



CONNECTICUT COLLEGE

Vice President for Finance and Administration

Leadership Profile

Summer 2026



Executive Summary

Connecticut College seeks an experienced financial leader to serve as its next Vice President for Finance and Administration (VPFA). This is an exciting opportunity to join a highly respected liberal arts college with a strong national reputation and a clear vision for its future. The next VPFA will play a central leadership role in leveraging the College's many strengths while driving innovation, financial resilience, and long-term vitality in an evolving higher education landscape.

Founded in 1911, Connecticut College is a highly selective liberal arts college located in New London, Connecticut, overlooking the beautiful Thames River and Long Island Sound. The College enrolls approximately 1,800 students from across the country and around the world, offering more than 50 majors, minors, and interdisciplinary programs. Known for its innovative Connections curriculum, Connecticut College integrates academic rigor with career preparation, global engagement, and sustainability. With a vibrant campus community, NCAA Division III athletics, and a network of more than 25,000 alumni, the College is committed to academic excellence, equity, and full participation as it enters its second century of leadership in higher education.

Reporting to President Andrea E. Chapdelaine, the Vice President for Finance and Administration is the chief administrative and financial officer of the College, responsible for leading finance, administration, operations, auxiliary services, and human resources. The VPFA provides strategic oversight for all financial functions, including budgeting, investments, procurement, accounts payable and receivable, and payroll, ensuring alignment of resources with the College's mission and priorities. This role is central to stewarding the institution's financial health while advancing a sustainable and forward-looking business model.

As an important member of the senior administration, the VPFA will partner with the President and the College's leadership team to develop and execute institutional strategy, serving as a trusted advisor on financial, operational, and strategic matters. The VPFA engages deeply in shared governance, working closely with faculty, staff, and students in transparent, data-informed decision-making and fostering an environment of trust and collaboration across constituencies. The VPFA also plays a critical role in supporting and strengthening the College's workforce in close partnership with Human Resources, ensuring the recruitment, development, and retention of talented faculty and staff.

This opportunity comes at a critical inflection point for Connecticut College. The institution is addressing enrollment pressures, discount rate challenges, deferred maintenance needs, and a structural deficit, while also pursuing ambitious strategic initiatives and preparing for an upcoming accreditation review. At the same time, the College benefits from notable strengths, including a highly regarded NESCAC affiliation, strong brand recognition, a solid endowment, an A2 bond rating, and a growing regional economy that presents opportunities for meaningful partnerships.

The next VPFA will be a visible, accessible, and highly engaged leader who fosters a culture of transparency, accountability, and inclusion. This individual will bring exceptional communication skills, sound judgment, and the ability to navigate complex decisions with clarity and empathy. The successful candidate will bring at least 10 years of progressive leadership experience, preferably in higher education, with appropriate educational and financial credentials (BA, CPA, or MBA).

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

Role of the Vice President for Finance and Administration

Reporting to the President, the Vice President for Finance and Administration (VPFA) is the chief administrative and financial officer, providing leadership for the College in the areas of finance, administration, operations, auxiliary services, and human resources. The role encompasses responsibility for finance functions such as budget, investment, procurement, accounts payable and receivable, and payroll.

The VPFA is responsible for the custody of all College funds, bank and investment bank relationships, rating agency and all other external financial relationships, fiscal planning, investment performance, preservation and protection of all College assets, leases, budget preparation and performance, real estate transactions, and insurance. Specific responsibilities include maintaining institutional books of account, preparation and administration of the budget, financing the College, capital structure including debt management, financial reports and analyses, general ledger, accounts payable and receivable, student loans, cash management, payroll, tax compliance, and audit.

The VPFA oversees the administrative services of the College, including Financial Planning, Controller's Office, Dining and Catering, and Auxiliary Services, and is responsible for contract administration, capital budgeting, and administrative operations. In addition, the VPFA will lead the Human Resources Department to ensure Connecticut College continues to attract, hire, and retain faculty and staff of the highest quality, people who are committed to helping the College grow and thrive, and those who are eager to work collaboratively across the institution to help advance its mission.

The VPFA works closely with faculty, students, and staff colleagues on the Priorities, Planning and Budget Committee in mapping out the annual budget of the College. Serving as a key member of the senior administration, the VPFA works comprehensively with several of the College's shared governance bodies and acts as a strategic advisor to the President. Importantly, the VPFA engages in transparent, data-driven, and inclusive decision-making and fosters open dialogue across constituencies.

Finally, the VPFA staffs three standing committees of the Board of Trustees: Finance, Audit and Risk Management, and Investment. In this capacity, the VPFA also serves as a trusted advisor to the Board, translating complex financial scenarios into clear strategic options and engaging closely with key trustees.

This opportunity comes at a pivotal moment for the College, as it addresses enrollment pressures, structural financial challenges, deferred maintenance needs, and undertakes significant initiatives, including ERP modernization, new student housing, and a forthcoming accreditation review. In this context, the VPFA will be expected to bring an entrepreneurial approach to generating non-tuition revenue and to leverage the College's brand, location, and partnerships—engaging regional economic opportunities and the NESCAC peer network to strengthen long-term sustainability. The next VPFA will have an exceptional opportunity to work with talented staff and a strong new team of senior leaders to revitalize the campus, map a course of staff excellence, support faculty and student achievement at the highest level, and build on the strength of Connecticut College as it enters its second vibrant century.



Professional Qualifications and Personal Qualities

The success of Connecticut College depends on strong leadership and a bold vision for the future on a vibrant residential liberal arts campus defined by close community, deep engagement, and a spirit of collaboration. At the same time, like many small residential liberal arts colleges, Conn is navigating a period of significant challenge and change across the higher education landscape. The successful candidate will be a dynamic, visible, and visionary leader with appropriate educational and financial credentials (BA, CPA, or MBA) and at least ten years of progressive leadership experience, preferably in higher education. Further, the successful candidate will demonstrate a deep commitment to the College's mission and values. The VPFA will bring a passion for the liberal arts alongside demonstrated success in working with diverse constituents on complex issues, with sensitivity, humility, a sense of humor, and discretion.

In addition, the new Vice President for Finance and Administration will be:

- a strategic partner, with deep financial acumen and the ability to seize new opportunities, plan for the future, and carry out collaborative agendas that move the College forward.
- a savvy planner, skilled in long-term financial modeling in presenting financial data and ratios to various stakeholders in an understandable manner to support institutional decision making.
- a strong communicator and visible, accessible presence on campus, with a clear service orientation, a talent for developing relationships with both internal and external constituencies, skill in negotiating complex issues with a range of audiences, and the capacity to support and mentor a diverse staff—from hourly workers to directors to assistant vice presidents.
- a sensitive manager, who leads with empathy and knows how to communicate clear goals and expectations, assess good work, foster professional development, engender trust, instill leadership at all levels of the organization, and bring a sense of humor to the work.
- a natural collaborator, who builds positive partnerships across a diverse population of administrators, staff, students, and faculty in a culture of shared governance.
- a willing guide, capable of leading the College through an array of contractual, financial, and legal compliance issues in order to support programs of significant financial value for the College.
- a visionary and optimistic leader, with a clear commitment to and passion for the liberal arts, ready to join a campus of doers who are committed to creating a productive workplace and raising the College to a new level.
- a champion for change, able to lead through change in ways that honor the College's history and traditions while also supporting its future.
- a consummate professional that sets the standard for character, competence, and service, by demonstrating sensitivity, confidentiality, and good judgment in all personnel and institutional matters.
- a thought leader, who understands the critical importance of sharing Conn's story and enhancing the College's national brand and reputation as part of a sustainable business model.



About Connecticut College

Overview

Founded in 1911, Connecticut College is a stellar four-year residential college with a history of excellence in the liberal arts and sciences. The College's distinctive mission of "educating students to put the liberal arts into action" has encouraged students, from the beginning, to combine rigorous academics with real-world experience—not just to make a living but to make a difference. In the 2026 edition of Best Colleges, Connecticut College is ranked #50 in National Liberal Arts Colleges. It's also ranked #37 in Lowest Acceptance Rates. In addition, Connecticut College is listed in 2025 among the Top 50 of U.S. News & World Report's liberal arts rankings as a "Most Innovative School" -a strong affirmation of the College's academic excellence and enduring commitment to the liberal arts.

The College's innovative curriculum, Connections, realizes that mission for the 21st century. Connections is a holistic approach to the liberal arts that unleashes curiosity and promotes complex thinking and problem-solving to prepare students for next-generation success. Students maximize the impact of their academic major by combining it with interdisciplinary study, world languages, off-campus learning, guaranteed internships, and other professional development in a personally meaningful pathway leading beyond college. More than 90% of the most recent incoming class said that the comprehensive, integrative vision of Connections was the reason they chose to enroll at Conn.

Students at Connecticut College have the opportunity to enhance their Pathways with unique certificate programs in museum studies and in distinguished centers for interdisciplinary scholarship: the Holleran Center for Community Action and Public Policy; the Goodwin-Niering Center for the Environment; the Ammerman Center for Arts and Technology; the Toor Cummings Center for International Studies and the Liberal Arts; and the Center for the Critical Study of Race and Ethnicity. A sign of its commitment to equity and student success, the College

supports one of the most highly endowed Academic Resource Centers in the country, enabling excellence for every student. The Walter Commons for Global Study and Engagement allows all students to integrate meaningful international experiences into their Pathways. The Hale Center for Career Development enhances the academic programs of every student with its own four-year curriculum, offering the opportunity to integrate College-funded internships and research experiences into Pathways in preparation for life beyond college.

The College supports approximately 700 employees, including 180 full-time faculty in 60 academic departments and programs. Excellence in research is evident through the many grants and awards garnered annually by faculty for their scholarship through disciplinary societies and through local, national, and federal foundations, including the National Endowment for the Humanities, the National Science Foundation, the National Institutes of Health, the Social Science Research Council, the Ford Foundation, the Andrew W. Mellon Foundation, the Sloane Foundation, and many others. The intimate 9:1 student-to-faculty ratio means students benefit directly from this research, working closely with faculty on research programs and frequently serving as co-authors in faculty publications.

The community as a whole is bound by a fiercely held value of shared governance, by high academic standards, by a student-run honor code, and by a commitment to environmental stewardship and full participation. The campus is known for its eclectic and creative mix of artists, scientists, researchers, and activists, with a strong sense of social justice. The College's scholar-athletes compete in NCAA Division III sports through the elite New England Small College Athletic Conference. In 2021, the College was crowned NCAA Division III Champions in men's soccer and ranked in the top 20 percent of all Division III programs, setting a record with 406 NESCAC All-Academic selections.

The student body is drawn from 46 states and 46 countries, supported by generous financial aid, with 29% of domestic and international students of color in 2025. The College's faculty includes 27% U.S. and international faculty of color. Staff at Connecticut College reflect a similar proportionality.

Excellent outcomes have been a hallmark of the College from its origins. Consistently, 95% of alumni are employed or in graduate school within one year of graduation, and 90% of alumni say the College's award-winning four-year career program helped them get their first job. Connecticut College's most recent alumni are pursuing graduate degrees at top universities, including Dartmouth, Columbia, Yale, Harvard, Georgetown, and NYU, among others, with nearly half of all graduates earning an advanced degree within 10 years of graduation. Connecticut College has had nine Watson Fellowship winners since 2021, 33 Fulbright fellows in the last seven years, and is regularly recognized as a top producer of Fulbright students; eight graduates have been named to Forbes' 30 under 30 in the past eight years.

For more information about the College, visit www.conncoll.edu.

Mission

Connecticut College educates students to put the liberal arts into action as citizens in a global society. The College combines rigorous academics with real-world experiences—such as research, internships, and global engagement—to prepare graduates to be creative problem-solvers and thoughtful leaders. Faculty scholarship and research advance human knowledge and inform excellent teaching, while students learn both inside and outside the classroom through interdisciplinary study and experiential learning opportunities.

Values

Academic Excellence

Connecticut College maintains rigorous academic standards and fosters intellectual curiosity through innovative teaching and faculty research.

Diversity, Equity, and Shared Governance

Founded on the principle that all qualified students deserve access to education, the College strives to create an inclusive community where differences are respected and equity is paramount.

Education of the Whole Person

The College nurtures intellectual, emotional, creative, and physical development, encouraging engagement in academics, arts, athletics, and service.

Honor and Integrity

Connecticut College upholds a strong Honor Code and expects honesty, fairness, and moral courage in all academic and social interactions.

Global Citizenship and Community Engagement

The College promotes civic responsibility and global awareness through service learning, study away programs, and interdisciplinary coursework.

Environmental Stewardship

Connecticut College is committed to sustainability and ecological responsibility, continuing its tradition of leadership in environmental awareness.



Leadership

President Andrea Chapdelaine

Andrea Chapdelaine became the 12th president of Connecticut College in July 2024, following a unanimous appointment by the Board of Trustees. A strategic, student-centered leader and experienced communicator, she has more than 30 years of experience in higher education, having served as professor, dean, provost, and, most recently, President of Hood College in Maryland.

Since arriving at Conn, President Chapdelaine has focused on building upon the College's liberal arts mission. She is leading a campus-wide effort to articulate a forward-looking vision that advances student success, faculty excellence, curricular innovation, equity and inclusion, financial stability, sustainable enrollment, infrastructure investment, fundraising, shared governance, alumni engagement, and reputational strength. Under her leadership, Conn is fostering a thriving culture where students can reach their full potential, integrating a rich academic, extracurricular, and social experience, guiding them into meaningful careers and lives that reflect Conn's mission: To put the liberal arts into action as citizens in a global society.

At Hood College, where she served as President from 2015 to 2024, Chapdelaine led two strategic plans; strengthened academic programs; increased enrollment and retention; expanded experiential learning; advanced inclusion initiatives; improved compensation and benefits; and enabled key facilities investments while improving the institution's financial position. She launched Hood's first comprehensive campaign in more than 25 years, which reached 150% of its goal and included a historic \$54 million gift; during her tenure, the endowment grew by 103%.

A proud first-generation college graduate and noted scholar of social psychology and justice studies, President Chapdelaine earned a bachelor's degree in psychology with a minor in justice studies from the University of New Hampshire and master's and doctoral degrees in social psychology from the University of Connecticut. She began her academic career at Wabash College in 1993 and taught at Trinity College beginning in 1995. In 1998, she joined the psychology faculty at Albright College, where she also served as dean of undergraduate studies, provost, and vice president of academic affairs.





New London, Connecticut

Located on the Northeast Corridor equidistant between Boston and New York City, New London is a historic port city with a rich Native American and maritime tradition owing to its location along the Thames River and Long Island Sound. Before the arrival of European settlers, it was known as Nameaug, home to the Mashantucket Pequot, Eastern Pequot, Mohegan, and other indigenous tribal nations. In the 19th century, the city was a major trade and whaling center and the boyhood home of the great American playwright Eugene O'Neill. In the 20th century, it became the home of Connecticut College, the U.S. Coast Guard Academy, and Mitchell College.

Today, the city of 28,000 residents has a progressive culture and a lively music and arts community. The Providence Journal once described it as a “seaside haven with a funky, hipster vibe.” It neighbors many beautiful towns along the Connecticut shoreline— from Niantic to Groton to Mystic to Stonington—offering access to beaches, farms, and outdoor activities. Since the founding of Connecticut College, the City of New London and the College have enjoyed a mutually beneficial partnership that continues to this day.



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 and should be submitted through WittKieffer's [Candidate Portal](#).

WittKieffer is assisting Connecticut College in this search. For fullest consideration, candidate materials should be received by August 10, 2026.

Nominations and inquiries can be directed to:

[Charlene Aguilar](#), [Julia Bradley](#), and [Jenna Brumleve](#)

As a top residential liberal arts college, Connecticut College is committed to creating a vibrant community enriched by diverse perspectives, talents, and experiences. We encourage applications from candidates who share this commitment and will contribute to the diversity of our college community. AA/EOE