Senior Vice President of Finance and Administration and CFO

Regis College

Weston, Massachusetts

THE OPPORTUNITY

Regis College ("Regis" or "the College") seeks an innovative, successful financial leader with superior analytical, communication, and interpersonal skills to serve as its next Senior Vice President of Finance and Administration and CFO ("SVP/CFO"). Located on a picturesque campus in Weston, Massachusetts, just 12 miles outside of Boston, Regis is a private Catholic College with a remarkable one-hundred-year history and a commitment to social justice and service. Founded by the Sisters of St. Joseph of Boston in 1927 as an undergraduate, residential, women's liberal arts college, Regis evolved into a co-ed College in 2007 with multiple schools offering distinctive career-oriented programs grounded in the liberal arts tradition at all levels in residential, hybrid, and online modalities.

Today, Regis remains a sponsored ministry of the Sisters of St. Joseph of Boston and maintains its deep commitment to its founding principles of inclusive excellence, academic excellence, formation of the whole person, and responsiveness to the common good. The College enrolls 2,800 students in programs in arts and sciences, business and communication, professional studies, and nationally recognized programs in nursing and health sciences. Known for its close-knit, supportive community, Regis is ranked among the top regional universities in the North by *U.S. News and World Report*, with additional distinction for social mobility and value.

Working in close collaboration with the President and senior leadership team, the SVP/CFO is responsible for the College's overall financial health, including both near- and long-term planning. This includes leading the development of multi-year financial strategies, annual budgets, forecasts, and reporting, as well as overseeing financial planning and accounting operations, financial analysis, and business process improvements. The SVP/CFO will play a central role in advancing institutional priorities by supporting sustainable growth and financial stability, while demonstrating creativity and initiative in identifying new revenue streams and financing opportunities aligned with Regis College's mission and strategic direction.

The SVP/CFO serves as the primary staff liaison to the Board of Trustees' Audit, Finance, Investment, and Facilities Committees and leads the development and execution of the College's annual operating budget. The role provides executive oversight for a broad administrative portfolio, including budget and finance, the business office, student financial aid, human resources, information technology, facilities, treasury, enterprise risk management, campus safety, conference and events, third-party contracts, and real estate.

Regis College has retained Isaacson, Miller, a national executive search firm, to assist in the recruitment of its next senior vice president. Please direct all applications, inquiries, and nominations to Isaacson, Miller as indicated at the end of this document.

ABOUT REGIS COLLEGE

The Sisters of St. Joseph of Boston founded Regis in 1927, when higher education options for women were limited. Its mission was to strive for excellence and welcome all women without distinction. Over its history, grounded in its mission, it has evolved to meet the changing needs of the day. During the 1970s, Regis began granting its first graduate degrees. In 2007, it became a co-ed institution. That same year, it launched its first doctoral program—the Doctor of Nursing Practice. The second—the Doctor of Education in Higher Education Leadership—launched in 2013. In 2017, Regis embarked on a new strategic initiative by offering its first fully online programs. Today, with myriad programs offered fully online, the College's reach is global.

The mission of the College is consistent with its founding values. Rooted in the Catholic intellectual tradition and inspired by the social justice values of its founders, Regis is a welcoming and inclusive community. The College provides access to an academically rigorous education grounded in the liberal arts tradition through innovative learning opportunities and collaborative engagement at all degree levels. Regis lives up to its motto, *Via Veritas Vita* ("the way and the truth and the life"), which reflects its tradition of empowering students to seek knowledge in order to pursue meaningful life experiences that contribute to our global community.

The College offers academic programs within four schools—the School of Arts and Sciences, the Marshall M. Sloane School of Business and Communication, the Richard and Sheila Young School of Nursing, and the School of Health Sciences—as well as bachelor's degree completion programs and certificates through the Theresa Wood Lavine Division of Professional Studies. Other distinctive elements include the Children's Center, Autism Center, Fine Arts Center, and Center for Ministry and Service.

Regis is home to 403 faculty (of whom 123 are full-time, with 13 tenured, and 280 are part-time) and 252 staff (216 full-time and 36 part-time) who are dedicated to supporting students in achieving their academic and professional goals. The faculty are accomplished in their respective disciplines, and students benefit from a blend of academic and professional expertise. Personalized support is at the heart of the academic experience, and the College fosters close relationships between students and faculty with an 11:1 undergraduate-student-to-faculty ratio.

The institution is governed by a Board of Trustees and is a sponsored ministry of the Sisters of St. Joseph of Boston. Faculty, staff, and students are represented by the Faculty Council, Administrative Council, Graduate Student Advisory Council, and Student Government Association.

Robin Lynn Cautin, PhD, will become the 11th president of Regis College on July 1, 2026. She brings more than two decades of experience in higher education, shaped by roles as a faculty member, dean, and chief academic officer. Throughout her career, she has focused on connecting academic priorities with

institutional strategy to strengthen student outcomes while ensuring that decisions are grounded in mission and long-term sustainability.

As she assumes the presidency, Dr. Cautin is focused on positioning Regis for continued strength and stability; building on its mission to educate the whole person and serve the dear neighbor without distinction, while ensuring the institution is well prepared for the opportunities and challenges ahead. More information on President-elect Cautin can be found here.

Students

In the Fall of 2025, Regis enrolled 856 full-time undergraduates, 362 part-time undergraduates, 1401 graduate and doctoral students, and 135 students in credit-bearing certificate programs. During the fall of 2025 and spring of 2026, 72 new students were enrolled in certificate programs in the Division of Professional Studies. The College is proud of its strong student outcomes and is committed to further strengthening them. It has an 80% first year retention rate and a 72% six-year graduation rate for undergraduate students, the latter of which is up from 64% in 2020. 95% of undergraduate students are employed or enrolled in graduate school within six months of graduation. 35% of undergraduate students receive a Pell Grant, 26% identify as first-generation, and 86% identify as female. 71% are residents of Massachusetts, and less than 1% come to Regis from outside the United States.

On campus, students enjoy a wide array of leadership development and involvement opportunities to complement their academic journeys, including student clubs and organizations and athletics. A member of the Great Northeast Athletic Conference, Regis is an NCAA Division III institution and offers basketball, cross country, field hockey, lacrosse, soccer, softball, swimming and diving, track and field, and volleyball.

When Regis students graduate, they join an engaged community of more than 21,300 living alumni, of whom more than 14,000 live in Massachusetts. Alumni stay connected to Regis by participating in programs held both on campus and online, volunteering their time, giving back, and joining the Graduate Ambassadors program.

Campus

Regis owns 130 acres of land, which are split into a 70-acre West Campus and a 60-acre East Campus. The College operates from the West Campus, which is substantially built out, whereas the East Campus is undeveloped and currently on the market to be sold. Regis has continued to invest in its main campus over the past decade. Between 2014 and 2015, the College constructed a residence hall and quad and redesigned the learning commons and library. More recently, in 2024, the College was awarded a $750,000 grant from the Massachusetts Life Science Center to enhance the Watson-Hubbard Science Center through the purchase of state-of-the-art equipment.

Additionally, the College has expanded its presence beyond its main campus. In 2015, Regis launched a satellite campus, Regis North, in nearby Lawrence, MA, to bring educational and professional opportunities to residents of Merrimack Valley through flexible bachelor's degree completion programs

in nursing, public health, and marketing and communications. In 2019, Regis opened the Dental Center, a high-tech educational facility that serves as the clinical home for the College's dental hygiene program and provides affordable dental care services to Waltham, MA, and the surrounding community.

Location in Weston, Massachusetts

Weston, Massachusetts is a suburban town located about 12 miles west of Boston. Known for its picturesque landscapes, historic charm, and excellent public schools, Weston consistently ranks among the top communities in the state. The town maintains a semi-rural atmosphere with large residential lots, extensive conservation land, and a strong emphasis on preserving its natural environment. With a population of around 11,000, Weston offers a quiet community while still providing convenient access to Boston via major highways and public transportation.

Fundraising and Finances

In 2019, Regis completed a $40-million capital campaign two months ahead of schedule. Recent major gifts include a $5 million gift, the largest in Regis's history, to establish the Fung Scholars Program, and a $2 million gift to endow the Dean of Nursing position and open a health care clinic in Woburn, MA.

Regis has an annual operating budget of approximately $80 million, with an endowment of $53.9 million as of June 30, 2025. Regis relies heavily on tuition revenue to fund its operations, with 70% of its revenue coming from net tuition and fees. 2026-2027 tuition is $53,220, and housing and food are $18,300. The undergraduate discount rate is approximately 70%, and the graduate discount rate is approximately 5%. While the College is currently running an operating deficit, the current leadership is making substantial progress toward a fully balanced budget within three years. In addition to increasing enrollment, its continued success in revenue diversification, along with the impending sale of its East Campus, shows great promise for achieving long-term financial sustainability.

ROLE OF THE SENIOR VICE PRESIDENT OF FINANCE AND ADMINISTRATION & CFO

Reporting directly to the President, the Senior Vice President and CFO will work collaboratively and serve as an essential strategic advisor to the President, the Board of Trustees, the senior leadership team, faculty, staff, and student leaders to build a stable and strategic long-range financial future for Regis College. They will work with College leadership to devise and integrate forward-looking plans and budgets in ways that creatively align resources with the College's strategic priorities. The SVP/CFO will also explore new financial models that will enhance and transform the way the College conducts business.

The SVP/CFO is the key staff liaison to the Board of Trustees' Audit, Finance, Investment, and Facilities committees and has primary responsibility for the development and implementation of the College's annual operating budget. The SVP/CFO provides leadership and management oversight for the following areas: budget and finance; the business office; student financial aid; human resources; information technology; facilities; treasury; enterprise risk management; campus safety; conference and events; third-party contracts; and real estate.

The SVP/CFO works collaboratively with colleagues, understands and respects shared governance, and actively promotes an environment of consultative, data-driven decision-making that focuses on best practices and student success. Requirements include in-depth knowledge of budgeting, finance, and modeling, including strategic financial analysis that leverages data and technology to produce regular management reports with sufficient detail, as well as annual progress reports toward goals to support College-wide decision-making. In addition, this position requires extensive knowledge of legal, regulatory compliance, audit, capital budgeting, data integrity, data governance, and risk management.

KEY OPPORTUNITIES AND CHALLENGES

Partner with the President and Cabinet members.

The SVP/CFO will be a close partner to the President in advancing Regis' strategic priorities and objectives, working in unison with other College officers, reflecting and extending the collaborative and supportive spirit of the entire College community. The President and senior staff look to the SVP/CFO to provide the leadership, vision, and entrepreneurial financial thinking for prudent resource management and allocation in support of institutional planning and resource growth.

Plan, administer, and communicate about the College's finances.

The position of SVP/CFO must be a key partner in the College's efforts to plan, fund, and assess continuing expansion in graduate education and other areas and to advise the President and the academic leadership on the financial implications of increasingly competitive market conditions. The SVP/CFO will play an active, strategic role in all business-related aspects of the growing programs (e.g., contract negotiations with partners) and further engage in the College's overall growth and planning initiatives by providing well-articulated financial models for scenarios that may be under consideration by the President’s Cabinet. Overseeing a $80M operating budget, the SVP/CFO partners with College leaders in developing, maintaining, and managing a responsible and realistic budget and financial framework that will link together the financial and College-wide planning necessary to meet key institutional needs. The SVP/CFO must understand a variety of budget models and possess the ability and willingness to articulate the implications of complex financial decisions to a diverse set of audiences. The SVP/CFO will manage the College's relationships with banks and funding sources. The SVP/CFO must be entrepreneurial and creative in seeking out new sources of revenues and external partnerships that reflect both an understanding of the College’s overall strategic priorities and a commitment to its unique mission and values. The SVP/CFO will welcome the community input and collaboration that is prized within higher education throughout the budget planning and development process.

Ensure financial transparency and optimization.

The SVP/CFO will join a campus community that understands the current economic and enrollment realities and is eager to facilitate discussion of the financial issues affecting its future. To optimize resources, the SVP/CFO will work to identify potential new sources of revenue, including public-private partnerships and other collaborations with the external community. The new leader will partner with

other senior leaders to support a comprehensive enrollment management plan, balancing the constraints of the College's facilities and fiscal resources with the need to provide the educational opportunities that meet changing student needs and respond to shifts in the job market. The SVP/CFO will partner closely with the Vice President for Academic Affairs/Provost in supporting the academic mission and programs of the College and with the Vice President for Institutional Advancement to support fundraising efforts to ensure the efficacy of Regis' programs, services, and operations.

Provide entrepreneurial leadership and enhance operations, service, effectiveness, and efficiency.

The SVP/CFO oversees a committed team that strives to provide the best possible financial and budgetary support services to the campus community. The SVP/CFO will assess and review the structure of the Division and its policies to evaluate strengths and identify opportunities for efficiencies and improvements. The SVP/CFO will set high standards for performance and accountability, actively mentor and provide growth opportunities for staff, and proactively promote a culture of continuous improvement and service excellence. The ultimate goal is to create an energized, supportive, and collaborative environment across the division that encourages communication and initiative and provides ongoing professional development opportunities to maximize the potential and performance of talented staff. The SVP/CFO will also actively advocate for the division and strive to educate the campus community regarding best practices that will reduce risk and improve efficiency.

Provide leadership within a campus culture of communication, collaboration, and transparency.

Serving as a member of the President's Cabinet and Chairperson of the Administrative Council, the SVP/CFO will be expected to build strong and productive relationships with both academic affairs and student affairs, as well as other divisions across campus, to understand their needs and to support the development of a collective vision and voice across the College. The SVP/CFO will be an initiative-taking partner who listens well, shares information, and encourages innovation, facilitating communication across divisions that promotes understanding and idea sharing and enables the identification of creative financial solutions to best meet campus needs.

QUALIFICATIONS AND CHARACTERISTICS

The SVP/CFO must function as an inclusive, collaborative, entrepreneurial, and transformative leader with a demonstrated commitment to the highest standards of excellence and accountability. The SVP/CFO requires a superb communicator who listens carefully, encourages campus participation, and leads open and honest dialogue across the College community. The SVP/CFO will possess a broad institutional perspective; demonstrate effective staff management; and possess a clear vision of the future and solid financial acumen to secure the community's trust. The SVP/CFO will also have successful experience with strategic financial analysis, budget development, and cost containment, as well as an understanding of various transformative business models and experience managing change. The SVP/CFO must have broad experience in managing banking/lender relationships. A high degree of familiarity with information technology and data-informed decision-making, employment and benefits law, facilities and campus

police, and enterprise risk management is needed. The successful candidate should have knowledge of current and developing trends in higher education.

The successful candidate will have a bachelor's degree and a record of private, higher education leadership experience, success, and proven accomplishments in developing and achieving strategic goals and objectives. An advanced degree and additional professional certifications and/or credentials are preferred.

They will also possess many, if not all, of the following:

Leadership Skills and Competencies

- Significant professional experience managing complex finance structures and compliance rules, and genuine enjoyment in leading an institution-wide conversation around the expression of institutional values through fiscal priorities and evolving best practices in finance.
- An understanding of the issues facing higher education today and the ability to communicate why and how financial resources need to be aligned with strategic priorities.
- In-depth knowledge of integrated planning, accounting, budgeting, modeling, finance, strategic financial analysis, and endowment and debt management in private higher education.
- Substantial experience in reporting financial and performance data to stakeholders, financing partners, and regulators to ensure transparency, legal compliance, and maintenance of accreditations.
- Successful experience developing and implementing strategic plans and integrated planning that links to the budget.
- A thorough understanding of shared governance in higher education and the role of faculty in decision-making.
- The ability to manage, attract, and develop high-performing, high-integrity administrative professionals.
- Proven effectiveness and expertise in finance and change management.
- Experience working with a Board of Trustees that is appropriately demanding and sophisticated in financial, investment, facilities, and information technology matters.
- Successful experience as a strong leader of people and processes, with the capacity to oversee the varied and diverse functions and issues in the Finance Department.

Professional and Personal Qualities

- Strategic ability: evidence of ability to focus and lead an organization to achieve the elements of a strategic financial plan, and to continuously assess and refine the organizational plan, structure, and operations as the plan evolves.
- Vision and leadership: ability to lead the finance area with vision and creativity; an entrepreneurial outlook and eye to new possibilities and emerging challenges; capacity to serve

as a senior campus leader who inspires respect and models collaboration; and the ability to build, mentor, and motivate a diverse and emerging team.

- Mission Focus: ability to communicate Regis College's mission and core values, and to work effectively and embrace the values of Catholic education.
- Entrepreneurial mindset and creativity: a technically savvy leader with proven success in innovative thinking combined with excellent execution of both complex and routine strategies and initiatives; a record of taking programs to new levels of success; ability to execute with close attention to the needs of the College and its constituencies, particularly students; and ability to think creatively and to leverage technology.
- Process Improvement: ability to understand and follow existing processes and procedures, with the capacity to develop new or revised processes to improve systems.
- Strong analytical capacity: a data orientation towards decision making with the ability to produce forward-looking, transparent strategic plans and budgets that link resources to outcomes; capacity to produce regular and systematic comparative reports that detail month-to-month as well as annual progress toward finance goals; demonstrated capability to effectively plan by analyzing national and international trends in finance and higher education including developments at competitor institutions; proven success at harnessing technology in inventive and productive ways so as to increase accessibility, reach, and efficiency; and proven skill at technology in inventive and productive ways so as to increase accessibility, reach, and efficiency; and proven skill at using modeling to build and yield the optimal sound budget and finance structures.
- Commitment to diversity and inclusion: an appreciation of difference, strong commitment to inclusiveness, understanding of nuance, and the ability to think intentionally with proven skill in dealing with complex and diverse cultures, backgrounds, and perspectives.
- A collaborative and inclusive nature: an ability to work well and to receive input from a variety of constituents, including students, faculty, staff, other senior leadership, the board of trustees, parents, and alumni; comfortable working in a collegial fashion where information is shared, and decisions are made in a collaborative manner.
- A strong team builder: an ability to listen and collaborate and manage, attract and develop high-performing, high-integrity administrative professionals, including the ability to delegate effectively.
- Expert communication skills: strong speaking, presentation, and writing skills with the ability to articulate a vision effectively to all constituencies, including direct reports, faculty and staff, students, alumni, trustees, and the external community.
- Personal qualities: honesty, integrity, candor and a strong internal moral compass; strong work ethic; patient, yet operates with a sense of urgency and engagement; optimism, confidence, and excitement about change; a genuine interest in forming a team with the President, and Cabinet members, staff and faculty leaders (particularly those elected through College governance structures); a personal presence that is active and inclusive; ability to observe, listen, learn and clarify needs engendering trust quickly among various constituencies; wisdom, sound judgment; good sense of humor; and the ability to get things done.

COMPENSATION AND LOCATION

The anticipated salary range for this position is $250,000 to $300,000 annually. The final determination of the selected candidate's actual pay is based on their experience and qualifications for the role. The SVP/CFO is a full-time role based in Weston, Massachusetts.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website: https://www.imsearch.com/open-searches/regis-college/senior-vice-president-finance-and-administrationchief-financial-officer

Dan Rodas, Partner
Amy Gillespie, Senior Associate
Seema Khan, Senior Search Coordinator
Isaacson, Miller

External and internal applicants, as well as position incumbents who become disabled as defined under the Americans with Disabilities Act, must be able to perform the essential job functions either unaided or with the assistance of a reasonable accommodation to be determined by management on a case-by-case basis: availability to work extended hours and weekends, as needed. Normal office environment, not subject to extremes in noise, odors, etc. May spend extended periods at the keyboard, requiring eye-hand coordination and finger dexterity.

In employment, as in education, Regis College is committed to equal opportunity. Regis does not discriminate on the basis of race, color, age, religion, creed, sex, gender identity or expression, sexual orientation, ethnic or national origin, ancestry, citizenship, marital or parental status, physical or mental disability, genetic information, pregnancy, veteran's status, membership in uniformed services or any other protected status.

This document has been prepared based on the information provided by Regis College. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by Regis College would supersede any conflicting information in this document.

Leadership

Robin Lynn Cautin, PhD
President-elect, Regis College (Effective July 1, 2026)

Robin Lynn Cautin, PhD, will become the 11th president of Regis College on July 1, 2026. She brings more than two decades of experience in higher education, shaped by roles as a faculty member, dean, and chief academic officer. Throughout her career, she has focused on connecting academic priorities with institutional strategy to strengthen student outcomes while ensuring that decisions are grounded in mission and long-term sustainability.

Dr. Cautin currently serves as provost at Sacred Heart University, where she is responsible for a broad portfolio that includes academic and faculty affairs, institutional effectiveness, student advising, research and sponsored programs, global education, and the College's library. In that role, she has led the development of a College-wide strategic plan and guided a successful reaccreditation process. Just as importantly, she has worked across divisions to improve how the institution operates, which has resulted in greater alignment between planning, academic programming, and student success.

Her work has consistently emphasized practical outcomes such as strengthening enrollment and retention; supporting faculty in developing relevant and innovative programs; and building partnerships that extend beyond campus. She has also been a steady advocate for shared governance, recognizing that institutions are strongest when leadership is both transparent and collaborative.

Before serving as provost, Dr. Cautin was dean of the College of Arts and Sciences at Sacred Heart, where she led efforts to expand academic offerings and respond to evolving marketplace demands. Earlier in her career at Manhattanville College, she held several leadership roles, including dean of undergraduate education and associate provost, and chaired the Psychology Department. These experiences gave her a broad understanding of how academic planning, operations, and institutional priorities intersect.

She began her career in the classroom and remains grounded in the belief that higher education can be transformative for students, their families, and the greater community. That perspective continues to inform her leadership, particularly in how she approaches growth, innovation, and resource alignment.

Dr. Cautin holds a doctorate and master's degree in clinical psychology from Case Western Reserve College and completed a postdoctoral fellowship at Columbia College. She earned her bachelor's degree, magna cum laude with distinction, in psychology and philosophy from the College of Delaware, and has completed executive leadership programs at the Harvard Graduate School of Education.

She is a Fellow of the American Psychological Association and the Eastern Psychological Association and has been widely recognized for her contributions to scholarship and teaching. Her professional work reflects both depth in her discipline and a broader engagement with the evolving landscape of higher education. Return to Profile.