

CFO

SEARCH

PROSPECTUS

| 2026



BOISE STATE UNIVERSITY



Executive Summary

Boise State University invites applications and nominations for the position of Vice President of Finance and Chief Financial Officer (VP-CFO). As Idaho's largest state-supported University and a rapidly ascending research institution, Boise State is positioned for transformational growth. This opportunity comes at a pivotal moment in the University's trajectory. Dr. David W. Hahn was recently selected as Boise State's eighth president, ushering in a new era of leadership and strategic advancement.

Located in the scenic, vibrant capital city of Boise, Idaho, Boise State University is growing and progressing in many positive ways. The University has expanded its research portfolio by 43% over the past five years and a move from R2 to R1 is imminent.

Enrollment reached a record 28,500 students in fall 2025. As of spring 2026, the **Unbridled fundraising campaign** surpassed its \$500 million goal, nearly 2 years ahead of schedule – and it's still going strong. Nationally recognized for its Division I athletics, the Broncos officially joined the Pac-12 Conference on July 1, 2026, further elevating the University's profile as a catalyst for innovation, economic development, and community impact.

Reporting directly to the President, the VP-CFO serves as a key member of the President's Executive Team and provides strategic financial leadership for all aspects of the University's fiscal operations. This leader also plays a key role in collaborating with external stakeholders through the Idaho State Board of Education, the Idaho Division of Financial Management, and the Legislative Finance Committee to advance Boise State's mission of student success, research excellence, and community engagement.

As the University's chief financial strategist and steward, the VP-CFO will lead **University Financial Services** and the **Office of Budget and Planning**, overseeing a large team of professionals across the division. This role demands a collaborative leader who can navigate the complexities of public higher education finance while driving innovation and operational excellence in support of the University's ambitious **Blueprint for Success** strategic plan.

The successful candidate will demonstrate strong leadership, collaboration, and interpersonal skills, along with exceptional organizational, analytical, financial, strategic planning, and communication abilities. The ideal candidate will have a proven ability to develop and execute long-term financial strategies that align resources with institutional priorities, navigate an evolving higher education landscape, and advance the university's long-term fiscal sustainability. A bachelor's degree in accounting, business, public administration, or a related field is required, along with at least five years of recent experience in public higher education or a related field. Preferred qualifications include a master's degree and 10 years of experience in fiscal management, with at least five years in an executive role, such as CFO, vice president, or associate vice president.

For information on how to apply or to submit nominations, please refer to the section "Procedure for Candidacy" at the end of this document.

POSITION OVERVIEW

The VP-CFO is a key member of the President's Cabinet and serves as a strategic partner to division and college leaders across the institution, the Idaho State Board of Education, the Division of Financial Management, and the Legislative Finance Committee in advancing the University's fiscal goals. The VP-CFO safeguards the University's financial integrity, ensuring the effective planning and efficient use of resources in support of its mission and vision.

The VP-CFO:

- Embodies principles of ethical and accountable leadership, strategic decision making, and collaboration with campus constituents to ensure the institution is positioned to meet the financial and operational goals of the Blueprint for Success.
- Blends financial acumen with strategic vision, stakeholder collaboration, and deep understanding of institutional mission and funding complexity.
- Models and inspires innovative thinking and a service mindset within the division and across the University.
- Partners with the University community to guide strategic investments, refine the budget model to advance research growth, align resources with strategic priorities, optimize state support, expand revenue opportunities, improve policies and systems for efficiency, and ensure student success remains central to all resource decisions.
- Plays a critical leadership role in analyzing and maximizing state support and other revenue-generating opportunities while informing decisions about tuition and fee rates and competing institutional needs.
- Works collaboratively with academic and institutional leadership to optimize the budget model as needed and ensure a streamlined, efficient, and effective budgeting and planning process that considers competing institutional priorities.
- Collaborates with the Office of Continuous Improvement to streamline and enhance business operations.



Areas of Oversight

- University Financial Services — Provides accounting services to the University community, including treasury, investments, controller, and more.
- Budget and Planning — Manages the university's financial planning and budget development through institution-wide budgetary control practices. Provides financial oversight for the university's overall budget, including Boise State Athletics and auxiliaries, and is the executive co-sponsor for the ongoing transition into the university's responsibility-centered style budget (RCM) model.

Minimum Qualifications

- Bachelor's degree in accounting, finance, business administration, public administration, or related field
- At least 5 years of recent experience in public higher education finance or a similar field
- Demonstrated expertise in budget development, financial planning, and fiscal analysis in complex, multi-stakeholder environments
- Proven track record of successful leadership, team building, and change management
- Exceptional communication, interpersonal, and presentation skills
- Strong analytical and strategic thinking capabilities
- Forward thinking, enthusiastic, and entrepreneurial

Preferred Qualifications

- Master's degree in accounting, business, public administration, or related field
- 10 years of professional fiscal management with at least five years at the executive-level of chief financial officer, vice president, or associate vice president
- CPA certification or equivalent professional credential
- Experience at a public, research-intensive University, particularly during periods of growth or transformation
- Background in Responsibility Center Management (RCM) or similar decentralized budget models
- Experience with large-scale financial systems implementations and enterprise resource planning (ERP) systems
- Knowledge of state government processes, legislative relations, and public sector funding mechanisms
- Experience in capital planning, debt management, and facilities financing
- Background in risk management, compliance, and internal audit functions
- Familiarity with research administration and sponsored programs financial management
- Experience with auxiliary enterprises and revenue diversification strategies
- Experience working with a NCAA Division 1 athletics program



Opportunities and Expectations for Leadership

Financial Strategy & Planning

- Develop and implement comprehensive financial strategies aligned with the Blueprint for Success strategic plan
- Lead strategic budget planning processes, including the management and optimization of the new Responsibility Center Management (RCM) budget model
- Build a sustainable financial model for Boise State Athletics in the rapidly changing industry of intercollegiate athletics
- Provide financial analysis and modeling to support institutional decision-making regarding growth initiatives, capital investments, and resource allocation
- Partner with campus leaders to reduce duplication, align operations, and improve efficiency
- Drive revenue diversification strategies and identify new funding opportunities to support University priorities



Leading through Change

- Serve as a trusted advisor and partner to campus leaders in advancing Boise State's newly implemented University-wide RCM budget model as part of the Budget Modernization Initiative
- Provide steady leadership and a forward-looking approach, in partnership with the president and University executive team, to foster confidence among contributors at all levels of the University
- Demonstrate agility and resilience, anticipating challenges and adapting to the evolving higher education landscape

Operational Excellence

- Oversee all financial operations, including accounting, treasury, investments, budgeting and financial reporting, controls and compliance
- Ensure robust internal controls, risk management protocols, and regulatory compliance across all financial functions
- Support and champion process improvements and technological innovations by advocating for the adoption of modern systems to reduce reliance on manual processes, streamline workflows, and improve overall productivity

Stakeholder Engagement and Communication

- Serve as the University's primary financial spokesperson to external stakeholders, including state officials, legislators, and oversight bodies
- Develop and execute comprehensive communication strategies to ensure transparency and understanding of the University's financial position and budget model
- Translate complex financial concepts for diverse audiences, from faculty and staff to governing boards and community partners
- Advocate effectively for the University's funding needs and priorities at the state and federal levels

Organizational Leadership

- Cultivate a high-performing team culture focused on service excellence, innovation, and professional development
- Foster collaborative relationships across academic and administrative units to support institutional goals
- Mentor and develop financial professionals to build institutional capacity and succession planning
- Collaborate with key stakeholders to identify and promote current and emerging technologies to strengthen services, infrastructure, data-driven decision-making, and innovative research for the University



Professional Qualities and Qualifications

The successful candidate will demonstrate most, if not all, of the qualities, qualifications, and leadership competencies outlined below:

- Ability to develop and articulate a compelling financial vision that supports institutional transformation;
- Entrepreneurial, innovative and collaborative leader who understands the complexities of a large, multi-faceted, decentralized, public teaching and research institution;
- Leadership skills and the ability to work effectively with colleagues, with evidence of strong and effective interpersonal, organizational, analytical, financial, and communication skills;
- Experience guiding organizations through significant transitions and transformations;
- Expert-level knowledge of fiscal planning, budgeting, data analysis, forecasting and reporting, financial laws and regulations, and best practices in higher education finance;
- Demonstrated success aligning finance and administration functions and strategies with overall organizational goals and objectives;
- Superb relationship and bridge builder who is able to establish rapport and understanding across multi-level stakeholders and to serve as an impactful, respected voice throughout the organization;
- Ability to represent the University's needs and interests strategically and effectively to internal and external stakeholders, including legislators and members of the executive branch;
- A proven leader that will challenge the Division to embody an executive-level, service-oriented mindset reflective of the University's mission and goals;
- Unwavering commitment to integrity, transparency, and responsible resource management;
- Capacity to analyze complex situations, identify opportunities, and develop innovative solutions;
- A master communicator with the ability to cultivate and drive crucial conversations with internal and external stakeholders leading to actionable, productive outcomes;
- Forward-thinking, enthusiastic, and entrepreneurial;
- Enthusiasm for leveraging technology and best practices to enhance organizational effectiveness;
- Proficiency with Microsoft Office Suite, Google Suite, Oracle Finance and Human Resources Software.

ABOUT BOISE STATE



Boise State University is a public research University serving over 28,500 students with a comprehensive array of undergraduate and graduate programs. The University has experienced remarkable growth and recognition, including:

- Expanded its research portfolio by 43% over the past five years and a move from R2 to R1 is imminent
- Over \$50 million in annual research expenditures
- Recognition as one of the fastest-growing universities in the nation
- Strong partnerships with industry, government, and community organizations
- Commitment to student success with innovative programs and support services

Located in Boise, Idaho, which is consistently ranked among the best places to live in America, the University benefits from being located in a thriving metropolitan area known for its outdoor recreation opportunities, growing technology sector, and exceptional quality of life.



Mission Statement

Boise State provides an innovative, transformative, and equitable educational environment that prepares students for success and advances Idaho and the world.

Themes

Foster Student Success, Advance Idaho, Strengthen a Culture of Innovation and Global Impact

Vision

To be a premier student-success driven research University innovating for statewide and global impact.

Strategic Plan

Blueprint for Success 2021-2028

Values

Boise State strives to provide a culture of civility and success where all feel safe and free from discrimination, harassment, threats, or intimidation. Boise State University is committed to personal and social development, educational excellence, and civic engagement. Membership in the campus community is a privilege and requires its members to conduct themselves ethically with integrity and civility. Boise State University upholds these shared values as the foundation for a civil and nurturing environment. Campus community members are expected to adhere to these common values.

Academics

Boise State is designated a doctoral research institution with high research activity by the Carnegie Classification of Institutions of Higher Education. The University has strong ties to the community, region, and the area's industry leaders, and that leads to a multitude of opportunities for students within and beyond their majors.

Colleges

[Graduate College](#)

[Honors College](#)

[College of Arts and Sciences](#)

[College of Business and Economics](#)

[College of Education and Public Service](#)

[College of Engineering](#)

[College of Health Sciences](#)



OUR HISTORY

Boise State has marked many history-making moments since its beginnings as a junior college in 1932 to recent accomplishments as Idaho's largest university.

Bronco Milestones



1932: Bishop Middleton Barnwell of the Episcopal Church oversaw the founding of Boise Junior College.

1934: The school became an independent junior college after the Episcopal Church ended its affiliation.

1940: The campus moved to its current location on the south bank of the Boise River.

1965: Boise Junior College gained four-year status as Boise College and began awarding baccalaureate degrees.

1969: The school joined the Idaho state system of higher education and got a new name: Boise State College.

1974: Boise State became a university, the third state university in Idaho. Buster Bronco, Boise State's beloved mascot, also debuted in 1974.

1986: Boise State changed its green field to blue.

1989: Boise State celebrated the largest enrollment in the state.

1992: The State Board of Education approved Boise State's first doctoral program in curriculum and instruction. The university now offers 15 doctoral programs, including educational technology, computer and materials science and biomedical engineering.

2007: The Broncos pulled off one of the greatest upsets in college football history by beating the University of Oklahoma in the 2007 Fiesta Bowl. This victory put Boise State University on the national stage and sparked rapid enrollment growth. Boise State surpassed 25,000 students in the next decade.

2012: Boise State opened the Micron College of Business and Economics Building in 2012. It was the first of several major campus expansion projects completed in partnership with Micron.





THE BLUEPRINT FOR SUCCESS STRATEGIC PLAN

GOAL 1: Improve Educational Access and Student Success: Enhance the comprehensive student experience with a focus on student success and post-graduate outcomes.

GOAL 2: Innovation for Institutional Impact: Expand and implement leading-edge innovations and entrepreneurial ideas to provide access to integrated high-quality teaching, service, research and creative activities.

GOAL 3: Advance Research and Creative Activity: Advance the research and creative mission of the university community by fostering transformational practices and supporting faculty, staff and student excellence in these pursuits.

GOAL 4: Foster Thriving Community: Promote and advance an environment where all members of the campus community make a living, make a life and make a difference.

GOAL 5: Trailblaze Programs and Partnerships: Enhance and grow path-breaking interdisciplinary programs and activities that transcend traditional fields of study.

FACTS AND FIGURES

Boise State fosters an environment where research and creative activity thrive.

\$83.4
million

Boise State is designated as a doctoral research institution by the Carnegie Classification of Institutions of Higher Education. We offer more than 200 areas of study, including 15 doctoral programs.

in research awards this past year, a 43% increase over the last five years.

FACULTY

Boise State has **802 full-time** and **668 part-time faculty**. Currently, the university supports **13 seated endowed faculty positions**.

Unbridled Philanthropic Campaign

- As of spring 2026, the Unbridled fundraising campaign surpassed its \$500 million goal, nearly 2 years ahead of schedule – and it's still going strong
- Donors gave \$102M in FY25, creating the most successful fundraising year in Boise State history
- Over 65,700 unique donor households have contributed since the start of the Unbridled campaign
- Alumni have been the most productive donor constituency throughout the campaign
- In 2025 alone, 7 new endowed faculty positions were created



28,519 students

With more than 32,000 students including dual enrollment

We are recruiting and retaining more Idaho students than ever before

Served students from all 44 Idaho counties, and our alumni live in every county

Award more than **5,300** degrees each year

BOISE STATE PLAYED A SIGNIFICANT ROLE IN INCREASING THE COLLEGE ATTAINMENT RATE FOR IDAHO

Boise State confers more than half of all baccalaureate degrees from public institutions in Idaho and has dramatically increased the percentage of Idahoans that we serve in the last two years, growing our population of new Idaho students by 52% over the last five years.

Our success has been fueled by substantial increases in retention and graduation rates, as well as enrollment.

63% record four-year graduation rate for full-time transfer students

National rankings

#21 Undergraduate Business
—US News & World Report

#13 Executive MBA program,
—Fortune

Highest ranked engineering school in Idaho
—U.S. News & World Report

Largest and highest ranked business school in Idaho
—U.S. News & World Report

Largest and top ranked nursing program in Idaho
—U.S. News & World Report

EXTERNAL PARTNERSHIPS

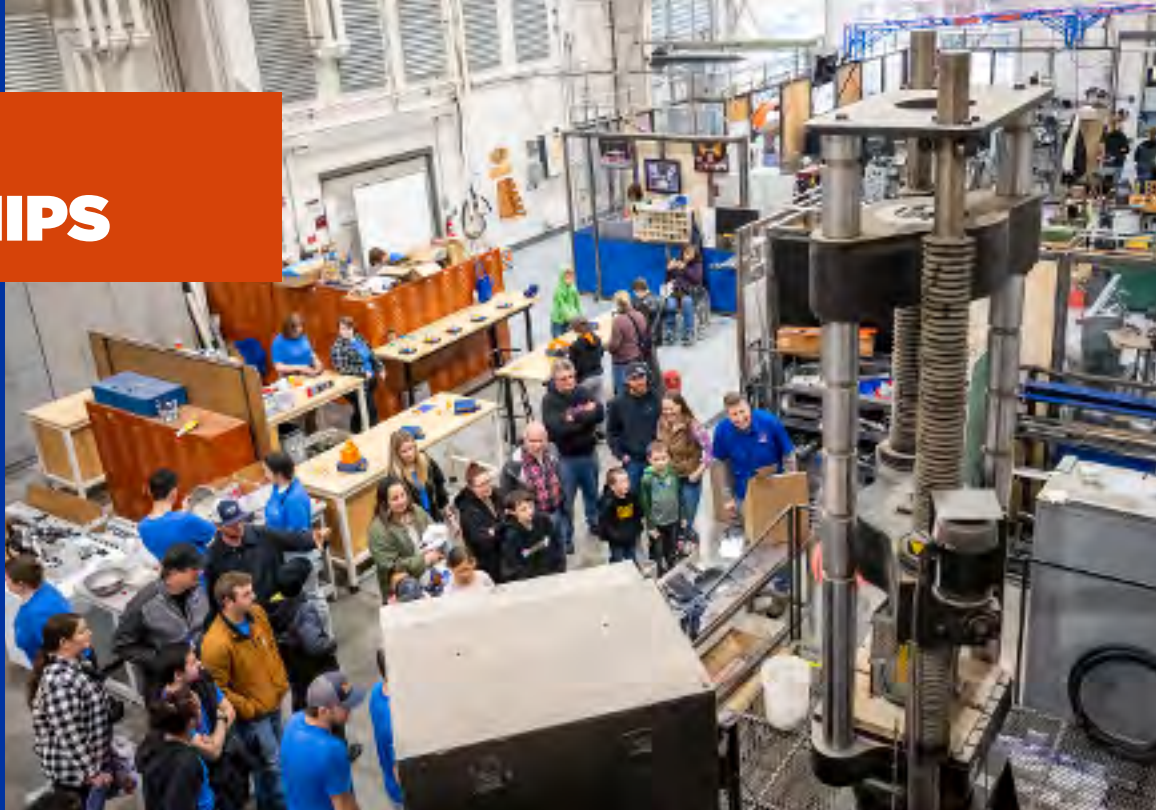
1 in 3

FACULTY HAVE AN ACTIVE PARTNERSHIP WITH A COMMUNITY ORGANIZATION

In 2006, Boise State was one of **only 76 universities** in the nation initially selected by the **Carnegie Foundation as a Community Engaged Institution**.

That classification was renewed in 2015 in recognition of the myriad ways that Boise State actively works to align with the cares, interests and activities of our local and state community.

This commitment to service continues to be a defining feature of the university. Boise State successfully renewed its classification as a Carnegie Community Engaged Institution, covering the period from 2024 to 2032.



Our university is leveraging existing partnerships and programs and developing new opportunities with Idaho employers and private partnerships. Together we are addressing workforce, research, educational and service needs.

Expanding partnerships across Idaho helps ensure rural communities have access to high-quality educational programming that fits their needs. Boise State recently created two new positions — a Director for University Industry collaborations and the President's Professor of Public Scholarship and Engagement — focused on growing partnerships, both in number and depth.

Idaho has one of the fastest-growing economies in the nation and higher education institutions in Idaho contribute **\$4.5 billion to the state's economy**. Industry has called on Boise State to play a key role in American competitiveness in energy and semiconductors. The university has invested in these strategic and critical growth areas. Boise State is the only university in Idaho to become a member of the national Council on Competitiveness.

The Institute for Advancing American Values represents **Boise State's commitment to civil discourse, free speech and Idaho voices**. Through a series of events held on campus and around the state, a wide range of perspectives have been presented to numerous audiences, who agree, simply, to listen.

COLLEGES

Boise State offers a high-quality undergraduate education as well as a supportive Graduate College that cultivates the personal and career growth of students. Boise State continues to expand its curricular offerings in targeted areas driven by student, industry and community demand.



COLLEGE OF ARTS AND SCIENCES

The College of Arts and Sciences features the largest set of academic subjects of any college at Boise State. The newest program offerings are in neuroscience, professional and public writing and music production. This college is home to the School of the Arts and the School of the Environment.

COLLEGE OF BUSINESS AND ECONOMICS

Boise State has more business degree options than any other school in Idaho and most schools in the Pacific Northwest. It is ranked in the top 3% of business schools globally based on its AACSB accreditation. Newest program offerings are in business analytics, cybersecurity management and information systems and control.





COLLEGE OF EDUCATION AND PUBLIC SERVICE

In March of 2026, the University combined the College of Education and the School of Public Service to create the College of Education and Public Service. Education programs serve future and current educators within a dynamic community that helps them continually advance their skills. Newest program offerings are in generative AI in education and outdoor education and leadership.

Public Service programs focus on experiential learning that prepares students for successful careers in the public sector. Newest degree offerings are in public service leadership, legal studies and environmental management.

COLLEGE OF ENGINEERING

Idaho's largest engineering school is home to nine academic departments, each dedicated to excellence in education, research, and innovation. Newest program offerings are in cyber operations and resilience, semiconductors, and Ph.D.s in engineering and biomedical engineering.



COLLEGE OF HEALTH SCIENCES

College of Health Sciences graduates become the nurses, doctors, respiratory therapists, radiologic technologists and other health professionals whom Idaho needs. Newest program offerings are in neuroscience, physical activity and sport, exercise and health data analytics.



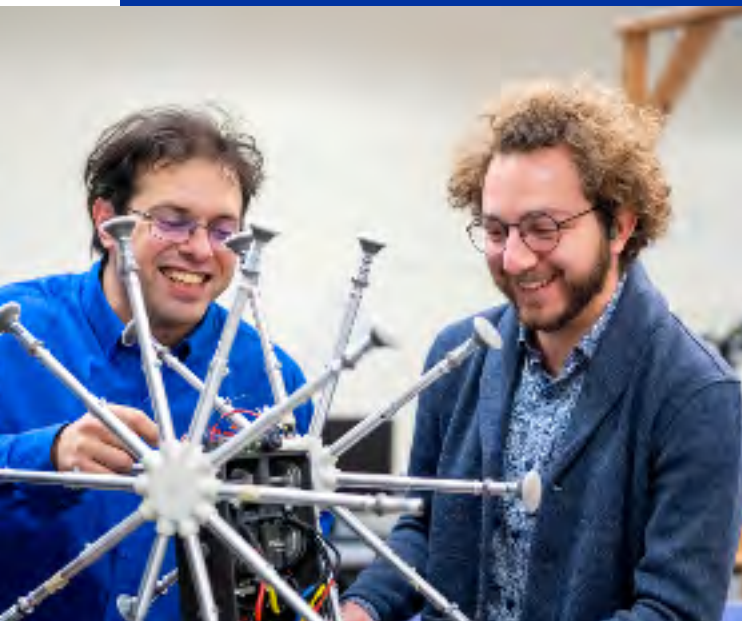
HONORS COLLEGE

With 109 nationally competitive award winners in the past 10 years, Boise State set an Idaho record in 2020 with five Fulbright Scholarship recipients and two Truman Scholars. In 2023-24, the university celebrated four Fulbright recipients, two Goldwater Scholars and a Critical Language Scholar. Boise State has three Rhodes Scholars.

ONLINE PROGRAMS

100+ programs

Boise State has greatly expanded educational access across Idaho and beyond with online classes and degree programs. Because they can be accessed any time, they create opportunities for busy working adults and others who are unable to travel to campus. Over the past decade, we have made strategic investments in infrastructure and staffing to create programs across colleges.



GRADUATE COLLEGE

Idaho's largest graduate school and its active research faculty have advanced students and the state by fostering discovery and innovation. The newest offerings are in generative AI in education, digital communications management and family nurse practitioner emphasis in the doctorate of nursing practice.

ATHLETICS

Boise State builds champions on and off the field. Our student athletes achieved a 3.42 cumulative GPA, the highest in athletics history and accomplished an all-time high graduation rate of 94%.

**8 MOUNTAIN WEST
CHAMPIONS**

3.42
HIGHEST CUMULATIVE GPA
IN DEPARTMENT **HISTORY**

163 STUDENT-ATHLETES
MADE THE DEAN'S LIST

STUDENT-ATHLETES ACROSS
ALL 19 SPORT PROGRAMS
EARNED A 3.0+ GPA **85%**

2,645 VOLUNTEER
HOURS

63 LOCAL
ORGANIZATIONS **EVENTS** **338**



TICKETS

\$8.1M

SURPASSED GOAL

**LED MOUNTAIN WEST
IN ATTENDANCE**

388,500 TICKETS
DISTRIBUTED

SEVEN TICKETED
SPORTS

17% INCREASE

REVENUE GENERATION

\$20.8M

**THIRD CONSECUTIVE YEAR
TO EXCEED MILESTONE**



ABOUT BOISE, IDAHO

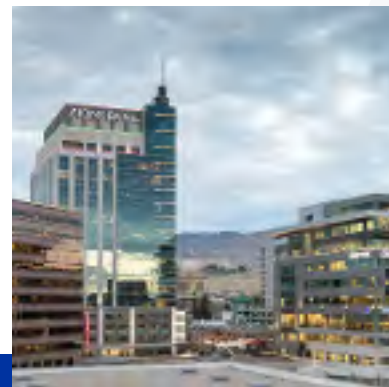


Welcome to the City of Trees.

Boise is one of the most talked-about metropolitan cities in the country – and it's the ideal college town. From high culture and arts to nightlife, skiing, hiking, rock climbing and river sports, adventure awaits. Our vibrant partnerships across Idaho's capital city offer internships and work experiences that will help students go beyond their major.

The City Located in the heart of Idaho's capital, Boise State's campus is just a 10-minute walk from a booming arts and music scene, shopping, museums, entertainment venues, great restaurants and nightlife.

The Outdoors According to Wilderness Times, Boise is one of the top 25 cities to live in for an "outdoorsy lifestyle," and the New York Times ranked Boise the ninth-best city in the country for cyclists. Explore 25 miles of tree-lined greenbelt along the Boise River, public parks, scenic hiking trails, natural hot springs, rock climbing, ski resorts and river sports, all within an hour from campus.



AT A GLANCE

236,000
Population of Boise

25 Miles of riverside
greenbelt access

4.7 Million acres of
wilderness in Idaho

865,000
Population of Boise Metro

140 Miles of trails for
adventure just beyond campus

500 Acres of public green
space



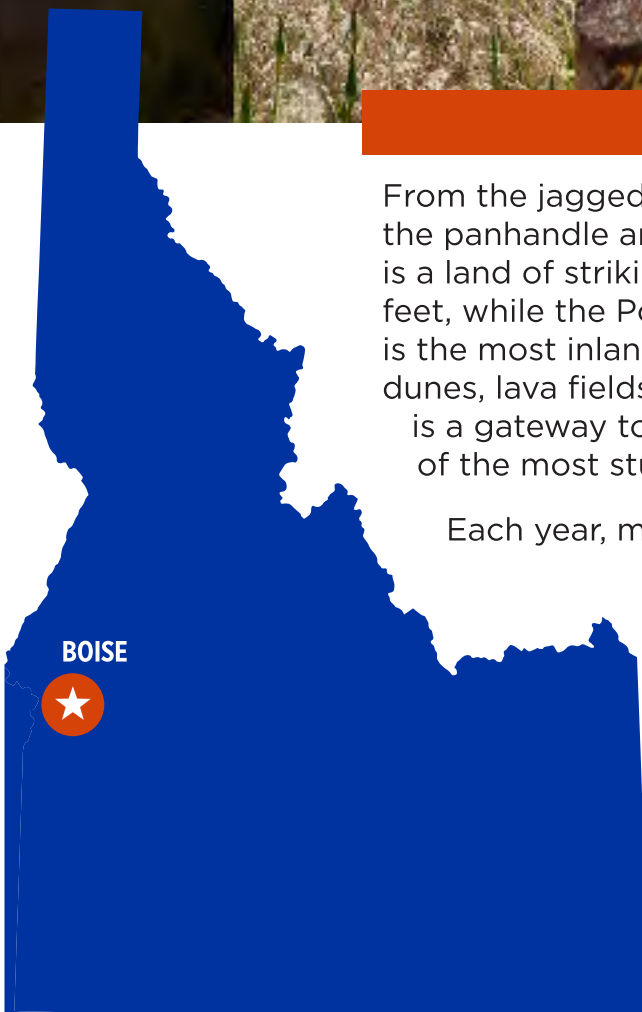


IDAHO

From the jagged peaks at its center to the rolling hills and lakes of the panhandle and the rich farmland of the Snake River Plain, Idaho is a land of striking contrasts. Mt. Borah rises to a dramatic 12,662 feet, while the Port of Lewiston — at just 738 feet above sea level — is the most inland seaport on the West Coast. Idaho is home to sand dunes, lava fields and the aromatic sagebrush steppe. Eastern Idaho is a gateway to Yellowstone Teton Territory, which includes some of the most stunning landscapes in the world.

Each year, more than 20 million visitors come to experience Idaho's unspoiled beauty, including 3,500 miles of rivers — more than any other state in the Lower 48. Nearly two-thirds of Idaho is public land, offering vast spaces to explore and experience quiet solitude — even in one of the fastest-growing states in the union.

Key industries include agriculture, food processing, technology, mining, and tourism. As of 2024, the state had a population of just over 2 million people. [VisitIdaho.org](https://www.visitidaho.org)



Leadership

Appointed by the Idaho State Board of Education, Dr. David W. Hahn became Boise State University's eighth president on July 1, 2026. Prior to joining Boise State, he served as the Craig M. Berge Dean of the College of Engineering at the University of Arizona, where he led one of the nation's premier engineering colleges and helped advance research, innovation, and industry partnerships.

With more than two decades of leadership experience in higher education, research, and innovation, Dr. Hahn has been recognized for fostering interdisciplinary collaboration, expanding research opportunities, strengthening connections between universities and industry, and supporting student success.

Dr. Hahn earned his B.S. and Ph.D. from Louisiana State University and holds 12 U.S. patents. His experience in engineering, research, and industry engagement positions him to lead Boise State as it advances its research ambitions, expands its impact, and enters a new era of national prominence as a member of the Pac-12 Conference.



Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile. For fullest consideration, candidate materials should be received by September 14, 2026.

Please direct inquiries and nominations to BoiseStateVPandCFO@wittkieffer.com.

All applications should be submitted to Zachary A. Smith, Ph.D., Kim Migoya, and Julia Bradley through the WittKieffer Candidate Portal by [clicking here](#). Candidates can also find this portal via the WittKieffer website at www.wittkieffer.com.

Boise State University is committed to providing equal employment opportunities to all employees and qualified applicants for employment as provided for by federal, state, and local law. The university does not discriminate in employment opportunities or actions on the basis of any status or class protected under applicable federal, state, or local law. The University endeavors to recruit, hire, train, and promote the most qualified employees in all job titles. All other personnel actions are administered without regard to protected class under federal, state, or local law.