



CLEMSON UNIVERSITY FOUNDATION
CHIEF FINANCIAL OFFICER



CU AT CLEMSON

An executive prospectus
from the Clemson University
Foundation.



A LETTER FROM PRESIDENT CLEMENTS

It's a great time to be at Clemson!

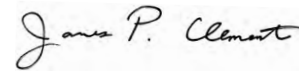
From our first graduating class of 37 in 1896 to today, Clemson has become a strong force in higher education, gaining national recognition in areas from academics to athletics. As we grow, we seek ambitious, talented professionals who want to join our team.

During the past decade, the University has been ranked consistently by *U.S. News & World Report* as one of the nation's top public universities. We enjoy a top 10 ranking in nine different *Princeton Review* ranking categories, more than any other public university. Our number of admission applications has nearly doubled in the past decade. We've doubled the number of graduate degrees awarded since 2009. And the University successfully completed its most successful capital campaign in our history, topping our \$1 billion goal. It was the largest goal ever achieved by a public university with an alumni base of fewer than 150,000.

Research expenditures at Clemson reached more than \$213 million, a 40 percent increase over five years ago, and you may have heard about our athletic teams' national successes, including two football national championships in the past three years. Clemson University is a great place to work, and Clemson, South Carolina, is a great place to live. It is a great time to be a Clemson Tiger!

I invite you to review this prospectus to learn more about our school, our beautiful campus and the people who call this place home. Our HR team looks forward to connecting you with one of the unique opportunities newly available to join our team.

Thank you for your interest in Clemson University, and Go Tigers!



James P. Clements, Ph.D.
President

CLEMSON UNIVERSITY FOUNDATION PRESIDENT & CEO | KAREN MCCAULEY

Karen McCauley is the President and Chief Executive Officer for the Clemson University Foundation where she is responsible for leading and growing three university foundations including the Clemson University Foundation.

Prior to her role at Clemson University, Karen served for four years as Vice Chancellor and Chief Advancement Officer for the University System of Georgia where she oversaw all fundraising and development activities while working collaboratively with presidents and chief advancement officers at the 26 universities and colleges within the system. In addition to supporting the USG Board of Regents pooled investment of more than \$1.6 billion, she served as Vice President of the USG Real Estate Foundation, which managed a portfolio of capital projects totaling more than \$500 million in assets. Prior to her role at USG, McCauley served for more than seven years at Auburn University in ascending roles of responsibility, including working on a more than \$1 billion comprehensive campaign and related strategic planning. Prior to that, she served in roles in nonprofit organization management.

Karen is a Certified FundRaising Executive (CFRE) and also completed the Harvard Business Schools' Strategic Perspectives in Nonprofit Management. Karen graduated from the University of Georgia with a bachelor's degree in Journalism, she completed her master's degree in Communication from Auburn University, and will soon complete her doctorate in Higher Education.



OFFICE OF INCLUSION AND EQUITY

We have an opportunity and an obligation to facilitate your engagement and interaction with people of different races, genders, ethnicities, physical capabilities, life experiences and more.

Diversity is an experience-filled journey, not a destination. All colleges, centers, departments, and organizations are at varying levels of maturity in their diversity development and the work continues.

At Clemson, we will continue creating a welcoming and affirming environment for students, faculty, and staff of all races and backgrounds; increase Hispanic, Latinx, women's and LGBTQ outreach efforts; attract more faculty and staff of color; and promote programming between international and domestic student populations. And above all else, work to eliminate environmental and institutional barriers to student success.

Office of Inclusion & Equity

DIVERSITY AWARDS



PROGRAMS AND INITIATIVES

Call Me MISTER

The Clemson University Men of Color National Summit

Tiger Alliance

The Emerging Scholars Program

The Clemson Career Workshop

Call me Doctor Fellows Program

The Harvey and Lucinda Gantt Multicultural Center

The Charles H. Houston Center

PEER/WISE

The Erwin Center Summer Scholars Program

Council For Diversity and Inclusion

Civil Treatment Programs

Strategic Diversity Leadership

The FIRST Program

Diversity Career Resources

Board of Trustees' Task Force on the History of Clemson

The President's Forum on Inclusive Excellence

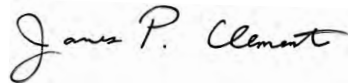
Access and Equity

SUPPORTING OUR MILITARY

Our mission is to support, recognize, and advocate for military members and veterans in order to build a stronger workforce at Clemson University.

A LETTER FROM PRESIDENT CLEMENTS

Clemson University is dedicated to supporting military members and veterans, who have given so much to serve our country. I am grateful to those who choose to work at Clemson during or after their military service, and I believe that they deserve the best that we have to offer. At Clemson, we are committed to doing everything we can to support our military and veteran employees.



James P. Clements, Ph.D.
President

UNIVERSITY VETERANS AWARDS



MILITARY AND VETERAN BENEFITS

The Military & Veteran Specific Benefits are for employees that self-identify. You do not have to self-identify for general employee benefits. Click [here](#) to learn more.



Possibility for the Employee and Dependents to stay on Medical Coverage while on Military Duty



Up to 15 days of full pay while on Military Duty



Six credit hours of free classes per semester ETAP Program (All University employees eligible after a year of employment)



Discounted meal plan option for campus dining



10% off employee and added family memberships to the Swann Fitness Center



Military & Veteran employees who are enrolled in pre-tax payroll deduction for parking receive 10% off employee parking decals



Preferred employment for veteran spouses



Athletic Ticket Discounts

*Some positions, including contingent workers, may not be eligible.

CLEMSON UNIVERSITY FOUNDATION CHIEF FINANCIAL OFFICER

WHERE YOU'LL WORK IN OUR ORGANIZATION:

The Clemson University Foundation seeks nominations and applications for the role of Chief Financial Officer of the Foundation. The successful candidate will be a seasoned leader who has an innovative, ambitious and strategic perspective on how to grow and invest philanthropic funds for a large, complex research university foundation and a vision for the continued growth and excellent stewardship of a \$1 billion plus endowment. They will embrace and promote Clemson University's mission and inclusive culture and have the ability to establish a close working relationship with the leaders of the university as well as with the foundation's staff and external partners.

The Clemson University Foundation (CUF), located in Clemson, SC, seeks a highly qualified leader to serve as chief financial officer. The CFO reports to and partners with the CEO playing a critical role in stewarding, developing, growing, and implementing fiscal management and reporting strategies across the CUF in support of the Foundation's and Clemson University's mission.

This position will serve as chief financial officer of the Clemson University Foundation (CUF), reporting to the President and CEO, and serve as advisor to the President and CEO, board of directors, and other relevant internal stakeholders and is an important partner to campus finance departments regarding management of gift funds. The CFO is responsible for overseeing all fiscal and fiduciary responsibilities for the organization.



CLEMSON UNIVERSITY FOUNDATION CHIEF FINANCIAL OFFICER

THE ROLE:

The main responsibilities of the CFO are to:

- Serves as key thought leader and driver of the CUF business model by developing, implementing, and evaluating short and long term strategic financial objectives, including endowment spending policies.
- Responsible for administration of \$1 Billion+ endowment, with policy established by the board's Investment Committee with advice from the Chief Investment Officer
- Oversees all financial and reporting systems and ensures compliance along with coordinating all audit activities, working with Chief Investment Officer to develop investment strategies and monitoring of the investment portfolio performance, overseeing treasury management functions.
- Utilizes forward-looking, predictive models and activity-based financial analysis to develop and provide insight on financial business plans and forecasts in alignment with organizational strategy
- Directs development, implementation, and maintenance of financial policies and accounting controls and serves as in-house compliance expert
- Leads and implements transformative initiatives to continually improve the efficiency of financial and reporting systems
- Provides leadership, supervision, and development of staff, fostering a shared vision, acting as a role model, and demonstrating the CUF values.
- Works collaboratively with the Foundation's board and its committees, including presenting to the board.



CLEMSON UNIVERSITY FOUNDATION CHIEF FINANCIAL OFFICER

OPPORTUNITIES & CHALLENGES:

- Preparing for and managing a projected substantial growth of Foundation assets Having just passed \$1billion in assets, an intentional and successful restructuring, including a \$4.4 million investment to build philanthropy staff, has the Foundation poised for such growth.
- Building upon a strong foundation of relationships, systems, and policies on which to build and drive efficiency, effectiveness, and next level growth
- Navigating organizational complexity, with Development/ Advancement outside CUF and competing priorities of stakeholders

QUALIFICATIONS & EXPERIENCE:

- Experience as a leader with 8+years of broad finance experience including accounting, compliance, investments, and management within a financially complex organization
- Higher education, foundation and/or state experience a plus
- Proven ability to gather and evaluate financial information including a financial and business risk assessment lens to make decisions and actionable recommendations to senior leaders
- Proven track record of facilitating progressive financial process, procedural, and systems change in a financially complex organization



CLEMSON UNIVERSITY FOUNDATION CHIEF FINANCIAL OFFICER

PERSONAL ATTRIBUTES:

- Collaborative in working with different personalities, styles, and roles
- Exceptional interpersonal and communications skills to effectively engage and influence senior management, staff, the board of directors, various external constituents, and partners
- Ability to influence and engage multiple stakeholders at all levels with poise, confidence, and ability to clearly explain decisions and processes
- Excellent analytic, abstract reasoning, and synthesis skills combined with open and flexible mindset that support development of creative strategies and options for donors and overall stewardship and management of funds
- Good relationship and trust builder through approvability, transparency, listening, integrity
- Socially enjoyable to be around, team player



CLEMSON UNIVERSITY FOUNDATION CHIEF FINANCIAL OFFICER

SUBMIT AN APPLICATION:

The deadline for submission of applications for best consideration is **October 17, 2022**. The Chief Financial Officer Clemson University Foundation Search Committee will review application materials as received and continue until the position is filled.

Applications should be submitted electronically (MS Word or Adobe PDF) to ClemsonFoundationCFO@agbsearch.com and must include:

- Letter of interest stating how their experience and qualifications connect with the required/preferred characteristics and priorities expressed in the leadership profile
- A curriculum vitae/resume
- Five professional references with email addresses and phone numbers provided (references will not be contacted without prior permission from the applicant)

AGB Search is assisting with this search. Nominators and prospective applicants may contact the executive search consultants for additional information:

Dr. Julie Staggs | julie.staggs@agbsearch.com | 571-970-7895
Mr. Larry Ladd | larry.ladd@agbsearch.com | 508-274-0910

Please note, references will not be contacted until the final stages of the interview process .



TOTAL GIVING FISCAL YEAR 2022

\$210,598,898

TOTAL # OF DONORS 38,614

129 

NEW ENDOWMENTS CREATED

139 

NEW SCHOLARSHIPS
CREATED

\$3M+ 

UNRESTRICTED DOLLARS

12 

NEW FELLOWSHIPS
CREATED

22 

GIFTS OF \$1M+

101,617 

TOTAL NUMBER OF GIFTS

17.07% 

ALUMNI PARTICIPATION

2 

ACADEMIC
CORNERSTONE GIFTS

3 

ATHLETIC
CORNERSTONE GIFTS

\$17,102,521

CASH TO ACADEMIC
ENDOWMENT



+

\$9,408,129

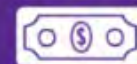
CASH TO IPTAY
ENDOWMENT



=

\$26,510,649

TOTAL CASH TO
ENDOWMENT



A GREAT PLACE TO WORK

Employment at the Clemson University Foundation offers competitive recruitment and benefits packages, including:

- **Flexibility:** Remote work and hybrid work offered for certain positions.
- **Affordable Wellness Plan:** Receive health, dental, and vision insurance benefits for you and your eligible dependents at very affordable rates.
- **Future Security:** Receive contributions toward an employee 403(B) Retirement Plan. 10% Employer Contribution; 5% Employee Contribution.
- **Recharge:** Time off with holiday, vacation, and sick leave.
- **Peace of Mind:** Several voluntary benefit plans include additional life insurance, vision, long-term disability, short-term disability, accident protection, critical illness, and Flexible Spending Accounts (FSA).
- **Life Learning:** Tuition Assistance Plan for classes at Clemson University.
- **Give Back:** In keeping with our land-grant mission, three days of paid leave are offered to volunteer and pursue further education offerings.
- **Extend Your Personal Philanthropy:** Contributions of up to \$2,500 per year are matched when you donate to the Clemson University Foundation.

For more information, [visit our site.](#)



TIGERS STRONG

Clemson University Foundation supports the mission of Clemson University and there's never been a better time to join the Clemson Family. The number and caliber of our student applications are at all-time highs. We're also posting record numbers for research awards. Our most recent Will to Lead capital campaign surpassed a chart-topping 1 billion, and we're home to the widely recognized three-time [National Championship Clemson Tigers Football team](#), with two titles won in the last five years.

The demand for enrollment and the demand to work here is as high as it has ever been, and it's just the beginning!

One of only 290 employers in the nation to earn a [2020 Military Friendly Employer](#) designation.

One of 18 institutions designated as an [Innovation and Economic Prosperity University](#) for engaging communities in economic development activities that create jobs and improve lives by the Association of Public and Land-grant Universities in 2015.

Clemson was classified as [one of the nation's most active research institutions](#). Carnegie R1 research universities are economic engines that create prosperity in entire regions, and their national and international reputations add significant value to the degrees they award.

[Top-ranked](#) national public university in the country for the past decade, according to *U.S. News & World Report*

[1st](#): Ranking Clemson received for having the safest campus in the nation, according to *CollegeStats.org*

[4th](#): Ranking Clemson received among colleges where students pack the stadiums, according to the *2021 Princeton Review*

[11th](#): Clemson ranks 7th nationally for having the happiest students, according to the *2021 Princeton Review*

[5th](#): Ranking Clemson received among colleges where their students love these colleges, according to the *2021 Princeton Review*

[2nd](#): Ranking Clemson received among colleges for Best Career Services, according to the *2021 Princeton Review*

[11th](#): Best Alumni Network according to the *2021 Princeton Review*

[9th](#): Ranking Clemson received among colleges for being one of the best schools for internships, according to the *2020 Princeton Review*

[2nd](#): Ranking Clemson received for Alumni giving among national public universities, according *U.S. News & World Report, 2021*

[1st](#): Ranking Clemson received for Town-gown relations according to the *2021 Princeton Review*

[Best Value](#) as one of the nation's best colleges for students seeking a superb education with great career preparation at an affordable price according to *2021 Princeton Review*

One of only 14 schools named a [Diversity Champion](#), scoring in the [top tier of all HEED Award institutions](#) – 2021 is the fourth year in a row the University has received that honor

UPSTATE SOUTH CAROLINA: HOME TO THE WORLD!

The Upstate region of South Carolina is geographically situated at the [heart of the booming Charlotte-Atlanta corridor](#) and is part of a 10-county region anchored by Greenville and Spartanburg. Good schools, good jobs, a booming international community and more make this an attractive place to relocate from anywhere in the world.

7,000+ job postings/month

505 international companies

397 miles of bike trails

221 days of sunshine annually

61 food trucks

1-of-a-kind region

Source: [MoveUpstateSC.com](#)



CLEMSON, S.C.

On the shores of Lake Hartwell and seated in the shadow of the Blue Ridge Mountains, [Clemson](#) is not only a great place to work; it's a great place to live, play and discover! Clemson's neighborhoods and residential communities are home to nearly 14,000 people and offer easy access to local theater, farmers markets, art studios and more. With temperate falls and winters, the city's walkable downtown is a four-season district to eat, drink and shop. The [state's botanical gardens](#) and adjacent Lake Hartwell are great spots to cool off during the warm summer months.

1st Ranking Clemson received among colleges where town-gown relations are great, according to the *2020 Princeton Review*.

GREENVILLE, S.C.

America's "Next Big Small Town" according to People magazine is also a top-ranked spot for foodies and travel, and it's one of America's fastest growing cities. Discover all that this burgeoning and much-bragged-about downtown has to offer. Downtown Greenville is just 30 minutes from Clemson's main campus, and it is home to concert venues, the Greenville Symphony Orchestra, more than 1,000 restaurants, several minor league sports teams, the Swamp Rabbit system of multiuse trails and much more.



The next-best thing to seeing Greenville in person? This video library from the folks at [Yeah, THAT Greenville](#) visitors bureau.

BLUE RIDGE MAJESTY

[Anderson, Oconee and Pickens](#) counties are home to some of the most beautiful natural resources in the country. Clemson is located in the heart of this beautiful tricounty area, providing easy access to hiking and biking, waterfalls and lakes and a wide variety of events, festivals and concerts that provide exceptional quality of life alongside untouched natural beauty.



Need ideas for things to do in and around the Upstate? Check out the Crown of the Carolinas travel blog for hiking, biking, driving and swimming ideas!



Clemson University Foundation is an Equal Employment Opportunity employer. We make every effort to provide fair and equal treatment on the basis of merit in all our employment decisions, including but not limited to decisions concerning hiring, retention, promotions, working conditions, compensation, benefits, training, and all other privileges, terms, and conditions of employment. We pledge to treat all employees fairly without regard to race, color, religion, sex, sexual orientation, gender identity and/or expression, pregnancy, national origin, age, disability, genetics, military or veteran status, or any other characteristic protected by applicable law.