



KEAN UNIVERSITY

FOUNDATION



President & Chief Executive Officer

Position Profile | Leadership Opportunity



The Opportunity

The Kean University Foundation, an independent 501(c)(3) organization committed solely to supporting Kean University, seeks an accomplished, strategic and mission-driven executive to serve as its next President and Chief Executive Officer at a time of extraordinary momentum for both the Foundation and the University it serves.

This is a rare opportunity to lead a growing university foundation aligned with one of the nation's most dynamic public urban research universities. As Kean University expands its academic reach, strengthens its research profile and increases its impact throughout New Jersey and beyond, the Foundation is positioned to play an increasingly important role in securing the philanthropic support and strategic partnerships needed to advance the University's ambitions.

The Foundation is experiencing remarkable growth. In FY2025, it secured more than \$10 million in gifts and pledges, the highest level of support in its history. With growing donor engagement, expanding philanthropic momentum and significant opportunities ahead, the organization is well positioned to deepen its impact and help shape the next chapter of the University's success.

The next President and CEO will provide enterprise-level leadership for all aspects of the Foundation's work, including philanthropic strategy, governance, operations, financial stewardship, board engagement, institutional alignment and long-term organizational growth. Working closely with the Foundation Board of Directors, the University President, senior University leadership, alumni, donors and community partners, this visionary and collaborative leader will build on record-setting success, strengthen the Foundation's infrastructure and help shape the future of private support for a university with growing impact in New Jersey and around the world.

About Kean University

Founded in 1855 as a teachers college in Newark, Kean University has evolved over more than 170 years into a comprehensive, international research university with a powerful mission of access, excellence and impact. Today, Kean is proud to be New Jersey’s urban research university, preparing future leaders across a wide range of disciplines while fostering research and scholarship that address issues facing communities across New Jersey and around the world. Nationally recognized by *U.S. News & World Report* for social mobility, Kean offers a broad academic portfolio that includes more than 75 undergraduate degrees and 90 graduate options, including 10 doctoral programs.

Under the dynamic leadership of President Lamont O. Repollet, Ed.D., Kean’s 18th leader and a proud Kean alumnus, the University has entered a period of extraordinary growth. Since Dr. Repollet was selected by the Kean University Board of Trustees in 2020, Kean has strengthened its identity as an urban research university, expanded its commitment to equity and student success and accelerated its rise as a major public institution with statewide, national and international reach.

A defining milestone in Kean’s recent growth came in 2025, when the University earned the prestigious R2 research designation from the Carnegie Classification of Institutions of Higher Education. This designation places the University among the top eight percent of colleges and universities nationwide for research and doctoral degree production.

Kean’s reach is also expanding geographically and globally. The University’s recent historic merger with New Jersey City University extends Kean’s mission into Jersey City and Hudson County, preserving and expanding access to public higher education in one of New Jersey’s most important urban centers.

At the same time, Kean continues to grow its international presence through Wenzhou-Kean University in China, a thriving campus that serves approximately 5,000 students, as well as through partnerships in Dubai, Bermuda and across the globe.

With the addition of Kean Jersey City, Kean will serve nearly 25,000 students worldwide.

75+ Undergraduate Degrees

90+ Graduate Options

10 Doctoral Programs

~25,000 Students Worldwide

R2 Research Designation 2025

About the Kean University Foundation

Foundation at a Glance

\$10M+

FY2025 Fundraising

Best Year in Foundation History

1,929

Total Donors

FY 2025

987

Alumni Donors

3.5M+

KUF Scholarships

Awarded AY2025-26

1,038

Scholarship Awards

Awarded AY2025–26

Founded in 1984, the Kean University Foundation advances Kean's mission by securing private support for scholarships, academic initiatives, research, facilities, student success programs, alumni engagement and other University priorities.

As Kean continues to grow in enrollment, research stature, geographic reach and philanthropic ambition, the Foundation is expanding its role as a strategic partner in fueling the University's continued progress.

In FY2025, the Foundation recorded the best fundraising year in its history, raising more than \$10 million in gifts and pledges. That record-setting year included 1,929 total donors, 987 alumni donors, more than \$3.3 million in planned gifts, over \$4 million in endowed professorship support and \$769,751 raised through Founders Day of Giving.

Scholarship support remains one of the Foundation's most visible and meaningful contributions to the University. As of April 2026, the Foundation has awarded over \$3.5 million in KUF scholarships for AY2025-26, supporting 1,038 scholarship awards. This support is especially important at Kean, where nearly 60 percent of students qualify for Pell grants and many students rely on financial assistance to persist, graduate and achieve their academic and professional goals.

The Foundation's growing impact is matched by expanding organizational capacity. Its staff supports frontline philanthropy, planned giving, annual giving, data management, special events and board support, with additional positions planned for the coming fiscal year and beyond.

The Foundation also manages a sizable endowment and plays a central role in stewarding donor investments with care, transparency and accountability.

The Role

The President and Chief Executive Officer of the Kean University Foundation reports directly to its Board of Directors. As the Foundation’s senior leader, this individual is responsible for the overall management, leadership and performance of the organization, ensuring that it has the strategy, structure, staff, systems and resources necessary to advance the Foundation’s mission and long-term philanthropic goals.

Enterprise Leadership

This is a true chief executive role, responsible for leading the Foundation as an enterprise rather than serving solely as the University’s chief fundraiser. The President and CEO oversees all organizational operations, including governance, financial stewardship, strategic planning, employee management and organizational development.

The role includes supervision of a growing senior leadership team that includes the Vice President for Philanthropy, Vice President for Finance and Administration and other senior leaders. The President and CEO must establish clear goals, expectations, and accountability across the organization.

Board and University Partnership

A close partnership with the Foundation’s Board of Directors is central to the role. Serving as a trusted advisor to the Board, the President and CEO will support effective governance, board engagement, fiduciary oversight and long-range planning while ensuring the organization remains aligned with its mission and strategic priorities.

Direct engagement with the University President, senior leadership, deans and other stakeholders is also critical.

This leader must be able to build strong working relationships across the institution, translate University priorities into compelling philanthropic opportunities and ensure that the Foundation is viewed as a highly responsive, collaborative and strategic partner.

External Presence

Externally, the President and CEO will serve as a visible ambassador for both the Foundation and the University. This individual will oversee the Vice President for Philanthropy and provide executive leadership for the overall philanthropic strategy, while engaging directly with high-level donors; alumni leaders; corporate, foundation, and community partners, and other key stakeholders. The President and CEO will also maintain a select portfolio of principal and strategic relationships that are essential to the Foundation’s growth.

Campaign Leadership

As Kean prepares for its next major phase of philanthropic expansion, this leader will direct and oversee a comprehensive campaign expected to be the largest in the University's history. Success will require the ability to connect institutional ambition with donor interest, strengthen campaign infrastructure, build confidence among key stakeholders and ensure disciplined execution across strategy, operations, communications, stewardship and fundraising.

Opportunities and Priorities

The next President and CEO will join the Kean University Foundation at a moment of significant opportunity and organizational growth.

Opportunities

The next President and CEO will have the opportunity to:

Build on Kean University's institutional momentum and compelling public mission rooted in access, equity, social mobility and student success.

Leverage the Foundation's record-setting FY2025 fundraising performance as a platform for future growth.

Deepen relationships with alumni, donors, corporate and foundation partners, community leaders and friends of the University.

Provide enterprise leadership and direction for the Foundation, including team development, continuous learning, and a collegial and supportive environment.

Scale Foundation operations, staffing, systems, data, stewardship and board engagement to support the University's ambitions.

Priorities

The next President and CEO will be expected to:

Expand and diversify the donor pipeline in a competitive philanthropic environment.

Build a stronger major-gift and principle-gift culture across the Foundation and University.

Strengthen the systems, staffing, stewardship practices, communication channels and culture of accountability needed for larger-scale fundraising.

Align Foundation priorities, University leadership, and Board expectations around a shared philanthropic vision.

Engage in strategic planning for the Foundation's operations and activities and execute the plan with efficiency and measurable results.



Desired Experience and Qualifications

The Kean University Foundation seeks an accomplished executive with the experience, judgment and presence to lead a growing foundation at a pivotal moment in its development. A bachelor's degree is required; an advanced degree is preferred.

Candidates will demonstrate:

01	02	03
Significant senior leadership experience in a foundation, nonprofit, higher education, advancement, philanthropy or similarly complex mission-driven organization.	Proven experience managing staff, developing teams, hiring senior talent and building a culture of accountability, collaboration and high performance.	Strong financial and operational management experience, including oversight of budgets, policies, systems, compliance, endowment and risk management and organizational infrastructure.
04	05	06
Demonstrated understanding of philanthropy, major- and principal-gift strategy, donor engagement, campaign planning, stewardship, and the ability to use data and technology to inform fundraising programs.	Ability to engage effectively with high-level donors, alumni leaders, corporate and foundation partners, community stakeholders and other key external audiences.	Experience working effectively with a governing board including regular inclusive and transparent communication, board engagement, committee work, fiduciary oversight and strategic decision-making.
07	08	09
A record of partnering with senior institutional leaders to align organizational strategy with mission, priorities and long-term goals.	Exceptional communication, relationship-building, judgment and political acumen in navigating complex institutional environments.	A commitment to access, equity, student success and the mission of public higher education.

Preferred Qualifications:

Service as a foundation CEO, senior foundation executive, senior university leader, nonprofit CEO or senior executive in a comparable organization.	Background with an institutionally related foundation or complex university division.	A track record of preparing for, leading or supporting a major comprehensive campaign.	Familiarity with endowment management, donor-restricted funds, gift administration, alumni engagement and nonprofit governance.
Experience in public higher education or with institutions serving diverse, first-generation and historically underserved student populations.			

Governance, Employment, and Compensation

Employment Status

The President and Chief Executive Officer is an employee of the Kean University Foundation, an independent 501(c)(3) organization.

Reporting Structure

Reporting directly to the Foundation's Board of Directors, the President and CEO is accountable to the Board for the Foundation's leadership, management, performance and strategic direction.

The Board will evaluate the President and CEO annually, review performance, establish goals and approve the terms of the President and CEO's contract.

Location & Presence

The position is based at the Kean University Foundation offices in Union, New Jersey. The role is expected to be highly visible and in person, with some remote flexibility as appropriate.

The President and CEO will be expected to travel as needed to engage donors, alumni, partners and other key stakeholders.

Compensation & Benefits

Salary is commensurate with experience and subject to approval by the Board of Directors. The Kean University Foundation provides a competitive benefits package, including health benefits and a retirement plan.

Additional details regarding compensation and benefits will be discussed with candidates during the search process.

Application and Nomination Process

How to Apply

AGB Search is conducting the search on behalf of the Kean University Foundation. The Foundation welcomes applications and nominations for this exciting leadership opportunity.

To nominate a candidate or express interest in the position, please email KeanFoundationPresident@agbsearch.com. All nominations, inquiries and applications will be handled with appropriate confidentiality.

-  Application materials should be submitted on or before **November 5** for priority consideration. The search will remain open until an appointment is made.

The Foundation anticipates welcoming its next President and Chief Executive Officer by **late 2026**.

Candidates are requested to submit the following application materials: (i) a resume or CV, (ii) a letter of interest that addresses the priorities and qualifications in this profile, and (iii) contact information for five references (to be contacted at a later date with the candidate's permission). Materials should be submitted to: [AGB Search application portal link](#).

Expressions of interest and inquiries can be directed to the AGB Search consultants:

Kimberly Templeton, J.D., Principal
kimberly.templeton@agbsearch.com, 540.761.9494

Andrew Bowen, Executive Search Consultant
andrew.bowen@agbsearch.com, 802.345.1279

Anne Hoffman, Executive Search Associate
anne.hoffman@agbsearch.com, 805.490.9161



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Equal Opportunity and Commitment to Diversity

The Kean University Foundation is committed to equal opportunity, inclusive excellence and the value of a diverse leadership community. The Foundation welcomes applications and nominations from candidates of all backgrounds and does not discriminate on the basis of race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity or expression, or any other legally protected status.

The Foundation especially seeks a leader who shares Kean University's commitment to access, equity, student success and service to a diverse university community.