the Elevate campaign in fiscal year 2023, the university raised over \$256 million with \$53.4 million in fiscal year 2023, \$46.5 million in fiscal year 2024, \$68.7 million in fiscal year 2025 and \$65.8 million in fiscal year 2026.

Please click [2025 NAU Foundation Annual Report](#) to learn more.

CHARTER, MISSION, VALUE STATEMENT, AND VISION

ADV | FDN Value Statement: We are innovative, collaborative, accountable, and authentic relationship builders.

ADV | FDN Vision: By empowering strategic engagement, impact, and philanthropy, NAU Advancement | Foundation will partner with Northern Arizona University to help transform lives, enrich communities, and achieve preeminence.

DIVISIONAL GOALS

1. Professional Health of Team Advancement
2. Engagement of Current and Future Alumni and Donors
3. Relationship-informed and Data-informed Fundraising
4. Strategic Programming to Elevate a Culture of Philanthropy
5. Internal and External Partnerships





LEADERSHIP AGENDA

Reporting to the NAU Advancement Vice President, Foundation Chief Executive Officer, the AVP and CFO leads the Foundation's administrative, financial, and risk management operations, shaping financial and operational strategy while safeguarding institutional assets and reporting accuracy. The role carries concurrent responsibility within the Advancement | Foundation division for financial analysis and for strategic real estate, intellectual property, and venture capital initiatives, making this one of the most visible and impactful positions in the division.

FINANCIAL PLANNING & STEWARDSHIP

The AVP, CFO safeguards the Foundation's short- and long-term financial health, leading multi-year, multi-fund financial planning, forecasting, annual budgeting, and financial reporting. This leader oversees financial planning and accounting operations, drives business process improvement, and delivers the financial analysis needed to guide decision-making.

COLLABORATIVE LEADERSHIP & TRANSPARENCY

Partnering closely with senior leaders, the AVP, CFO ensures the Foundation's financial infrastructure supports its strategic goals and communicates clearly to help the leadership team operate effectively. This individual maintains transparent financial systems and a comprehensive reporting environment that equips the institution with the data it needs for sound decision-making.

DESIRED CHARACTERISTICS

The ideal AVP, CFO is comfortable working transparently and collaboratively in a shared governance environment that includes faculty, staff, and NAU Foundation Board directors. A calculated risk-taker with an entrepreneurial spirit, this mission-centered leader brings a strong service orientation, a passion for the impact of higher education, and a proven record of financial strategy and team leadership. Strong interpersonal and relationship-building skills, along with excellent communication across a broad range of constituents, will be essential to this leader's success.

POSITION DESCRIPTION

1. Financial Leadership, Strategy, and Governance

- Report monthly on the Foundation's financial condition to the CEO and Foundation Board.
- Participate in all Board and Governance Committee meetings.
- Serve as staff liaison to the Finance, Audit, and Investment Committees, including coordinating agendas and materials.
- Advise the Investment Committee on endowment status, performance, and financial matters.
- Assess investment strategies, trends, and peer practices, and make recommendations to the Investment Committee.
- Finalize annual smoothed endowment payout calculations and coordinate approvals across governance bodies.
- Facilitate endowment distributions across the university.
- Coordinate endowment reporting for the ABOR Eminent Scholars program and support endowment-related marketing initiatives.
- Help lead the development and execution of Foundation strategic goals aligned with university priorities.
- Participate in division-wide executive leadership, guiding fundraising and engagement strategy.
- Contribute financial leadership to task forces and organization-wide change initiatives.

2. Accounting, Financial Reporting, and Compliance

- Manage all accounting and financial reporting operations in support of the Foundation's mission.
- Supervise the maintenance of complete and accurate financial records in compliance with GAAP (FASB).

- Oversee the monthly close in collaboration with the Controller and Finance team.
- Ensure compliance with all applicable local, state, and federal regulations.
- Oversee and review all tax filings.
- Manage financial reporting for approximately 4,000 Foundation funds.
- Oversee intercompany and interfund accounting, including due-to/due-from reconciliations.
- Coordinate all financial transactions related to subordinate entities.

3. Audit, Risk Management, and Regulatory Oversight

- Oversee the annual external audit process end-to-end.
- Manage ongoing audit risk and mitigation strategies.
- Oversee charitable registration compliance across approximately 40 states.
- Oversee insurance programs, including Foundation coverage and donated life insurance programs.
- Manage finance consultants supporting audit readiness and compliance functions.

4. Budgeting and Financial Planning

- Prepare the annual Foundation budget in partnership with the CEO and Board Finance Committee.
- Prepare the annual Advancement budget in coordination with university leadership.
- Manage annual special allocations and distributions supporting university presidential priorities.
- Oversee financial tracking and post-award reporting for distributed funds.
- Finalize calculations for incentive compensation programs and oversee payout execution, reconciliation, and reporting.



POSITION DESCRIPTION (CONT.)

5. Investment and Treasury Management

- Serve as the primary contact for investment consultants and related financial service providers.
- Manage the selection, engagement, and performance evaluation of investment consultants.
- Oversee investment accounts and related transactions.
- Act as an authorized financial signer, alongside Board, CEO, and AVP leadership, for banking and investment accounts.
- Monitor return on investment across Foundation activities.

6. Systems, Technology, and Data Integrity

- Serve as the primary administrator and steward of financial systems.
- Manage system integrations, data accuracy, and process automation.
- Evaluate, select, and implement new systems to enhance operational efficiency.
- Coordinate finance system operations in partnership with Information Technology Services.

7. Legal, Contracts, and Organizational Structure

- Coordinate all legal work and contract negotiations for the Foundation.
- Partner with external legal counsel on governance, compliance, policy, and transactional matters.
- Oversee corporate structure and administration of subordinate entities.
- Manage the legal and financial aspects of subsidiary operations.

8. University and External Relations

- Maintain close working relationships with university offices.
- Coordinate fund establishment and management with campus partners.
- Interface with university stakeholders on financial reporting and fund activity.
- Oversee ongoing reporting to the university, external stakeholders, and benchmarking entities.
- Provide data for the Foundation Annual Report and public endowment reporting.

9. University Financial Integration (FASB–GASB Coordination)

- Ensure compliance with the Arizona Board of Regents component unit agreement.
- Convert Foundation (FASB) financial data into GASB-compliant reporting for the university and Auditor General as needed.
- Coordinate audit-related reporting with the University Comptroller's office.
- Perform university-aligned budgeting and expense reporting for Advancement | Foundation operations

10. Grants and Sponsored Programs

- Oversee grants management in coordination with Corporate Foundation Relations and University Sponsored Projects.
- Ensure compliance, reporting, and financial tracking of grant-related activity.

11. Operations and Subsidiary Oversight

- Oversee operations of Northern Arizona Real Estate Holdings and NAU Ventures.
- Support the development and execution of revenue-generating initiatives.
- Manage financial operations across subsidiary entities.

12. Team Leadership and Organizational Support

- Supervise the Foundation finance and accounting team.
- Provide financial expertise, training, and education to Foundation staff and partners.
- Coordinate internal financial presentations and transparency initiatives.
- Lead annual performance evaluations aligned with strategic goals.
- Conduct an annual internal customer survey on finance team performance.
- Lead team-building initiatives within the division.

13. Communication, Engagement, and Service

- Facilitate bi-monthly office hours with internal and external stakeholders.
- Communicate financial policies and ensure procedural compliance across partners.
- Represent the Foundation on university committees, task forces, and working groups.

MINIMUM REQUIREMENTS

The educational requirements, experience, and skills **necessary to perform** the duties of the position.

- Bachelor's degree in a related field.
- Demonstrated experience leading initiatives across multiple organizations or departments.
- Substantial management or supervisory experience.

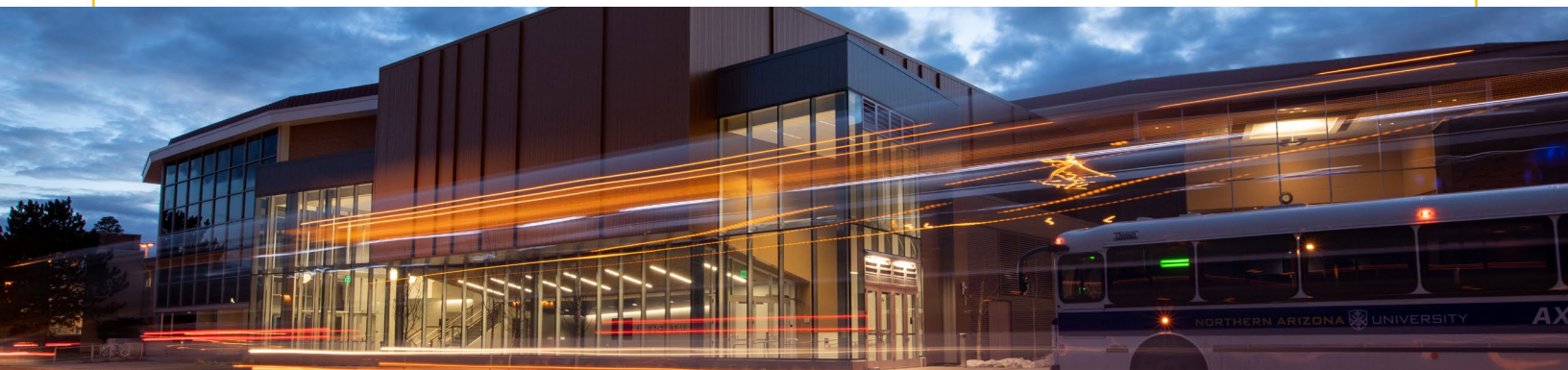
PREFERRED QUALIFICATIONS

The educational requirements, experience, and skills are **preferred, but not necessary**, to perform in the position.

- Master's degree in accounting, finance, or related field.
- Seven-ten years of related experience.
- Certified Public Accountant.
- Experience in a public education institution or a nonprofit organization.
- Experience working with external auditors, internal controls, and compliance related issues.
- Experience working and collaborating with a nonprofit board of directors.
- Possess a broad understanding of best practices in financial management, operation, and organizational development.
- Experience working with endowment investments and public markets.
- Experience working with higher education forms of revenue-generating initiatives such as real-estate development, intellectual property, etc.

KNOWLEDGE, SKILLS, AND ABILITIES DESIRED:

- Demonstrated ability to set the tone for a department driven by professionalism, productivity, responsiveness, strong work ethic, responsibility, collaboration, open communication, mutual respect, and achievement.
- Flexibility and the demonstrated ability to thrive in a fast-paced, complex higher education non-profit environment while juggling numerous projects and satisfying numerous constituents simultaneously.
- An ability to serve as a motivator and mentor to staff while increasing the level of performance and accountability.
- Demonstrated ability to develop strategic plans, implement programs, and manage and implement change.
- Understanding of GAAP, GASB, FASB, and SOX.
- Experience with a constituent database and accounting software.
- Experience with ERP Systems (Peoplesoft & Sage Intacct preferred).
- Experience with accounts payable and receivable accounting duties.
- Outstanding interpersonal and relationship building skills.
- Excellent communication skills including verbal, written, and presentation skills.





APPLICATION AND NOMINATION PROCESSES, COMPENSATION

The Associate Vice President and Chief Financial Officer salary range is \$200,000-\$230,000. This position may be based in Flagstaff or Phoenix.

Northern Arizona University is being assisted in this search by Academic Search and Dr. Nancy Crimmin, Managing Director. Nominations and expressions of interest can be submitted in confidence to NAUCFO@academicsearch.org.

Applicants should submit the following separate documents (each in PDF format) by [clicking on this link](#):

- A detailed letter of interest addressing the leadership agenda and qualifications as outlined in this profile.
- A full resume with relevant administrative responsibilities and accomplishments.
- A list of five professional references, including names, phone numbers, and email addresses, noting the candidate's relationship for each reference. References will not be contacted until later in the search process and only with the candidate's permission.

A background check (including identity, degree verification, and criminal records check) will be conducted by NAU. The background check will be conducted by NAU after an offer is accepted.

Although nominations are not required to be considered for this position, leaders who know of outstanding candidates are welcome to submit confidential nominations by sending an email to NAUCFO@academicsearch.org. Be sure to include the nominee's full name, position, institution/organization, and email address. Academic Search will notify individuals of their nomination, provide details about the position, and encourage them to apply.

Although the search remains open until the position is filled, for full consideration by the Search Committee, candidates should submit application materials by September 16, 2026.

Finalists for the position will participate in campus interviews that may include a public presentation.

Northern Arizona University is a committed Equal Opportunity/Affirmative Action Institution. Women, minorities, veterans, and individuals with disabilities are encouraged to apply. NAU is responsive to the needs of dual career couples. NAU is an Employer of National Service. AmeriCorps, Peace Corps, and other National Service alumni are encouraged to apply.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Northern Arizona University in this work. For 50 years Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

