Bryn Mawr College
Associate Vice President of Finance

Position Profile

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THE OPPORTUNITY

Bryn Mawr College, a world-renowned liberal arts institution near Philadelphia, known for its academic rigor, inclusive excellence, and commitment to empowering women, seeks an accomplished and strategic financial leader to serve as its new Associate Vice President for Finance (AVP for Finance). Reporting to the Vice President for Finance & Administration (VPFA), the AVP serves as a key member of the Finance and Administration senior leadership team. The AVP provides comprehensive leadership and direction for Bryn Mawr's financial operations, including budgeting, accounting, treasury, procurement, short term investments, and financial planning.

This is a pivotal moment for Bryn Mawr, as the College strengthens its long-term financial strategy and modernizes its administrative infrastructure. The AVP will play a central role in ensuring that the College's financial and procurement systems, policies, and practices are efficient, transparent, and aligned with institutional goals and strategic priorities. The College seeks a financial leader who is student-centered, committed to Bryn Mawr's mission and understands the value of higher education.

ABOUT BRYN MAWR

Since its founding in 1885, the College has maintained its character as a small, residential, liberal arts community that fosters close working relationships between faculty and students. Its distinctive academic model unites a superb liberal arts undergraduate college with distinguished graduate schools and a nationally ranked postbaccalaureate program. Part of the Seven Sisters network of women's colleges, Bryn Mawr was the first women's college to offer a Ph.D. in education in the U.S. Since 1931, graduate student enrollment has been co-educational and today embraces inclusivity as one of its core values. In both the undergraduate and graduate student experience, Bryn Mawr seeks to foster a thirst for knowledge, open inquiry, multiple perspectives, community engagement, and curricular innovation. It is an institution that serves curious and passionate students, a remarkably talented faculty and staff, and deeply devoted alums. Today, Bryn Mawr's undergraduate mission is to educate students to the highest standards of excellence to prepare them for lives of purpose.

Academics

Undergraduate students choose from among 37 majors, or may create an independent major. They choose from 800 courses each year and take advantage of A.B./ M.A. opportunities in several academic departments on campus, as well as a variety of dual- degree programs with the University of Pennsylvania, Boston University, and others. In addition to the full array of majors and minors, the undergraduate college has also developed an array of interdisciplinary programs including Data Science, Child and Family Studies, Gender and Sexuality Studies and Health Studies. The Graduate School of Arts and Sciences (GSAS) offers both M.A. and Ph.D. degrees, and the Graduate School of Social Work and Social Research (GSSWSR) enrolls students pursuing the M.S.S. and the Ph.D., along with the option of an M.S.S./M.P.H. joint degree with Thomas Jefferson University in Philadelphia. In addition, Bryn Mawr is well known for its postbaccalaureate pre-medical program. The average undergraduate course size is 14 and the student/faculty ratio is 8:1. The top five majors are: Psychology, English, Sociology, Mathematics, and Political Science. With a commitment to students inside and outside of the classroom, Bryn Mawr seeks to foster serious intellectual exploration for its graduates to pursue lives of purpose.

Cooperative Relationships with Haverford, Swarthmore and the University of Pennsylvania

A differentiator for Bryn Mawr is the extended and dynamic intellectual community provided through a longstanding bi-college consortium relationship with Haverford College located one mile away. The consortium fosters a robust exchange where in Spring 2023, 40% of Bryn Mawr students took at least one class at Haverford, and 47% of Haverford students cross-registered at Bryn Mawr. The two campuses are adjacent to each other and Bryn Mawr students may live and eat at Haverford if they wish. There are also collaborative academic relationships with Swarthmore College and the University of Pennsylvania. Beyond academic programs, there are many co-curricular activities that students at Bryn Mawr, Haverford and Swarthmore share and a shuttle runs among the three campuses which makes it easy for students to go back and forth.

The President

Wendy Cadge is the 10th president of Bryn Mawr College and a nationally renowned expert in contemporary American spirituality and religion. Cadge previously served as the dean of the Graduate School of Arts and Sciences at Brandeis University and served on the faculty at Bowdoin College from 2003-2006. She received her bachelor's degree with high honors and majors in Sociology and Anthropology, and Religion, from Swarthmore College, and her master's and Ph.D. from Princeton University.

At Brandeis, her achievements included centering the graduate student experience by rebuilding and expanding student professional development, collaborating to extend degree programs into new modalities, advancing the graduate school's anti-racism plan, and reconnecting current students and alumni to celebrate the school's 70th anniversary. She received the Thomas A. King Faculty Award from the Gender & Sexuality Center, the Dean of Art and Sciences Mentoring Award for Outstanding Teaching of Students in the Graduate School of Arts and Sciences, and the Michael Walzer '56 Award for Excellence in Teaching. She also served as the Senior Associate Dean for Strategic Initiatives, led the Division of Social Sciences, and chaired the Women's, Gender, and Sexuality Program.

The Vice President for Finance and Administration

Samir Datta was appointed Vice President for Finance and Administration effective March 2025. In addition to overseeing the new AVP of finance, he is responsible for the following offices: Human Resources; Facilities Services, Campus Sustainability, Risk Management; as well as administrative services, including conferences and events, dining services, environmental health and safety, transportation, the book shop, day care, and the post office.

Before coming to Bryn Mawr, Samir was the Vice President for Finance & Administration/Chief Financial & Administrative Officer at Lawrence University in Appleton, Wisconsin. His prior experience includes Finance roles at the State of Wisconsin Investment Board, TruStage, Target, and Capital One. Samir grew up in India and earned a B.Com (Accounting) from Lucknow University and an M.M.S. (Finance) from Mumbai University. After working in Finance roles in India and Hong Kong, Samir moved to the United States and earned his M.B.A (Finance) from Kelley School of Business at Indiana University, Bloomington. Samir also holds a CFA charter.

Shared Governance

There is a strong tradition and system of shared governance at Bryn Mawr. The College has a Board of Trustees which currently has 30 members and 2 special representatives to the Board. There is a Faculty Senate, a Staff Association and a Student Government Association. There is a budget committee composed of administrators, faculty, staff and students which give guidance to the Senior Staff during the annual budget process.

Admissions, Enrollment and Financial Aid

Today, Bryn Mawr enrolls about 1700 students, including about 1400 undergraduates and 300 graduate students. In fall 2024, Bryn Mawr had 4094 applicants for the class of 2028; it admitted 29% and enrolled 380 or 32% of admitted applicants. Undergraduates came from 37 states and 23 foreign countries; 13% are first generation college and 20% received Pell grants.

The College charged $69,220 in tuition and fees and $20,370 in room and board in fall 2025. Currently, 78% of Bryn Mawr students receive some form of financial aid, with an average award of more than $67,000 for need-eligible students. More than $46 million in financial aid was awarded by the College last year. Beginning in fall 2026, Bryn Mawr will be tuition free for U.S. undergraduates from families with annual incomes under $175,000.

Student Life and Student Outcomes

Every student is a member of the Bryn Mawr College Self-Government Association (SGA), a model of governance in which every student is empowered to make change. When SGA was formed in 1892, the College became the first to give students responsibility for both enforcing rules of behavior for themselves and for deciding what those rules should be. It was considered a radical experiment at the time and remains a distinctive part of the Bryn Mawr experience today. Students adhere to the Honor Code which helps students shape ethical commitment inside and outside the classroom. The Honor Code is described by many alums as a lifelong touchstone for professional and personal integrity.

Bryn Mawr supports a wide range of student activities. There are a large variety of student clubs and students are encouraged to start new clubs if there is not one that compliments their interests. Students compete on 12 NCAA Division III athletic teams.

Bryn Mawr's educational foundation prepares students for successful endeavors during and after college. The College has a first-year retention rate of 92% and a six-year graduation rate of 82%. Within one year of graduation, 98% of undergraduate students are employed or engaged in graduate study, fellowships, or other professional opportunities. Indeed, Bryn Mawr was a top producer of Fulbright Scholars for 2022-23, and in the past three years, students have been awarded two Goldwater Scholarships in STEM, eight Boren Fellowships, five Watson Fellowships, a first-time Gaither Fellowship, six Gilman Scholarships, and a Critical Language Scholarship. Outside the classroom, students engage in over 100 clubs and organizations.

The Faculty: Scholars, Teachers, Collaborators, Mentors

Bryn Mawr faculty members are global leaders in their respective fields as well as teachers dedicated to cultivating an intellectually stimulating and joyful learning environment for students. Relatedly, faculty are engaged in collaborative work that traverses across disciplines and are committed to the wellbeing of students and the broader college community. Undergraduate and graduate students are taught by 202 faculty, 172 full-time and 30 part-time. The academic and administrative units have 496 full-time equivalent non-faculty staff. Faculty are prolific in their research endeavors, with Bryn Mawr ranking #3 among liberal arts colleges for research expenditures and #2 in research by *Washington Monthly* magazine in 2023. Bryn Mawr

manages an award portfolio of more than 40 active grants on average with a current total value in excess of $10 M. Average externally sponsored grant expenditures for research and scholarship are $1.5 million per year.

Funded originally by a grant from The Andrew W. Mellon Foundation and now supported jointly by Bryn Mawr and Haverford Colleges, The Teaching and Learning Institute (TLI) provides forums for the exploration of classroom practice and continued development of faculty. The TLI embraces a unique partnership model of faculty and student academic development.

Finances, Endowment and Sustainability

Bryn Mawr boasts a strong financial foundation and positive operating results for many years. This financial performance has enabled significant investment in facilities and annual reinvestment to maintain the iconic campus. Bryn Mawr's financial strength is reflected in a strong balance sheet: as of May 31, 2025, the College had cash and investments of over $1.7 billion, $1.3 billion of which represents the College's endowment. The College also in-housed its investment management function in 2020 and has an in-house staff that stewards the capital. The annual operating budget is approximately $150 million. The College has $107M in long-term debt most of it at fixed rates ranging from 3.0% to 5% maturing between 2029 and 2049.

The Campus and Its Facilities

Situated on 135 acres of rolling hills, Bryn Mawr's campus of pioneering American Collegiate Gothic architecture and natural beauty is widely considered one of the most beautiful in the country. The College has 46 buildings and 1.3M gross square feet of space. Many of the buildings are over 100 years old and have historical designations. It has recently completed the Student Life and Wellness Building ($17.5M) and the College expects to complete the renovation of the Park Science Building ($47.7M) in 2025. The campus must navigate township and local building restrictions when making campus improvements and needs to creatively maximize its utilization of space as the campus is land-locked.

While the last 10 years have seen robust improvement to the campus, the College has simultaneously maintained and accelerated its commitment to sustainability. As of 2022, the college achieved a 55% net reduction in measurable emissions from carbon sources since 2008 and is well on its way to achieving carbon neutrality by 2035.

The Location

Bryn Mawr, one of the most desirable and picturesque suburbs of Philadelphia, is situated along the prestigious Main Line, a light rail that links it to bustling Philadelphia. With a convenient 20- to 30-minute commute to downtown Philadelphia by car or regional rail, Bryn Mawr, PA, offers an ideal blend of historic charm, modern amenities, and serene suburban living making it a perfect choice for those who want the vibrancy of city life while enjoying the tranquility of suburban living.

Bryn Mawr is part of the highly regarded Lower Merion School District, consistently ranked as one of the top public school districts in Pennsylvania and the nation. It is rich in history; the Declaration of Independence and the Constitution were signed in this city. It is known as the home of the Liberty Bell, Independence Hall and many outstanding museums and restaurants.

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THE ROLE

The Associate Vice President for Finance will provide strategic and operational leadership for a broad portfolio that includes the College's financial planning and budgeting, accounting, procurement, cash and debt management, investments, endowment operations, real estate, and grants and trust administration.

The AVP will also lead the change management for a new enterprise resource planning (ERP) system transition to Workday, guiding the campus through a transformational upgrade in financial management, procurement, and reporting system. In partnership with the VPFA, the AVP will be responsible for developing multi-year financial plans and forecasting models that strengthen the College's ability to steward resources effectively and plan strategically for the future. The AVP will also engage regularly with trustees, campus partners, and external stakeholders, communicating complex financial information with clarity and credibility.
With two direct reports (Controller & Budget Manager) and a total team of 14, the AVP will oversee a talented and dedicated team, fostering an environment characterized by collaboration, service excellence, and continuous improvement.

KEY RESPONSIBILITIES

- Provide leadership and strategic direction for all aspects of financial management, including accounting, budgeting, procurement, treasury, and compliance.
- Oversee the Procurement Office, ensuring transparent, equitable, and cost-effective purchasing processes that advance sustainability and supplier diversity.
- Lead the implementation of the Workday ERP system for financial management and procurement, ensuring successful adoption, training, and integration of new processes.
- Partner with the VPFA and senior leadership to develop long-term financial strategies, forecasting models, and resource allocations aligned with the College's mission and goals.
- Manage the College's treasury operations, including cash flow & debt, and liaise with financial advisors, banking partners and the College's investment office.
- Oversee the preparation of audited financial statements and regulatory filings, ensuring adherence to accounting standards and institutional policies.
- Partner with the VPFA to provide transparent communication of financial performance and strategy to the Board of Trustees and other key stakeholders.
- Lead, mentor, and develop a high-performing finance team dedicated to innovation, accountability, and professional growth.
- Collaborate across divisions to strengthen financial literacy, improve business processes, and support campus-wide understanding of financial policies and procedures.

OPPORTUNITIES AND CHALLENGES

- Lead a Transformative ERP Implementation

  Bryn Mawr is undertaking a major ERP system transition to Workday, a cornerstone initiative that will modernize the College's financial, procurement, and reporting systems. The AVP will guide this transformation, serving as a champion for organizational change and a trusted resource for colleagues across campus.

- Advance Strategic Financial Planning

  The AVP will strengthen Bryn Mawr's financial forecasting, scenario planning, and analytics capabilities. Working closely with the VPFA, the AVP will ensure that long-range financial models inform key decisions about enrollment, capital projects, and strategic investments.

- Modernize Procurement and Resource Stewardship

  The AVP will lead efforts to centralize and modernize procurement operations, streamline purchasing processes, and promote sustainability and supplier diversity. These improvements will enhance both operational efficiency and financial accountability.

- Foster Collaboration and Transparency

  The AVP will serve as a bridge across departments, translating financial information into actionable insights and fostering trust through open communication.

- Lead and Support a Skilled Team

  The AVP will inspire, coach, and empower the finance team to embrace innovation and develop new capabilities for a modern financial enterprise.

QUALIFICATIONS AND EXPERIENCE

- Bachelor's degree required; CPA and/or master's degree in business, finance, or a related field strongly preferred
- At least eight years experience in financial management, accounting, treasury, or procurement operations with at least five years in a supervisory/leadership role with some or all of the experience in higher education.
- Proven ability to lead teams through organizational and systems change, including experience with Workday.
- Strong analytical, strategic, and problem-solving skills; ability to balance long-term planning with immediate operational needs.
- Excellent communication and interpersonal skills, with the ability to convey complex financial information to diverse audiences.
- Demonstrated success developing or modernizing procurement and contracting functions.
- Deep commitment to diversity, equity, and inclusion and to fostering an inclusive culture within administrative operations.
- Integrity, emotional intelligence, and the ability to lead, motivate, and act with humility and respect.
- Successful completion of satisfactory background checks required.

NOMINATION AND APPLICATION PROCESS

Nominations and applications are invited for this position. Review of applications will begin immediately, and candidate material received by January 6th will be assured full consideration although recruitment will continue until an appointment is announced. Applications (including a cover letter and resume) must be uploaded to: http://lapovsky.hiringthing.com. Lapovsky Consulting is assisting Bryn Mawr College in this search. For nominations, questions, or additional information, please contact:

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Bryn Mawr College is an equal opportunity employer. Applications are considered without regard to race, color, religion, national origin.