



Vice President for Finance and Administration & Chief Financial Officer

Leadership Profile

March 2026



WittKieffer

Executive Summary

[Lawrence Technological University](#) (LTU) invites nominations and applications for the role of **Vice President for Finance and Administration & Chief Financial Officer** (VPFA/CFO). Lawrence Technological University is a private, nonprofit technological university enrolling approximately 3,000 students across more than 100 undergraduate, master's, and doctoral programs in engineering, architecture and design, business and information technology, arts and sciences, and health sciences. The university is accredited by the Higher Learning Commission and holds specialized accreditations including ABET, AACSB, NAAB, and NASAD, reflecting its commitment to academic excellence in technology-focused disciplines. This is a pivotal opportunity at a nimble, industry-immersed technological university whose mission of “Theory and Practice” prepares graduates for high-demand careers across engineering, architecture and design, business and information technology, arts and sciences, and health sciences. Located on a 107-acre campus in Southfield—at the center of Metro Detroit’s innovation ecosystem—the University pairs small-college access with the reach of a major economic region, connecting students and faculty to employers, research partners, and entrepreneurial opportunities across Southeast Michigan.

Under the leadership of [President Tarek M. Sobh](#), LTU has sharpened its technological identity and accelerated momentum in research, industry collaboration, and student pathways—expanding dual enrollment and Early Middle College partnerships, elevating sponsored programs toward a \$10M annual goal, and deepening ties to the region’s hard-tech economy through the [Centrepolis Accelerator](#). Through its research enterprise and innovation initiatives, LTU connects faculty expertise, student talent, and industry partners to accelerate product commercialization, advanced manufacturing innovation, and technology entrepreneurship across the Midwest. With a clear set of North Star targets in the [current strategic plan](#), the University is advancing multi-year enrollment and revenue growth, external funding, and disciplined capital planning. The VPFA/CFO will be a key architect of this trajectory—translating ambition into sustainable models that align resources, risk, and return.

As LTU advances its strategic priorities—including enrollment growth, research expansion, industry partnerships, and technology-driven academic programs—the VPFA/CFO will play a central role in aligning financial strategy with institutional ambition. The next VPFA/CFO will bring precision, transparency, and partnership to an enterprise portfolio that includes finance, human resources, facilities, security, payroll, and information technology. Near-term priorities include building an institution-wide forecasting discipline with accessible dashboards and integrated assumptions; rebalancing capital strategy and debt management with proactive treasury oversight; standardizing the operating model across administrative units to strengthen service, compliance, and risk management; and enabling revenue growth where LTU has momentum—in philanthropy, sponsored research, industry-sponsored projects and commercialization, and enrollment pipelines. Across the LTU community, stakeholders emphasized a desire for a leader grounded in emotional intelligence, transparency, and partnership - someone who communicates context, listens actively, supports colleagues, and moves the institution forward with both urgency and broad engagement.

The ideal leader will bring a sophisticated command of financial management, strong analytical and communication skills, and a commitment to building transparent, reliable processes. They will streamline workflows, strengthen data integrity, and ensure the University has clear, consistent, and trusted financial information on which to base decisions. Equally important is the ability to translate complexity into clarity for diverse audiences, supporting shared understanding and effective institutional planning.

For a mission-driven, tech-forward leader, LTU offers the chance to shape a distinctively entrepreneurial institution—one that couples professional excellence with access; industry immersion with academic rigor; and thoughtful stewardship with strategic growth for the benefit of students, the region, and the industries LTU serves.

To submit a nomination or express interest, please see the Procedure for Candidacy at the end of this document.

Role of the Vice President for Finance and Administration & Chief Financial Officer

Reporting to the President and serving as a member of the cabinet, the VPFA/CFO is LTU's chief business and financial officer and a key strategist for institutional sustainability. The VPFA/CFO collaborates closely with the president, provost, and other senior leaders to guide the institution's strategic direction and is responsible for stewarding the University's \$100 million budget, in support of LTU's academic mission, research enterprise, and industry engagement. This role demands executive presence, operational expertise, and financial acumen to foster collaboration, build trust, and deliver results across a comprehensive portfolio that includes the following areas:

- Controller and Business Services
- Human Resources
- Purchasing and Payroll
- Real Estate and Rental Properties
- Campus Facilities
- Office of Technology and Instructional Innovation
- Campus Safety and Mail Room
- Bookstore
- Outreach and Special Events
- University Architect
- Staff Senate

The VPFA/CFO oversees the following essential functions:

- **Financial Strategy, Planning, and Forecasting** – Lead annual and multi-year operating and capital planning; deploy scenario modeling integrating enrollment, pricing/discounting, research, auxiliaries, philanthropy, and athletics; elevate dashboards and KPIs.
- **Treasury, Banking, and Debt Management** – Manage cash, liquidity, investment and banking relationships; oversee covenant compliance and debt structure; align capital financing with strategic priorities and partnership models.
- **Budgeting, Analytics, and Transparency** – Build a culture of 'no surprises' through live budget tracking, variance reporting, and unit-accessible dashboards; ensure data integrity and data literacy across budget managers.
- **Administrative Operations and Risk Integration** – Standardize processes and service levels across Finance/HR/IT/Facilities/Security; connect risk across the portfolio and ensure policy clarity with appropriate flexibility.

- **Capital Planning and Facilities** – Prioritize deferred maintenance and infrastructure; stage IT/security upgrades; optimize vendor models and contracting; and evaluate insource/outsource opportunities.
- **Board and External Relations** – Staff relevant Board committees; present clear financial analyses; maintain strong relationships with lenders, external counsel, auditors, rating agencies, and strategic partners.
- **Collaboration and Communication** – Partner with Academic Affairs, Enrollment, Research, Advancement/Philanthropy, Athletics, and other campus partners to develop sustainable revenue models; communicate the ‘why’ behind decisions; model transparency with faculty and staff.

The VPFA/CFO is responsible for the following duties, which are not intended to be all-inclusive:

- Lead LTU’s university-wide budget, financial operating model, and multi-year financial strategies to ensure the institution can effectively deliver its mission and advance the goals of the strategic plan.
- Oversee the planning, maintenance, construction, and operations of LTU’s 107-acre Southfield campus, including academic buildings, studios, labs, residence halls, and specialized facilities such as the Frank Lloyd Wright–designed Affleck House.
- Implement integrated financial, accounting, and budget systems that ensure fiscal stability, compliance with GAAP, audit standards, and federal/state regulations, while maximizing the University’s resources.
- Establish a transparent, collaborative budget development process that engages executive leadership, deans, administrative units, faculty governance, and campus partners to cultivate input, build consensus on priorities, and deploy equitable resource strategies.
- Support execution of LTU’s strategic plan by identifying and evaluating new revenue streams, business models, industry partnerships, and strategic investments that strengthen enrollment, research, and economic development goals.
- Effectively monitor, analyze, and communicate information related to finances, facilities, HR, IT, and risk to the President, Board of Trustees, campus community, and external partners with clarity and candor.
- Develop and maintain strong relationships with lenders, auditors, rating agencies, government partners, and regional industry stakeholders, reinforcing LTU’s role in workforce development and innovation.
- Enhance administrative operations, HR processes, financial systems, and support services to ensure compliance, strengthen customer service, and improve efficiency across all units within the portfolio.
- Advise the President, Provost, and senior leadership on the financial viability of current and emerging initiatives, ensuring leaders have the information necessary to responsibly plan and execute programs aligned with LTU’s mission.
- Cultivate a strong culture of financial acumen, operational excellence, teamwork, and customer service across the division, grounded in contemporary best practices and supported by effective tools and technology.
- Work collaboratively across the University to foster transparency, collegiality, trust, and a shared commitment to LTU’s academic mission and student success.

Opportunities and Expectations for Leadership

The following leadership themes will define the next VPFA/CFO's early tenure and long-term impact:

- **Strengthen forecasting, data trust, and transparency**

The VPFA/CFO will lead the critical opportunity to development of a modern, reliable forecasting practice that supports timely, well-understood decisions across LTU. This includes developing reliable, real-time dashboards accessible to budget managers; establishing routine, comprehensible variance-to-actual reporting; and creating an integrated institutional financial model that connects enrollment (including pricing, discounting, and international recovery), philanthropy,



sponsored research (direct and F&A), auxiliary enterprises, and athletics. Equally important is cultivating broad confidence in the numbers through clear data governance and regular, plain-language communications that make assumptions and trade-offs visible to campus partners.

- **Rebalance capital strategy and debt management**

LTU's next finance leader will revisit and lend experience and new insights to the University's capital approach. The leader will bring discipline and creativity to financing strategies, incorporating partnership-oriented approaches where appropriate, and ensuring that capital projects are sequenced based on mission alignment, ROI, deferred maintenance priorities, and long-term sustainability. Thoughtful treasury management - monitoring covenants, sustaining liquidity, and allocating unrestricted assets deliberately—will help the institution address deferred maintenance and IT/security priorities while positioning LTU for strategic opportunities that enhance strategic innovation, institutional resilience, and student success.

- **Bring greater consistency to the operating model across the portfolio**

The VPFA/CFO will have the chance to bring coherence, consistency, and alignment across a wide administrative portfolio that includes Finance, HR, Payroll, Facilities, Security, and IT. This work will involve developing clear policies, service standards, and operating procedures that improve customer service, risk mitigation, and institutional efficiency. The leader will assess organizational capacity, address long-tenured structures, invest in professional development and succession planning, and set shared expectations for service. By establishing an operational framework that is both predictable and responsive, the VPFA/CFO can help teams work with greater predictability and responsiveness—supporting academic units and student-facing services while preserving the agility that characterizes LTU.

- **Enable sustainable revenue growth where LTU has momentum**

LTU is poised for growth in several areas, and the VPFA/CFO will be a key architect in enabling revenue-generating opportunities. Working closely with the President, Provost, Deans, Philanthropy, Enrollment Management, Athletics, and the Senior Vice President for Research and Economic Development, the VPFA/CFO will help shape and assess business models associated with philanthropy momentum, sponsored research expansion toward LTU's \$10M annual goal, industry-sponsored commercialization and entrepreneurship through Centropolis, and innovative academic programming. The leader will also support enrollment and revenue through dual-enrollment/Early Middle College pipelines, new program launches, and retention-focused initiatives. The VPFA/CFO will be expected to ensure that resources and investments align with initiatives that generate sustainable impact for LTU. These opportunities are reinforced by LTU's location within one of the nation's most significant engineering and mobility ecosystems, providing access to major corporate partners, research collaborations, and entrepreneurial ventures throughout Southeast Michigan.

- **Optimize external spend and contracts while stabilizing core operations**

With a portfolio that spans legal services, facilities, security, and other key vendor relationships, the VPFA/CFO will take a thoughtful approach to insource/outsource decisions and contract renewals. The goal is to align value, risk, and performance with institutional priorities—reinforcing reliability in essential operations and ensuring that agreements support LTU's pace, service expectations, and fiscal stewardship.

- **Communicate with candor and empathy during transition**

With the unexpected loss of a long-tenured and deeply respected VPFA, the campus is experiencing both appreciation and transition. The incoming VPFA/CFO must bring emotional intelligence and clarity to this moment—balancing empathy for past leadership with a firm, forward-looking commitment to operational excellence. A priority will be establishing predictable, transparent communication patterns that keep faculty, staff, students, and trustees informed about financial conditions, tradeoffs, and decisions. The leader will model a culture that values accountability, constructive dialogue, and shared purpose while ensuring that administrative expectations are clear and consistently upheld.

- **Partner effectively with a sophisticated Board and represent LTU externally**

The VPFA/CFO will be expected to engage a sophisticated and financially knowledgeable Board of Trustees with confidence, clarity, and candor. This includes preparing high-quality analyses, offering well-reasoned options, and contributing to strategic discussions that shape LTU's future. Externally, the VPFA/CFO will represent LTU with key partners - including banks, rating agencies, state and local government, industry leaders, and regional organizations—to strengthen LTU's financial standing and reinforce its leadership role in Southeast Michigan's innovation ecosystem. By serving as a compelling ambassador for LTU, the VPFA/CFO will help forge relationships that elevate the University's visibility and expand opportunities for collaboration and investment.

Professional Qualifications and Personal Qualities

The following qualifications represent the broad set of skills and personal attributes deemed important for success as the next VPFA/CFO. While no candidate will embody every quality, the successful leader will bring many of the following professional qualifications and personal assets:

- A bachelor's degree in business administration, public administration, accounting, finance, or a closely related field, or equivalent combination of education and experience, is required. Preference will be given to those

with an advanced degree in business administration, public administration, accounting, or related field, or equivalent combination of education and relevant experience.

- Demonstrated progressively responsible experience leading financial strategy, budgeting, forecasting, and administration across a complex organization, preferably within higher education, a public agency, or a similarly multifaceted organization.
- Experience producing precise, transparent, and trusted financial analyses that support institutional decision-making.
- Proven record of composing, illustrating, and delivering complex financial reports and projections, including multiyear models.
- Knowledge and experience implementing sophisticated financial and performance-management tools, ERP systems, and data platforms to enable reliable, data-driven planning and decision-making.
- Demonstrated success in acquiring, allocating, and stewarding financial resources to support institutional priorities, including experience with revenue modeling, cost analysis, and resource deployment that balances strategic ambition with fiscal responsibility.
- Evidence of creating and supporting a workplace culture centered on partnership, teamwork, transparency, and collaboration, with the ability to build strong relationships across academic, administrative, and external communities.
- A leadership style marked by openness, clarity, and the ability to explain the “why” behind decisions.
- Proven track record facilitating progressive organizational change, including the ability to assess structures and processes, upgrade systems, and cultivate adaptability in teams while honoring institutional history and long-tenured contributors.
- Excellent judgment and creative problem-solving skills, including negotiation, conflict resolution, and the ability to address challenges with composure, curiosity, and solutions-orientation.
- Superior management skills, with demonstrated ability to influence, engage, and support direct and indirect reports, and a record of strong hiring, mentoring, coaching, and professional development in teams with varied levels of experience.
- Ability to foster a collegial, high-performing, service-oriented culture.
- Knowledge and experience in facilities planning, operations, and development, including the ability to work effectively with developers, external partners, and public-private partnership models.
- Evidence of being a results-oriented, self-reliant, and highly collaborative leader, capable of operating at both the strategic and tactical levels and able to thrive in a fast-paced, idea-rich environment.
- Commitment to continuous quality improvement, entrepreneurial thinking, and agile decision-making, paired with effective management and careful stewardship of organizational assets.
- Ability to manage, motivate, and establish business policies that reinforce strong customer-service expectations, supporting academic and operational units with clarity, consistency, and responsiveness.

- Excellent oral and written communication skills, including concise report preparation and the ability to convey complex information in ways that are accessible and actionable to different audiences (faculty, staff, trustees, external partners).
- Strong analytic and organizational skills, including experience developing key performance indicators (KPIs), dashboards, and routine performance reporting that illuminate trends and guide decisions.
- Exceptional interpersonal skills and the ability to build trust and effective working relationships with faculty, staff, students, senior leadership, trustees, and external constituencies.
- Ability to serve as a partner to senior leadership rather than a gatekeeper, engaging constructively with rapid-fire ideas and emerging opportunities.
- Proven ability to act with discretion, maintain confidentiality, and model integrity and ethical conduct.
- A leadership presence marked by humility, emotional intelligence, enthusiasm, flexibility, initiative, and a genuine commitment to LTU's mission, technological identity, and "theory and practice" ethos.

About Lawrence Technological University

Lawrence Technological University at a Glance

- Founded: 1932
- Location: Southfield, Michigan (Metro Detroit)
- Enrollment: Approximately 3,000 students
- Academic Programs: 100+ undergraduate, master's, and doctoral programs
- Colleges: Architecture & Design, Arts & Sciences, Business & Information Technology, Engineering, Health Sciences
- Campus: 107 acres
- Innovation Hub: Centrepolis Accelerator
- NCAA Athletics: 26 varsity teams

Lawrence Technological University was born in 1932 during the middle of an innovation explosion that would change the world. None other than Henry and Edsel Ford helped launch the revolutionary experiment that would become LTU, providing guidance and space in their sprawling former Model T assembly plant for the fledgling school.

Today, LTU is still changing the world. Since those early beginnings students and alumni have gone on to design and engineer the tools, buildings, and products that helped define their generations. And tomorrow's LTU students will do the same.

LTU History

Lawrence Tech was founded on the principle that every person should have the opportunity for a college education.

From the beginning, there were no restrictions on entering students relating to race, sex, color, creed, or national or ethnic origin – only the requirement that students qualify for admission and have the desire to succeed. Working students could earn a baccalaureate degree by attending evening programs, day programs, or a combination of the two – a feature unique in 1932 and still remarkable today.



The school was originally called Lawrence Institute of Technology. Its present name, Lawrence Technological University, was approved on January 1, 1989, by the State of Michigan, and more clearly describes Lawrence Tech's undergraduate and graduate mission.

Lawrence Tech was founded as a college of engineering with only a few hundred students and a handful of faculty. Today it offers more than 100 programs in four colleges, with a total enrollment of approximately 3,000 students, and employs more than 400 full- and part-time faculty. In terms of enrollment, Lawrence Tech is among Michigan's largest independent colleges.

In 1950, associate programs were added to Lawrence Tech's baccalaureate offerings. In 1952 the College of Business and Information Technology was re-established, having its origins in an earlier industrial engineering curriculum. Master's degree programs in management were launched in 1989. The College of Architecture and Design evolved in 1962 from the former architectural engineering department and in 1993 launched a Master of Architecture program. The College of Arts and Sciences was established in 1967. Master's degree programs in engineering were begun in 1990 and in Arts and Sciences in 1997. Doctoral programs were launched in 2002.

Concurrently, there has been an enormous expansion and improvement of facilities. The University's first campus was located in Highland Park, in a building leased from Henry Ford adjacent to the huge manufacturing facility where he built the Model T and perfected the moving assembly line. As enrollment grew, the University acquired acreage in Southfield and in 1955 opened its first building on what had been a General Mills research farm. The campus has since expanded to 107 acres and 17 major buildings, as well as the Frank Lloyd Wright-designed Affleck House in Bloomfield Hills, which was donated to the University in 1978.

In 2011 competitive athletics returned to campus with the University's entry into the National Association of Intercollegiate Athletics. LTU now supports 26 varsity men's and women's teams in baseball, basketball, bowling, cross country, football, golf, ice hockey, lacrosse, soccer, softball, tennis, and volleyball – and a pep band, marching band, and dance team.

The University also offers programs with partner universities in Asia, Europe, Mexico, and the Middle East.

Vision + Mission

To be the University that transforms lives.

Lawrence Technological University is committed to fostering cross-disciplinary, experiential, and forward-facing education that empowers students to excel in technology, scholarship, and design in all disciplines

LTU Defining Pillars

- Technological eminence
- Research and creative practices focus
- Industry immersion
- Interdisciplinary agility
- Professional excellence

What Makes LTU Different?

Lawrence Technological University is a member of the elite group of 13 U.S. universities that are comprehensive doctoral, independent and technologically focused by mission, vision, and name; out of 6000+ institutions of higher learning in the country. This distinctive positioning places LTU among a select group of institutions committed to integrating engineering, design, technology, and applied sciences in a single academic ecosystem.

Located within the Detroit metropolitan region—one of the world's most important centers for engineering, mobility, and advanced manufacturing—LTU maintains deep partnerships with industry leaders, research organizations, and technology startups. These relationships create exceptional opportunities for student internships, co-ops, sponsored research, and collaborative innovation.

Intentional focus on experiential education, programming agility, industry immersion, interdisciplinary offerings, students coops and internships paid at market rates, small class size and one-to-one faculty mentoring, undergraduate research, and one of the largest dual-enrollment programs in the Midwest set LTU apart from all its peers, even within the elite group of these 13 Universities.

The Value of an LTU Education

An investment in an LTU education not only leads to eminent professional employment with some of the highest salaries among all Michigan universities, but affords our students an extensive array of opportunities that significantly offset the cost of tuition.

When considering the numerous avenues for merit scholarships, paid co-ops and internships, funded undergraduate and graduate research opportunities, as well as compensated on campus work-study positions, LTU is as affordable as public universities – making LTU's value proposition one of the best in the Midwest.

Leadership

Dr. Tarek M. Sobh, President



Dr. Tarek M. Sobh is the eighth president of Lawrence Technological University and assumed office January 1, 2022.

Sobh succeeds Dr. Virinder Moudgil, who led LTU with distinction as president for nearly 10 years. Moudgil stated, “Tarek has been innovative, direct, and driven in his role as provost. He has accomplished much in a short time. I have every confidence he will continue Lawrence Tech’s expansion and success.”

Sobh, a licensed professional engineer, has served as vice president of academic affairs and provost at Lawrence Tech since 2020. Previously, he was the interim provost; and the university executive vice president, research and economic development and founding dean of the College of Engineering, Business and Education at the University of Bridgeport (Connecticut). He received a Bachelor of Science in engineering with honors in computer science and automatic control from Alexandria University, Egypt, and Master of Science and Ph.D. degrees in computer and information science from the University of Pennsylvania. He began his academic career as a research assistant professor of computer science at the University of Utah.

Dr. Sobh also serves as Chair of the Association of Independent Technological Universities (AITU), a national consortium of leading private technological universities dedicated to advancing technological education, research collaboration, and innovation. In addition, he is a member of the Michigan Education Trust (MET) Board of Directors, appointed by the Governor of Michigan to represent the interests of private higher education institutions and contribute to statewide initiatives supporting college access and affordability.

Sobh is a noted scholar who has authored more than 250 refereed journal and conference papers and book chapters, in addition to 27 books. He serves or has served on the editorial boards of 18 journals, and has served on the program committees of over 300 international conferences and workshops in the robotics, automation, sensing, computing, systems, control, online engineering and engineering education areas. Sobh has presented more than 150 keynote speeches, invited talks and lectures, colloquia and seminars at research meetings, university departments, research centers, and companies. His background is in the fields of robotics, computer science and engineering, control theory, automation, manufacturing, AI, computer vision and signal processing.

Southfield, Michigan



Southfield—home to Lawrence Technological University—sits about 15 miles northwest of downtown Detroit in Oakland County, offering a blend of suburban convenience and metropolitan access. The city anchors a major business corridor with the Southfield City Centre district at the nexus of I-696 and the Lodge (M-10), placing students, faculty, and staff within minutes of corporate offices, startups, hospitals, cultural venues, and regional nonprofits across Metro Detroit.

The region is home to major automotive, mobility, defense, and advanced manufacturing companies, positioning LTU students and faculty at the intersection of industry innovation and academic research.

Often described as a premier business address in Michigan, Southfield hosts 10,000+ businesses and more than 100 Fortune 500 companies with an expansive office inventory, creating a daytime population that approaches 175,000 and a steady pipeline of internships, co-ops, and career opportunities. Students also benefit from the city's central location and robust freeway connectivity, which provide easy access to Detroit's professional sports, museums, and entertainment districts as well as major employers throughout the region.

Beyond work and study, Southfield offers 800+ acres of parkland, miles of nature and fitness trails, and a public golf course—an outdoor complement to a diverse dining scene and community events that reflect the city's multicultural character.

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.

WittKieffer is assisting Lawrence Technological University in this search. Expedient applications are encouraged. Application materials will be accepted until the position is filled.

Please direct all nominations and applications through the [WittKieffer Candidate Portal](#).

Additional inquiries can be directed to:

Jen Meyers Pickard, Ph.D., Jeff Compher, and Kim Migoya

LTU-VPFA@wittkieffer.com

LTU is committed to providing an educational and employment environment that is free from discrimination based on protected characteristics, harassment, and retaliation for engaging in protected activity.

LTU values and upholds the equal dignity of all members of its community and strives to balance the rights of the Parties in the resolution process during what is often a difficult time for all involved.

To ensure compliance with federal, state, and local civil rights laws and regulations, and to affirm its commitment to promoting the goals of fairness and equity in all aspects of the education program or activity, LTU has developed policies and procedures that provide for prompt, fair, and impartial resolution of allegations of protected characteristic discrimination, harassment or allegations of retaliation.

Appendix A: LTU Organizational Chart

