

SEARCH PROFILE:

VICE PRESIDENT, FINANCE AND TREASURER



 ST. THOMAS AQUINAS COLLEGE

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THE SEARCH

St. Thomas Aquinas College is an independent liberal arts college located on an idyllic 76-acre campus in Sparkill, NY, just 15 miles north of New York City. Founded 73 years ago as a Dominican institution, the college is known for its close-knit community, personalized approach to education, experiential learning opportunities, and expert and caring faculty.

The College seeks a Vice President, Finance and Treasurer (CFO) with exceptional financial leadership skills at multiple levels. The next CFO will build upon the sound foundation already in place, bringing deep financial acumen, a systems approach, a fresh perspective, and a commitment to the values of the STAC to this critical leadership role.

ABOUT ST. THOMAS AQUINAS COLLEGE

St. Thomas Aquinas College was founded in 1952 by the Dominican Sisters of Sparkill as a teaching college. Named after the Dominican scholar and teacher, St. Thomas Aquinas, the College's original mission was focused on developing future teachers. Today, the College offers over 100 majors, minors, and specializations to a diverse student body of approximately 2,000 full and part-time students. Nestled in the beautiful Hudson Valley, the campus is surrounded by natural beauty and ample outdoor recreational activities.

MISSION/VISION/VALUES

MISSION: to challenge, guide, and energize each student to realize and create their own path to success and commit themselves to making a profound difference in the world.

VISION: to be a vibrant, inclusive learning community that is the top choice for students who seek a leading-edge, transformative education rooted in the liberal arts and designed to prepare them for career success in a changing world.

VALUES: Rooted in a tradition of study, reflection, and service, and faithful to our founders, the Dominican Sisters of Sparkill, St. Thomas Aquinas College believes that education has the power to liberate and transform. The College is committed to: Access and Affordability, a Diverse Learning Community, Lifelong Learning, and Nurturing the Whole Self.



ACADEMICS AND STUDENT LIFE

The College provides education at the undergraduate and graduate levels, offering more than 100 different majors, minors, specializations, and dual-degree programs. Overall enrollment for St. Thomas Aquinas College in Fall 2024 was approximately 1,150 students. The institution attracts a diverse student body (42% Caucasian, 22% Latinx, 17% African American, 2% Asian American); about 40% of the undergraduate student population is Pell eligible. Three-quarters of the students come from New York State. Additionally, the College has a robust dual-enrollment program with local high schools and has close to 800 students enrolling in these programs each semester. The first-year retention rate for 2023-24 is 74% and the overall retention rate is 85%.

With a faculty-to-student ratio of 1-to-18, active and experiential learning is central to the faculty's student-centered approach. The College is home to four Academic Schools: [Arts & Social Sciences](#), [Business](#), [Education](#), and [STEM](#) and offers a wide range of undergraduate majors, minors, and specializations. The College's top undergraduate majors include: Sport Management, Psychology, Management, Criminal Justice, Biology, Educational Studies, Exercise Science, Finance, and Computer Science.

The College also offers a growing number of graduate, advanced, and post-master's certificate programs.

- Master of Science in Education and Post Master's Programs for certified teachers and a Master of Science in Teaching Program for aspiring teachers – with new offerings for Teaching English to Speakers of Other Languages (TESOL)
- MBA & Advanced Certificate Programs in Artificial Intelligence (AI), Business Analytics, Cybersecurity – all new for Fall 2025, and Healthcare Management & Informatics, Human Resource Management, Finance, and Marketing
- Master of Public Administration with specializations in Nonprofit Leadership, Criminal Justice Leadership, and an option to customize a specialization
- Master of Science and Advanced Certificate in Exercise Science – new for Fall 2025

The College was founded as a teaching college and its School of Education is the historical bedrock of the institution and has an outstanding reputation. A large percentage of teachers in Rockland County and the surrounding area have graduated from St. Thomas Aquinas College's School of Education.

In addition to its own graduate programs, the College also has articulation agreements with other institutions, enabling graduates to earn the following advanced or dual degrees, as well as agreements with community colleges for transfer students.

St. Thomas Aquinas College is recognized as a Top Tier Regional University by several national publications, including U.S. News & World Report: America's Best Colleges. The College is accredited by the Middle States Commission on Higher Education (MSCHE), the School of Education is accredited by the Association for Advancing Quality in Educator Preparation (AAQEP), the School of Business programs are accredited by the International Accreditation Council for Business Education (IACBE) and Commission on Accreditation for Health Informatics and Information Management (CAHIIM).

The college's [Mission and Ministry Program](#) supports the institutional mission, which is to challenge, guide, and energize students, and to prepare them for lives that will make a profound difference in the world, as well as create awareness of the charism of the Dominican Order, in particular their Four Pillars of Community, Service, Study, and Prayer, with an emphasis on the value of service to the community in which we live and work. St. Thomas Aquinas College welcomes students, faculty, and staff of all faith traditions, and those who have none.

The College's students represent 24 states and 25 countries, and about 45% reside in campus housing. With 22 NCAA Division II men's and women's teams, plus a variety of club sports, the College fosters a dynamic and spirited campus life. Students are actively engaged outside the classroom through more than 30 clubs and activities and take part in the College's signature STAC Chat series—an inspiring lineup of keynote events that has recently featured notable voices such as Martin Luther King III in 2024. Committed to student success, St. Thomas Aquinas College proudly reports that 95% of its graduates are employed in their field or enrolled in graduate school within one year of graduation.

FACULTY AND STAFF

STAC hires faculty and staff who put students and student learning first and work hard to provide a “family” environment on campus. Full-time faculty members number 47, 90% of whom hold doctoral degrees or the equivalent in their discipline. Half of the full-time faculty have been hired within the last dozen years. The College’s approximately 75 adjunct faculty enable the College to offer a fuller range of courses and often bring current professional and field experiences to their classrooms. The College employs 120 full-time administrative/professional and support staff. The part-time staff numbers 92, including 56 seasonally-hired coaches.

LOCATION AND CAMPUS

Located in Sparkill, NY (population: approx. 1,500), St. Thomas Aquinas College is set on a suburban 72-acre campus in Rockland County, NY (population: approx. 312,000), the southernmost county on the west side of the Hudson River. Rockland County borders the New York City northern boroughs and is accessible via the New York State Thruway and bus services.

The College is three miles from Bergen County, New Jersey, and is close to the Palisades Center in West Nyack, NY, the eighth-largest mall in the United States, as well as more than 3,000 acres of public parks. Additionally, the College is closely located to many local shopping centers and restaurants, as well as opportunities to experience local art and music in Nyack, NY and Piermont, NY.

The campus at St. Thomas Aquinas College is home to an impressive array of state-of-the-art facilities that foster student growth, exploration, and achievement. From the Bloomberg Professional Laboratory to the Innovation Center—equipped with 3D printers, virtual reality tools, and motion capture technology—students have access to hands-on experiences that elevate learning. Additional highlights include the Kraus Fitness Center, a high-definition television studio, a podcast studio, and digital imaging labs, all designed to support skill development, creativity, and well-being.

FINANCIAL OVERVIEW

As of June 30, 2024, STAC had approximately \$83 million in net assets (\$97 million in assets, with approximately \$14 million in liabilities). At that point in time, STAC held \$23 million in designated endowment and another \$15 million in board designated quasi endowment. This net asset base has declined in recent years as the quasi endowment has been strategically



In recent years, the College has expanded its campus to meet the evolving needs of students. A modern residence hall in Fitzpatrick Village opened in 2020, offering two-person bedrooms and spacious common areas that promote a welcoming, connected living environment. In fall 2021, the College introduced a cutting-edge Student Career Services Center, featuring private interview rooms, a presentation space, and collaborative meeting areas to support students and employers alike. The Spartan Athletic Complex, opened in fall 2024, further strengthens opportunities for training, competition, and community connection.

Exciting developments continue in 2025. As of January, the College became the host site for the Lower Hudson Valley Small Business Development Center (SBDC), which provides no-cost, confidential, one-on-one business advisement, training, and research to small businesses and entrepreneurs across the region. The SKAE Astronomy Center, opening this year, will offer students and the community “access to the stars” through a state-of-the-art telescope that will be utilized for classes and special programming. Additionally, a new outdoor track and field facility is set to open in late 2025, reinforcing the College’s commitment to student success both in and out of the classroom.

utilized to stabilize operations, though the rate of that decline has decreased as college administration has worked to both increase revenues and bring expenses into alignment. Net revenue in the current academic year will be approximately \$32 million, with almost all of that generated by net tuition or auxiliary expenses.



LEADERSHIP AGENDA

Under the leadership of [President Kenneth Daly](#), STAC has simultaneously invested in its long-term future while navigating the short-term financial headwinds facing so many colleges and universities in the Northeast. The next Vice President for Finance/Treasurer (CFO) will build upon the sound foundation already in place, bringing a fresh perspective, a systems approach, deep financial acumen, and a commitment to the values of the STAC to this critical leadership role as the College works to further strengthen its vitality.

At the outset, the next CFO will focus exclusively on the financial management and operations of the College; after a planned transition period of approximately 6-12 months, this leader will assume responsibility for physical plant and master planning as well.

Essential duties and responsibilities include the following:

- Acts as a custodian of the funds and the securities belonging to the College.
- Makes annual reports to the President, setting forth the financial transaction of the year, together with a statement of the financial condition of the College at the close of the fiscal year.
- Arranges for an annual audit of all financial operations of the College. These audits shall be prepared by an external Certified Public Accountant and shall be presented to the Trustees at the first meeting of the Board next following the receipt of the official audit.
- Prepares, in conjunction with the President, the preliminary budget for the following year, commencing on the first day of the new fiscal year.
- Implements monthly financial reporting and control processes and presents at monthly Cabinet Cadence meetings.
- Establishes internal financial framework for monitoring all financial aspects of the College and drives

enhanced financial performance through revenue growth and cost control.

- Supervises the administration of the approved budget and makes or authorizes all purchases of equipment and supplies and establishes procedures for the disbursement of same.
- The Vice President, Finance is responsible for the following:
 - Accounting and Finance: This office is responsible for maintaining the institutional books of all accounts and for accounting, fiscal reporting and budgetary control.
 - Investment Management: With the advice of the Investment and Finance Committee of the Board of Trustees, the Vice President, Finance, in conjunction with the President, shall be responsible for the investment portfolio, as well as the management of short-term investments.
 - Purchasing: Responsible for all procurements required in the operation of the institution in conformity with institutional policy and established educational practice.
 - Internal Audit: Examines all offices handling funds or accounts of financial transactions.
 - Insurance and Risk Management: Ensures that the institution is properly protected by insurance and that the insurance program is effectively managed. Responsible for the allocation and use of all College vehicles.
- Serves as chief advisor to the President in strategic planning for the acquisition, use, and growth of campus-wide resources.
- Approves and monitors budgets for plant facilities
- Oversees physical plant management and new construction (after a transition period).

To carry out these duties, STAC seeks a leader with exceptional financial leadership skills at multiple levels.

LEADERSHIP AGENDA (CONT.)

This leader will develop and implement plans to further strengthen the operations of the finance area, providing relevant and timely information to budget managers, the Board, and other stakeholders in an efficient and accurate manner. The successful candidate will be a key member, leader, and collegial partner on the President's Cabinet team driving transformational change and optimization of key strategic financial levers. This individual will also be effective at working across the organization, communicating often complex issues in a manner that is easily understood and actionable and engaging campus stakeholders appropriately in financial management.

The leadership agenda for the next leader includes the following key priorities:

- **Strengthen operations:** The importance of utilizing scarce resources wisely, the emergence of technology, and the rapid rate of change (demanding real-time, accurate information for decision-making) combine to elevate the importance of strengthening the operations of the finance division. The successful leader will bring a systems approach, capable of identifying—along with the staff in that area and colleagues across campus—and implementing process that can allow work to be completed with greater efficiency and effectiveness. The next CFO will inherit an experienced set of front-line workers and will have the opportunity to assess the ideal roles and responsibilities for themselves, the controller, and these staff members. This leader will be capable of quick assessment and be willing to realign resources to achieve essential goals for the finance division in its service to campus leadership and colleagues across the College.
- **Enhance financial modeling:** Developing accurate and dynamic financial models to illustrate the potential financial impact of trends, decisions, outcomes, et al is critical for College leadership. The CFO will be adept at developing and rolling forward models that are based in reality and that anticipate the variation inherent in such forecasting. This individual will assist in calculating the financial long-term impact and implications of decisions. The successful candidate will have proficiency across a wide variety of financial management tools, from operating budgets and income statements to cash flow, investments, debt, and the balance sheet. The CFO will work closely with leadership in enrollment management to ensure pricing and aid strategies that optimize revenue while providing access.
- **Advise College leadership:** While the College is fortunate to have a President and multiple board members who are deeply experienced in financial management, the College seeks a CFO who can provide sound counsel to those individuals in their leadership and fiduciary capacities. In particular, the successful candidate will have an eye toward operational efficiencies, will provide guidance based on the financial impact of potential decisions, and will bring forth recommendations about appropriate stewardship of college resources. In addition, this leader will be open to partnerships—whether across campus, with other academic institutions, or other local organizations—that enhance mission by improving efficiency and/or reducing expenses.
- **Engage effectively with stakeholders:** Financial management is a collaborative effort, and the CFO must take the lead in fostering campus-wide engagement. The successful candidate will provide strong financial leadership while building consensus and securing support from key stakeholders. They will have a deep understanding of the unique culture of higher education, ensuring decision-making processes are inclusive and transparent. Additionally, this individual will be a clear and persuasive communicator, adept at translating complex financial concepts into accessible language that drives informed decision-making and strategic action.





QUALIFICATIONS

To perform successfully as the Vice President, Finance and Treasurer, the college seeks an individual who is able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

Desired characteristics, experiences, and skills:

- Bachelor's degree in Finance, Business, or a related field required; master's preferred. Higher Education experience preferred
- Demonstrated track record of sound financial leadership experience preferred, particularly in the areas of financial planning, budgeting, forecasting, reporting, pricing/affordability, developing financial systems, processes, and procedures, etc.
- ERP (Enterprise Resource Planning) systems literacy and significant experience in overseeing financial and accounting software, preferably knowledge and prior experience with Ellucian Banner
- Effective leader for the finance area, including the ability to assess roles and responsibilities and optimize use of talent to achieve organizational goals.
- Strong management, organizational and analytical skill

- Ability to work collegially with numerous campus constituencies, communicating clearly about financial matters and engaging stakeholders effectively within the context of shared governance
- Change management skills, including the ability to generate positive momentum through short-term wins, garner support for initiatives, and work through resistance to change
- Commitment to the student-centered mission and Dominican values of STAC
- Enthusiasm for higher education, with an understanding of the unique culture of higher education as well and an appreciation for the challenges and opportunities colleges and universities will experience for the foreseeable future.

Salary and Benefits

The salary range for this position is \$150,000-\$200,000 per year. When extending job offers, St. Thomas Aquinas College carefully considers factors such as (but not limited to) the role's responsibilities, the candidate's experience and education, essential skills, internal peer equity, budget constraints, and market trends. The provided rate reflects the College's good faith and reasonable estimate at the time of posting.



APPLICATION AND NOMINATION PROCESSES

Application & Nomination Process

St. Thomas Aquinas College is partnering with Academic Search for this recruitment. To arrange a confidential conversation, contact:

[Scott Flanagan](#), Senior Consultant: [Schedule a meeting](#)

[Disa Mason](#), Consultant: [Schedule a meeting](#)

Our consultants welcome discussions to help candidates explore the opportunity, prepare application materials, and navigate the process.

How To Apply

Submit applications, nominations, and expressions of interest in confidence to STACvpfinance@academicsearch.org.

- Nominations should include the nominee's full name, title, position, and email.
- Applications must include (.pdf preferred):

- a cover letter that addresses the leadership agenda, responsibilities, and qualifications described in this search profile;
- a resume;
- a list of at least five professional references with email contact information, and a note indicated the candidate's working relationship with each. References will not be contacted without the explicit permission of the candidate.

Deadline & Review Process

- The search committee will begin reviewing applications in April.
- Priority deadline: May 5, 2025. Applications received by this date will receive full consideration.
- The position will remain open until filled.

For more information about St. Thomas Aquinas College, visit www.STAC.edu.

NON-DISCRIMINATION POLICY

St. Thomas Aquinas College prohibits discrimination in all programs, activities, and employment practices based on race, color, national origin, religion, sex, sexual orientation, gender identity or expression, age, marital status, disability, military status, genetic information, domestic violence victim status, arrest or conviction record (as per applicable law), or any other characteristic protected by federal, state, or local law.

ABOUT ACADEMIC SEARCH

Academic Search is assisting St. Thomas Aquinas 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.

