

A photograph of a large, multi-story brick building with a prominent central tower, likely a church or university building. The building is surrounded by trees with vibrant autumn foliage in shades of yellow, orange, and red. The sky is clear and blue. In the foreground, there is a green lawn with scattered fallen leaves.

Presidential Search Profile



NAZARETH UNIVERSITY

President

Profile of the Institution and Position

The Board of Trustees at Nazareth University seeks a visionary, mission-focused, results oriented leader to serve as the institution's 11th president. The ideal candidate will model Nazareth's values, provide dynamic leadership, and establish strong working relationships with key constituent groups both internally and externally. The next president will collaboratively build and articulate a comprehensive unifying vision to meet the challenges the University and higher education face in the 21st century. The successful candidate will succeed Dr. Beth Paul, who will step down following six years of service.

NAZARETH UNIVERSITY: AN OVERVIEW



For over 100 years, since its founding in 1924 by the Sisters of Saint Joseph, Nazareth University has upheld a bold commitment to action, empathy, equity, and innovation for the betterment of society. Affectionately known as Naz, the university is dedicated to developing the whole person through a student-centered approach that seamlessly integrates nationally recognized academic programs, liberal arts values, and practical career preparation. Over the decades, Nazareth has evolved from its origins as a Roman Catholic women's college, awarding its first bachelor's degrees in 1928 and expanding to graduate programs in the 1950s, into a vibrant independent secular co-educational institution.

In 1973, Nazareth transitioned to a lay board of trustees, establishing it as an independent institution dedicated to preserving its founding vision while continually adapting to the changing needs of society. Most recently, in June 2023, Nazareth transitioned from Nazareth College to Nazareth University, symbolizing growth and ambition as it enters its second century. Throughout its history, Nazareth has exemplified resilience, responsiveness, and a steadfast dedication to service, positioning itself to foster success, leadership, and positive change for generations to come.



Rankings & Recognition

- Among the country's **best institutions for undergraduate education** — *Princeton Review's Best 390 Colleges*, 2025 Edition
- **A 2025 Hidden Gem** — *College Raptor*
- **America's Best Colleges** — *Money Magazine 2024*, based on graduation rates, cost of attendance, alumni salaries, and more.
- **Ranked nationally** on the 2025 Best Colleges in the U.S. — *Wall Street Journal/College Pulse*
- A **Best Value** School, among the **Best Regional Universities** (North), among the highest ranked **for veterans**, and a top performer for helping economically disadvantaged students earn degrees. — *U.S. News & World Report 2025 Best Colleges*
- **Best Master's Universities**, based on contributions to social mobility, research, and public service, and **Best Bang for the Buck — Northeast** for helping non-wealthy students attain marketable degrees at affordable prices. — *Washington Monthly 2024*
- **World Best Value for international students** wanting to study abroad — *Study Abroad Aide 2024*, based on affordability and academic reputation.
- A 2023 **Best for Vets** College — *Military Times*
- #14 among the 2025 **Best Campuses** in New York state — *Niche*
- **#1 Most beautiful campus** in New York state — *TheTravel.com*

Distinct Educational Approach

Nazareth fosters integrated learning through both action and reflection, educating the whole person to develop intellectual competence, professional expertise, and strong moral, spiritual, and social values. Our graduates are guided by empathy, committed to equity, and prepared to lead with innovation in today's world.

Nazareth prides itself on the integration of experiential learning. While most institutions have adopted the practice, Nazareth fully embraces hands-on experience and career-readiness as an integral part of the student experience. This foundation enables graduates not only to succeed in their chosen paths but also to lead and transform the communities they join.

Accreditation

The University is incorporated under the authority of the Board of Regents of the University of the State of New York and is accredited by the Middle States Commission on Higher Education. Following a March 2025 peer review committee visit, the University was fully reaffirmed receiving the longest accreditation period possible – eight years – and has no additional actions or requirements requested by Middle States. The University holds membership in the American Council on Education, the Association of American Colleges and Universities, the Council of Independent Colleges and Universities, as well as other professional associations.

Strategic Plan

The new President will have the opportunity to shape a bold vision and strategic direction for Nazareth University, ensuring long-term success and sustainability. This plan will build on Nazareth's current plan, [Innovation in Progress](#), which centers on five key priorities:

- Future-ready, changemaking graduates
- Equity-minded community and culture
- Distinctive and compelling value
- Sustainable financial future
- Community impact

The new President will play a pivotal role in advancing the institution's mission and impact for years to come.

Campus & Location

Nazareth University is a park-like campus spanning 150 acres with beautiful lawns, wooded groves and a mix of historic and contemporary architecture. The campus features eight residence halls, five academic buildings, athletic facilities, a performing arts center, and health and wellness clinics. The most famous feature, however, are underground tunnels that connect the majority of the academic buildings to the residence halls.



The Arts Center features live performances, art exhibitions, academic programs in the visual and performing arts, and community events bringing thousands to Nazareth University each year. The campus is home to five performing arts spaces, including Glazer Music Performance Center, a

550-seat hall designed specifically for the acoustics of large instrumental ensembles, three art galleries, and numerous practice spaces and studios.

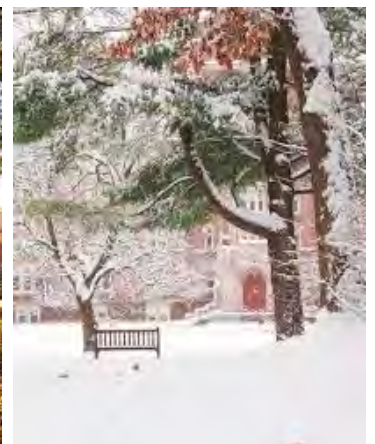
The 108,000-square foot Golisano Training Center features an indoor track, turf field, basketball and tennis courts, and training facilities, as well as fitness and recreation for the Nazareth community — and serves as a training and competition space for Special Olympic athletes. Students from Nazareth's School of Health and Human Services work with Special Olympic athletes on wellness in a unique partnership.

The University is located in the suburb of Pittsford (estimated population: 29,405) in the western portion of upstate New York, just eight miles southeast of the City of Rochester. Pittsford is situated on the Erie Canal and boasts both a charming town and village of independent shops, tree-lined streets, and canal-side dining.



The Greater Rochester Region is full of opportunity. On the shore of Lake Ontario, Rochester, New York (metro area population 1 million) is a vibrant and welcoming city that combines the best of big-city opportunities with small-town charm. Known for its thriving arts and culture scene, nationally ranked food and coffee, and proximity to the beautiful Finger Lakes, it offers endless opportunities for exploration. With a strong job market in healthcare, education, and technology, along with affordable living costs, Rochester is a city where students and families can thrive. Plus, four true seasons—complete with colorful falls, snowy winters, and gorgeous summers—make it a uniquely dynamic location. Rochester is located one hour from Syracuse and 90 minutes from Buffalo.

Rochester is ranked #3 Best Places to Live and 39 for Quality of Life by *U.S. News & World Report*, 2024-2025 edition.



Mission, Vision, and Identity Statement

Mission

Nazareth fosters integrated learning through action and reflection, educating whole persons who are guided by empathy, committed to equity, and prepared to lead innovation for our time.

Vision

To be a leader of transformative education through action for social justice, preparing and inspiring courageous changemakers for their life's work.

Identity Statement

Nazareth is a learning community dedicated to educating students in a purposeful integration of liberal arts, sciences, visual and performing arts, and professional fields; developing the scholarship of inquiry; and uniting academic work with campus-connected, local, and global experiential learning. Nazareth has an enduring commitment to excellence in teaching and learning, rigorous intellectual education, inclusive empowerment, and nurturing collaborative connections with the community, preparing students for lives of meaning and purpose informed by intellectual, ethical, spiritual, and aesthetic values.

History and Heritage

Asked by Roman Catholic Bishop of Rochester Thomas Hickey to found a college for women — an underserved population then — the Sisters of St. Joseph responded. Despite traditional gender roles and a prevailing anti-Catholic bias, the sisters led the way to success. With newly-minted doctorates from Fordham University in New York City, and extensive graduate study at Oxford University and the Sorbonne, five Sisters of St. Joseph launched Nazareth College with the first 25 students starting classes September 24, 1924.

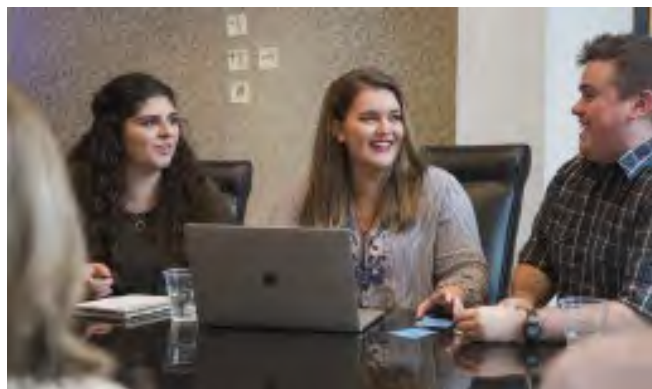


Governance

The [Board of Trustees](#) is the fiduciary of the University, charging the President and university officers with leading university mission-fulfillment and progress. Trustees serve four-year terms with eligibility for two consecutive terms. The Board convenes three times annually and conducts much of its work through specialized committees: Student Learning Experience Committee, Advancement Committee, Audit Committee, Buildings and Grounds Committee, Culture, Community and Belonging Committee, Executive Committee, Finance Committee, Investment Committee, Strategic Enrollment and Marketing Committee, and Trusteeship Committee.

The Nazareth Faculty Senate was developed in 2016 as the inclusive representative body of the faculty as a whole and whose powers have been delegated to the Faculty by the Board of Trustees through the President.

The Nazareth Staff Senate was developed during the 2022-2023 academic year and became fully functional with elected representatives by the 2023-2024 academic year. The Staff Senate has an approved constitution and by-laws as well as a structure to ensure shared governance with the Faculty Senate.



Student voice is represented by the Undergraduate Association and the Graduate Student Advisory Council.

In addition to the traditional governance structure, Nazareth has employees that are represented by two collective bargaining associations: one for adjunct faculty and a newly established one for professional and support staff.



Finances

Nazareth University has a strong tradition of fiscal responsibility, efficient financial controls, and balanced budgets. The University's financial foundation remains sound, supported by positive cash operating results and designated reserves for capital improvements and strategic initiatives. Importantly, Nazareth fully funds depreciation each year, demonstrating a commitment to long-term stewardship of its physical assets.

The University operates with an annual budget of approximately \$86 million and maintains an endowment of \$101 million, with more than half of those funds unrestricted and highly liquid. In addition, the University maintains a liquid and long-term working capital. As of June 30, 2024, total assets equal \$291.8 million and total debt is \$41.4 million, of which \$5.5 million carries a variable rate while the remainder is fixed. Gross tuition and fee revenue totals \$92 million annually, offset by \$37.5 million in institutional scholarships and grants. Spending on compensation represents approximately 58 percent of total expenses excluding institutional aid. The University closed the most recent fiscal year with an operating budget shortfall of (\$3.6 million) reflecting full funding of depreciation, with net positive cash flow from operations of \$1.4 million. It remains on track to re-establish a balanced budget by FY27 through a combination of prudent expense management, new academic program development, enrollment growth strategies, and other revenue growth strategies.

Like many small, private institutions, Nazareth is tuition dependent. Nevertheless, the University has managed its resources with discipline, including strategic enrollment management efforts to manage the tuition discount rate resulting in increased net tuition revenue per student.

Looking ahead, priorities include continued investment in capital improvements to support strategic priorities, academics, student experience, deferred maintenance, endowment growth, and the growth of operating cash reserves to provide the flexibility needed to pursue new revenue opportunities. Nazareth's financial health is further reinforced by its BBB+ rating with a stable outlook from S&P. Multi-year financial planning, guided by the University's strategic framework, ensures responsiveness to internal and external factors while positioning the institution for sustainable success.

Affordability

The average annual net price in 2024 was \$30,785 with 100 percent of Nazareth students receiving some form of institutional aid.

Alumni and Advancement

Nazareth University is supported by a loyal and engaged alumni base of more than 37,000 across 50 states and 56 countries, with 58 percent residing in the Greater Rochester area and 76 percent in New York State. Early engagement programming, affinity gatherings, and lifelong engagement initiatives allow alumni to reconnect with fellow graduates, mentor current students, and celebrate the shared Nazareth experience. In 2024, the undergraduate alumni giving rate reached 10 percent, reflecting a strong culture of alumni support.

Until recently, fundraising was focused on facilities and capital improvements. Over the last few years, Nazareth has developed a comprehensive approach to fundraising and alumni relations that has led to steady growth in philanthropic support. In 2025, Nazareth concluded its two-year centennial celebration, exceeding the \$10 million Centennial fundraising goal by more than double, securing \$23.75 million in new gifts, pledges, and planned gifts. Centennial Weekend, as part of the broader annual Naz Weekend, drew over 3,500 unique attendees—the highest participation in University history—demonstrating the community's deep commitment to Nazareth's mission and future.

For four consecutive years, the Advancement team has delivered record-breaking current operating support, student experiences, faculty initiatives, and strategic priorities. The University set a new record for cash and outright gifts received in a single fiscal year, surpassing \$8.74 million and exceeding the previous high of \$7.67 million. These resources are actively transforming the student experience and supporting long-term institutional growth.

Strategic rebranding of recognition societies, enhanced alumni segmentation, and targeted crowdfunding campaigns have strengthened donor relationships through personalized engagement, compelling storytelling, and values-based stewardship. These efforts have resulted in multiple six- and seven-figure commitments, positioning Nazareth for continued success. The momentum generated by the Centennial campaign and annual giving programs has laid the foundation for future comprehensive campaign planning, enabling the University to pursue transformational gifts that will support a bold, forward-looking strategic vision.



Academics

Nazareth University is known for its student-centered environment with personalized attention from faculty and staff and engaging and relevant coursework. With a 9:1 student to faculty ratio, Nazareth features small class sizes and hands-on opportunities that allow students to work closely with faculty and mentors. Nazareth continually strives to meet students' needs with new programs, course offerings, and unique partnerships.



Undergraduate

Nazareth offers more than 60 undergraduate majors and over 70 minors, with particular strength and popularity in the health professions and the visual and performing arts. Nazareth offers Bachelor of Arts, Bachelor of Science, Bachelor of Fine Arts, and Bachelor of Music degrees in business, arts, humanities, nursing and health sciences, social sciences, and visual and performing arts. Students also have the opportunity to receive professional degrees through collaborative partnerships with Syracuse University School of Law or University at Buffalo School of Law (3+3 law degree) or LECOM (medical degree).

Nazareth also offers an Honors Program, an enriched education experience that promotes advanced study and scholarship for students with strong records of academic achievement. It is available to all students who receive the Presidential Scholarship and those who meet specific requirements. Students in the program benefit from interdisciplinary seminars, professional lectures, and mentored scholarly and research opportunities. The Honors Program has the opportunity to expand into a meaningful and robust offering, creating potential growth opportunities at Nazareth.

Graduate

At the graduate level, Nazareth offers more than 20 programs across multiple degrees, including the Master of Arts, Master of Science, Master of Education, and the Doctor of Physical Therapy. Students can also pursue certificates, annotations, extensions, and specializations—either as enhancements to a master's program or as stand-alone sequences—to build skills and strengthen marketability. In January 2026, Nazareth will welcome its first cohort of Physician Assistant students. In addition, new graduate offerings such as the Business Analytics & Artificial Intelligence program further reflect Nazareth's commitment to preparing leaders for high-demand fields.

Nazareth offers a growing number of options for online learning, including continuing education (non-credit) and for-credit graduate degrees and professional advancement.

Academic Structure



In 2021, a faculty-led taskforce examined Nazareth's academic structure. A new model was adopted in 2023 to ensure Nazareth's thriving future. The restructuring was intended to optimize Nazareth's academic strengths and synergies, to celebrate the quality and distinctiveness of academic programs to allow for growth, and to ensure greater external visibility,

partnership, and recognition. Nazareth benefits from the distinct and compelling nature of the three academic units, more clearly defined dean roles, along with a renewed senior leadership focus on graduate education.

College of Liberal Arts, Sciences, Business & Education

The [College of Liberal Arts, Sciences, Business, and Education](#) encompasses the majority of Nazareth's undergraduate majors (over 40) as well graduate programs, advanced certificates and graduate extensions. The School of Business and Leadership and School of Education are housed in the College:

- The [School of Education](#) offers a wide variety of undergraduate and graduate teacher education degree and certification-only programs, and prepares inclusive, effective, and change-oriented educators.
- The [School of Business and Leadership](#), emphasizes traditional business principles, innovative leadership strategies, and emerging technologies that prepare students to excel in the global marketplace, shaped by their understanding of economics and ethical business and leadership practices.
- In addition to the Schools, the majority of the College's offerings are in the [humanities and social sciences](#), [math and physical sciences](#), and [languages and international study](#).

College of Interprofessional Health and Human Services

The mission of the Nazareth University [College of Interprofessional Health and Human Services](#) is to educate culturally responsive professionals able to work inter-professionally to promote and sustain health and wellness and improve quality of life in the global community. The College offers majors and programs through classroom training and extensive real-world experience with an emphasis on interprofessional education. Students are well prepared to provide the best practice and care for clients and to face the varied challenges of their professions.

More than 1,100 students are pursuing a health or human service degree.

Notably, Nazareth is the only Rochester-area university to offer fully-certified, pro-bono therapeutic clinics, at the on-campus [York Wellness & Rehabilitation Institute](#). Students get extensive experience right on campus, providing creative arts therapy (art, music, and play therapy), occupational therapy, physical therapy, social work, and speech-language pathology and audiology services to the community with more than 15,000 visits per academic year.



College of Visual, Performing Arts, and Design

Nazareth's [College of Visual, Performing Arts & Design \(VPAD\)](#) combines high-quality training in the



arts with the broad insights of a liberal arts education. Graduates are imaginative, critically aware, and professionally ready. Students benefit from interdisciplinary learning, supportive faculty, and immersive artistic environments. Each program is designed to equip students with technical mastery, conceptual depth, and adaptability through exposure to liberal arts

studies—making creative careers and further scholarly work both attainable and thriving.

The College encompasses multiple paths of study at the undergraduate and graduate level, including [Art and Design](#), [Theatre and Dance](#), and a [School of Music](#) offering a unique blend of intensive musical studies and cutting-edge professional programs.

Academic Leadership

Academic Affairs is led by the Provost. It includes the Registrar's Office, Academic Advising, Academic Success and Accessibility, Institutional Research, and the Library. Academic Affairs is supported by an Associate Provost and three Deans. In addition to Academic Affairs, the Provost's portfolio includes Student Experience, which encompasses Residential Life, Student Affairs, and the Center for Life's Work.

Additionally, the university has an academic governance commitment that is rooted in the Faculty Senate. The Faculty Senate is the inclusive representative body of the faculty as a whole. The Senate represents all faculty members, in keeping with the Nazareth University Statement on Shared Governance and conducts the governance work of the faculty. The powers of the Senate come from those which have been delegated to the Faculty by the Board of Trustees through the President.

Specialized Accreditations

- Art and Design: [National Association of Schools of Art and Design \(NASAD\)](#).
- Art Therapy: [Commission on Accreditation of Allied Health Education Programs \(CAAHEP\)](#) upon the recommendation of The Accreditation Council for Art Therapy Education (ACATE).
- Clinical Laboratory Sciences: [National Accrediting Agency for Clinical Laboratory Sciences \(NAACLS\)](#).
- Education: [Association for Advancing Quality in Educator Preparation \(AAQEP\)](#).
- Music: [National Association of Schools of Music \(NASM\)](#).
- Nursing: [Commission on Collegiate Nursing Education](#).
- Occupational therapy: [Accreditation Council for Occupational Therapy Education \(ACOTE\)](#).
- Physical therapy: [Commission on Accreditation in Physical Therapy Education \(CAPTE\)](#).
- Speech-language pathology: [Council on Academic Accreditation in Audiology and Speech-Language Pathology \(CAA\)](#) of the American Speech-Language-Hearing Association (ASHA).
- Social work: [Council on Social Work Education \(CSWE\)](#) and the Division of Professional Education, New York State Education Department.
- Theatre: [National Association of Schools of Theatre \(NAST\)](#)

Faculty and Staff

Nazareth University employs a total of 175 full-time and 327 part-time faculty as well as 367 staff members across its operations.

Students & Student Life

Enrollment

Nazareth University has experienced enrollment fluctuations with some decline over the past five years. With the launch of its first strategic enrollment plan in Fall 2023, the University has seen steady progress toward stabilizing and growing student enrollment. As of Fall 2025, Nazareth enrolls approximately 2,300 students, including 1,770 undergraduates and 500+ graduate students. This represents an increase of 1.2 percent from the previous year. The student body is increasingly diverse, with 19 percent of undergraduates and 15 percent of graduate students identifying as Black, Asian, Hispanic, Native American, Pacific Islander, or multiracial. Undergraduate students represent

34 states, districts, and territories, along with 14 countries, while graduate students hail from 17 states and four countries. Small class sizes—averaging 16 for undergraduates and 14 for graduate students—foster close interaction and personalized learning. The community is also



distinguished by its strong representation of women, who comprise 71 percent of the undergraduate population and 80 percent of graduate enrollment, as well as a significant number of Pell-eligible students (31 percent) and first-generation students (40 percent of the incoming undergraduate class), reflecting Nazareth's commitment to access and opportunity.

Student Experience

Nearly 88 percent of first-year students live on campus and more than 60 percent of all years live on campus. In keeping with its focus on increasing student retention, all students have the ability to live on campus for four years if they choose. Nazareth also offers designated graduate housing, which has been a popular offering since fall 2023. There are eight residence halls on campus, with three dedicated to new students. Living Learning Communities for first year students reflect the emphasis on holistic and integrative learning.



From their first experiences on campus, students are invited to immerse themselves in over 60 clubs and organizations on campus including academic groups, honor societies, special interest organizations, music ensembles, intramural sports, and religious and spiritual groups. Intramurals & Recreation at Nazareth University offers students, faculty, and staff opportunities in person to participate in sports leagues, tournaments, outdoor adventure, fitness, and leisure activities that foster peer bonding and support healthy lifestyles.

Nazareth provides many opportunities for students to engage in learning outside the classroom. These representative examples are indicative of the importance in preparing students for professional, civic and global responsibilities:

Culture, Community and Belonging

At Nazareth, community and belonging are not add-ons—they are at the very heart of the student experience. From the moment students arrive on campus, they are welcomed into a supportive environment where relationships, collaboration, and care are woven into daily life. Belonging is cultivated through classroom experiences that emphasize dialogue and integrative learning, through co-curricular activities that foster leadership and connection, and through traditions that create shared



memories. Students are encouraged to bring their full selves to the community, knowing they will be valued, supported, and celebrated. This deep commitment to inclusion and connection ensures that every member of the Nazareth family—students, faculty, and

staff alike—can find their place, thrive, and contribute to the vibrancy of university life. Dedicated offices exist to support students such as the Office for Diversity and Inclusive Excellence Education, Center for Spirituality, Student Access and Achievement Programs, and Equity and Access in Experiential Education.

Commitment to Interfaith Education, Dialogue, and Understanding

Nazareth University offers a variety of resources dedicated to fostering interfaith understanding and dialogue. The Hickey Center for Interfaith Studies and Dialogue plays a key role in promoting engagement through lectures, community events, and educational programs that encourage respectful conversations among diverse religious backgrounds. Its mission is to cultivate dialogue, build bridges of understanding, and support ongoing learning about different faith traditions. The Center for Spirituality provides opportunities for spiritual growth, reflection, and interfaith conversation, supporting students and community members in their faith journeys while fostering an environment of inclusion and mutual respect. Together, these centers exemplify Nazareth's commitment to interfaith understanding as an essential part of a holistic and inclusive education. In celebration of Nazareth's Centennial, the university hosted the Interfaith Centennial Summit in April. This historic event brought three renowned women scholars specializing in Judaism, Christianity, and Islam, who addressed the role of faith in today's world. This summit highlighted Nazareth's ongoing dedication to fostering understanding and respect across faiths.

Community Engaged Learning

Community partnerships have been in the University's DNA from its founding and have continued throughout its history to foster social change. Students are prepared to become engaged citizens as a result of this transformative learning experience. To enable greater reach and impact, [Weider Community Engagement](#) was launched in 2022. Weider staff connect about 800 students with 80 organizations/partners for service experiences, social innovation design, changemaker resources, social justice action, and exploring jobs with impact. All undergraduate students participate in community engagement, addressing local and global challenges.

Center for Life's Work

From their very first year, Nazareth students begin working with a dedicated career coach to create an individualized plan that connects academic studies with co-curricular experiences and future



aspirations. Through the University's innovative Center for Life's Work, students gain guidance and support to envision and prepare for life beyond college. On average, Nazareth students complete four or more hands-on learning opportunities—including internships, community-engaged work, and global experiences—over the course of their studies. Supported by offices such as

Career Design, Internships, the Weider Community Engagement Center, and the Center for International Education, students graduate with the skills, experiences, and confidence to succeed. The results speak for themselves: within six months of graduation, 99 percent of Nazareth alumni are employed or pursuing advanced degrees.

Study Abroad

Study abroad is an important component of the educational experience at Nazareth. Through the [Center for International Education](#), the University has established more than 80 partnerships with colleges and universities around the world. In 2024-25, 238 Nazareth students studied abroad in 21 countries. Nazareth's short-term and long-term study abroad programs span the globe, allowing students to immerse themselves in another language and culture and enhance their confidence and independence.



Cultural Opportunities

Nazareth's [Casa Hispana](#), [Frank DiMino Casa Italiana](#), and [French House](#) offer immersive experiences right on campus, including foreign films and cooking classes. These cultural centers also draw people from the community who further enrich these events. The French House is also a residence hall for 13 students interested in French language or Francophone culture and hosts frequent dinners, lectures, theatrical readings, and exhibits.

Fulbright Grant Opportunities

Nazareth is ranked nationally as a top producer of Fulbright scholars and has had impressive success in supporting students who prepare for and receive Fulbright grants. To date, Nazareth graduates have received over 58 grants with students going to 25 countries. In addition, 14 faculty members have been selected as Fulbright Scholars.

SPARK Grants

Nazareth's award-winning **S**tudents **P**ursuing **A**cademic and **R**ead-world **K**nowledge (SPARK) grant program provides \$1,500 grants to help undergraduate students with costs for unpaid or underpaid summer internships, summer research, or a Nazareth-sponsored international experience, study abroad, or service trips abroad in their first or second year of study.

Well-Being Collective

This transformative initiative provides campus-wide training and support to ensure students have the tools and resources to strengthen their overall well-being. Through expanded training, hundreds of faculty, staff, and peers are empowered to recognize, respond to, and refer students who may be struggling with substance use, self-harm, or suicidal ideation. At the same time, enhanced support efforts embed health considerations into University policies, foster supportive environments, build thriving communities, encourage personal growth, and optimize campus services.

Nazareth secured a competitive \$300,000 federal grant to launch the Mental Health Awareness Across Campus (MHAAC) project in fall 2023—one of only 22 colleges and universities nationwide to receive this funding from the U.S. Department of Health & Human Services' Substance Abuse and Mental Health Services Administration (SAMHSA). Complementing this work, Nazareth is engaged in a four-year collaboration with the nationally recognized JED Foundation, bringing strategic planning expertise to strengthen mental health systems, expand connections across campus, and ensure a healthier, safer student experience.

Athletics

The [Nazareth Golden Flyers](#) soar at the NCAA Division III level as proud members of the Empire 8 athletic conference. With 25 varsity teams and a growing number of club sports—plus the opportunity for students to launch new ones—athletics are a vibrant part of campus life. Nearly one in three Nazareth students is a student-athlete, bringing incredible energy, teamwork, and school spirit to the community. Whether competing at the highest level, joining a club team, or cheering from the stands, athletics at Nazareth are about more than the game—they're about passion, pride, and belonging.



LEADERSHIP AGENDA

The President of Nazareth University is the chief executive officer who reports to the Board of Trustees and acts in accordance with the policies and by-laws of the University. The President is expected to be a strategic and earnest leader who fosters a dynamic academic community with vision and commitment.

Agenda for Leadership, Opportunities and Challenges

Nazareth University has built and sustains high-quality academic programs with a caring, student-focused culture, and a tradition of innovation and collaboration that will be central to the next President's success. Over the near term, Nazareth will need to continue to address the challenges and take advantage of the opportunities resulting from the rapidly evolving higher education landscape, as it seeks to define the role and identity of a dynamic 21st century comprehensive university. The new leader will be expected to prioritize and advance the University in the following ways:

Create a Vision and Plan to Grow Nazareth University

Nazareth University competes in a dynamic higher education landscape, and its next President will be the University's chief ambassador. This leader will articulate Nazareth's distinguished history, vibrant present, and ambitious future to students, families, alumni, donors, and the broader community and highlight the University's unique value proposition. The President will elevate the University's profile regionally, nationally, and internationally, highlighting its distinctive strengths. As a tuition-dependent institution, Nazareth's financial sustainability hinges on strategic enrollment management—driving effective marketing, strong admissions with sustainable strategic discounting, and higher retention, persistence, and graduation rates. The President must champion enrollment initiatives and pursue innovative strategies to grow both established and emerging markets.

Advance Financial Strength and Strategic Resource Development

Nazareth University has financial stability, with positive cash flow from operations and dedicated reserves for capital and strategic initiatives. Yet, evolving demographics, growing competition, and economic uncertainties may affect the student pipeline. The next President will need to combine strategic vision with financial acumen, applying data-driven budgeting and diversifying revenue streams through targeted enrollment and retention strategies. This leader will ensure the University remains resilient, adaptable, and well-positioned for long-term success.

Drive Academic Excellence and Innovation

The next President will shape the future of Nazareth University's academic programs, building on existing strengths while ensuring alignment with the University's mission. This leader will champion forward-looking, market-responsive programs that prepare students for success in a complex and evolving world while ensuring that Nazareth's current portfolio of programs are equally aligned with the market and mission. Emphasizing the liberal arts as the foundation of the student experience, while advancing professional and high-demand programs, the President will sustain academic quality through continuous evaluation, innovation, and strategic support.

Cultivate Community, Leadership, and Belonging

The next President will unite Nazareth University's faculty, staff, alumni, students, community, donors, friends, and Board of Trustees around a shared vision for the future. The President will empower each of these groups to perform their role and responsibilities at the highest level possible so that the vision will become the reality. This leader will provide innovative, energetic, and inspiring leadership, fostering collaboration and a culture of mutual respect, accountability, and trust. By opening transparent communication channels to improve two-way dialog, modeling transparent decision-making, and valuing all constituencies, the President will promote trust and cultivate the spirit of mutual respect that is fundamental to the University's identity.

Drive Strategic Fundraising and Advancement

The University's next President will build upon current successes and lead a renewed emphasis on endowment growth, strategic investment, and reducing tuition dependency through disciplined financial management. Effective fundraising will be critical to sustaining the University's financial health and providing resources to advance programs, facilities, and strategic priorities. The President will build upon Nazareth's existing fundraising capacity, cultivating major gifts, expanding alumni engagement, and leading a comprehensive campaign to secure the resources needed to support the University's vision for its second century.

Executive Leadership and Team Building

The next President will have an opportunity to work with a strong senior leadership team to support and enhance the vision and plan of the next President. A willingness to learn from the past while charting a new future, with urgency, is vital. Providing leadership for the team and continuing to work with the Board of Trustees will be key to the success of the President.

Strengthen External Relations and Strategic Partnerships

A key component of advancing Nazareth University's strategic goals in enrollment, fundraising, and financial sustainability is cultivating and expanding partnerships. The next President will establish a visible and active presence locally, regionally, and beyond, building mutually beneficial relationships with community organizations, educational systems, and other key stakeholders. By leveraging these partnerships, the President will enhance the University's reputation, create opportunities for collaboration, and support growth across academic, financial, and student engagement initiatives.

REQUIRED/DESIRED EXPERIENCE

To be an effective leader for the campus community, enhance academic excellence, and ensure long-term financial stability, Nazareth seeks a President with the following:

- A dedication to academic excellence in teaching and research, and the principles of academic freedom and shared governance.
- A passion for relationship building, including engaging with alumni, community, corporate, educational, and governmental leaders, along with a proven track record of fundraising success.
- Deep knowledge of alumni engagement strategies and the ability to galvanize a broad and diverse alumni base to support the University.
- An understanding of the importance of strong enrollment management strategies in a highly competitive environment.
- Sound financial acumen and a comprehensive understanding of the challenges, uncertainty, and financial pressures facing higher education.
- A record of guiding an institution through challenging transitions.
- Experience in navigating financial challenges within a higher education setting or similar environment, including the need to align the operating budget with available resources.
- Demonstrated experience in financial stewardship including the ability to manage complex budgets, debt management, and investment strategies.
- An open communicator and collaborator who fosters a positive work environment, boosts morale, and builds and maintains a strong and cohesive leadership team.
- The ability to build strong working relationships with faculty, staff, students, and the Board of Trustees and an appreciation for their role and contribution to the University's success.

- A presence that inspires trust, demonstrates respect and empathy, and empowers individuals to perform at their highest level and will inspire others to make necessary changes.
- The ability to act with urgency and be a collaborative and decisive leader.

In addition, the ideal candidate will excel in the following critical areas:

- Providing intellectual leadership and integrity to foster institutional confidence and enthusiasm.
- Aligning financial resources with academic and enrollment priorities.
- Fostering innovative and distinctive programs that continue to enhance the value and attraction of a Nazareth University education.
- Articulating Nazareth University's aspirations in a way that inspires commitment and pride.
- Advocacy for the value of higher education.
- Knowledge of the evolving educational landscape, including the rise of online learning, alternative credentialing, and changing student demographics, with the capacity to lead the institution through these shifts.
- An entrepreneurial mindset and ability to get faculty and staff buy-in to quickly react to new technologies, delivery models, and to meet the demands of today's student.
- A leader who seeks input broadly, listens to opposing viewpoints, communicates consistently and openly, and can work with multiple, competing stakeholders.
- Demonstrated commitment to and promotion of racial, ethnic, cultural, gender, and socioeconomic diversity, equity, inclusion, and belonging among all constituencies.
- A willingness and interest in engaging with students and attending academic, cultural, and athletic events.



APPLICATION PROCEDURES

Review of candidates will begin immediately and will continue until the position is filled. Application materials should include a letter describing the candidate's interest in and qualifications for the position and a curriculum vitae and/or resume. Applications should be submitted via the DSG | Storbeck [Talent Profile](#).

[DSG | Storbeck](#) has been exclusively retained for this engagement. To submit nominations or inquiries, please contact the following:



Steve Leo, Managing Director
Vicki Henderson, Senior Associate
DSG | Storbeck
610-572-4296
NazPresident@dsgco.com

**By university policy and search committee affirmation, all information from and about candidates will be kept in strict confidence.

This is a full-time position that will be performed on site in New York.

The salary range for the position is \$350,000 - \$450,000 and will be commensurate with experience.

For more information about Nazareth University please visit: www.naz.edu

Nazareth University is an equal-opportunity employer committed to ensuring fair and transparent hiring practices in accordance with federal and state laws. We welcome applicants from various backgrounds, experiences, and perspectives, ensuring that all candidates are evaluated based on their qualifications and merit. Our hiring and employment practices strictly prohibit discrimination and bias, and we uphold a workplace culture that values respect, academic excellence, and professional integrity.

