FINANCIAL ANALYSIS

Professional Organizations:
- Association for Financial Professionals (AFP)
- National Association of College and University Business Officers (NACUBO)
- Southern Association of College and University Business Officers (SACUBO)

Events & Training:
- UVa Center for Leadership Excellence classes
- SkillSoft classes
- National Association of College and University Business Officers (NACUBO) events
- Southern Association of College and University Business Officers (SACUBO) conferences
- Association for Financial Professionals (AFP) events

Education & Certifications:
- Certified Management Accountant (CMA) Certification
- Certified Treasury Professional (CTP)
- CFA Institute - Chartered Financial Analyst (CFA) Certification
- Certified Public Accountant (CPA) Licensure
- Certified Government Financial Manager (CGFM)

Independent Learning:

Publications:
- Business Officer Magazine (NACUBO)
- NACUBO publications
- AFP resources & publications
- AFP Newsletters
- The Association of Financial Analysts newsletter

Books:
- Strategic Financial Analysis for Higher Education

Other Resources:
- NACUBO Finance resources and news
- CFA Institute
- The Association of Financial Analysts
- SACUBO CPE credit information and resources
- AFP research and guides

Social Media:
- Association for Financial Professionals (AFP) Facebook
On-the-job Resources:

**Mentoring:**
- Management Mentors
- National Mentoring Partnership
- Center for Creative Leadership (CCL) mentoring information
- Bringing People Together mentoring information
- Virginia Mentoring Partnership
- Free Management Library

**Job Shadowing:**
- Careers Out There
- "The Job Shadow Knows: Try on a Career Before You Commit"
- About.com "Job Shadowing is Effective On-the-Job Training"
- Success Mentor Education Inc. "Top 7 Questions to Ask on a Job Shadow Interview"

**Informational Interviews/Networking:**
- My UVa Career
- "Mastering the Informational Interview" (NY Times)
- "What is an Informational Interview Anyway?" (U.S. News & World Report)
- Informational Interviewing: The Neglected Job Search Tool
- "How Does an Informational Interview Work?"

**360 degree feedback:**
- UVa Center for Leadership Excellence: Leadership Consulting, 360 Degree Feedback
- custom insight: "What is 360 Degree Feedback?"
- American Psychological Association "Do 360 Evaluations Work?"
- Sigma Assessment Systems: Best Practices in 360 Degree Feedback
- About.com: "Sample Questions for 360 Reviews" by Susan M. Heathfield
- SkillSoft: 360-degree Performance Appraisal