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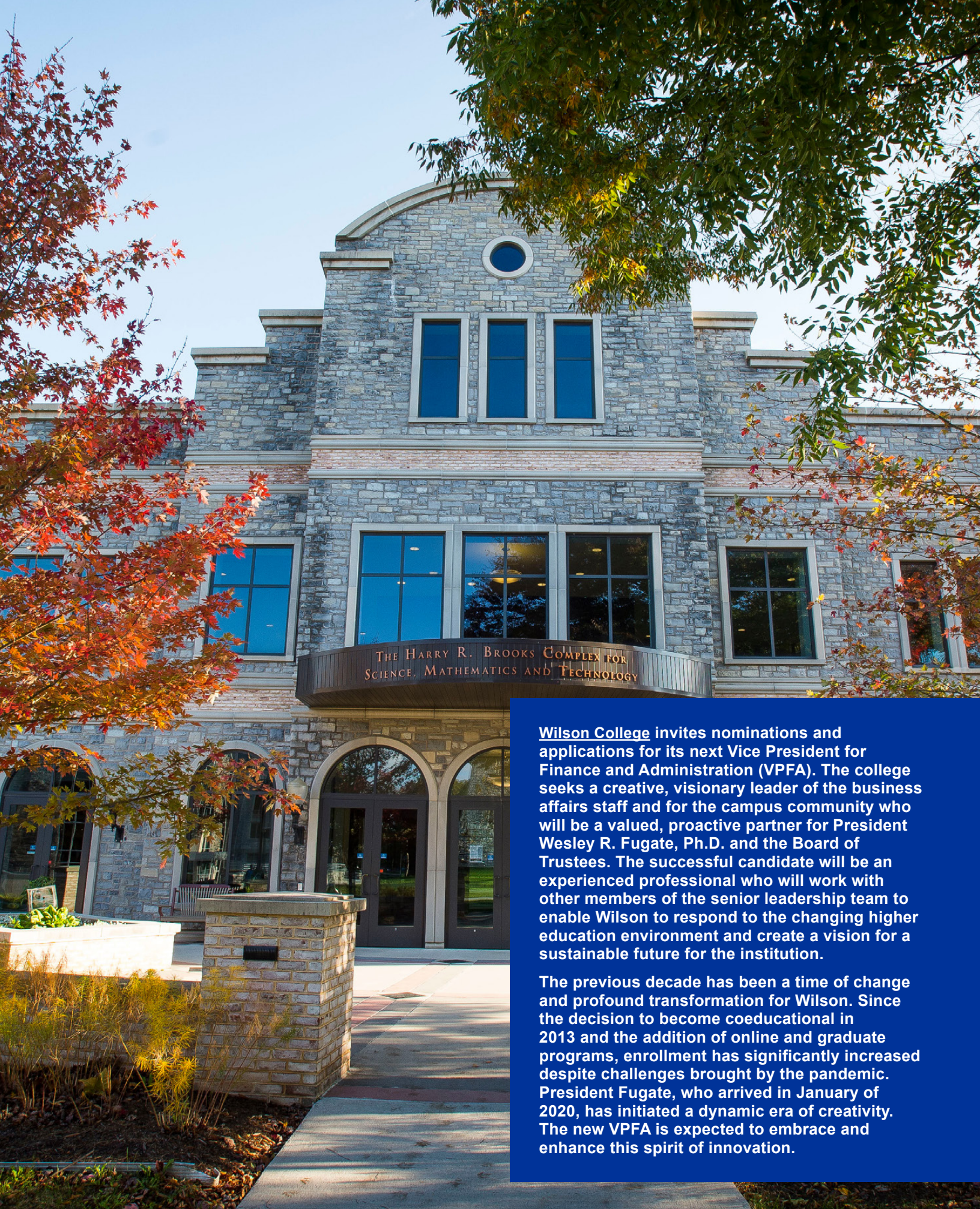
VICE PRESIDENT FOR FINANCE AND
ADMINISTRATION



WILSON
COLLEGE

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Wilson College invites nominations and applications for its next Vice President for Finance and Administration (VPFA). The college seeks a creative, visionary leader of the business affairs staff and for the campus community who will be a valued, proactive partner for President Wesley R. Fugate, Ph.D. and the Board of Trustees. The successful candidate will be an experienced professional who will work with other members of the senior leadership team to enable Wilson to respond to the changing higher education environment and create a vision for a sustainable future for the institution.

The previous decade has been a time of change and profound transformation for Wilson. Since the decision to become coeducational in 2013 and the addition of online and graduate programs, enrollment has significantly increased despite challenges brought by the pandemic. President Fugate, who arrived in January of 2020, has initiated a dynamic era of creativity. The new VPFA is expected to embrace and enhance this spirit of innovation.



THE COLLEGE

Wilson College is a private, liberal arts college located in Chambersburg, Pennsylvania. It was founded in 1869 as a college for women by two Presbyterian ministers, the Rev. Dr. Tryon Edwards and Rev. James W. Wightman, and remains affiliated with the Presbyterian Church (USA). Sarah Wilson, for whom the College is named, provided the initial gift for the establishment of the College. She was the first living woman in the United States to endow a college for women. The purpose of the College was described as an effort to provide for the education of young women in literature, science, and the arts. Since its inception, the College has fostered rigorous intellectual pursuits, a measure of which is the establishment in 1950 of a chapter of Phi Beta Kappa, the nation's oldest and most prestigious academic honor society. Wilson is also home to [The Hankey Center for the History of Women's Education](#), which serves as the central resource on the history of Wilson College and provides support to scholars, independent researchers, and educators in the broader community.

Throughout its long history, Wilson has responded to changing times. In 1982, the College was one of the first in the region to begin offering a continuing studies program to meet the needs of a growing population of adults seeking a post-secondary education. In 1996, the College was one of the first in the nation to offer on-campus, residential education for single parents with children. In 2022, the College launched Wilson College Online, further embracing its focus on accessibility to underserved populations.

Today, Wilson admits women and men of all ages to its bachelor's and associate degree programs, as well as post-baccalaureate and graduate programs. By providing a quality, private education at a price competitive with regional public institutions, Wilson remains committed to delivering value and affordability to its students and their families.

ACADEMICS

Wilson's [academic programs](#) are designed to foster students' ability to think critically, solve complex problems, and communicate effectively. With a 13:1 student-to-faculty ratio and an average class size of 16, Wilson features small, seminar-style classes and research opportunities that enable students to work closely with faculty and mentors. This year, more than 74 graduate and undergraduate students participated in the 14th annual Barsity-Colgan Student Research Day, offering oral presentations, posters, and performances in conjunction with their faculty advisors. Wilson's 46 full-time faculty and 98 full-time staff are fully invested in students and committed to their success.

Wilson offers 32 undergraduate majors and 40 minors and has 9 Master's degree offerings. Academic programs are housed within the following academic divisions: Nursing and Health Sciences; Global Studies and Citizenship; Veterinary Nursing and Animal Studies; Arts and Letters; Equine Studies; Education and Business Studies; and, Integrated Sciences. The College is accredited by the Middle States Commission on Higher Education and has accredited programs in education, veterinary nursing, and nursing.

The College has made a concerted effort to diversify its academic offerings with expanded areas of study in education and nursing, as well as new programs in health science, criminal justice, medical humanities, esports, entrepreneurship, and supply chain management. New ventures on the horizon include two hybrid, accelerated doctoral programs: occupational therapy and physical therapy, as well as a hybrid, accelerated master's program in speech language pathology.

THE COLLEGE (CONT.)

ENROLLMENT

Prior to the COVID-19 pandemic, Wilson College was considered the 25th fastest growing institution in the country. Like other colleges and universities, Wilson experienced a significant downturn in enrollment as a result of the pandemic lockdowns and unprecedented upheaval in the educational environment. Despite challenging headcount, the College began to aggressively modify its recruitment strategy and student engagement initiatives in 2021. Today, thanks to the success of many of those projects and the overarching direction of *Future Wilson: The Phoenix Rises* strategic plan, the College has reached the second highest total enrollment in its history with 1,556 enrolled students at the Fall 2023 Census, a 14 percent increase over Fall 2022. Four populations of students contributed to this positive uptick in total enrollment year over year. New first-time-in-college traditional-aged undergraduates increased by 32 percent when compared to Fall 2022. In addition, the Teacher Certification Program saw an increase of 56 students, followed by a net increase of 34 Wilson College Online graduate degree seekers, and 12 additional non-degree high school/dual enrollment students.

ATHLETICS

Wilson College currently sponsors 13 varsity-level athletics teams (six women's, five men's, and two co-ed). Wilson student-athletes are successfully committed to academics, athletics, and campus life. Over 49 percent of Wilson students participate in a varsity sport. As a member of the NCAA Division III, the United East, and the Intercollegiate Horse Shows Association, Wilson College's athletic program is considered an integral part of the educational environment. Students can participate in quality programs that contribute to the development of strong leadership skills and emphasizes teamwork, fair play, and personal development.

MISSION STATEMENT

Wilson College empowers students to be confident and critical thinkers, creative visionaries, effective communicators, honorable leaders, and agents of justice.

We value:

Honor

Wilson upholds honesty and integrity as cornerstones of individual behavior – both public and private.

Discovery

Wilson believes inquiry leads to a deeper understanding of ourselves, our disciplines, and the world around us. We encourage the transformative exploration and risk-taking that produce personal and communal growth.

Inclusivity

Wilson cultivates a welcoming environment in which each individual or group is respected, supported, and valued. An inclusive climate embraces differences and offers respect in words and actions.

Community

Wilson thrives in a collaborative, relationship-centered culture where we support one another in the broad range of high-level learning and work activities that we endeavor to achieve.

Service

Wilson embraces its role as an intellectual and artistic center in the region by providing programming, institutional outreach, service learning, and volunteerism, preparing students to be active contributors in their communities.





CAMPUS FACILITIES

The 300-acre campus is on the National Register of Historic Places as a historic district. Six buildings serve as student housing and there are several facilities for athletics and equestrian competition, including three athletic fields, tennis courts, and a gymnasium. The [Penn Hall Equestrian Center](#) has three, 24-stall barns; two indoor arenas and an outdoor arena; cross-country jump course and turn-out fields. In addition, Wilson College has a 50-acre farmstead—the home of the [Fulton Center for Sustainability Studies](#)—that offers a wide range of academic, experiential, and internship opportunities. Fulton Farm, a seven-acre naturally grown produce farm is also located within the Fulton Center for Sustainability Studies.

Wilson's historic campus has been evolving to meet the needs of today's modern student. In January 2009, the College opened the \$25 million Harry R. Brooks Complex for Science, Mathematics and Technology, the first Gold LEED-certified building in the area. In 2019, the Breakefield Veterinary

Education Center with the Margaret Hamilton Duprey Center for Veterinary Excellence opened with 9,000 square feet of clinical suites, animal facilities and educational space in support of the popular veterinary nursing program. Also in 2019, in partnership with the Borough of Chambersburg, the College renovated and dedicated Henninger Field during its Sesquicentennial Celebration, kicking off the inaugural season of men's baseball. With the help of the Wilson College Parents Council, the fitness center was refreshed in 2023 with updated exercise equipment, an updated paint scheme and new athletic branding. Residence hall updates, a major renovation to the John Stewart Memorial Library and the introduction of the Lenfest Learning Commons, plus a renewal of Jensen Dining Hall and the introduction of the Phoenix Café at Sarah's Coffeehouse have all transformed the campus to allow for flexible group study spaces, smart classrooms, improved student living facilities, and welcoming extracurricular spaces.

FINANCES

The annual operating budget of Wilson College is about \$28 million with assets totaling \$130.7 million and liabilities of \$36 million as of the most recent fiscal year-end. The College holds \$11 million in unrestricted reserves. Net tuition provides approximately 49% of

Wilson's operating expenses. The budget is supported with an endowment spending rate of 7% as a result of the pandemic, with a goal of reducing the rate. The College value of endowment and other investments valued on June 30, 2023, was \$68.2 million.



LOCATION AND COMMUNITY

Wilson College is in [Chambersburg](#), Pennsylvania, which is centrally located within a few hours of major cities including Philadelphia, Baltimore, and Washington, D.C., making it easy to access these urban hubs. This bustling community of over 22,000 residents features an active downtown with shops, restaurants, and coffeehouses, as well as a vibrant art scene.

Chambersburg, the county seat of [Franklin County](#), is the historic and commercial center of a region characterized by small and mid-size industrial

enterprises and rich agricultural and residential areas. With a multitude of amenities, the greater Chambersburg area has grown steadily. Since 2010, Franklin County (population: approximately 158,000), has experienced a growth rate of 5.49 percent. The county is considered the 23rd largest county in the state. However, even with its growth, Chambersburg has maintained its quality of life, affordability, and small-town charm—with easy access to metropolitan hubs, mountains, streams, farms, golf courses, and ski slopes.

FINANCE AND ADMINISTRATION

The new Vice President for Finance and Administration will be called upon to demonstrate expertise in financial and human resources management and oversight of contract facilities management. The VPFA will be a valued partner for President Fugate and the Board of Trustees, a creative thinker, a proactive,

visionary leader of the business affairs staff and campus community, and an important member of the senior leadership team. To be successful the new vice president must share the resilient spirit of innovation that characterizes Wilson, be adaptable and embrace change, and value transparency.

CHALLENGES AND OPPORTUNITIES

OPPORTUNITIES

- An update to the strategic plan in 2025 will offer the new VPFA the opportunity to have a key role in shaping a dynamic future for Wilson;
- Development is already underway for the addition of a new hybrid, accelerated master's program in Speech Language Pathology and two new hybrid, accelerated doctoral programs: one in occupational and one in physical therapy;
- Wilson College Online presents an opportunity for additional revenue growth. In addition, facilities are available for development of possible summer programming;
- A master plan for deferred maintenance is in development which will offer the new VPFA opportunities to prioritize future campus enhancements;
- A three-year \$16 million capital campaign, *We Rise: United for Wilson's Future*, is currently underway. In year one, more than \$13 million has either been pledged or received in support of key funding priorities, which include scholarships, growth initiatives, faculty and staff support, debt reduction, and unrestricted giving.
- Facilities are adequate to increase revenue from auxiliary income.

CHALLENGES

- Like many tuition-driven colleges following the lockdowns of the pandemic, Wilson is rebuilding enrollment revenue and is currently deficit budgeting;
- Long term debt requires management of debt covenant ratios;
- A central boiler heating system and aging roofs will require facility upgrades.



RESPONSIBILITIES AND QUALIFICATIONS

RESPONSIBILITIES:

- Reports directly to the President;
- Provides administrative support to the Board of Trustees for the Resources and Audit Committees;
- Serves as Corporate Treasurer;
- Collaborates with the President and other senior administrative team members in setting the direction of the college and achieving key strategic goals;
- Exercises responsibility for management of the college's operating budget, financial accounting, audit, endowment management, risk management, and contract management;
- Supervises employees in the business office, human resources, post office, and College Store;
- Oversees the contracted management of buildings and grounds.

REQUIRED QUALIFICATIONS:

- An MBA or experience in higher education at the vice president level and progressively responsible experience in financial management;
- Demonstrated expertise in strategic financial planning, financial analysis, asset management, debt financing, and accounting.

DESIRED ATTRIBUTES

The successful candidate will demonstrate strengths in alternative resource generation and collaborative partnership with senior leadership to advance institutional engagement and innovation. In addition, the following are highly valued:

- Impeccable integrity in all professional and interpersonal relationships;
- Deep understanding of issues in higher education, especially concerning funding and finances related to private colleges;
- Creative forecasting and strategic resource-development capabilities;
- Strong team leadership skills based on effective communication, motivational abilities, and proactive programming;
- Commitment to being a thought leader;
- Experience with legal and risk management;
- Partnership with the Senior Leadership Team through creative thinking, active listening, adaptability, and empathy;
- Efficient management of staff as well as both fiscal and physical college resources.

The next vice president will continue to move Wilson College forward and will secure the future of the College as a visionary partner for transformative leadership.





APPLICATIONS, INQUIRIES, AND NOMINATIONS

Academic Search is assisting Wilson College in this national search. Applications should include (in three separate PDF attachments) a substantive letter of interest, a curriculum vitae, and a list of five professional references with full contact information and a note indicating the nature of your working relationship with each. References will not be contacted without the explicit permission of the candidate. Applications, nominations, and expressions of interest can be submitted in confidence to WilsonVPFA@academicsearch.org.

The position is open until filled. Confidential discussions about this opportunity may be arranged by contacting Senior Consultant Caroline Whitson at Caroline.Whitson@academicsearch.org.

Wilson College is an equal opportunity employer and does not discriminate on the basis of race, color, sex, age, religion/creed, ancestry, pregnancy, sexual orientation, gender identity, gender expression, national origin, disability, genetic information, marital status, possession of a General Education Development Certificate as compared to a high school diploma, or status as a veteran or any other characteristic protected by the applicable federal, state or local laws.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Wilson College in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute. For more information, visit www.academicsearch.org.



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