



## **Vice President for Finance and Chief Financial Officer**

Mercy College invites nominations and applications for the position of Vice President for Finance and Chief Financial Officer. The College seeks a strategic, collaborative, and ethical leader who will work in close partnership with the President and senior leadership team to ensure the continuation of Mercy's strong financial position. The Vice President will provide leadership for accounting functions, analysis, financial planning and budgeting, endowment management, financial reporting, payroll, risk management, and human resources.

The Vice President will be a forward thinking and dedicated leader who will enthusiastically embrace the College's mission and history of providing educational access for traditional and non-traditional students. These include students who may be demographically underrepresented in higher education, many with high financial need, and/or are first generation college students.

### **ABOUT THE COLLEGE**

Mercy College is a thriving independent, coeducational, comprehensive, and student-centered institution with multiple campuses and a substantial online learning community. In 2019, The College of New Rochelle (CNR) announced its closing, and an agreement was made with Mercy College to allow for a seamless pathway for CNR students to complete their education.

Mercy College's main campus encompasses 66 acres alongside the picturesque Hudson River in Dobbs Ferry, New York, a suburb of Westchester County, 25 miles north of New York City. In January 2016, Mercy College opened the new \$32 million state-of-the-art Hudson Hall housing 350 students, providing a fitness center, Starbucks Café and convenience store on the Dobbs Ferry campus. Hudson Hall was designed to improve living accommodations on campus by creating a more enriched student learning experience. It complements upgrades to Founders Hall, the original campus dormitory. The Bronx Campus occupies 125,000 square feet at the Hutchinson Metro Center, a rapidly developing complex of corporate and healthcare organizations and businesses. The campus at Yorktown Heights also houses a significant number of essential administrative units of the College. In Fall 2019, MercyManhattan at Herald Square opened its doors to a newly

renovated and enhanced 95,000 square foot campus with innovative learning environments and expanded academic offerings.

Mercy College has negotiated leases for three former CNR locations in New Rochelle, Harlem, and Brooklyn for the 2019-2020 academic year.

As the 2019 spring semester began, construction was completed on a new quarter mile pedestrian walkway to the Ardsley-on-Hudson Metro-North, Hudson Division, train station. The project, in partnership with the local community, offers a lighted pathway with benches where students have the opportunity to take a break and relax while viewing the Hudson River.

Mercy College is driven by its mission to provide motivated students the opportunity to transform their lives through higher education by offering liberal arts and professional programs in personalized and high quality learning environments, thus preparing students to embark on rewarding careers, to continue learning throughout their lives, and to act ethically and responsibly in a changing world. Many Mercy College students come from backgrounds where attaining a college education is not a tradition and they are often the first or second generation in their families to earn a college degree. More than six decades of development and outreach have resulted in an undergraduate and graduate college rich in academic program offerings, diversity of student profile (the student body is about equally divided between Hispanic, African American, and Caucasian populations), and an unwavering commitment to keep higher education affordable.

Students study in over 90 undergraduate, and graduate programs. Mercy's curriculum offering is enriched by the integrated resources of five academic schools: Business, Education, Health and Natural Sciences, Liberal Arts, and Social and Behavioral Sciences. Members of Faculty across the five schools are Fulbright scholars and well published authors with national and international expertise in their field of study.

Mercy offers a low tuition rate and significant grant aid, both from public and institutional sources. Significant resources are dedicated to individual academic support where needed, for example, personal mentorship and intrusive advisement through its [PACT program](#). Career-related programs combined with a liberal arts foundation, the use of internships, and a strong placement office prepare students for life after graduation. The College's breadth of graduate programs provides the advanced skills students need for professional advancement or to pursue career changing opportunities.

President Tim Hall [announced](#) to the campus community that as part of a 2019 agreement with The College of New Rochelle (CNR), Mercy College will welcome over 1,700 CNR students in the fall of 2019 along with new programs, faculty, and staff, providing CNR students a seamless pathway to continue their education. The addition of CNR students will increase Mercy's Fall 2019 enrollment to over 10,000 students.

## HISTORY AND DEVELOPMENT

Founded by the Sisters of Mercy in 1950, Mercy College became a four-year college offering programs leading to the baccalaureate degree in 1961. The College was accredited by the Middle States Association's Commission on Higher Education in 1968.

By the 1970s, Mercy College became an independent and coeducational institution. It doubled the size of the existing physical plant and initiated the first of many community outreach efforts through the establishment of extension centers and branch campuses throughout communities in Westchester County and New York City. This expansion enhanced the College's reach to the traditional college market and positioned the College on the leading edge of higher education for those who were the first generation in their families to seek college degrees and the adult student market.

Mercy College was authorized to offer its first graduate program (in nursing) in 1981. Since then, 30 diverse graduate programs have been introduced, and in 2006, the College was granted authorization to offer its first doctoral program (in physical therapy). Mercy College has become one of the regional leaders in the preparation of health care professions. The College expanded its offerings to include online programs in the 1990s and was soon granted the ability to offer entire degree programs online. Thousands of Mercy College students take one or all of their courses online through the more than 40 undergraduate and graduate programs offered.

## STRATEGIC PLANNING

The Mercy College [2020 Strategic Plan](#), Learn, Achieve, Connect focuses on four goals:

- Student Learning
- Student Success
- Affordability and Financial Health
- College Community

Each goal has related objectives rooted in the College's mission.

Planning efforts are underway for the 2025 Strategic Plan.

## GOVERNANCE

The College is governed by the Board of Trustees led by a Chairman, Vice Chairs, and up to 25 additional Trustees who serve the College through their work on committees, supporting events and initiatives, and by providing expertise, guidance and support.

## ACCREDITATION

Mercy College is accredited by the Middle States Commission on Higher Education, which reaffirmed the College's accreditation through 2024-25. The College holds professional accreditations with:

- Accreditation Council for Occupational Therapy Education (ACOTE) of the American Occupational Therapy Association (AOTA)
- Accreditation Review Commission on Education for the Physician Assistant (ARC-PA)
- Commission on Accreditation of Allied Health Education Programs (CAAHEP) and the National Strength and Conditioning Association (NSCA)
- Commission on Accreditation in Physical Therapy Education (CAPTE) of the American Physical Therapy Association (APTA)
- Commission on Accreditation (COA) of the Council on Social Work Education (CSWE)
- Commission on Collegiate Nursing Education (CCNE) of the American Association of Colleges of Nursing (AACN)
- Committee on Veterinary Technician Education and Activities (CVTEA) of the American Veterinary Medical Association (AVMA)
- Council for the Accreditation of Educator Preparation (CAEP)
- Council on Academic Accreditation in Audiology and Speech-Language Pathology (CAA) of the American Speech-Language-Hearing Association (ASHA)
- Middle States Commission on Higher Education (MSCHE)
- National Accreditation Agency for Clinical Laboratory Science (NAACLS)
- National Association of School Psychologists (NASP)
- National Council for Accreditation of Teacher Education (NCATE)

Mercy College is dedicated to personalized attention with its nationally recognized [Personalized Achievement Contract \(PACT\) Program](#), an intrusive advising and mentoring program that maximizes students' success through a comprehensive collaboration between students and professional mentors and addresses the national agenda to raise the number of college graduates in America.

Mercy offers a prestigious Honors Program for high achieving students. One of the first in New York State and named as a "smart choice" by *Peterson's Honors Programs and Colleges Guide*, it offers a unique preparation for talented students through exceptional academic challenges, an enriched learning experience and engaging co-curricular activities.

## ADVANCEMENT

The Advancement team focuses primarily on planned giving, special events, corporate and foundation grants, annual fund, and [alumni engagement](#).

There are over 60,000 Mercy alumni of record located across the globe. Mercy College recognizes the importance of preserving the legacy of The College of New Rochelle's 50,000 alumni and will work to keep the CNR traditions alive.

## STUDENT ENGAGEMENT

Approximately four percent of Mercy's undergraduate students participate in intercollegiate athletics. Mercy College sponsors an intramural sports program as well as intercollegiate competition in 10 varsity sports. Varsity teams compete at the Division II level. The College is a member of the National Collegiate Athletic Association (NCAA) and the East Coast Conference (ECC). Varsity men's programs include baseball, basketball, lacrosse and soccer. Women's athletic teams compete in basketball, field hockey, lacrosse, soccer, softball and volleyball. The baseball, lacrosse, soccer and field hockey teams, in addition to numerous local community high school and youth groups, play on a turf field on the Dobbs Ferry campus, overlooking the Hudson River.

The College continues to carry on a long tradition of service initiatives that celebrate and promote community service and engagement through international medical missions to Ecuador and Mali, clean-up and recycling projects, reading clinics and crop harvesting for local food pantries. Students partner with a variety of organizations including the American Cancer Society, Big Brothers Big Sisters, the Hearing Loss Association of America, Volunteer Center of the United Way, American Diabetes Association, The Lustgarten Foundation, St. Jude's Foundation, Sickle Cell Disease Association of America, PolioPlus Fund IRB Volunteer Income Tax Assistance and Rotary International, along with many other local organizations.

## DISTINCTIONS

Mercy College has emerged as a leader in higher education. Mercy consistently ranks as a top school—in the nation and New York State—for affordability, online excellence, and the quality of student and academic programs. The College is nationally recognized for providing innovative programs that help students achieve success.

- U.S. News & World Report's 2020 rankings recognized Mercy College in the Best Regional Universities North group in three categories:
  - Ranked 19 out of 285 for the newly added Social Mobility, ranked 19 out of 68 for Campus Ethnic Diversity and ranked in the #129-170 group for Best Regional University.

- In September 2019, Mercy College was ranked in The Wall Street Journal / Times Higher Education (WSJ/THE) College Rankings 2020. This is the first time Mercy College has been recognized in the Northeast Region category and reaffirms Mercy as a leader in providing a quality education that ensures successful outcomes.
- In June of 2019, Mercy College was recognized as *Westchester Magazine's* Best College.
- Mercy College was named as a "competitive" college in the 2015 edition of *Barron's Profile of American Colleges*, which is considered by many to be the leading directory for college-bound students, parents, and high school guidance counselors.
- *U.S. News & World Report* has consistently ranked Mercy as a leader in online education. Mercy has been ranked as a Best Online Bachelor's Program, Best Online Graduate Education Program, and one of the top-100 Best Online Graduate Nursing Programs.
- *AffordableCollegesOnline.org*, a top resource for college affordability and financial aid information, ranked Mercy College in the top 15 percent of New York colleges and universities with the greatest lifetime return on investment. The rankings were compiled using authoritative data from the National Center for Education Statistics, IPEDS, Carnegie Classification and Payscale.com.
- *Peterson's Honors Programs and Colleges Guide* named Mercy's honors program a Smart Choice program. Mercy's prestigious honors program for high-achieving students, founded in 1971, is one of the longest running honors programs in New York State.
- Mercy's mentoring program, PACT, is featured as a "Best Practice" for retention and career services with the National Association of Colleges and Employers (NACE). PACT pairs each student with a professionally trained mentor to work with from enrollment to graduation. PACT helps students make the most of their college experience. In 2010, the American Council of Education shared PACT with the White House as a select example of innovation in higher education.
- Mercy is one of the top colleges in the nation to produce minority baccalaureate and graduate degrees. The annual "Top 100 Degree Producers" ranking was released by *Diverse: Issues in Higher Education* magazine.
- Mercy is recognized by the U.S. Department of Education as a Hispanic Serving Institution, which is defined as having an enrollment of full-time undergraduates that is at least 25 percent Hispanic students. Only 10 percent of colleges and universities meet this designation. *Hispanic Outlook in Higher Education* named Mercy a top-100 school for undergraduate and graduate students.
- Mercy is consistently recognized as one of the top schools for veterans and their families by *G.I. Jobs* magazine and *Military Advanced Education's Guide to Colleges and Universities*.
- The White House has distinguished Mercy as a national leader in community service and named Mercy to the President's Higher Education Community Service Honor Roll by the Corporation for National and Community Service. Mercy is committed to developing engaged citizens and instilling the values contained in the Mercy College seal, "Inserviendo Consumere" (consumed in service).

## FACULTY AND STAFF

The experienced and highly qualified faculty is comprised of 214 full-time members, 93 of whom are tenured or on the tenure track. The 624 part-time faculty members provide a high level of expertise and professionalism. The faculty includes Fulbright Scholars, published authors and national authorities who are dedicated to excellence in teaching. As experts and national and international leaders in their fields, they bring timely, relevant, real-world experience into the classroom, blending theory with practice. The more than 400 staff members are distinguished by their dedication and loyalty to the institution's mission and students.

For Fall 2019, Mercy added more than 70 former CNR faculty and staff to its ranks in addition to numerous support staff for facilities, information technology operations, and campus safety.

## ACADEMICS

**The School of Business** provides students the opportunity to be mentored by faculty who have gained real world experience. Classes are taught by former executives, CEOs, CFOs, CPAs and entrepreneurs - industry leaders from Wall Street to Main Street - who bring their extraordinary professional experience into the classroom. Students learn through hands-on-experiences giving them the opportunity to work on real projects, for real clients, in the Strategic Consulting Institute. Students invest in an actual trading room that replicates Wall Street with Bloomberg terminals and a stock ticker. Networking opportunities are abundant and aid undergraduate and graduate students in standing out when seeking employment.

**The School of Education** prepares students to become teachers or school leaders, ready to meet today's education challenges. The School offers master's degrees, certification in chosen areas and teaching experience while working with an outstanding faculty in Mercy College programs, all of which are nationally recognized. There are multiple programs available in the departments of Childhood Education, Secondary Education, Multilingual and Literacy Education, Educational Leadership and Special Education. The School offers innovative, flexible and accessible programs of study, including providing courses at multiple campuses and online. The School is the first institution in the United States to be awarded initial national accreditation by the National Council for the Accreditation of Teacher Education ([NCATE](#)) and its successor organization, the Council for the Accreditation of Educator Professionals ([CAEP](#)).

**The School of Health & Natural Sciences** is dedicated to providing premier health and natural science undergraduate and graduate educational programs to equip students with the intellectual, technical and professional competencies they need to excel and advance as science specialists, health care providers, health promotion experts and science/health educators. More than just focusing on personal careers, the School's goal is to prepare students to use their knowledge and abilities in the health and natural sciences to be compassionate and caring health care providers.

**The School of Liberal Arts** provides the cornerstone of a rigorous college education. Students are prepared with the skills that will last a lifetime. Problem-solving, critical thinking, effective communication, creative expression, mathematical and computer literacy are the skills that employers are seeking now more than ever, particularly for jobs that do not yet exist in our world of rapidly changing technologies. The values of liberal learning lie in higher-order learning that is essential for real world problem solving. The school also offers a number of professional programs in diverse fields such as Journalism, Cybersecurity and Computer Arts & Design.

**The School of Social & Behavioral Sciences** provides an education that can lead to a career of caring in an environment of success in our global community. With access to world-renowned faculty and innovative programs, students are prepared to become part of a global environment and make a difference in their communities. With a degree in the Social or Behavioral Sciences, students pursue breakthrough scientific research, study diverse cultures, and prepare for diverse professions including Criminology, Psychology and Social Work. There has been an increase in the number of fields that rely on social and behavioral scientists. For intelligent, hardworking and ambitious students, Mercy College is the perfect place to launch a career.

### **The Libraries**

The College has a robust library system with significant holdings (physical and electronic) and services. Librarians are available on-site and online to provide research assistance, consultations and information literacy instruction. Users have access to the libraries' online catalogs, e-books and databases through the Mercy College libraries' website.

## **COLLEGE LEADERSHIP**

On May 13, 2014, Timothy L. Hall became the [12th president of Mercy College](#). Since President Hall's arrival at Mercy, the College has been recognized by the White House as a "Bright Spot in Hispanic Education," received reaccreditation from the Middle States Commission on Higher Education, completed construction of a 350-bed residence hall and a new health science wing in Dobbs Ferry, a new student lounge, veterans' center, and business incubation center at the College's Bronx campus, expanded MercyManhattan, announced an agreement with The College of New Rochelle, as well as other new initiatives. In addition, the College has initiated an ambitious program to enhance student success through the implementation of a variety of macro-level strategies referred to as the Mercy Success Toolkit. The Toolkit consists of innovative practices such as cohort scheduling, course redesign, and guided pathways to success (GPS). These strategies have seen the College's retention and graduation rates increase significantly since his arrival.

President Hall previously served for seven years as president of Austin Peay State University in Clarksville, Tennessee. Under his leadership, Austin Peay experienced significant increases in enrollment and funding, and received distinctions in 2012 and 2013 as on the Honor Roll of the Great Colleges to Work For by The Chronicle of Higher Education. During Hall's years at Austin

Peay, both President Barack Obama and Bill Gates praised the university for its innovative use of technology to support student success. President Hall received a Bachelor of Arts in philosophy, summa cum laude, from the University of Houston. He followed this degree with two years of graduate work in the religious studies department at Rice University in Houston, Texas, before attending law school and receiving his juris doctorate, cum laude, from the University of Texas Law School.

Mercy College's [senior staff](#) includes the Provost and Vice President for Academic Affairs, Vice President for Enrollment, Vice President of Admissions, Vice President for Finance and Chief Financial Officer, Vice President for Operations and Facilities, Vice President for Student Affairs, Chief Advancement Officer, Chief of Staff, Chief Information Officer, General Counsel, Vice President of the Manhattan Campus, Vice President of New Rochelle and Bronx, and Assistant Vice President for Institutional Planning, Assessment, and Analytics.

## THE ROLE

Reporting to the President, the Vice President for Finance and Chief Financial Officer (VPF/CFO) works to create a culture of responsible stewardship of institutional resources. The VPF/CFO must align financial and administrative procedures with the College's objectives and establish systems to ensure congruence between the College's expenditures and student needs. S/he is responsible for assets that total approximately \$330 million and an annual operating budget of approximately \$172 million. In collaboration with the Endowment Management Committee and the advice of the investment consultant, the Vice President supervises the management of an endowment of approximately \$260 million. The capital budget over the past several years has ranged from \$10 million to \$55 million with cumulative investments totaling over \$100 million.

The VPF/CFO is also responsible for financial accounting and reporting, control of financial operations, financial long-range planning and budgeting, and management of assets and liabilities within prescribed policies.

As a key member of the College leadership team, the VPF/CFO is expected to contribute in shaping the College's future direction and its policies. The VPF/CFO must work and communicate effectively with all constituencies, including administration, trustees, faculty, staff, and students, and will play a critical role in the development and organization of the campus, and serve on key college committees including Strategic Planning and Economic and Fiscal Matters. The VPF/CFO staffs the Finance and Control Committee, the Endowment Management Committee, and the Audit Committee of the Board and will work collaboratively with committee chairs.

## RESPONSIBILITIES

The VPF/CFO oversees the finance and budget function of the College and human resources. Finance is responsible for the day-to-day operations of accounting, general ledger, cash flow management, budget management, endowment investments, tax reporting, payroll, and many other similar functions. The VPF/CFO acts as liaison to banks, investment managers, bond authorities, and other agencies as necessary, and completes federal, state and local tax forms. The VPF/CFO works closely with the College Internal Auditor. The VPF/CFO is actively involved in the strategic planning process and other committees.

## DESIRED QUALIFICATIONS AND CHARACTERISTICS

Leading candidates will possess demonstrated intellectual depth and strong leadership skills. An outstanding candidate must:

- Be committed to the mission and expectations of a mid-sized private college with offerings that range from traditional liberal arts and sciences to professional programs;
- Possess senior management experience in a complex organization-preferably higher education;
- Be well versed in the wider trends of higher education finance, including financial aid issues and able to effectively speak to those issues as they related to Mercy College;
- Demonstrate active and successful participation in strategic planning efforts;
- Be fully competent in all aspects of financial literacy, including accounting, information technology, financing capital projects and improvements, and investing the College's endowment;
- Be able to plan, develop, organize, implement, direct and evaluate the organization's fiscal function and performance, including budgeting, evaluating and advising on the impact of fiscal long-range planning, management of debt and currency exposure, asset growth, introduction of new programs/strategies and regulatory action;
- Work effectively with the College's investment consultants and managers;
- Demonstrate experience in the development and oversight of mechanisms to create efficiencies within various financial processes;
- Be an excellent communicator, able to speak and communicate effectively with a wide range of constituencies (trustees, students, faculty, staff, alumni, donors, and members of the local community);
- Be well versed in human resources policies;
- Possess a high degree of professional discretion, integrity and good judgment, model exemplary standards of professional conduct, and have the ability to establish credibility throughout the College;
- Be a strong, experienced, and sophisticated manager who can motivate as well as create and enforce clear management systems, guidelines and policies;

- Be a leader focused on ensuring all matters are handled in a customer-focused manner.
- Develop financial strategies to support capital improvement projects to fulfill institutional long-range planning goals;
- Be willing and able to make difficult, timely, and financially responsible decisions; and,
- Be an effective, fair, and open negotiator committed to a transparent decision-making process emphasizing consultation and collaboration with faculty, students, staff, and the local community.
- Master's Degree/CPA preferred. Bachelor's Degree in Accounting, Finance or related field required.

### APPLICATION INFORMATION

Review of candidates will begin immediately and will continue until the position is filled, with an anticipated starting date in January of 2020, but subject to negotiation. Application materials should include the following: a letter describing the candidate's interest in and qualifications for the position; a curriculum vitae; and the names, addresses (including email), and telephone numbers for at least five references which may include trustees, administrators, faculty, professional colleagues, and community leaders.

All nominations and applications shall be confidential. Requests for information and all written nominations and applications should be directed to:



**Steve Leo, Partner**  
**Vicki Henderson, Senior Associate**  
610-572-4296  
Storbeck/Pimentel & Associates, LP  
[MercyCFO@storbecksearch.com](mailto:MercyCFO@storbecksearch.com)

*For more information on Mercy College and its programs, please visit [www.mercy.edu](http://www.mercy.edu)  
Mercy College is an AA/EEO/ADA employer.*