Vice President for Finance & Administration

SEARCH PROSPECTUS

THIEL COLLEGE



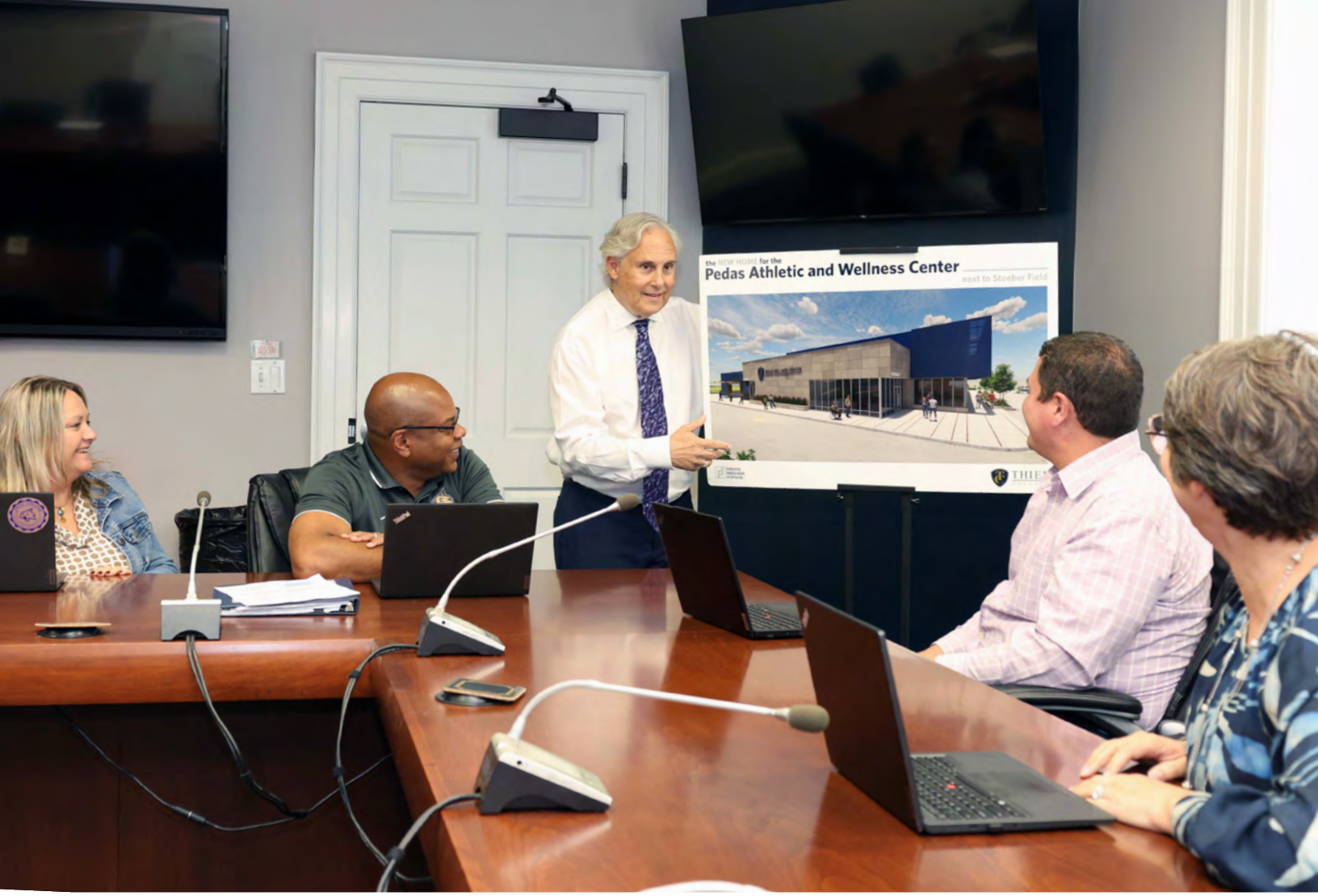

CLASS OF 1971 QUADRANGLE
THIEL
COLLEGE



The Opportunity

Thiel College, *(www.thiel.edu)* located in Greenville, PA, is accepting applications for the position of **Vice President for Finance and Administration** *(VPFA)*. As the institution's chief financial and operating officer, the VPFA provides leadership to the campus community and collaborates with members of the President's Cabinet to accomplish the College's strategic priorities. The VPFA supervises finance and account services functions, financial aid, human resources, facilities, information technology, and certain contracted services. Reporting to the President, the VPFA will play an integral role in the implementation of the strategic plan in addition to leading and supporting growth and innovation initiatives.





The College

Thiel College is a creative and energetic place that is positioned to thrive academically and financially. Its commitment to student success means that it takes the education and career success of its students seriously and offers a supportive, challenging and rewarding learning environment which allows students to discover the path they are meant to take. It is an institution committed to providing quality undergraduate and graduate education. It is accredited by the Middle States Commission on Higher Education.

Founded in the Lutheran tradition, Thiel began as Thiel Hall before becoming Thiel College in 1870. From its earliest days, the College has embodied the values of its founding—welcoming both men and women (three of the first five students were women) and preparing graduates for lives of leadership and service in the church and society. True to its liberal arts roots, Thiel provides a holistic education that fosters ethical, spiritual, vocational, and professional growth. The College also embraces a broad view of the world, encouraging global awareness, interdisciplinary learning, and a lifelong commitment to personal and civic responsibility, ensuring alignment with the College's mission while fostering a welcoming and supportive campus culture.

Commemorates the legacy of Louis and Barbara Thiel, whose generosity led to the founding of the college in 1866. The celebration features the presentation of the Louis and Barbara Thiel Distinguished Service Award to deserving community members.

Thiel College Mission Statement

Thiel College prepares students for careers and lives of meaning and purpose and empowers individuals to reach their full potential in a diverse, equitable, and inclusive learning environment. Promoting educational excellence, innovation, and ethical leadership, the College provides distinctive learning opportunities for students and serves as an asset for the region's social, economic, and educational development.

Thiel 2026: Launching the Leaders the World Needs Now

In 2021, the Board of Trustees approved Thiel 2026: Launching the Leaders the World Needs Now, following envisioning sessions with more than 80 Trustees, faculty, staff, students, alumni and community partners. Considering social and economic trends, these groups imagined how Thiel could thrive amid challenges and opportunities. Now a proven success, the plan projects confidence and innovation through distinctive curricular and co-curricular experiences, increased partnerships, and expanded community outreach. Each of these endeavors affirms Thiel's strength as a diverse, inclusive institution preparing leaders to impact careers, lives and the world.



Check out the
Thiel 2026 Stategic Plan

Click here!



The President



Susan Traverso, Ph.D. is in her 10th year as President of Thiel College. Under her leadership, Thiel has experienced enrollment growth through strong undergraduate programs and robust co-curricular offerings. The College has also expanded into graduate education with the addition of master's degree programs.

With a strategic focus on allied health and sciences, including nursing, the College completed $7.5 million in renovations of the Rhodehouse Science Building, which includes updated lab and classroom spaces and collaborative and lounge areas, as well as a new human anatomy lab. These enhancements are aligned with the College's strategic plan, "Thiel 2026: Launching the Leaders the World Needs Now."

Successful fundraising and strong financial management over the past nine years have supported more than $60 million in capital improvements in the campus's academic, athletic, and residential facilities. Her fundraising also includes closing the College's previous capital campaign at $65 million, more than $5 million over its goal, and the launch of the current campaign, raising more than $74 million since 2020.

Before her appointment on August 1, 2016, as Thiel College's 20th and first female president, Traverso served as the Provost/Senior Vice President at Elizabethtown College (Elizabethtown, Pa.) and Dean of the College of Arts and Sciences at the University of Redlands (Redlands, Calif.).

A scholar of American social and political history and an expert in U.S. women's history, she is the author of "Welfare Politics in Boston, 1910-1940 (University of Massachusetts Press)."

Traverso earned her bachelor's degree in history and communication from Simmons College (Boston, Mass.), and doctoral and master's degrees in history from the University of Wisconsin-Madison.







Daniel and Dorothy Spence Academic Center

The Position

The College is seeking a new vice president who brings an unwaveringly positive attitude, holds exceptionally high standards, and is equally adept at strategic leadership and hands-on execution. Providing financial leadership to the campus community and collaborating with members of the President's Cabinet, the VPFA's role is to assist with the accomplishment of the strategic priorities. The VPFA is the administrative liaison to the Board of Trustees' Finance, Facilities, Investment, and Audit committees. The VPFA will ensure that information is communicated clearly and transparently to both internal and external stakeholders of the College. The VPFA must be entrepreneurial, fostering innovation, campus sustainability, and the strategic use of technology to advance the College. The new vice president will ensure continued positive financial results and partner closely with Cabinet members to maximize the College's revenue streams.

In addition to the duties and responsibilities specific to the role of the VPFA, successful leadership at Thiel requires a commitment to the College's mission and vision, participation in the academic, athletic, and artistic life of the campus, and interaction within the Greenville community. An understanding of, and respect for, the concept and process of shared governance in academia, the highest integrity in all actions, and clear, consistent communication with all constituencies also are critical to success at Thiel.

Luca Pacioli Portico - the Class of 1974 atrium



The VPFA

- Serves as adviser to the President on matters of finance and general administration.
- Makes recommendations to the President and Cabinet regarding fiscal and operating policies and procedures.
- Works with the President and Cabinet to advance the College's strategic goals, allocates budgets to campus activities, and implements a budget oversight and reporting system aligned with those goals.
- Coordinates the development of the annual budget, including multi-year financial projections for planning purposes, special analyses and reports.
- Advances the strategic use of technology and oversees Information Technology Services.
- Provides strategic direction to human resources operations, including excellence in hiring.
- Manages capital projects and oversees the facilities and equipment of the College, including the physical and mechanical infrastructure, custodial services, furnishings, construction and renovation, and sanitation.
- Serves as the lead person on risk management matters, auditing, insurance and procurement.
- Responsible for managing the operations of the Financial Aid office, including assessment of the Financial Aid model and its impact on enrollment and college finances.
- Responsible for endowment management, which involves handling the different funds supporting the College and the use of restricted funds according to their specified purposes.
- Serves as a member of the President's Cabinet and as co-chair, with a faculty member, of the Institutional Planning and Budget Committee.
- Represents the College in local, state, and national professional organizations and establishes linkages with appropriate local, regional, and state resources and agencies and public groups.
- Performs other professional and administrative duties assigned by the President.



Qualifications

- A master's degree in business, financial management, or a related field, or comparable experience. A CPA or relevant professional certification is preferred.
- Five years of management-level experience in finance, management, planning, and/or operations.
- Comprehensive long-term financial planning expertise.
- Proven experience in strategic budget management, development of effective business models, financial systems, and reporting.
- Transparent communication skills to present the College's financial position accurately to the Board of Trustees, the President, and other key administrators.
- Experience in and an understanding of governance (e.g., Board, Committees, and Faculty).
- Ability to oversee a broad portfolio of responsibilities.
- Ability to work effectively with a broad range of internal and external stakeholders.
- Expertise in ensuring compliance with relevant federal and state regulations and laws.
- Familiarity with technology enterprise planning and ITS functions, Human Resources, including laws, regulations, and benefits, financial aid, risk management practices, and oversights of facilities and capital improvements.
- Upper-level supervisory experience with the ability to build capacity in Directors.
- Higher education experience is an asset but not a requirement; knowledge of non-profit accounting and finance is an expectation.



The Maggie (Boose) Norris '78 IT Solution Center

Knowledge of

- Strategic planning and resource management.
- Not-for-profit accounting in accordance with U.S. Generally Accepted Accounting Principles.
- Organizational and management practices related to the analysis and evaluation of programs, policies, and operational needs.
- Budget preparation and control.
- Trends and tools in the strategic use of financial, administrative, and instructional technology.
- Best practices in campus environmental sustainability.
- Principles and practices of administration, financial management, supervision, and training.
- State and federal rules and regulations
- Principles of employer-employee relations and the administration of human resource services.
- Computer operations/data processing systems.
- Accounting, budgeting, and fiscal reporting.

Skilled in

- Strategic asset and fiscal resource management.
- The development of policies and operational procedures.
- Interpersonal and written communication and presentations.
- Exercising discretion and independent judgment.
- Using tact, patience, and courtesy.



Haer Family Science and Arts Connector



Ability to

- Collaborate with a wide range of campus stakeholders and outside agencies.
- Foster innovation and develop Director-level professional staff to reach their fullest potential.
- Advance the strategic uses of technology to advance the College's instructional and administrative goals.
- Promote a culture dedicated to access and opportunity.
- Direct the maintenance of a variety of reports and files related to assigned activities.
- Exercise group leadership skills, which emphasize collaboration, consensus building, conflict resolution, and problem-solving.
- Establish and maintain cooperative and effective working relationships with others.
- Analyze situations accurately and adopt an effective course of action.
- Meet schedules and timelines.
- Work independently to reach goals and successful outcomes.
- Plan and organize work.
- Prepare comprehensive narrative and statistical reports.
- Work as part of a leadership team dedicated to the integration of instruction and campus services to ensure a supportive student-learning environment.
- Interpret laws, rules, and regulations affecting colleges to formulate policies and procedures.
- Communicate effectively both orally and in writing; coordinate/facilitate meetings; and design and oversee effective project management.
- Create an environment, which attracts and retains students; relates to and empathizes with the needs of a diverse student population.

Application Process

Thiel College is being assisted by the partners of Hyatt-Fennell Executive Search. Applications should be submitted to **Cheryl Hyatt** at **Thiel@hyatt-fennell.com** and should include a letter of interest, a current résumé, and contact information for five professional references, in Word or PDF documents. Materials will be reviewed as they are received and, to receive full consideration should be **submitted prior to November 17, 2025**. All applications and nominations will be considered highly confidential.

For more information contact:

Cheryl Hyatt - 724-242-0476
Thiel@hyatt-fennell.com
www.Hyatt-Fennell.com

Hyatt-Fennell
EXECUTIVE SEARCH Plus

Nondiscrimination Policy

Thiel College, Greenville, Pennsylvania

Thiel College does not discriminate against any person based on actual or perceived race, color, gender (including gender expression and gender identity), sex, sexual orientation, religious belief, national origin, ethnicity, genetic information, pregnancy, familial status, marital status, veteran status, age, or disability as those terms are defined under applicable law. This policy of nondiscrimination applies in connection with admission to and participation in all programs and activities sponsored by Thiel College and to all employment practices of Thiel College.

THIEL™
COLLEGE

Symbols and Traditions

The
THIEL COLLEGE
mascot is
Tommy the Tomcat
and the **COMMUNITY**
is known as
the Tomcats



ALUMNI
Victory Bell
is rung
FOR EVERY GRADUATE
at Commencement

BROTHER MARTIN'S WALK
Celebrates it's ***150 ANNIVERSARY***

FOUNDER'S DAY
is ***CELEBRATED***
every February
HONORING
FOUNDING OF THE COLLEGE

Senior
Game Days/Nights
celebrate **GRADUATING**
student-athletes
and families



The
annual
TOMMY AWARDS
celebrates the accomplishments
of our **STUDENT-ATHLETES**
based on
ACADEMIC
TEAM &
INDIVIDUAL
athletic achievement

Thiel is a member of the
PRESIDENTS' ATHLETIC CONFERENCE (PAC)
which was founded in **1955** *and includes* **12 member & 1 affiliate member** institutions in
western Pennsylvania, eastern Ohio & West Virginia
Thiel College joined the PAC in 1958.



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