


**MEMORANDUM**

**TO:** Senior administrative officers

**FROM:** Steven B. Sample 

**DATE:** January 9, 2009

**RE:** **Appointment of vice presidents**

**Steven B. Sample**

President and  
Robert C. Packard  
Professor

I have decided that we will continue our search for a permanent senior vice president and chief financial officer and a permanent senior vice president for university advancement. In the meantime, I am pleased to announce three key administrative appointments that are effective immediately.

First is a two-year appointment of Robert Abeles as interim senior vice president and chief financial officer. In this capacity Bob will report to me and oversee a wide variety of financial functions at USC, including the offices of Budget and Planning, the Treasurer, the University Comptroller, and Financial and Business Services.

Bob has extensive background in strategic planning and corporate and business development in both the commercial and not-for-profit sectors. Although most of his career has been in commercial banking, he recently served on the executive team of the J. Paul Getty Trust, helping that institution through a difficult transition. He also made a major contribution to the evaluation, negotiation, and administrative structure of KinderCare, the largest for-profit operator at the time of early education and childcare facilities in the U.S.

Bob began his career in 1972 at First Interstate Bank. During his 24-year tenure there he rose to executive vice president and chief financial officer. Subsequent positions have included director, executive vice president, and chief financial officer of Transamerica Life Companies, executive vice president and chief financial officer of KinderCare Learning Centers, Inc., and most recently interim executive vice president for finance and administration and chief financial officer of the J. Paul Getty Trust. He holds a B.A. in economics and an M.B.A., both from UCLA. He currently sits as a member of the Board of Directors of the Hanmi Financial Corporation (Nasdaq:HAFC), the holding company of Hanmi Bank, the largest Korean/American bank in the United States.

Bob and his wife, Judy, are longtime residents of Glendale, California. They have three daughters: Dr. Deborah Castenada, and twins, Diane Abeles and Linda Abeles. I hope that you will welcome them as the newest members of our Trojan Family.

Second, Margo Steurbaut has accepted my offer to become vice president for finance. Margo has done an outstanding job over the past six months as interim vice president for finance. As the university's director for budget and planning, she leads a team of professionals responsible for the university's operating budget of nearly \$2 billion. She also provides quarterly updates on budget progress to the Finance Committee of the USC Board of Trustees. In her new capacity as vice president for finance, Margo will report directly to Bob Abeles.

Third, Courtney Surls has agreed to become vice president for development. Courtney has provided excellent leadership over the past six months as interim vice president for development. As the university's lead development professional, she will oversee development operations and direct USC's relations with the philanthropic communities, including prominent individual supporters, charitable foundations, corporate donors, and alumni. In her new capacity as vice president for development, Courtney will report directly to me until we appoint a permanent senior vice president for university advancement, whereupon she will report to that person. She will work closely with the provost and the deans in developing plans and infrastructure to support USC's development ambitions.

I hope you will join me in welcoming Bob and Judy Abeles to our family, and that you will offer your personal congratulations to Margo Steurbaut and Courtney Surls on their promotions. I am excited about the prospects for this university in the coming year and about the contributions that these individuals will make to our success in the future. I shall continue to keep you apprised on the progress of our senior vice president searches in the weeks and months ahead.