CHAPMAN UNIVERSITY

Leadership Profile



EXECUTIVE VICE PRESIDENT AND CHIEF FINANCIAL OFFICER

This leadership profile is intended to provide information and assist individuals in assessing their interest in Chapman University and the position of the Executive Vice President and Chief Financial Officer.



The Search

Chapman University, a mid-sized, private research university with campuses in Orange and Irvine, California seeks a strategic, forward-looking, and collaborative leader to serve as its Executive Vice President and Chief Financial Officer (EVP/CFO). Reporting directly to the President, the EVP/CFO will serve as a key member of Chapman's executive leadership team and Senior Staff.

The EVP/CFO will join Chapman at a compelling moment of financial strength and institutional momentum. Under President Matt Parlow, a newly configured Senior Staff is taking shape with a shared commitment to collaboration, student success, academic excellence, and preserving the personalized experience and distinctive sense of place that define Chapman. A history of disciplined financial stewardship, thoughtful long-range planning, and close alignment between university leadership and the Board of Trustees has positioned the university well for the future. Supported by an endowment exceeding $1 billion, one of the fastest-growing in the nation and with approximately two-thirds dedicated to student scholarships, Chapman continues to fulfill its mission of providing an education of distinction that prepares students for inquiring, ethical, and productive lives as global citizens.

Over the past several decades, Chapman has experienced unprecedented growth and academic achievement, guided by a series of ambitious five-year strategic plans and the support of the Chapman community. Within the span of a few years, the university moved from regional to national rankings, achieved R2 research activity status and, in September 2026, entered *U.S. News & World Report*'s Top 100 national universities list. A cornerstone of the current strategic plan is *Inspire: The Campaign for Chapman University (Inspire)*, a $500 million comprehensive fundraising effort. With more than $485 million raised ahead of schedule, the campaign is already reshaping campus life and expanding opportunities for students across all disciplines.

As one of Chapman's senior-most leaders, the EVP/CFO will have a meaningful opportunity to help shape the university's next chapter. Working closely with the President, the executive leadership team and Senior Staff, and the Board of Trustees, the EVP/CFO will play a central role in providing short- and long-term planning and bringing innovation, vision, and strategy to achieve the institution's strategic goals. Overseeing the university's financial and facilities units, the EVP/CFO will provide leadership across financial performance and operations, investments, campus planning and facilities, capital projects, and auxiliaries. This is a unique opportunity to help drive strategy collaboratively at a thriving, ambitious institution deeply committed to its students.

The successful candidate will be a trusted strategic partner to the President and executive leadership team, bringing broad financial expertise and a deep appreciation for the institutional culture and disciplined approach that have contributed to Chapman's success. The EVP/CFO will build upon the university's established philosophy of financial optimization, ensuring that resources are thoughtfully deployed to advance institutional priorities while preserving long-term financial strength, operational flexibility, and the distinctive Chapman experience.



About Chapman

Founded in 1861, Chapman combines the resources of a growing research institution with the scale and personalized experience of a mid-sized, student-centered university. Located in the heart of Orange County, California, Chapman enrolls nearly 10,000 undergraduate and graduate students. Students can choose from more than 100 areas of study offered through 11 schools and colleges, spanning the arts, business, education, health sciences, humanities, and professional disciplines. The university's picturesque Orange Campus is steps from restaurants, coffee shops, and boutiques, just 15 miles from the beach, 30 miles from the business and cultural centers of Los Angeles, and about 80 miles to scenic and bustling San Diego. The Rinker Health Science campus in nearby Irvine is home to the university's health science graduate programs and is strategically located in a hub of pharmaceutical and medical device industry.

Backed by a global alumni network of over 80,000 graduates, the university has experienced significant momentum in recent years, reflected in its strongest-ever *U.S. News & World Report* ranking in 2026, making it one of the fastest-rising institutions in the country.

Classified by the Carnegie Foundation as an R2 institution with high research activity, Chapman embraces an interdisciplinary and highly personalized approach to teaching, learning, scholarship, and research. The university emphasizes experiential learning, providing students with opportunities to work directly with distinguished faculty, including Nobel Prize winners, MacArthur Fellows, published authors, National Medal of Science recipients, and Academy Award winners. Chapman has produced a Rhodes Scholar, been recognized as a top producer of Fulbright Scholars, and hosts a chapter of Phi Beta Kappa, the nation's oldest and most prestigious academic honor society.

Chapman's students learn in a close-knit, student-focused community, where faculty and staff members know students by name, often referred to as the Chapman Family. Chapman's academic and co-curricular experiences are intentionally connected and support this vibrant community of scholarship, leadership, and student involvement.

A 12:1 student-to-faculty ratio and small, discussion-based classes foster close faculty engagement, while a three-year residency requirement, more than 200 student organizations, and 23 NCAA Division III athletic teams contribute to a vibrant campus experience. Students also benefit from state-of-the-art facilities, including the Keck Center for Science and Engineering and the Rinker Health Science Campus, with its advanced laboratory and research spaces.

Visit **chapman.edu** to explore the university, its history, and culture.

More information about the executive leadership team is available in the Appendix.



Role of the EVP/CFO

Reporting directly to President Matt Parlow, the Executive Vice President and Chief Financial Officer will provide strategic financial and facilities leadership in support of Chapman University's mission and priorities on both the Orange and Rinker (Irvine) campuses. As a key member of the executive leadership team and Senior Staff, the EVP/CFO will partner closely with the President and university leaders and provide oversight of financial operations, budget planning, investments, campus planning and facilities, capital projects, and auxiliaries. The EVP/CFO will lead short- and long-term planning and advance best practices across financial and facilities operations.

The EVP/CFO will oversee seven direct reports, including the Vice President for Finance and Budget, Chief Investment Officer, Vice President for Finance/ Controller, Vice President of Campus Planning and Design, Vice President for Facilities Management, and Contract Department Heads for Chapman's bookstore, dining, and cleaning partners.

In addition to working closely with the President, the EVP/CFO will provide financial insight and counsel to the Senior Staff, members of the Board of Trustees, the Faculty Senate, and other university constituencies as appropriate. The EVP/ CFO will also support relevant committees of the Board of Trustees, including Finance, Real Estate, Audit, and Investments.

Key Opportunities & Challenges for the EVP/CFO

PROVIDE STRATEGIC LEADERSHIP THAT BUILDS ON CHAPMAN'S FINANCIAL STRENGTH TO ADVANCE ITS POSITION

- Serve as a trusted advisor to the President, the executive leadership team and Senior Staff, and the Board of Trustees, bringing financial expertise, sound judgment, and a collaborative approach to institutional decision-making, and providing timely information and analysis to support institutional momentum.
- Partner with university leadership to identify opportunities for responsible revenue growth, operational efficiencies, and strategic investments that strengthen the university's financial position and provide resources to advance academic excellence, student success, and institutional priorities.
- Align resources to support and actualize Chapman's vision and strategic goals.
- Provide disciplined stewardship of resources while evolving processes, systems, workflows, and organizational structures for greater effectiveness.
- Leverage technology and best practices to provide timely, accessible, and useful financial information, including meaningful dashboards.

PROVIDE FINANCIAL MODELING AND PLANNING TO INFORM CHAPMAN'S NEXT CHAPTER

- Establish and continue to mature sophisticated, reliable financial modeling as a core strategic capability, enabling university leaders and the Board to evaluate opportunities over a five- to ten-year horizon with confidence.
- Look beyond current financial performance to help define future success, the resources required, and the implications of different options for achieving institutional priorities and long-term impact.

STEWARD CHAPMAN'S RESOURCES IN SUPPORT OF ITS MISSION AND DISTINCTIVE STUDENT EXPERIENCE

- Provide recommendations for key institutional investments in facilities, auxiliaries, and campus services that strengthen the student experience and the vitality of Chapman's campuses.
- Identify opportunities, thoughtfully challenge assumptions, and advance institutional priorities with an entrepreneurial and solutions-oriented approach, while maintaining financial discipline.

INSPIRE AND DEVELOP HIGH-PERFORMING TEAMS

- Leverage the institutional knowledge and experience of the current teams while deepening capacity for forward-looking analysis and planning to achieve institutional priorities.
- Foster a culture of accountability, collaboration, service, and strategic financial and facilities stewardship for service excellence with campus partners, including faculty, staff, and external partners.
- Lead and empower experienced functional experts while maintaining a comprehensive understanding of the opportunities, risks, and interdependencies across the EVP/CFO's portfolio.

Qualifications & Characteristics

The successful EVP/CFO candidate will bring many of these professional qualifications, skills, experiences, and personal qualities.

- Baccalaureate degree required; MBA or other relevant advanced degree preferred.
- Seasoned financial leadership experience in a complex higher education environment or similarly complex, mission-driven organization, with demonstrated success leading, developing, and empowering high-performing teams.
- Demonstrated ability to establish credibility and build trusted relationships across a complex institution.
- Strong financial acumen and significant experience in budgeting and resource allocation, long-range financial planning and modeling, investments, capital planning, and operational improvement.
- Demonstrated ability to assess risk, evaluate alternatives, and bring sound financial judgment to complex institutional decisions.
- Broad understanding of related functions in higher education or similarly complex settings, including campus planning and design, facilities, real estate, and auxiliary operations.
- Exceptional communication, judgment, integrity, and interpersonal skills, with the confidence to offer an independent perspective and constructively challenge assumptions when appropriate.
- The intellectual curiosity and organizational dexterity to understand Chapman's culture, recognize what is working well, and identify opportunities for thoughtful evolution.
- Experience leveraging technology and data to strengthen financial processes, reporting, and organizational effectiveness.
- A collaborative, forward-looking mindset, with the ability to distinguish between promising ideas and opportunities that best advance Chapman's mission, priorities, and long-term interests, knowing when to think boldly while bringing financial rigor and thoughtful assessment of risk.



Location & Compensation

Located in Orange, in the heart of Southern California's Orange County, Chapman University benefits from a setting that combines a distinctive small-town feel with access to one of the nation's most dynamic metropolitan regions. Orange is a city of approximately 138,000 residents situated about 32 miles southeast of Los Angeles. Old Towne Orange Historic District, commonly known as the Orange Circle, is located just steps from campus and serves as the city's walkable downtown. The Orange Circle is centered around historic Plaza Park and surrounded by cafés, restaurants, boutiques, and community events. The district spans roughly one square mile and is the largest historic district listed on the National Register of Historic Places in California, with the state's second-largest concentration of historic buildings dating to the late nineteenth and early twentieth centuries.

Beyond the immediate neighborhood, Chapman is very accessible to Southern California's defining attractions, such as the beaches of Newport, Huntington, and Laguna, which are roughly 20 minutes away. Other major destinations, such as Disneyland and Angel Stadium, are about 10 minutes from the Orange campus. With approximately 277 sunny days a year, annual average daytime temperatures in the mid-70s, and convenient access to Los Angeles, San Diego, Palm Springs, and mountain communities such as Big Bear Lake, Orange County offers an appealing quality of life and a vibrant regional setting that makes Chapman an attractive place to live and work.

Compensation will be commensurate with experience, with an anticipated salary range of approximately $450,000 to $600,000.



Applications, Inquiries, & Nominations

Chapman University has retained Isaacson, Miller, a national executive search firm, to assist in this recruitment.

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and resumes/CVs with cover letters should be sent via the Isaacson, Miller website: https://www.imsearch.com/open-searches/chapman-university/chief-financial-officer.

Lindsay Gold, Partner
Phuong Ta, Managing Associate
Julia Hochner, Managing Search Coordinator
Isaacson, Miller

Chapman University is an equal opportunity employer that provides equal employment opportunities to all individuals, regardless of their protected characteristics. All qualified applicants and employees are encouraged to apply and will receive consideration for employment without regard to race, color, religion, age, sex, sexual orientation, gender identity, gender expression, national origin, ancestry, citizenship status, physical disability, mental disability, medical condition, military and veteran status, marital status, pregnancy, genetic information or any other characteristic protected by state or federal law.

Appendix-Leadership



Matt Parlow has served as Chapman University's 14th president since September 2025 and holds the Donald Bren Presidential Chair in Law. Over his 13 years at Chapman, Parlow has played a pivotal role in propelling the institution toward national prominence as both an administrator and a scholar. As Executive Vice President, Chief Advancement Officer (EVP/CAO), and Parker S. Kennedy Chair in Law, he drove transformational growth while leading the historic fundraising initiative Inspire: The Campaign for Chapman University. This campaign seeks to raise $500 million by 2028, supporting growth of the university's endowment to $2 billion by 2038. Under his leadership, Chapman surpassed $400 million—well ahead of schedule—providing resources that strengthen academic excellence, support student success, and deepen community engagement.

An innovative leader with a strong sense of community, Parlow brings an ambitious vision for Chapman's future. Under his direction, the university is poised to reach new academic heights by fostering expansive interdisciplinary collaborations that push the boundaries of knowledge and innovation, while preparing students for success in a rapidly evolving workforce.

Deeply committed to the student experience, he promotes robust engagement between students, faculty, and the broader community, ensuring Chapman continues to provide the distinctive, hands-on learning opportunities that set the university apart.

As the need for civil discourse grows nationwide, Parlow is also dedicated to making Chapman a place where challenging conversations are embraced and free expression is protected. This commitment to free speech, academic excellence, and community is emblematic of Parlow's strong belief in the power of education as a force for good.

Before serving as EVP/CAO, Parlow was the Dean and Donald P. Kennedy Chair in Law at the Dale E. Fowler School of Law. As the school's second longest-serving dean, he achieved financial stability, welcomed some of the strongest incoming classes in its history, and oversaw three consecutive years of record graduate employment. His leadership elevated the school's *U.S. News & World Report* ranking by more than 20 spots, while his fundraising established new professorships and expanded key curricular areas that foster innovation and student achievement.

Parlow's career in higher education also includes serving as Associate Dean for Academic Affairs and Professor of Law at Marquette University Law School, where he taught Property, Land Use, and Professional Sports Law (with Major League Baseball Commissioner Emeritus Bud Selig). He also taught in Chapman's Fowler School of Law from 2005 to 2008 and has twice been recognized as Professor of the Year, at Chapman and at Marquette.

Prior to his academic career, Parlow was an associate with the Los Angeles firm of Manatt, Phelps & Phillips, LLP and served as a law clerk for the Honorable Pamela Ann Rymer of the United States Court of Appeals for the Ninth Circuit. Parlow holds a J.D. from Yale Law School and a B.A., magna cum laude, in History from Loyola Marymount University.



Michael Ibba was appointed executive vice president, provost, and chief academic officer of Chapman University in October 2025. He earned his undergraduate degree in biochemistry from Imperial College London and completed his doctorate in microbial biochemistry at the University of Manchester. Following postdoctoral work in Switzerland at Novartis and ETH Zürich, and in the United States at Yale University, Dr. Ibba established his own research group at the University of Copenhagen before joining The Ohio State University in 2001. Over 19 years at Ohio State, he held key leadership roles, including chair of the department of microbiology, associate director of the Infectious Disease Institute, and co-director of an NIH-funded graduate training program.

In 2020, he came to Chapman University as dean of the Schmid College of Science and Technology, a position he held until 2025. An internationally recognized scholar, Dr. Ibba has published more than 200 research articles, secured over $15 million in extramural funding, and served as editor for leading scientific journals. His honors include the Distinguished Scholar Award at Ohio State and election as a fellow of both the American Academy of Microbiology and the American Association for the Advancement of Science. He has also chaired the National Science Foundation's Federal Advisory Committee for Biological Sciences and currently leads the American Society for Microbiology Committee on Graduate and Postdoctoral Education. As provost, Dr. Ibba brings a distinguished record of research, teaching, and leadership, guiding Chapman's academic mission with a focus on interdisciplinary excellence, innovation, and student success.



Jessica Berger serves as the Executive Vice President and Chief Advancement Officer at Chapman University, where she oversees all fundraising and development, alumni relations, and the university's $500 million Inspire comprehensive campaign, among other duties. She works closely with university leadership and the Governing Boards to advance institutional priorities, strengthen philanthropic partnerships, and expand opportunities for students. Since joining Chapman in August 2025, she has helped lead the university through a historic period of philanthropic momentum. Under her leadership, Chapman achieved its most successful fundraising year in university history, raising $72.4 million in fiscal year 2025-26.

Jessica joined Chapman from California State University, San Marcos (CSUSM), where she was Vice President of University Advancement and Executive Director of the Foundation. She partnered closely with university leadership, board directors, donors, and community members to achieve record-breaking philanthropic results, including preparing the launch of CSUSM's largest-ever comprehensive campaign totaling $200 million.

Jessica came to CSUSM from Harvey Mudd College, where she served as Assistant Vice President for Development and oversaw all development-related activity in the Office of College Advancement. Prior to HMC, Jessica oversaw the annual giving program at Polytechnic School and managed alumni, parent and trustee volunteer fundraising activity, and donor-related events during a major comprehensive campaign.

Jessica received a B.A. in Psychology from Wittenberg University and a M.S.W. from Cleveland State University.



Amy Rogan-Mehta is the Executive Vice President and the Chief of Staff at Chapman University. She is a seasoned higher education leader with a background in administration, fundraising, and the law. In her role, Amy serves as a chief advisor to the President and oversees a broad portfolio of units that contribute to Chapman's strategic direction, student experience, and external visibility. These areas include Athletics, Career and Professional Development, Enrollment Management, Enterprise Risk and Safety, the Hilbert Museum of California Art, Human Resources, Information Systems & Technology, Institutional Compliance, Marketing and Public Affairs, and Student Affairs.

In addition, Amy facilitates collaboration and alignment across Chapman's schools and departments to achieve institutional vision and goals; helps to lead board relations with the Board of Trustees, Board of Governors, and the President's Cabinet; and serves as a liaison to various committees of the Board of Trustees.

Throughout her career, Amy has led her teams to unprecedented success. As Senior Vice President of University Advancement at Chapman, she helped the division reach new heights, including recruiting a record number of employers to interview students for jobs in back-to-back years, engaging a record number of alumni with Chapman, and consistently closing each year under budget. In addition, Amy has played an instrumental role in raising more than $400 million toward Chapman's $500 million comprehensive campaign goal.

Before joining University Advancement, Amy served as Associate Dean for Administration at Chapman's Dale E. Fowler School of Law, where she supervised the entire administration, including student affairs, career services, operations, admissions, marketing, and events. Prior to joining Chapman, Amy served as Associate Dean for Student Development at Marquette University Law School. Amy is a licensed attorney and previously practiced at the Milwaukee firm of Reinhart Boerner Van Deuren s.c. Earlier in her career, Amy worked as a social worker and therapist in health care and social service organizations.

Amy holds a Bachelor of Science in social work, cum laude, from Saint Catherine University, a Master of Science in social work from Columbia University, and a J.D. from Marquette University Law School, where she graduated first in her class.

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