



## Director of Financial Aid

### Leadership Profile

February 2024



*WittKieffer*

## Executive Summary

The University of Puget Sound, a vibrant and dynamic liberal arts college located in Tacoma, Washington, seeks a Director of Financial Aid. This knowledgeable financial aid professional will lead the University's financial aid team and collaborate closely with the Vice President for Enrollment to ensure that the office's programs support new and continuing students, align with the University's enrollment goals and missions, and follow appropriate regulations and policies.

The Director will help the University continue to innovate its practices in the administration of student financial aid, optimize its service to students and families, and align with the profession's best practices. They will be a visible University community member, working within the enrollment division and across campus to clearly communicate how financial aid supports student retention and persistence, how administrative choices affect students' costs, and how students and families finance college through available funds, grants and scholarships, and self-help. Finally, the Director will work closely with Institutional Research and Technology Services colleagues to enhance the office's use of its data systems and help to create a robust data warehouse and reporting environment.

Known for its rigorous academic programs and notable commitments to sustainability and social justice, the University offers a diverse range of undergraduate majors and minors and select graduate programs, fostering a culture of intellectual curiosity and critical thinking. Its picturesque campus, nestled between the Cascade and Olympic mountain ranges, provides a stunning backdrop for a close-knit community of students and faculty. With a strong emphasis on experiential learning, students have ample opportunities for research, internships, and community engagement.

The new Director will be expected to start on or shortly after July 1, 2025, and the position is based on campus. Puget Sound may designate this position at the Senior Director level for exceptionally qualified candidates.

To submit a nomination or express personal interest in the Director position, please see the Procedure for Candidacy section at the end of this profile.

## Role of the Director of Financial Aid

Reporting to the Vice President for Enrollment, the Director of Financial Aid is responsible for the administration and operation of federal, state, and institutional financial assistance programs that support enrollment and retention of students at Puget Sound. The Director assists in setting the strategic direction and is responsible for managing the effective development and delivery of these programs and for ensuring excellence in services to students and families who apply for or receive financial assistance.

The Director leads a team of four financial aid staff that manage the application, awarding and delivery of financial assistance programs in full compliance with all applicable federal, state, and institutional regulations, rules, or policies. They are expected to review, interpret and implement regulations and policies, as well as ensure all staff are fully knowledgeable of compliance requirements. Additionally, the Director plays a primary role in all Federal Program audits, including the annual FSA Audit, development of State and Federal Program applications and reporting, preparation of the annual Fiscal Operations Report, federal and state program participation renewals, and internal and external statistical reports.

The Director provides leadership, guidance and coaching for the financial aid staff, keeping focus on the mission and strategic plan of the University. The Director promotes a culture that embraces individual and organizational learning and works with key University teams in departmental planning, development, and training to improve individual, group, and organizational performance to ensure successful results. The Director aligns the focus of the financial aid team with that of the Student Financial Services department, the Enrollment division and with the greater University's mission and goals, seeking to continually improve services while simultaneously ensuring

effective use of institutional resources. The Director assists in the implementation of strategies that work to meet University enrollment and retention objectives.

The Director provides leadership and initiative to ensure effective and appropriate use of technology within the Financial Aid area. The Director engages in active lateral planning efforts to ensure seamless systems and procedural interfaces with constituent groups and works as liaison and collaborator with University offices and personnel at all levels. The Director thinks institutionally, acts strategically, and manages practically.

The financial aid team at the University uses PeopleSoft for financial aid administration (as well as student information and student financials), Slate for recruitment and communication, ShareFile for secure document delivery, and TouchNet Bill + Payment for student account management. The University is in the early stages of developing a data warehouse platform. The University does use an enrollment consulting partner for financial aid leveraging.

## Essential Job Functions and Direct Responsibilities

### Leadership and Staff Supervision

- As a member of the Enrollment Leadership Team, contribute substantially to the analysis, development, and deployment of annual financial aid strategies (including aid leveraging) that align with and support university enrollment, retention, and budget goals.
- Establish a team environment built on collaboration, communication, transparency, and trust, and that fosters professional growth and development.
- Provide leadership, supervision, coaching, mentoring, and training to financial aid staff. Conduct annual staff performance evaluations to establish goals, recognize accomplishments, and evaluate performance.
- Ensure all financial aid staff are knowledgeable regarding compliance requirements, best practices, and procedures.
- Lead initiatives for continuous improvements in financial aid operations. Leverage technology to improve efficiency and enhance the delivery of services. Partner with staff and other stakeholders to optimize systems functionalities and streamline processes.

### Financial Aid Oversight, Reporting, and Compliance

- Oversee the coordination and optimization of a comprehensive, complex, and evolving Title IV financial aid program, ensuring compliance with federal, state, and institutional regulations.
- Lead the management and coordination of Title IV Federal Aid, Washington State Aid programs, and other financial aid programs, ensuring accuracy and timeliness in awarding and disbursement.
- Provide supervision and direction for the successful administration of university-funded and privately sponsored scholarship programs that support new and continuing Puget Sound students. Ensure accurate maintenance of fiscal controls, development of awarding models in compliance with budget limitations and donor restrictions, and appropriate management of records.
- Maintain oversight of the Return of Title IV Aid (R2T4) processing and Satisfactory Academic Progress (SAP) identification and resolution.
- Responsible for the management and oversight of Fiscal Operations Report and Application to Participate (FISAP), NCAA Division III reporting, and state reporting. Act as the primary point of contact for Title IV Federal Programs.

- Monitor the awarding of financial aid to all intercollegiate athletes, confirming compliance with federal and NCAA Division III guidelines.
- Responsible for overseeing audits (A-133) and compliance reviews, staying up-to-date on new regulations, and managing changes in federal or state regulations that impact financial aid.
- Budget Manager authority for endowment and gift scholarship expendable funds, Federal (including Pell, SEOG, and Direct Loans) and State (Washington College Grant) funds, and Tuition Funded (including institutional grant) programs

### **Collaboration with Key Campus Partners & External Relations**

- Work closely with the Director of Student Accounts to maintain a seamless and holistic financial services model.
- Partner with the Admission and Enrollment Marketing teams to develop financial aid communications, ensuring accuracy and timeliness of information provided to prospective students and their families.
- Contribute to the creation and maintenance of the Financial Aid Calendar of Operations, aligning it with the Student Accounts Operations cycle to ensure effective service delivery and compliance.
- Represent the university at public financial aid and scholarship functions, NWC Financial Aid Directors meetings, financial literacy trainings, and other related activities both on- and off-campus as needed.
- Work closely with other university offices, including Registrar, Institutional Research, and Student Affairs, to provide financial aid-related content for recruitment publications, the university Bulletin, and on the university website.
- Ensure timely updates to the online Net Price Calculator in compliance with regulatory requirements.

### **Additional Responsibilities**

- Participate in non-university committees related to scholarships and financial aid, as appropriate.
- Take on other duties and projects as assigned, based on the needs of the university and the Student Financial Services department.



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## Opportunities and Expectations for Leadership

The Director of Financial Aid will report directly to the Vice President for Enrollment and be an integral a vital part of the enrollment leadership team. The Director of Financial Aid will be responsible for supporting the University's students, achieving enrollment goals, and effectively managing institutional, private, and government financial aid resources.

More specifically, the Director of Financial Aid will be expected to:

- **Collaborate with the Vice President for Enrollment and University Leadership**

The Director will lead the financial aid team, partner closely with the new vice president for enrollment, and assist in achieving the University's mission and the aspirations contained in [its 2018-2028 strategic plan](#). The University competes in regional, national, and international markets against top colleges and universities. Therefore, the constructive collaboration between those in enrollment leadership, and across campus, is crucial to ensuring all elements of the University's educational and co-curricular experiences, and its operations, are in alignment.

The Director will work closely with enrollment and financial leadership at the University to aid future decisions around allocation and use of all financial aid resources to support student enrollment and success in alignment with University strategic and financial plans.

- **Support and Develop Robust and Student-Oriented Financial Aid Team**

This leader will play a crucial role in developing, directing, and inspiring a strong team of financial aid professionals. Emphasizing collaboration and communication, the Director will lead a team that includes both newcomers to the field and seasoned experts. The Director will cultivate an environment that promotes growth, encourages professional development, and fosters a sense of unity. Under this leader, the department will continue to successfully navigate the complexities of the financial aid landscape while remaining dedicated to serving the needs of the University's students.

- **Ensure a Culture of Compliance and Strong Financial Stewardship**

The Director will ensure that the University's financial aid programs adhere to all legal requirements and will maintain a thorough understanding of changing regulations to avoid compliance issues and to properly steward University resources. The Director will proactively explore complex situations to ensure that compliance is maintained, and that students are served to the very highest level allowed by University, state, and federal policy.

- **Partner with Institutional Research and Technology Services on Data Infrastructure**

The University has invested in PeopleSoft as its enterprise platform and also uses Slate to communicate with prospective students and families. The Director will partner with other University offices to further enhance its use of these current systems, finding efficiencies in routine operations (such as verification), improving service (including self-service options) for students and families, and exploring future options (such as fully implemented document imaging) while ensuring compliance and accuracy.

## Professional Qualifications and Personal Qualities

The University of Puget Sound seeks in its Director of Financial Aid a record of accomplishment and leadership in postsecondary financial aid administration. A bachelor's degree is required. The ideal candidate must have at least six years of progressive experience in financial aid and its administrative operations, to include successful supervisory experience. For strongest consideration, candidates must provide evidence of:

- **Financial aid expertise:** Knowledge of Federal financial aid regulations, policies, and practices; professional judgment; fund management; interface between Federal rules and institutional policies and practices. Experience with administering institutional need-based and merit-based grant programs, including endowed programs. Previous work with NCAA Division III financial aid rules and policies is desired. Candidates should also be familiar with strategies to award financial aid from all sources in order to best meet new and returning student enrollment goals.
- **Technology and Data:** Experience with financial aid administration systems such as Oracle PeopleSoft or other ERP systems is required. Candidates must be able to compile and analyze financial aid data to both ensure appropriate use of funds and to inform strategic enrollment decision-making. Personal experience with word processing and spreadsheet programs (Word and Excel) is required. The strongest candidates will demonstrate innovation and aptitude in using systems to reduce repetitive manual work and to create means for students and families to access information efficiently.
- **Collaboration:** Requires excellent organizational, analytical, and problem-solving skills with the ability to communicate and collaborate effectively with a wide variety of people. Must be able to work independently yet harmoniously in a team environment. Candidates should have experience building and supporting an office culture that is positive and oriented toward excellent student service.
- **Management:** Must demonstrate the ability to meet deadlines, work under pressure, and delegate effectively. Candidates will be expected to have experience in coaching, training, and mentoring both experienced and new financial aid professionals.
- **Professional discretion and decorum:** Professional demeanor, diplomacy, and ability to maintain confidentiality are essential, as is the ability to respectfully work, communicate and provide leadership within a diverse campus community.
- **Communication skills:** Strong verbal and written communication skills are required. Must be able to write business correspondence, reports, and procedure manuals. Must be able to read, analyze, and interpret documents such as regulatory, business, and academic publications, statistical documentation, and procedure manuals. Experience communicating financial aid policies to diverse audiences, including families, students, and University community members with clarity is highly desired.

The ideal candidates will also exhibit qualities of community mindedness, self-awareness, honesty, trustworthiness, and transparency. They will be expected to demonstrate ways in which they have supported a positive and collaborative office culture and effectively communicated for the needs of the office to support an institution's students and its mission effectively.

The Director will be expected to have exemplary skills in communicating and collaborating with diverse groups; a history advancing equitable policies and practices, success in hiring and developing diverse talent, and demonstrated results in fostering an inclusive workplace.

## About University of Puget Sound

### Overview

University of Puget Sound is an independent, predominantly residential undergraduate liberal arts college with selected graduate programs building effectively on a liberal arts foundation. The University as a community of learning, maintains a strong commitment to teaching excellence, scholarly engagement, and fruitful student-faculty interaction. Fall 2024 enrollment was 1,594 undergraduate and 240 graduate students.

The mission of the University is to develop in its students the capacities for critical analysis, aesthetic appreciation, sound judgment, and apt expression that will sustain a lifetime of intellectual curiosity, active inquiry, and reasoned independence. A Puget Sound education, both academic and co-curricular, encourages a rich knowledge of self and others; an appreciation of commonality and difference; the full, open, and civil discussion of ideas; thoughtful moral discourse; and the integration of learning — preparing the University's graduates to meet the highest tests of democratic citizenship. Such an education seeks to liberate each person's fullest intellectual and human potential to assist in the unfolding of creative and useful lives.

Puget Sound offers a small community of independent thinkers, a launch pad for adventurers, and an incubator for entrepreneurs. Loggers are makers, shakers, and doers — and we never stop learning.

With more than 50 areas of study and an educational emphasis on critical thought, experiential learning, and an intersectional worldview, a Puget Sound education prepares the next generation of humane, effective leaders for a changing world. A leading producer of Watson fellows, Fulbright scholars, and Peace Corps volunteers, Puget Sound offers students a curriculum that weaves in sustainability, a wide variety of courses, and excellence and includes equity and diversity through its graduation requirement – [Knowledge, Identity and Power \(KNOW\)](#).

The University was the first liberal arts college in the Pacific Northwest to offer an [African American Studies](#) major and has one of the oldest Women's Studies (now [Gender and Queer Studies](#)) in the nation. Puget Sound's [PacRim program](#) is a national model of conscious global engagement rooted in a strong [Asian Studies program](#). [Latina/o Studies](#) is an academic field born out of the social and political movements of Latinx persons in the United States. The Latina/o Studies program (LTS) explores the historical, cultural, political, and socio-economic experiences of the largest minoritized ethnic group in the United States.

### Academics

Puget Sound undergraduates have [extensive choices](#) in the 1,200 courses offered across in 50 traditional and interdisciplinary areas in humanities, social sciences, and sciences. A substantial investment in the sciences provides students with innovative facilities and access to instrumentation and research opportunities that exceed those offered by many of the University's peers and larger institutions. As a result, over 30% of students complete their studies in the sciences and mathematics.

High-demand graduate programs in occupational therapy and physical therapy, as well as the [School of Education](#), are closely integrated with the undergraduate liberal arts program and provide valuable resources to the local community. The liberal arts also undergird dynamic programs in the [School of Business and Leadership](#) and [School of Music](#), as well as numerous undergraduate research, scholarship, and internship experiences. Students, faculty, and staff work together closely on civic engagement commitments, including the [Community Engagement Initiative](#), [Slater Natural History Museum](#), [Sound Policy Institute](#), [Race & Pedagogy Institute](#), [Freedom Education Project Puget Sound](#), [Race & Pedagogy National Conference](#), [Environmental Policy and Decision Making](#).

## Values

### Self-Expression

We are committed to articulate and creative self-expression as a means to achieving personal independence and making a difference in the world.

### Collegiality

We genuinely respect each other and collaborate with honesty, integrity, and openness for the common good.

### Courage

We practice civil discourse and deliberation and have the courage to address difficult questions with innovative thinking.

### Passion

We are passionate about our work and seek to instill in our students a commitment to intellectual curiosity and productive lives.

### Diversity

We seek diversity of identity, thought, perspective, and background in our students, faculty, and staff.

### Leadership

We prepare our students to be thoughtful and active citizens and leaders and support opportunities for the professional development of our faculty and staff.

### Stewardship

We are responsible stewards of our talents, resources, and traditions.

### Environment

The University and the wider community sustain each other. We value our Northwest location and the unique confluence of urban, cultural, and natural attributes that enrich our learning community.

## Enrollment

For fall 2024, the University had 1,594 undergraduate students from more than forty states (including DC) and a dozen foreign countries. This included 44% men, 56% women, 31% American ethnic minorities, and less than 1% international (non-U.S. citizens). The University also had 270 students in its graduate programs.

## Financial Aid

[Financial Aid](#) at Puget Sound consists of four full-time staff and is responsible for the disbursement of over \$78 million in financial aid, including over \$56 million of institutional grants. Puget Sound offers both need-based and merit-based aid. Students are automatically considered for a [wide range of merit scholarships](#) when they apply to Puget Sound. Merit scholarships range up to \$33,000, each year, renewable for up to five years. Students can also apply for two full tuition scholarships, the Lillis and the Matelich.



Student eligibility for need-based aid is determined by the Free Application for Federal Student Aid (FAFSA) and is composed of grants, work-study employment, and loans (further information is available on the [University's financial aid website](#)). Federal aid eligibility is determined by Federal Methodology. The University also uses an internal methodology for awarding institutional funds.

Approximately 99 percent of the University's undergraduate students receive financial aid, including 58 percent who receive need-based financial aid and 27 percent who receive Federal Pell grants.

In 2024-2025, Puget Sound's undergraduate tuition and mandatory fees is \$62,898 and the total cost of attendance (including room, board, books and supplies, and travel home) is \$84,070.

The financial aid administration system is PeopleSoft. Prospective students access financial aid and scholarship awards through a Slate portal. Current students are served through the myPugetSound portal.

## Admission

The Office of Admission consists of approximately sixteen full-time professional staff, including enrollment data, marketing, and systems. Prospective undergraduate students may apply to Puget Sound using the Common Application. The college has several application options, including Early Decision, Early Action, and Regular Decision.

The University regularly enrolls between forty and sixty new transfer students annually. Transfer students enrolling under the Washington State Direct Transfer Agreement, with California AA-T and AS-T degrees, and with Oregon AAOT degrees and GPAs of 3.0 or higher are granted automatic junior standing and credit for six of eight core curriculum requirements.

Puget Sound's Office of Institutional Research has a [comprehensive data about University enrollment](#) on their web site.

## Access Programs

The Access Programs at University of Puget Sound are designed to promote academic excellence and expand college opportunities for Tacoma Public Schools middle and high school students from traditionally underrepresented groups in higher education. Access Programs include three types of programs:

- Access to College Initiatives: academic-year tutoring/mentoring/academic support and Access Club activities in Tacoma Public Schools middle and secondary schools and Tuesday Night Tutoring and College Access Days on the University of Puget Sound campus.
- Summer Academic Challenge: four-week tuition-free STEAM based program at the University of Puget Sound campus.
- Access Cohort Program: provides financial, academic, and social support to Access Program students who enroll at the University of Puget Sound.

## Tacoma Public Schools Commitment

For ten years, University of Puget Sound has made the [Tacoma Public Schools Commitment](#). The financial aid program aims to help Tacoma Public School high school graduates get a national liberal arts college education right in their own backyard. For eligible Tacoma Public Schools students, the program meets their full financial need.

## Posse Foundation

In 2015, Puget Sound became the first Pacific Northwest institution to partner with the [Posse Foundation](#), enrolling a cohort of ten first-year students from the San Francisco Bay Area every year. A national nonprofit

organization, Posse is committed to expanding the pool from which colleges and universities can recruit outstanding young leaders from diverse backgrounds.

## Students

Students engage in the classroom, explore internships and other hands-on activities, and are ultimately prepared for successful careers and lives. During their time on campus, more than 75% of students participate in some form of community service, among the highest participation rates in the country.

Opportunities for student involvement abound at Puget Sound and facilitate student participation in building an inclusive, vibrant, and supportive community. Students may take part in approximately 100 student clubs on campus, be part of the student government (ASUPS), write for the student newspaper, host shows on the campus radio station (recognized by *The Princeton Review* as one of the country's best), and more. Puget Sound Outdoors (PSO) trips are a popular way for students to explore the amazing Pacific Northwest. Speakers, concerts, theater productions, and other performance events are regularly attended on campus. The intimate size and setting allow for education of the whole person, with co-curricular programs including competitive athletics teams and service-oriented Greek life programs that help recruit and retain students and build lifelong connections.

Puget Sound graduates regularly see [post-graduation success on par for the country's top college and universities](#). With high acceptance rates to medical, law, and other postgraduate study, Puget Sound is ranked in the top 6% of baccalaureate-granting institutions nationwide whose graduates go on to earn doctorates. Seven months after graduation, 93% of graduates are employed, continuing their education, and engaged in public service.

## Athletics

The University of Puget Sound Department of Physical Education, Athletics, and Recreation is dedicated to providing quality programs and athletic experiences which assist in complementing and fulfilling the University's educational objectives of academic excellence. Fielding 23 varsity teams as well as robust club and intramural sports programs, Puget Sound is a member of the NCAA Division III Northwest Conference. Approximately 22% of undergraduate students participate on varsity teams.

## Working at the University

The University of Puget Sound offers a generous benefits package for eligible staff employees, including:

- Medical, dental, and vision
- Life insurance and long-term disability
- Employee Assistance Program
- Retirement plan options and 403(b) contributions
- Paid vacation, sick leave, floating holiday, campus holidays and bonus holidays
- Education benefits, such as full tuition for eligible employees and their families
- Access to University facilities and entertainment (fitness center, pool, library, concerts, lectures and more!)

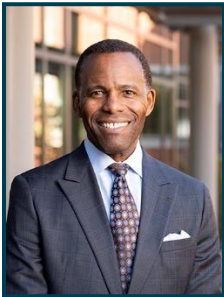
For more information on Puget Sound's exempt staff benefits package, visit [Summary of 2025 Benefits for Staff Members in Exempt Positions](#) on their web site.

For the Campus Holiday and Bonus Day Schedule, visit <https://www.pugetsound.edu/human-resources>

This position has an anticipated annual salary between \$130,000 and \$140,000. Decisions about starting salaries are made based on the extent and relatedness of the candidate's education and experience and on internal equity and market considerations.

## Leadership

### Isiaah Crawford, President



A distinguished scholar, teacher and college administrator, Isiaah Crawford became president of University of Puget Sound on July 1, 2016, following an extensive national search. Crawford's academic work and achievements as a senior administrator are closely aligned with the values and aspirations of Puget Sound, and with the key areas of challenge and opportunity facing higher education today. Since joining Puget Sound, Crawford has overseen the development of [Leadership for a Changing World](#), a 10-year strategic plan that is designed to build upon the University's strengths and augment its history of excellence and distinction within higher education.

President Crawford is also active in the national conversation about higher education, serving on the board of Directors for the National Association of Independent Colleges and Universities, the Annapolis Group, Independent Colleges of Washington, and the Northwest Conference, in addition to building community connections through service on the boards of the Tacoma Art Museum, Seattle Symphony, Providence St. Joseph Health, and Providence Health Plan.

Crawford came to Puget Sound following service as provost and chief academic officer of Seattle University from 2008 through 2016. At Seattle, he directed the Division of Academic Affairs and oversaw the University's schools and colleges; libraries; enrollment; information technology; institutional research; and offices supporting student academic achievement, faculty affairs, and global engagement.

A licensed clinical psychologist, Crawford earned his bachelor's degree from St. Louis University, and master's and doctoral degrees in clinical psychology from DePaul University. His program of research has focused on health promotion, human sexuality, and training mental health professionals. He is the recipient of numerous national awards, including three from the American Psychological Association.

### Tim Whittum, Vice President for Enrollment



Following an extensive national search, the University of Puget Sound named Tim Whittum as vice president for enrollment, effective January 13, 2025. Whittum joined Puget Sound from Southern New Hampshire University (SNHU), where he served in a variety of admission leadership positions for the institution's main, liberal-arts residential campus since 2010, most recently as associate vice president of admission and campus's chief enrollment officer.

During his 15 years in higher education, Whittum has demonstrated expertise in enrollment growth, strategic planning, and operational transformation. At SNHU, he developed the campus's first comprehensive strategic enrollment plan, re-designed and implemented an international admission staffing and support model that realized significant growth in international enrollment, and implemented initiatives to support transfer, graduate, and dual-enrollment efforts. Additionally, in 2017, Whittum spearheaded targeted recruitment efforts for the institution's newly launched School of Engineering, Technology, and Aeronautics, achieving results that surpassed expectations and reinforced the university's strategic priorities.

Whittum holds a Bachelor of Arts degree in psychology from Stetson University and a Master of Science degree in justice studies from SNHU. Known for his transparent and empathetic leadership style, Whittum is committed to fostering collaboration and innovation to meet institutional goals.



## Tacoma, Washington

Tacoma is a community of approximately 200,000 residents and the political center of Pierce County, a county of 800,000 just 30 miles south of Seattle; 30 miles north of Olympia, the state capital; and with easy access to Seattle-Tacoma International Airport. Tacoma was recently named one of the nation's most livable communities. It is situated on the shores of Commencement Bay, with the Olympic Mountains to the west, the Cascade Range to the east and Mount Rainier visible from campus on clear days. The pedestrian-friendly city offers an ever-growing array of locally owned and created vintage boutiques; independent bookstores; museums; restaurants; the ubiquitous coffee shops that define the region; and the 760-acre Point Defiance Park, which includes a zoo, aquarium, hiking trails, marina, and ferry service to nearby Vashon Island.

Located on 97 acres in Tacoma's residential North End neighborhood, the Puget Sound campus is among the University's most distinctive assets. The physical characteristics—its Tudor-Gothic architecture, open spaces, pathways, and landmarks—support a 24/7 living and learning environment. In the past several years, significant investment has been made in the physical infrastructure, including a new science laboratory building, a center for health sciences, an academic residence hall, a new athletics and aquatics center and a new Welcome Center.

The Puget Sound area also offers internships, employment, and research opportunities unique to the geography of the region and a thriving economy, including local businesses as well as Seattle-area corporations such as Amazon, Boeing, Hitachi, Microsoft, Starbucks, and others. Washington State offers a variety of outdoor recreation venues; wide varieties of music, food, cultural activities in thriving communities; strong healthcare and education sectors; and no personal income tax.



## Procedure for Candidacy

All applications, nominations and inquiries are invited. Applications should include, as separate documents, a resume and a letter of interest addressing the themes in this profile.

This position has a salary range between \$90,000 and \$140,000. Most hires are made between the minimum and the midpoint of the salary range. Decisions about starting salaries are made based on the extent and relatedness of the candidate's education and experience and on internal equity and market considerations. Puget Sound may designate this position at the Senior Director level for exceptionally qualified candidates.

Puget Sound offers a generous benefits package for eligible staff employees. For more information on Puget Sound's staff benefits package, please visit the [2025 Summary of Benefits for Staff Members in Exempt Positions](#).

Expected starting date for the Director of Financial Aid is July 1, 2025. The position is based on the Puget Sound campus in Tacoma.

Candidate review will begin on a rolling basis as materials are received, and the position remains open until filled. Interested candidates are encouraged to apply at the earliest opportunity for best consideration.

WittKieffer is assisting the University of Puget Sound in this search. Application materials should be submitted using WittKieffer's [candidate portal](#).

Nominations and inquiries can be directed to:

Robert Springall and Ethan Robles

[PugetSoundFinancialAid@wittkieffer.com](mailto:PugetSoundFinancialAid@wittkieffer.com)

### **University of Puget Sound Diversity Statement**

**We acknowledge** the richness of commonalities and differences we share as a University community; the intrinsic worth of all who work and study here; that education is enhanced by investigation of and reflection upon multiple perspectives.

**We aspire** to create respect for and appreciation of all persons as a key characteristic of our campus community; to increase the diversity of all parts of our University community through commitment to diversity in our recruitment and retention efforts; to foster a spirit of openness to active engagement among all members of our campus community.

**We act** to achieve an environment that welcomes and supports diversity; to ensure full educational opportunity for all who teach and learn here; to prepare effectively citizen-leaders for a pluralistic world.

Puget Sound is committed to an environment that welcomes and supports diversity. We seek diversity of identity, thought, perspective, and background in our students, faculty, and staff. To learn more please visit: <https://pugetsound.edu/about-puget-sound-0/mission-core-values/institutional-equity-diversity>

*The University of Puget Sound is an equal opportunity employer.*



# University Organization Chart

