



PRESIDENTIAL SEARCH PROFILE

2025-26

EDUCATING FOR LIFE

LEADING WITH MISSION, VISION, AND TRANSFORMATION

President

THE OPPORTUNITY

Notre Dame de Namur University (NDNU), an historic Catholic institution founded in 1851 by the Sisters of Notre Dame de Namur, seeks a mission-driven and visionary leader to serve as its next President. NDNU's President will have the opportunity to join NDNU at a pivotal moment in its evolution as the campus community envisions a new future while honoring its 174-year history and legacy of the Sisters of Notre Dame de Namur.

OVERVIEW

Notre Dame de Namur University (NDNU) is a private, Catholic institution located in Belmont, California, on the San Francisco Peninsula. Founded in 1851 by the Sisters of Notre Dame de Namur, it is the third-oldest college in California and notably the first in the state to grant baccalaureate degrees to women. NDNU offers master's degrees in business, education, and psychology, undergraduate degree completion in business administration and psychology, along with teacher credential programs.

MISSION STATEMENT

Founded upon the values of the Sisters of Notre Dame de Namur and rooted in the Catholic tradition, Notre Dame de Namur University serves its students and the community by providing excellent professional and liberal arts programs in which community engagement and the values of social justice and global peace are integral to the learning experience.

NDNU is a diverse and inclusive learning community that challenges each member to consciously apply values and ethics in their personal, professional, and public life.

VISION STATEMENT & CORE VALUES

NDNU will be recognized in the San Francisco Bay Area as a leader in integrating community engagement into high-quality academic programs. NDNU's programs will be widely known for their innovative synthesis of liberal arts learning, professionally oriented learning, and core values. Those values are: Community, Diversity, Excellence, Goodness, Integrity, Justice, Learning, and Service.

STRATEGIC PLAN ADDRESSES

- Fiscal Sustainability
- Market Recognition & Brand Awareness
- Multimodal Educational Excellence
- Student Experience, Centeredness, and Community
- Partnerships & Alumni Relations

THE SEVEN HALLMARKS

The Seven Hallmarks of the Notre Dame de Namur Learning Community emphasize:

1. We proclaim by our lives even more than by our words that God is good.
2. We honor the dignity and sacredness of each person.
3. We educate for and act on behalf of justice, peace and care for all creation.
4. We commit ourselves to community service.
5. We embrace the gift of diversity.
6. We create community among those with whom we work and with those we serve.
7. We develop holistic learning communities which educate for life.

STUDENT SUCCESS

- Academic Advising and Success Coaching
- Personalized Research and Writing Support
- Career Planning Support
- Interactive Professional Success Support Services
- Handshake Access – the #1 Career Search Platform for Students



The Role of the President

The President serves as the Chief Executive Officer of the University and reports directly to the Board of Trustees. The President leads the overall mission, vision, strategy, and operations of the University, ensuring NDNU's Catholic identity, academic quality, financial sustainability, and organizational health. The President oversees the administrative team, which currently includes the Provost & Senior Vice President, Vice President for Finance & Administration, Vice President for Enrollment Management, Marketing & Communications, Vice President for Advancement, Director of Institutional Diversity & Inclusion, and Senior Executive Assistant & Board Liaison. The President works closely with the Board of Trustees, Cabinet members, Deans, faculty, staff, students, alumni, the Sisters of Notre Dame de Namur, Corporate Members, and community partners to develop and implement a shared vision for the institution's future.

The scope of responsibility includes strategic planning, external and internal communications, fund development, and academic, operational, financial, and administrative leadership.



Key Responsibilities

1. MISSION, IDENTITY & CATHOLIC LEADERSHIP

- Champion, communicate, and embody NDNU's Catholic mission, heritage, and the Hallmarks in all decision-making.
- Promote NDNU's identity as an inclusive, socially conscious, values-driven Catholic institution.
- Strengthen relationships with the Sisters of Notre Dame de Namur, the Corporate Members, the neighboring Notre Dame Elementary and Notre Dame High School, and other educational partners.

2. STRATEGIC VISION & INSTITUTIONAL TRANSFORMATION

- Lead NDNU's strategic direction amid institutional transition, campus sale implications, future campus location, and rebranding of NDNU.
- Ensure alignment of academic programs, finances, staffing, and operations with NDNU's mission and long-term sustainability.
- Drive innovation across academic modalities, including in-person, online, and hybrid learning.
- Lead the development, implementation, and ongoing assessment of the University's strategic, business, and academic plans.

3. ACADEMIC LEADERSHIP & PROGRAM DEVELOPMENT

- Support high-quality academic programs across business, psychology, education, and degree-completion pathways.
- Promote shared governance, productive collaboration, open communication, and a culture of data-informed decision-making among faculty, administration, staff, and students.
- Oversee development of market-responsive and workforce-aligned academic offerings.
- Define NDNU's educational product and value proposition, clarifying its distinct academic identity in a competitive landscape.
- Collaborate with the Provost and academic leadership to recruit, retain, and support high quality faculty and staff.

4. ENROLLMENT, STUDENT EXPERIENCE & SUCCESS

- Lead enrollment strategy that reflects NDNU's identity, graduate focus, and student centered mission.
- Strengthen student retention, engagement, and holistic support services.
- Enhance the quality of both online and in-person learning environments and degree completion programs.
- Ensure that student support services, co-curricular activities, and campus life contribute to student success and well-being.
- Support a safe, healthy, and respectful campus environment, on or off campus, that is attentive to the needs and voices of diverse student populations.
- Identify and cultivate education partnerships and potential student pipelines to support strategic enrollment growth.

5. FINANCIAL STEWARDSHIP & OPERATIONAL EXCELLENCE

- Oversee financial management, strategic budgeting, and operational systems.
- Ensure disciplined resource allocation that supports mission-critical initiatives.
- Leverage opportunities from the campus property transition to stabilize and grow the University.

6. FUNDRAISING, ADVANCEMENT & EXTERNAL RELATIONS

- Serve as NDNU's chief external ambassador and spokesperson.
- Build strong relationships with donors, alumni, foundations, community leaders, elected officials, and corporate partners.
- Lead a comprehensive advancement strategy including major gifts, endowment growth, scholarships, and partnerships.
- Allocate significant time to external outreach and relationship-building.

7. ORGANIZATIONAL CULTURE & LEADERSHIP DEVELOPMENT

- Promote a collaborative, transparent, and mission-driven organizational culture.
- Build trust through open communication and participatory decision-making.
- Develop and empower leadership among faculty and staff.
- Ensure visible, empathetic, and values-based leadership that models stability, accountability, and optimism.

8. GOVERNANCE, BOARD RELATIONS, AND COMPLIANCE

- Serve as the primary liaison between the Board of Trustees and the Cabinet Members.
- Provide the Board with timely, accurate information to support effective governance, policymaking, and fiduciary oversight.
- Work in partnership with the Board to develop and review long-term strategic and financial goals, institutional policies, and major initiatives.
- Ensure compliance with all applicable accreditation standards, federal and state regulations, and Catholic-related guidelines relevant to Catholic higher education.

Qualities and Qualifications for NDNU President

LEADERSHIP & VISION

- Visionary and strategic thinker capable of articulating a clear and inspiring direction for NDNU's future.
- Mission-driven servant leader who is committed to the Catholic tradition in which the University is rooted and who embodies the core values and the Hallmarks of a Notre Dame Learning Community.
- Transparent and inclusive decision-maker who nurtures trust, collaboration, and authentic shared governance.
- Ability to navigate the complexity of a unionized academic environment and cultivate productive partnerships that advance the University's mission and support the professional well-being of faculty and staff.
- Resilient change agent who can balance optimism with realism during a period of institutional transformation and challenges to higher education at the Federal level.

MISSION-ALIGNED & STUDENT-CENTERED

- Deeply committed to student success, engagement, and holistic development in both online and in-person modalities.
- Demonstrates empathy, compassion, and high emotional intelligence, ensuring students feel cared for and connected.
- Understands and supports adult and nontraditional learners across NDNU's graduate, online, and degree completion programs.
- Faith-informed, socially conscious, and engaged with the multicultural community.

OPERATIONAL & FINANCIAL STEWARDSHIP

- Proven ability in financial management and strategic resource allocation to ensure institutional stability.
- Fundraising and advancement expertise, with a record of cultivating major gifts, partnerships, and alumni support.
- Experienced in organizational reform and efficiency, capable of streamlining systems and modernizing operations.
- Demonstrates business acumen and agility, balancing mission with innovation and sustainability.

FUNDRAISING, COMMUNITY & RELATIONSHIP-BUILDING

- Successful track record in advancement, major gifts, alumni relations, and partnerships.
- Skilled at building relationships with donors, trustees, business partners, and civic leaders.
- Visible and approachable presence in the community and with external stakeholders.
- Skilled relationship-builder and connector, fostering partnerships with businesses, nonprofits, government, donors, and alumni.
- Inspirational communicator and storyteller, able to promote NDNU's strengths and "new chapter" narrative.
- Team-oriented mentor, developing internal leadership and empowering a diverse and talented staff.

ACADEMIC & INSTITUTIONAL EXCELLENCE

- Experienced senior administrative leader in higher education or a related field, with a terminal degree strongly preferred.
- Strong commitment to academic quality, assessment, and program development aligned with workforce needs.
- Collaborative partner with faculty, supporting shared governance and academic freedom.
- Advocates for data-informed decision-making and continuous improvement in teaching and learning.

EDUCATION

A terminal or professional degree, or equivalent experience, is required.

COMPENSATION

NDNU offers a competitive salary and benefits package. Relocation assistance is available.

Salary Range: \$325,000 - \$400,000 annually

SCHOOL OF BUSINESS AND MANAGEMENT

The School of Business and Management (SBM) prepares students with useful professional-level knowledge, skills and competencies that are grounded in the NDNU hallmarks and our rich heritage of innovation, achievement, and promotion of diversity. Our students graduate with competencies and values that allow them to thrive and provide leadership in our ever-changing global business environment. In growing personally and socially, as well as professionally, students gain the critical skills and knowledge to become significant contributors in both their vocation and their community.

SBM degree programs mirror the fast pace and global reach of today's business environment and provide applied learning incorporating relevant industry and foundational knowledge to prepare graduates for professional advancement. Our campus location in the middle of the Silicon Valley means our programs are taught by academic practitioners and designed to build influential values-centered leaders who address today's real-world challenges in business, government, and nonprofit sectors.

SCHOOL OF EDUCATION

The goal of the School of Education is to prepare competent teachers, specialists, administrators, and community leaders through professional programs that reflect current trends.

Personalized attention and individualized counseling for students, field orientation of programs, and successful placement of practicum students and graduates have characterized the program since its inception. All credentials are credited by the California Commission on Teacher Credentialing (CTC).

The School of Education offers students the possibility of enrolling concurrently in some master's and credential programs. The School has several integrated programs designed to support each student as they prepare to be a professional educator or a community leader. Integrated programs articulate some coursework between the credential and the graduate degree, significantly reducing the time and financial resources required to earn a degree. Faculty representing diverse academic and practical expertise teach the courses. Courses are available during both Summer sessions and the Fall and Spring semesters. We offer courses on afternoons/evenings and weekends to accommodate work commitments.

SCHOOL OF PSYCHOLOGY

NDNU's School of Psychology offers undergraduate and graduate degree programs.

We approach the study of psychology as a branch of science that studies human behavior and mental processes. Our School emphasizes applied psychology which also recognizes the influence of the arts, culture, and real-world experience. Our teaching values the development of the whole person throughout the lifespan.

NDNU ACADEMIC PROGRAMS OFFERED (2025-26)

Business Administration

Master of Business Administration
[Online, Asynchronous]

Concentrations in: Artificial Intelligence, Business Analytics, Cybersecurity, Finance, Healthcare Administration, and Public Administration/Non-Profit Management

BS Business Administration
(Degree completion program)
[Online, Asynchronous]

School Administration

MA School Administration
[Online, Synchronous]

Teacher Education

MA Education [Online, Synchronous]

Preliminary Multiple Subject

Credential [Online, Synchronous]

Preliminary Single Subject Credential

[Online, Synchronous]

MA Special Education [Online, Synchronous]

Preliminary Education Specialist

Credential [Online, Synchronous]

Related Program

MA Educational Therapy
[Online, Synchronous]

Clinical Psychology

MS Clinical Psychology Non-Licensure Track [On-site, Online Synchronous, Online Asynchronous]

MS Clinical Psychology Licensure Tracks [On-site, Online Synchronous]

- Marriage and Family Therapy
- Marriage and Family Therapy/Licensed Professional Clinical Counselor

BA Psychology (Degree completion program) [Online, Asynchronous]

Campus Sale to UC Investments

With NDNU's transition from an undergraduate, residential learning community to focus on graduate, credential, and adult education programs, maintaining a large campus footprint was no longer core to NDNU's educational enterprise. So, in May of 2025, Notre Dame de Namur University (NDNU) announced that it had reached an agreement to sell its Belmont campus property to UC Investments, the University of California's investment arm. As a Catholic institution, the transaction required multiple institutional and ecclesiastical approvals. After Vatican approval, the sale was formally completed in September of 2025, marking a new and exciting phase for both NDNU and the future of the Belmont site.

Among the provisions of the agreement, UC Investments has committed to renovating key historic buildings such as Ralston Hall Mansion and the Carriage House. Additionally, while UC Investments now owns the Water Dog Lake open-space acreage, the existing lease to the City of Belmont for public access and stewardship is preserved.

The parcel includes the university's 46-acre core campus as well as an adjacent 50.5 acres encompassing Water Dog Lake and associated open space. NDNU and UC Investments structured the deal so that NDNU can continue operating on the Belmont site by leasing back the property for up to five years.

The sale of NDNU's campus to UC Investments represents a pivotal turning point for both the institution and the surrounding community. For NDNU, the transaction provides financial stability and flexibility after several years of fiscal strain and enrollment decline. By leasing back the property for up to five years, NDNU has been provided the opportunity to reimagine its mission-driven operations and reconfigure its academic model – focusing more deeply on graduate education, online programs, and community partnerships. This move allows the university to preserve its 174-year legacy while scaling down to a more sustainable footprint that aligns with its current enrollment and financial realities.

For the University of California system, the acquisition presents a strategic investment opportunity in the heart of the Bay Area. The Belmont site, with its 96.5 acres of developed campus and natural open space, provides long-term flexibility for future UC research centers, graduate housing, or satellite academic initiatives. While UC Investments has not yet announced a specific development plan, officials have indicated their commitment to preserving the historical and environmental significance of the property. This stewardship aligns with broader UC sustainability goals and its expanding Bay Area presence.

Belmont city officials welcomed the commitment to maintain open-space leases and historic preservation and the partnership has the potential to bring educational and economic vitality to the region, especially if UC develops programs or research collaborations that engage local schools and businesses. However, it also marks the end of an era and reflects the broader transition facing small, mission-based universities nationwide as they adapt to demographic, financial, and technological change.

Sisters of Notre Dame de Namur

The Sisters of Notre Dame de Namur (SNDdEN) have played a vital role in shaping education, social justice, and community service since arriving in the United States in 1840. Founded in France in 1804, the congregation has been dedicated to making God's goodness known through education, particularly for women and the poor. Their focus on accessible, values-based education led to the founding of numerous institutions, including in proximity to the NDNU campus, Notre Dame Belmont and Notre Dame Elementary & Preschool. They also founded Notre Dame de Namur University in California, Trinity Washington University in D.C., and Emmanuel College in Boston, among others. The Sisters' enduring legacy is one of transformative compassion rooted in the conviction that education and faith can bring about a more just and hopeful world.

NOTRE DAME BELMONT HIGH SCHOOL

Notre Dame Belmont is an independent all girls Catholic college preparatory school dedicated to the educational mission of St. Julie Billiart and the Sisters of Notre Dame de Namur. NDB is a caring and compassionate community committed to promoting justice and peace while developing responsible young women of active faith, strong intellect, and Christian leadership. They develop the gifts and talents of each student and foster Gospel values in an environment of academic excellence and mutual respect.

NOTRE DAME ELEMENTARY & PRESCHOOL

Notre Dame Elementary & Preschool is a co-ed Catholic school in Belmont, serving preschool through 8th grade in a caring, supportive community. Guided by the Sisters of Notre Dame de Namur, they inspire joyful learning, strong character, and growth of mind, heart, and spirit.



NOTRE DAME DE NAMUR UNIVERSITY HISTORY



Process for Applications & Nominations

AGB Search is partnering with the Notre Dame de Namur University Board of Trustees and campus community in the search for their next President.

To assure full consideration, applications should be received by **Thursday, February 5, 2026**, and must include the following:

- A letter of interest addressing the strategic opportunities and qualifications identified in this profile;
- A curriculum vitae; and
- A list of five professional references with email addresses and telephone numbers, including their relationship to the candidate. References will not be contacted without prior authorization from the candidate.

Application materials should be submitted in PDF format through the AGB Search portal using this link: [Notre Dame de Namur University - President](#).

Please direct any nominations, expressions of interest, or questions regarding the application process to NDNUPresident@agbsearch.com or:

Kim R. Bobby, Ed.D.
Principal
AGB Search
kim.bobby@agbsearch.com
(253) 861-7738

Matthew J. Kilcoyne
Principal
AGB Search
matt.kilcoyne@agbsearch.com
(202) 253-9846

NDNU POLICY

Notre Dame de Namur University is an equal opportunity employer firmly committed to non-discrimination in its hiring and other employment practices and personnel policies. In compliance with all applicable federal and state laws, except where a bona fide occupational qualification exists, NDNU will make employment decisions irrespective of the staff member's race, color, religion, religious creed, ancestry, national origin, age (except for minors), sex, marital status, citizenship status, military service status, sexual orientation, medical condition (a cancer-related or genetic condition), disability and/or any another status protected by law. When necessary, the NDNU will reasonably accommodate individuals with disabilities if they are otherwise qualified to perform all essential functions safely and without undue hardship to NDNU.