



DARTMOUTH

Chief Financial and Administrative Officer
Thayer School of Engineering, Dartmouth College
Hanover, New Hampshire

THE SEARCH

The Thayer School of Engineering at Dartmouth College seeks a strategic, collaborative, and forward-thinking leader to serve as its next Chief Financial and Administrative Officer (CFAO). Reporting directly to Dean Douglas Van Citters, the CFAO serves as the school's senior administrative and business officer, providing leadership across administration, finance, human resources, facilities, information technology, institutional research, and research administration. As a trusted advisor to the Dean, senior leadership team, and Board of Advisors, the CFAO will be responsible for advancing Thayer's strategic priorities through sound financial stewardship, operational excellence, and thoughtful investment in the people, infrastructure, and systems that support the school's academic and research mission.

The CFAO joins Thayer at an exciting moment in the school's evolution following a period of expansion. One of the nation's oldest engineering schools, Thayer combines a distinctive liberal arts foundation with a portfolio of undergraduate, graduate, and doctoral programs. The school is entering a new phase of strategic planning under Dean Van Citters while continuing to expand its impact in areas such as artificial intelligence, digital health, biomedical engineering, energy systems, advanced materials, entrepreneurship, and climate resilience. The next CFAO will play a central role in helping the school translate these ambitions into reality and ensuring Thayer is well-positioned for sustainable success in a dynamic higher education landscape.

With approximately 700 students, 85 core faculty members, and an annual operating budget exceeding \$110M, Thayer is a vibrant and highly collaborative academic community. Research and innovation are central to the school's identity, with faculty and students engaged in groundbreaking work across engineering disciplines and a strong culture of entrepreneurship and technology commercialization.

The next CFAO will be a vital partner to academic and administrative leaders across both Thayer and Dartmouth. Leading a broad operational portfolio and a team spanning seven functional areas, the CFAO will foster a culture of collaboration, accountability, innovation, and service excellence. The successful candidate will bring sophisticated financial and operational expertise, a deep appreciation for the research and teaching mission of a premier university, and strong communication skills with a demonstrated ability to build strong relationships across a decentralized institution. Working closely with leaders throughout Dartmouth, the CFAO will serve as a strategic bridge between the school and the wider university community, helping to advance institutional priorities while ensuring that Thayer's distinctive needs and aspirations are effectively represented.

Dartmouth College has retained the national search firm Isaacson, Miller to assist in recruiting its next CFAO. Please direct all inquiries, nominations, and applications to Isaacson, Miller as indicated at the end of this document.

ABOUT DARTMOUTH

Founded in 1769, Dartmouth is a Carnegie-classified R1 research university defined by a comprehensive liberal arts education combined with focused graduate programs in medicine, business, the sciences, and engineering. A founding member of the Ivy League, Dartmouth is consistently ranked among the country's best research institutions. It educates 4,500 undergraduates and 2,300 graduate students across its five schools: the School of Arts and Sciences, the Geisel School of Medicine, the Guarini School of Graduate and Advanced Studies, the Thayer School of Engineering, and the Tuck School of Business. A member of the Association of American Universities (AAU), Dartmouth has forged a singular identity, combining its deep commitment to preeminent undergraduate liberal arts and graduate education with distinguished research and scholarship.

Dartmouth attracts faculty from around the world and ranks among the highest universities in the country in per capita research funding. There are over 1,000 faculty members across the institution, over 600 of whom are tenured or on the tenure track. Dartmouth provides a high-intensity research environment with world-class facilities and outstanding extramural support for scholarly activities for faculty and students. Dartmouth ranks second in the Ivy League and 23rd globally in the *Nature Innovation Index* for the long-term, real-world impact of its scholarly output, and Dartmouth researchers receive approximately \$200 million in external research funding annually. For FY25, Dartmouth forecasts a \$1.5 billion baseline in operating expenses, and the endowment stands at more than \$8 billion.

Dartmouth is home to just over 6,900 students, including undergraduates and graduates coming from across the United States and 57 countries throughout the world. Dartmouth's talented and devoted staff provide business continuity and expertise to the ongoing operations of the institution. Higher education professionals contribute to the overall mission through strategic leadership in their respective areas. Dartmouth currently employs 3,128 full-time and 251 part-time staff members.

STRATEGIC INITIATIVES

[Sian Leah Beilock](#) was elected the 19th President of Dartmouth and began her tenure on June 13, 2023. She is the first woman to serve in this role and previously served as the eighth president of Barnard College. At her inauguration, President Beilock shared her vision for Dartmouth, which was crafted following a listening tour with hundreds of faculty, students, staff, and alumni. That plan for the future focuses on leveraging distinctive aspects of Dartmouth where it can have an unparalleled impact on education and research, and how it can “drive impact faster and further than ever before.” The five areas outlined include:

- Innovation and Impact:** With over \$200 million in annual research expenditures and discoveries ranging from the birthplace of artificial intelligence to the coronavirus spike protein, Dartmouth students, alongside top academic researchers, are developing collaborative, high-impact solutions for real-world problems. Dartmouth is committed to advancing the scope, scale, and impact of its innovation, scholarly, and research activities.
- Health & Well-being Across the Dartmouth Community:** In October 2023, Dartmouth launched [Commitment to Care](#), a comprehensive strategic plan for student mental health and wellness, and announced the appointment of the institution’s first-ever [chief health and wellness officer](#). In July 2024, Beilock announced the creation of the role of [senior vice president for community and campus life](#). The President has also made it a major priority to increase housing, including through strategic purchases of real estate on [West Wheelock Street](#) that will expand student housing near the heart of campus.
- Diverse Lived Experiences and Free Expression:** In January 2024, Dartmouth launched [Dartmouth Dialogues](#), a wide-ranging series of initiatives and programming that facilitates conversations and builds skills among students, faculty, and staff, bridging political and personal divides. Among the programming is a three-year, first-of-its-kind collaboration with the [StoryCorps One Small Step program](#).
- Environmentally Responsible Campus and Planet:** In April 2024, Dartmouth made the largest investment in sustainability in Dartmouth’s history—\$500 million to reduce campus carbon emissions by 100% by 2050. The investment is part of the [Dartmouth Climate Collaborative](#), which includes the [Climate Futures Initiative](#), an effort to capitalize on Dartmouth’s strengths to drive climate scholarship and solutions.
- Center Dartmouth for Life:** Alumni-driven philanthropy is an institutional strength, including a recent [transformative \\$150 million bequest](#) and [the largest gift dedicated to the arts in Dartmouth’s history](#). Dartmouth is building on its deep connections within its community and recently announced a search for an executive director to lead the creation of a new [Dartmouth Center for Career Design](#) that will be oriented toward serving students and alumni throughout their careers.

THAYER SCHOOL OF ENGINEERING

Founded in 1867 as the nation's first professional school of engineering, Thayer combines rigorous technical education with Dartmouth's broad-based approach to learning. Engineering program areas include Biological/Chemical Engineering, Biomedical Engineering, Electrical/Computer Engineering, Energy Engineering, Materials Science Engineering, and Mechanical/Operations/Systems Engineering. Approximately 80 percent of Dartmouth undergraduates take at least one engineering or computer science course.

Academic offerings at Thayer span undergraduate, master's, and doctoral education, including the Bachelor of Arts (AB) with an engineering major, the accredited Bachelor of Engineering (BE), a Partner School Dual-Degree Program, Master of Engineering (MEng), Master of Engineering Management (MEM), Master of Science (MS), and PhD programs.

For 2025-26, Dartmouth Engineering enrolled approximately 700 students, including 269 AB/BE students, 111 MEng students, 119 MEM students, 6 MS students, and 190 PhD students. The school is supported by 85 core faculty members and more than 50 adjunct, visiting, and lecturer appointments, fostering a highly collaborative and interdisciplinary educational environment. As part of Dartmouth College, Thayer benefits from close partnerships with peers across the institution, including the Geisel School of Medicine and the Tuck School of Business, creating unique opportunities for interdisciplinary education, research, and innovation.

Research and innovation are central to the Thayer School's mission. Faculty and students work across areas including biomedical engineering, energy systems, climate resilience, advanced materials, entrepreneurship, artificial intelligence, and digital health. Notable initiatives include the [Dartmouth Innovation Accelerator for Engineering](#), which supports the commercialization of emerging technologies; the [Dartmouth Innovation Accelerator for Digital Health](#); and [research centers and laboratories](#) focused on medical imaging, bioengineering, sustainable energy, and climate adaptation. The school is also known for its entrepreneurial culture, with more than half of its tenure-track faculty having founded startup companies and over 65 percent holding patents. Thayer is ranked 4th among top universities for venture capital-backed alumni startups per capita.

Thayer's strategic priorities emphasize translating research into societal impact, expanding research activity and sponsored funding, strengthening infrastructure for innovation, and preparing engineers to lead in complex, mission-driven environments. This emphasis on interdisciplinary collaboration, technological innovation, and real-world problem solving has made Thayer a national leader in engineering education and research.

Leadership

Dr. Douglas Van Citters serves as the 14th dean of the Thayer School of Engineering at Dartmouth, a role he assumed on July 1, 2026, following 18 months as interim dean. A Dartmouth alumnus who earned his

AB, BE, MS, and PhD in engineering sciences from the institution, Van Citters joined the faculty in 2007 and has held several leadership positions, including Associate Dean for Undergraduate Education. A biomedical engineer and musculoskeletal scientist, his research focuses on biomaterials, biomechanics, artificial joints, and medical device design through the Dartmouth Biomedical Engineering Center for orthopedics (DBEC), which houses one of the world's largest collections of retrieved orthopedic implants. As dean, Dr. Van Citters has championed Dartmouth Engineering's human-centered approach to innovation, expanding academic offerings in artificial intelligence, advancing major research infrastructure investments such as the [West End Fabrication Facility](#), and strengthening financial support for engineering students. Widely recognized for both his scholarship and teaching, he has received Dartmouth's Woodhouse Excellence in Teaching Award and the Outstanding Service Award for Faculty.

Finances

Thayer School of Engineering operates with an annual balanced budget of more than \$110M and has a long history of careful financial stewardship, supported by diverse revenue streams that include tuition, sponsored research, philanthropy, and endowment support. As one of Dartmouth's professional schools, Thayer benefits from significant autonomy in a Responsibility Center Management model. Dartmouth is operating in a budget-conscious environment, and Thayer is navigating an evolving financial landscape shaped by changes in institutional funding models, research funding dynamics, and strategic priorities.

ROLE OF THE CFAO

The Chief Financial and Administrative Officer oversees 7-10 direct reports spanning seven functional areas and provides leadership for over 250 professional staff who support Thayer's educational, research, and administrative mission. Working closely with leaders across Dartmouth College, including finance, human resources, campus services, information technology, and the other schools, the CFAO serves as a critical connector between Thayer and the broader institution. The position requires an accomplished financial leader who can effectively represent the school's interests, build consensus across a decentralized environment, develop strong teams and operational systems, and guide strategic investments that support research excellence, innovation, and sustainable growth.

OPPORTUNITIES AND CHALLENGES

Partner with the Dean and senior leadership team to build a sustainable financial strategic vision for Thayer.

The next Chief Financial and Administrative Officer will join Thayer at a pivotal moment, helping to build on a period of significant progress while positioning the school for long-term success in an evolving higher education landscape. Serving as a trusted advisor to the Dean, senior leadership team, and Board of Advisors, the CFAO will join the initial phase of a new strategic planning process at Thayer, leading strategic financial planning, budgeting, forecasting, and resource allocation to advance Thayer's

academic and research mission. The role presents a unique opportunity to develop a more intentional, Thayer-specific financial model that aligns strategic priorities, enrollment growth, research activity, capital investments, and emerging revenue opportunities, while navigating changes in institutional funding models and a dynamic research environment. Through thoughtful stewardship, strategic insight, and data-informed decision-making, the CFAO will help shape institutional priorities and evaluate key investments.

Support Thayer's research enterprise.

As a leading engineering school with a significant and growing research portfolio, Thayer has an opportunity to further strengthen the infrastructure, financial strategies, and operational support that underpin its research enterprise. The CFAO will partner closely with faculty, research administration leaders, and school leadership to enhance long-range planning for research activity, strengthen the management of sponsored funding, optimize the use of indirect cost recovery, and ensure that research administration processes effectively support faculty success. The role will also evaluate investments in talent, infrastructure, and space that can attract and retain productive researchers and support continued increases in externally funded research. Balancing strategic investment with sound financial stewardship, the CFAO will play an essential role in advancing Thayer's research ambitions.

Strengthen the administrative infrastructure supporting Thayer's growth.

Thayer's academic and research activities have expanded more quickly than some of its administrative and financial systems. The new CFAO will have an opportunity to assess how work is organized across administrative units in Thayer and then introduce greater consistency, coordination, and efficiency. This will include streamlining processes and forms, enhancing clarity around roles and responsibilities, strengthening internal controls, and building scalable operating systems that empower the school to achieve its future aspirations while maintaining an efficient and user-friendly environment.

Lead and retain a broad and talented team.

The CFAO will lean into the experience and knowledge of a high-performing team, empowering staff while also remaining abreast of the needs and concerns of each division. The CFAO will provide leadership across seven functional areas whose teams support the full range of Thayer's operations. Staff are managing increased demands following a period of enrollment and faculty growth. The new leader will need to balance efficiency and accountability with staff development, workload sustainability, morale, and retention. The CFAO will work with their team to develop creative, efficient structures to support Thayer's momentum and maintain financial stability.

Serve as a strategic advocate and bridge between Thayer and Dartmouth.

The CFAO will serve as a critical connector between Thayer and the central Dartmouth constituents, advancing the school's priorities through strong partnerships across academic and administrative units.

Working closely with campus leaders, the CFAO will navigate complex issues related to shared services, space, technology, budgeting, and institutional resource allocation. The CFAO will play a key role in building trust, fostering transparency, and ensuring that Thayer's distinctive needs and aspirations are effectively represented in institutional decision-making. During a period of organizational evolution across Dartmouth, the CFAO will have the opportunity to build consensus, advocate for strategic investments, and help shape collaborative solutions that strengthen both Thayer and the wider institution.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will bring financial and business operations experience, preferably in a large, complex organization. It will be important that the incoming CFAO bring an understanding of and commitment to the mission of research and teaching in a premier university.

A bachelor's degree, preferably in Finance, Accounting, Business Management, Administration, or a related field, is required. A master's degree is strongly preferred.

- Proven record as a trusted advisor to senior leadership in a complex, mission-driven organization;
- Demonstrated expertise in budgeting, forecasting, internal controls, and capital-project finance;
- Experience managing a multi-million-dollar budget;
- Track record of delivering large-scale initiatives on time and on budget, with measurable impact on efficiency and effectiveness;
- Experience leading, coordinating, and developing diverse teams of staff with a commitment to inclusive leadership;
- Exceptional oral and written communication skills;
- Ability to translate complex data into clear, actionable information for varied audiences;
- Unquestioned personal and professional integrity; commitment to transparency and accountability.

Location

This is an on-site position with the CFAO living in the greater Hanover, NH region.

Dartmouth is known for its profound sense of place. Frequently ranked one of the most beautiful colleges in America, the Dartmouth campus offers mountain vistas, towering pines, and a tranquil setting in the deep green Upper Valley. The natural beauty of the campus is just one aspect of what gives Dartmouth's campus its vivid color and energy. Members of the Dartmouth community have access to unparalleled opportunities, through all four seasons, to explore the outdoors. Just steps away, the sophisticated college [town of Hanover](#) offers restaurants, shops, and a wide array of services. At the edge of campus, the renowned [Hopkins Center for the Arts](#), named by the National Endowment for the Arts as one of the nation's exemplary performing arts centers, integrates the Dartmouth community into downtown life.

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 for the search: <https://www.imsearch.com/open-searches/dartmouth-college-thayer-school-engineering/chief-financial-and-administrative>

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Dartmouth College is an equal opportunity employer under federal law. We prohibit discrimination on the basis of race, color, religion, sex, age, national origin, sexual orientation, gender identity or expression, disability, veteran status, marital status, or any other legally protected status. Applications are welcome from all.

Dartmouth is committed to accessibility for its community. If you are an applicant with a disability and would like to request a reasonable accommodation to aid in the job application and/or interview process, please email: ADA.Institutional.Diversity.and.Equity@Dartmouth.edu. In the subject line, please state application accommodations and include the job number or title. Someone from the ADA/504 Office will be in touch within 2 business days.

This document has been prepared based on the information provided by Dartmouth 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 Dartmouth College would supersede any conflicting information in this document.