

# BELHAVEN UNIVERSITY



**CHIEF FINANCIAL OFFICER  
VICE PRESIDENT FOR BUSINESS AFFAIRS**

## THE BEST CFO OPPORTUNITY IN CHRISTIAN HIGHER EDUCATION

When Covid-19 hit the globe and shook the foundations of higher education, Belhaven University was well-positioned for the storm ahead and service in a post-Covid world. Years of innovation, diversification of programs, multiple income streams, and a stewardship culture put the University in a strong position to face the challenge and thrive in the years to come.

Fall 2021, we enrolled our largest class in the history of the University, over 4,900 students serving across our variety of learning platforms and programs, including:

- A traditional campus of 1,000 students in Jackson, Mississippi, with scholarships holding steady at a reasonable discount rate.
- Robust online programs offering various undergraduate, 20 Masters, and two doctoral programs – all built, supported, and efficiently operated by an internal staff rather than an outside partner.
- Innovative degree programs, including an online MBA in China taught in Mandarin and English, an Entrepreneurship MBA teamed with Global Silicon Valley, and the VESTA hybrid program for international students who work full time in the US and Canada.
- Adult accelerated degree campuses in Jackson and Memphis.

The University currently is in the strongest financial position of its 138-year history.

- During FY19, the University “right-sized” for the future, reducing general expense by \$4.9M and eliminated positions totaling \$2.8M saved in compensation.
- The cash position has been dramatically improved – a \$4M operating line of credit has been eliminated, and FY21 is expected to be completed with a \$10M accumulated cash position.
- FY21 projects revenue of \$48M and expenses of \$42M.
- There is not a backlog of deferred maintenance.
- Long-term capital debt totals \$17M, and the endowment is \$6M.
- The DOE financial health score is projected to be 3.0 for FY21.

## **THE LEADERSHIP TEAM**

The CFO and VP for Business Affairs reports to the President of the University, Dr. Roger Parrott. He is one of America's most experienced presidents - serving over 33 years. He is in his 26th year as Belhaven's leader and anticipates serving for many more years.

Roger earned his Ph.D. from the University of Maryland in Higher Education Administration. He is a third-generation college president and was one of America's youngest college presidents, first elected at age 34. He has served on various boards and was Chair of the 2004 Forum for World Evangelization hosted by the Lausanne Committee for World Evangelization.

He is the author of *The Longview: Lasting Strategies for Rising Leaders*. His newest book will be released in January 2022, *“Opportunity Leadership: How To Stop Planning And Start Getting Results.”*

His wife, MaryLou, earned her Ph.D. in English and teaches at Belhaven, specializing in Shakespeare and classical literature. They have two adult children who graduated from Belhaven.

Along with extensive engagement with the President, the CFO and VP for Business Affairs will partner with experienced, capable, and wise senior leaders who have served in Belhaven for many years. This Administrative Team includes:

- Dr. Brad Smith, Provost and Vice President for Academic Affairs
- Dr. Audrey Kelleher, Vice President for Adult, Graduate, and Online Studies
- Dr. Kevin Russell, Vice President for University Enrollment and Marketing
- Mr. Scott Little, Vice President for Athletics and Student Development
- Mr. Jeff Rickels, Vice President for University Advancement

Mr. David Potvin, Assistant Vice President for Campus Operations, also reports directly to the President and works closely with the CFO. He oversees maintenance, housekeeping, grounds, conference services, facilities utilization, and security.

The faculty and staff are committed to careful stewardship of God's resources. There is a high level of trust and transparency with all employees.

The Board of Trustees engages at the policy level but expects exceptional performance from the president and senior leaders. Most board members have served for many years.

Along with David Potvin, the CFO facilitates the work of the Finance Committee of the Board, that generally meets twice annually.

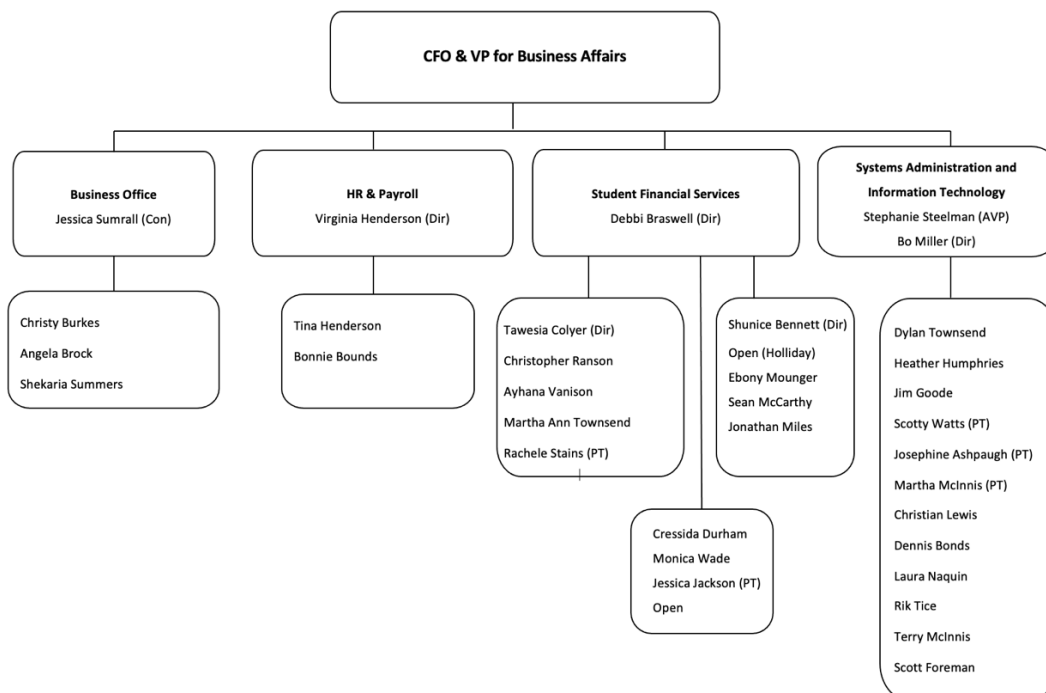
## THE POSITION

An incredibly gifted CFO, Mr. David Tarrant, recently left this position for a business opportunity that returned David and his family to a city where they served before coming to Belhaven four years ago. He is highly regarded by all at the University and has set a business function success pattern that will benefit his successor.

The CFO and Vice President for Business Affairs is responsible for all finance and business functions of the University including:

- Financial analysis
- Financial operations and controls
- Budgeting and strategic financial planning
- Student financial services, including billing and collections
- Human resources and payroll
- Student financial aid
- Information technology
- Banking and vendor relationships
- Internal and external auditing
- Legal activities
- Risk management

The department's critical leadership roles are currently filled by experienced, capable, and professional staff who have earned a high degree of trust among the University's leadership. The organizational chart of those working with the CFO includes:



## THE RIGHT FIT

Candidates must have a calling to Christian higher education and the mission of Belhaven University. They should be mature in their evangelical faith and balanced in their personal life. Those who might be God's choice for this position fit most, if not all, of the following qualities:

- You will have at least ten years of finance leadership experience in higher education. A strong preference will be given to candidates with experience in private higher education, especially Christian university administration.
- You will have demonstrated leadership in managing finance and related functions in a complex organization. You will have significant experience in providing financial expertise supporting the University's ability to achieve its innovative strategies and produce bottom-line results. Creative and insightful experience as a financial analyst is essential.
- You will have an advanced degree – an MBA in finance and/or accounting preferred. CPA certification is an attractive addition to candidate qualifications. You will have proficient knowledge of generally accepted accounting principles, student financial aid, employment law, and tax issues for private educational settings.
- You will be at ease as a CFO working with a financially astute President and Administrative Team, proactively providing meaningful input on a broad range of issues to improve the University's performance. Belhaven wants a CFO deeply committed to the principle of being careful stewards of the resources God entrusts to the University.
- You will be a hands-on CFO who understands academic business operations and management of information technology and runs a first-quality operation with a lean staff. Experience managing both traditional and online programs would be ideal.
- You will have gifts in building strong collaborative relationships across a large and complex organization and communicating financial matters clearly to the University community. You will be approachable and a good mentor. You appreciate working among a group of people diverse in race, culture, and evangelical theology.
- You will have the ability to inspire trust through high personal integrity; an ability to maintain confidence in sensitive financial and personnel matters. You will have experience as a problem solver who is accurate, attentive to detail, trustworthy, and highly credible.
- Your life will reflect an ever-deepening faith as a disciple of Christ Jesus. You will have high levels of emotional intelligence and God-honoring grace. Those who fit best with our team are kind, caring, humble, knowledgeable, empathetic, confident, mature, transparent, energetic, and have developed a balanced work ethic.

## GET TO KNOW US

Belhaven University is a grace-centered Christian University with a heart of Southern hospitality. We are one of America's most innovative private schools. We have broken free from the slow-paced and tradition-anchored barriers of higher education and are energized by innovation, creative solutions, entrepreneurial operations, and speed in implementing change.

- Start here with an online overview of Belhaven University:

[Traditional Student's Viewbook](#)

[Points of Distinction](#)

[Adult, Graduate, Online Viewbook](#)

[Sample of our innovation](#)

[Mission Statement](#)

[Our location in Jackson](#)

[Employee Commitment](#)

[Leadership approach of Roger Parrott](#)

- We are a Presbyterian university that teaches from a Reformed perspective, but includes faculty and staff from a variety of denominations who are committed to orthodox Christianity.
- We are one of only 36 universities nationally accredited in all four major Arts – music, theatre, visual art, and dance. In addition, our Creative Writing department is widely known because of the success of alum Angie Thomas, author of *The Hate You Give*.
- Belhaven University is well known and highly regarded across the state of Mississippi. Because of our stature, we easily have access to any level of business, media, medical, or government leadership in the state.
- Our campus is a charming place to come to work, filled with kind and gracious faculty and staff who embrace the University's family atmosphere. The University is located in a historic neighborhood, near the heart of the capital city. Jackson has been named: Top 10 U.S. Cities to Start Your New Business; One of the Ten Best Places to Retire in America for Under \$40,000; U.S. News and World Report One of the Nation's 100 Best Communities for Young People.
- We are unique in NOT being dependent on two traditional structures of higher education.
  1. We do not have multiple committees to oversee the operation of the University. One appointed academic policy standing-committee works with the Provost, and other committees are created only as needed for a limited time. The lack of committee structures allows the faculty more time and energy to engage with students and the administration to operate the institution. We do not use search committees for faculty and administrative hiring, including this position.

2. We do not have a long-range plan. We plan well what we know God has given us to do, but we do not predict destinations. Instead, we operate on a model of “Opportunity Leadership” – the art of achieving your mission by capturing change instead of creating it. In more detail, this model is described:

*Opportunity Leadership begins and ends with complete trust in God for our direction – it is allowing our future destinations to be ordered by the hand of God and letting loose an iron grip on the wheel of control. We have become free from the overwhelming burden of determining what is best for Belhaven University and no longer manipulate our efforts and circumstances to engineer outcomes that force pre-determined destinations to be reached.*

*Rather, we are grounded in waiting in anticipation for God-given opportunities to develop that mesh seamlessly with our mission, gifting, and capacity – propelling us to destinations that are heavenly ordained. We have become highly sensitive to the wind of God and have created an organizational culture that allows us to respond to new opportunities with urgency, adeptness, and energy.*

- While it is common for CCCU schools to offer the children of their faculty, staff, and administrators tuition remission for undergraduate degrees, Belhaven goes one step further, including tuition for spouses and traditional-age student campus housing. Employees are also eligible for master’s degree tuition remission. It is also possible for children of the employee to apply for the undergraduate tuition remission benefit at several hundred tuition-exchange partner institutions.

## **INTERESTED?**

If God might be leading you to explore this position or suggest a candidate who would be the right fit, please make contact in a way that is best for you. A resume would be helpful, but this discussion can start with an inquiry, and we will go from there. Eventually, serious candidates will submit a detailed resume and respond to an in-depth set of questions that will help us to get to know you.

Confidential discussions, “off the record” inquiries, or nominations can be sent directly to the private email of Dr. Roger Parrott, President of the University, [president@belhaven.edu](mailto:president@belhaven.edu), or call him: 601-968-5919 (office), or 601-259-6583 (cell). Mailing address: 1500 Peachtree St., Jackson, Mississippi 39202.

Trusting for God’s timing, we hope to fill this position by summer, but the process could go faster or slower depending on how the Lord leads.

The compensation is solid – not at the top of the charts, but not even close to the bottom. The cost of living in Mississippi is affordable, and your spouse’s career opportunities are plentiful.

We are a 4-hour drive to the beach, our rush-hour traffic is minimal, and we do not own snow shovels.