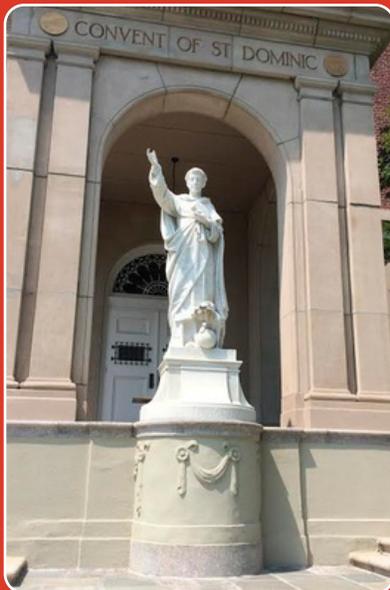


DOMINICAN UNIVERSITY NEW YORK



PRESIDENTIAL SEARCH PROFILE

THE LEADERSHIP OPPORTUNITY

Dominican University New York, founded by the Dominican Sisters of Blauvelt in 1952, is an independent institution of higher learning grounded in the liberal arts and Catholic in origin and heritage. In the Dominican tradition, it fosters the active, shared pursuit of truth and embodies an ideal of education rooted in the values of reflective understanding and compassionate involvement. The University is well known as a place of strong community, with remarkable faculty and staff who are deeply committed to the University and their students. In faithfulness to its mission, institutional values, and the charm and traditions of its Dominican founders, the next president will set the stage for a bold, new future by honoring traditions and executing the following leadership priorities:

ADVANCE THE MISSION AND MAINTAIN A RELATIONSHIP WITH THE DOMINICAN SISTERS

The next president of Dominican University will have the opportunity to promote educational excellence, leadership, and service in an environment characterized by respect for the individual and concerns for the community and its needs. The University's president will also maintain and advance the University's relationship with the Dominican Charism and further the values of the pursuit of truth, reflective understanding, and compassionate involvement.

ACHIEVE LONG-TERM & COMPREHENSIVE FINANCIAL SUSTAINABILITY

Although well managed, the University has experienced the financial challenges that are common in today's post-Covid higher education, tuition-dependent landscape. This includes costs associated with the pandemic, demographic and corresponding enrollment challenges, greater competition for students, escalating costs, and increased need for student financial aid. This has led to difficult but necessary decisions that have affected staffing, salaries, and the availability of resources in order to move the University forward.

To assure greater financial stability, the next president will have to be an astute and resourceful financial manager and develop a strategy focused on the University's need for long-term financial sustainability. This strategy will include, but not be limited to, increasing enrollment, building the endowment, creating new revenue initiatives, embracing change, and having the courage to make difficult decisions regarding academic programming and expenses management.



STRENGTHEN STUDENT ENROLLMENT, RETENTION, AND SUCCESS

In order to sustain financial vitality, the next president will position the University to reach necessary enrollment, retention, and student success goals. This includes promoting the University's distinct mission and the charm of the Dominican Sisters of Blauvelt. It also includes encouraging University-wide responsibility for intentionally attracting new undergraduate and graduate students and developing effective initiatives to monitor and improve student success and retention.

BUILD COMMUNITY & ARTICULATE A BOLD, UNIFYING SHARED VISION OF THE FUTURE

The next president will build community and a sense of belonging on campus among faculty, staff, students, trustees, the Dominican Sisters, and others by inspiring trust and articulating a hopeful and unifying vision for the University. The shared vision will provide direction, inspiration, and enthusiasm for a promising and progressive future in the ever-changing and challenging higher education landscape. It also will position the University to embrace change while enhancing its financial position and regional reputation.

STIMULATE A CULTURE OF PHILANTHROPY AMONG INTERNAL AND EXTERNAL CONSTITUENCIES

In partnership with Dominican's Institutional Advancement and others, fundraising will be an important priority for the next president. The next president will stimulate philanthropic initiatives across the University and create a culture of giving among trustees, parents, alumni, administrators, faculty and staff, and external stakeholders. Partnering effectively with Institutional Advancement to raise money through donations, grants, the annual fund, and a 2025 capital campaign is essential. In addition, the president will also generate alternative sources of revenue by establishing new corporate and nonprofit partnerships.

STRENGTHEN A COMMITMENT TO ACADEMIC EXCELLENCE AND GROW ACADEMIC PROGRAMS

The University's academic programs are built upon a strong foundation in the Liberal Arts and Sciences. To increase graduate and undergraduate enrollment, the University intends to increase the size of the first year and transfer undergraduate student classes, increase retention, grow existing programs, and add new programs. To achieve this goal, the next president, University leadership, and faculty will imagine and embrace a shared academic vision that continues to focus on excellence, relevance, and maintaining a student-centered climate, while also seeking opportunities for expansion. The vision will encourage innovation in academic programming to ensure relevancy and respond to both regional and national educational needs (i.e. data analytics, cybersecurity, physician's assistants, etc.). Greater effectiveness in technological resources and delivery modalities may also be required. The president will also dialog and collaborate with the Academic Dean, University leadership, and faculty to articulate a common understanding of what distinguishes a Dominican University education, and how it provides an exceptional, pertinent, and student-centered transformational experience to a diverse population of students.



DEVELOP A NEW STRATEGIC PLAN AS A UNIVERSITY

In collaboration with the Board of Trustees and others across the institution, the University created a new Strategic Plan to chart the University's future direction. Working with the Board of Trustees and campus leaders, the next president will be responsible for actualizing the plan. This includes, without limitation, further developing and refining the Plan's strategic goals, objectives, implementation strategies, and accountability metrics. The president also will be charged with anticipating and effectively responding to future changes in higher education. To expand and achieve greater financial sustainability, the University must remain nimble and positioned to respond quickly and appropriately to change and opportunity.

STRENGTHEN CAMPUS CULTURE AND UNITY

Like all of higher education, the last few years have been difficult for the University. Demographic changes have created enrollment challenges, students have an increased need for financial support and mental health services, and the value proposition of higher education is at an all-time low. A priority of the next president will be to strengthen morale and inspire an increased sense of hope on campus. This includes engaging a diverse group of internal and external stakeholders around mission-aligned institutional priorities, strengthening shared governance relationships, providing greater transparency and communication, and promoting a joint commitment to the University's future.

FURTHER DIVERSITY AND INCLUSION

The University is proud to be a diverse community guided by long-standing principles of social justice and treating all people with dignity and respect. The next president will join other University leaders in celebrating its recent HSI (Hispanic Serving Institution) designation and continue to build a sense of belonging by intentionally attracting, welcoming, and supporting a diverse and inclusive student body, faculty, administration, and staff.

DESIRED PRESIDENTIAL ATTRIBUTES

► **The University's next president will model servant leadership reflective of the Dominican Charism and demonstrate a deep commitment to Dominican University's mission.**

An earned doctorate, a history of distinction in progressively responsible leadership roles, and a record of scholarship is preferred. The president will possess an astute understanding of the challenges facing 21st century higher education. Being an emotionally intelligent, culturally competent, inspiring, collaborative, and visionary leader with an uncompromising work ethic who embraces change and engages others with integrity, humility and transparency is also required.



The University's next president also will be:

MISSION-DRIVEN AND VISIONARY

A proven and mission-driven servant leader who understands, embraces, and is energized by the University's mission and the charism of the Dominican Sisters of Blauvelt and capable of effectively communicating both within and outside the University community. The president also will promote widespread understanding and enthusiasm around a new, compelling, and inspiring vision for the University's future.

FINANCIALLY COMPETENT

A leader who understands the fiscal issues associated with an academic institution the size and complexity of Dominican University. This includes the careful management of annual operations, oversight of endowment, aligning budget with strategic goals and priorities, and long-term financial planning for future sustainability. To ensure financial strength, the president will be fiscally responsible, action-oriented, forward thinking, creative in considering alternate revenue sources, and a data-informed decision-maker. The president will promote needed changes and be courageous in allocating finite resources among competing needs.

A PROVEN FUNDRAISER AND EAGER UNIVERSITY AMBASSADOR

A proven and enthusiastic fundraiser, the next president will stimulate a robust culture of philanthropy on and off campus by partnering with Institutional Advancement to strengthen the University's brand, build new relationships, increase the Annual Fund, energize a 2025 capital campaign, and engage a growing and diverse group of stakeholders (i.e. alumni, friends of the University, benefactors, etc.) to support the University's future. The president will also represent the University in Rockland County, the State of New York and throughout the Northeast.

A SKILLED DECISION MAKER

A skilled, strategic, and analytical decision maker capable of assessing the University's strengths and challenges, prioritizing competing needs and envisioning new opportunities. The president will have the courage to ask hard questions and be prepared to make difficult, but strategically sound and mission-aligned decisions consistent with University priorities and available resources.

STUDENT FOCUSED

An individual with a student-centered focus who genuinely enjoys participating in campus life and values teaching, all types of learning (i.e. traditional, on-line, professional, practice-based and experiential) scholarship and athletics. The president also must be committed to student success and providing a transformative, values-centered academic experience that prepares students for purposeful lives and their chosen careers and professions.



A COMMITTED ACADEMIC LEADER

A lifelong learner who is committed to the inherent value of the academic enterprise who welcomes engagement with the faculty, values scholarship, and believes in the importance of shared governance around academic program issues and institutional effectiveness, with experience in working with professional programs and accreditation agencies.

AN EMPOWERING EXECUTIVE AND TEAM BUILDER

An experienced executive who values relationships and has the organizational leadership skills and insight needed to effectively build successful teams, empower others, and support faculty and staff. The president will provide leadership in developing talent, encouraging mutual respect through transparency, hiring well, and incorporating administrative and governance “best practices” in leading the campus community.

COMMITTED TO SHARED GOVERNANCE

A visible and collaborative leader, the University's next president will have experience leading in an environment of shared governance and show an authentic understanding of the value communication, open-dialogue, and transparent decision-making brings to relationship building and trust.

AN EXCEPTIONAL COMMUNICATOR

An exceptional listener and outstanding communicator who values relationships, the next president will have the ability to engage effectively with a diverse group of individuals and enthusiastically share the University's story.

The next president will be energized by serving as the University's chief spokesperson, have a comfortable public presence, and possess excellent written, oral, and interpersonal communication skills.

CULTURALLY COMPETENT

A progressive and culturally aware leader with a track record that shows a commitment to promoting justice, diversity, equity, and inclusion and who will be capable of furthering DEI initiatives at the University.

AN INNOVATIVE THINKER

An innovative thinker capable of exploring entrepreneurial ideas and envisioning new models of higher education to implement new mission-aligned, strategic opportunities for building enrollment, revenue, and partnerships consistent with the University's goal of achieving long-term financial sustainability.

A TRUSTED PARTNER WITH THE BOARD OF TRUSTEES

The Board of Trustees is deeply committed to the University's mission and its members are generous with their time, talent, and resources. The next president will share an open and trusted partnership with the Board, further trustee mission formation and philanthropy, and be committed to further developing the Board in governance best practices.

A COMMUNITY LEADER BEYOND CAMPUS

In addition to a strong internal presence, the next president will be a community focused individual and welcome cultivating the public role of the presidency by building meaningful relationships within and outside Rockland County and the Northeast in order to promote opportunities for the University. (e.g., student enrollment and internships, philanthropy, corporate and non-profit partnerships, etc.).



ABOUT DOMINICAN UNIVERSITY NEW YORK

MISSION STATEMENT

The aim of Dominican University New York is to promote educational excellence, leadership, and service in an environment characterized by respect for the individual and concern for the community and its needs. Founded by the Dominican Sisters of Blauvelt, the University is an independent institution of higher learning, Catholic in origin and heritage. In the Dominican tradition, it fosters the active, shared pursuit of truth and embodies an ideal of education rooted in the values of reflective understanding and compassionate involvement.

Committed to building its programs upon a strong foundation in the liberal arts and sciences, the University maintains a student-centered climate and serves a diverse community of students in undergraduate and graduate programs. The University empowers this community of learners to excel, lead and serve with integrity and to engage responsibly in the pursuit of a more just, ethical and sustainable world.

Dominican University New York is dedicated to the principle that its educational programs and services must be both challenging and supportive, distinguished both by high standards and by attention to the needs and potential of the individual student. Affirmed and engaged by these standards and values, graduates are prepared for purposeful lives and for the careers and professions they choose to pursue.

HISTORY

Dominican University New York celebrated its 70th anniversary in 2022 with a commemoration, “Celebrating our First 70 Years of Excellence.” The institution of higher education was founded in 1952 by the Sisters of St. Dominic of Blauvelt, NY, as a two-year college for women religious to become educators. Five years later, lay students were invited to attend classes and in 1959, the school was chartered as a four-year liberal arts college. In 1966, the New York State Board of Regents granted the college an absolute charter and the first coeducational freshman class was admitted.

Over the years, the institution formerly known as Dominican College added new programs and degrees in nursing and business as the campus expanded to accommodate more students and residents. There also was a growing population of adult learners, and in 1980 the college began offering a number of its programs in a Weekend College format, as well as in the regular day and evening sessions. In the 1990s, the college received approval to begin offering programs on the graduate level, and a number of master's programs followed. Dominican University New York also offers two doctorate degrees, a Doctor of Physical Therapy and a Doctor of Nursing Practice. In May 2022, Dominican was granted university status by the New York State Board of Regents and officially changed its name to Dominican University New York, bringing formal recognition to the caliber of its programs.

Dominican University New York has been named both a College of Distinction and a Catholic College of Distinction. On the U.S. News and World Report 2021-2022 Best Colleges List, Dominican was ranked #21 out of Regional Universities North for social mobility. It is also designated a Hispanic Serving Institution and is recognized as Military Friendly.



ACADEMICS

Dominican University New York offers the following degrees: Associate in Arts, Bachelor of Arts, Bachelor of Science, Bachelor of Science in Education, Bachelor of Science in Nursing, Bachelor of Social Work, Bachelor of Science/Master of Science (Occupational Therapy), Master of Business Administration, Master of Science (Family Nurse Practitioner, Integrated Marketing, Organizational Leadership and Communication), Master of Science in Education, Doctor of Nursing Practice, and Doctor of Physical Therapy.

The University is organized into the following Academic Divisions:

- Allied Health
- Business, Innovation, & Leadership
- Humanities & Social Sciences
- Math & Sciences
- Nursing
- Teacher Education & Social Work

FACULTY

Dominican University's faculty are deeply committed to the University and its students, providing exceptional teaching and mentoring. The 14:1 student-faculty ratio allows for a strong interactive learning culture. The University has 68 full-time faculty, of which 75 percent hold terminal degrees. The faculty's primary responsibility is teaching. Many, however, present at national conferences, publish articles in peer-reviewed journals, or continue to practice in their fields which enables them to stay knowledgeable about current trends and bring first-hand knowledge back to their students. Adjunct faculty members, many of whom are also practitioners in their fields, add breadth and depth to the classroom experience.

STUDENTS

As soon as one steps on campus, it is clear that Dominican University has a strong sense of community and is student-centered. The University has 1,378 students; 88 percent are full-time students and 12 percent are part-time. Undergraduate students make up 79 percent of the student body and 21 percent are graduate students. Dominican University students represent 29 states and 35 countries. The majority of students, 82 percent, are from the Tri-State Region, which includes New York, New Jersey, and Connecticut.

The Dominican University student body is diverse and inclusive with 69 percent of Fall 2023 undergraduate students designated minority students. The University has received federal designation as a Hispanic Serving Institution. Dominican University also has a strong history of creating positive educational experiences for students who are economically disadvantaged. About a third of undergraduate students are first-generation students.

ATHLETICS

The Dominican University New York Chargers compete in 19 varsity sports in Division II of the NCAA, playing in the Central Atlantic Collegiate Conference (CACC). Men's sports include baseball, basketball, cross country, golf, lacrosse, soccer, tennis, outdoor track and field, and volleyball. Women's sports include basketball, bowling, cross country, lacrosse, rowing, soccer, softball, tennis, outdoor track and field, and volleyball. In addition, there are two club sports, men's rowing and esports. The campus also has a state-of-the-art fitness center in the Hennessy Center and a new turf field, the O'Brien Field, which is surrounded by a track. The school mascot is Charlie the Charger.



LEADERSHIP

Sr. Mary Eileen O'Brien, O.P., Ph.D., retired on January 1, 2024, after serving two terms totaling 35 years as President of Dominican University New York. She is one of five individuals to serve as President of Dominican College/University, and the longest-serving President in its 71-year history. The Dominican University New York Board of Trustees appointed Sr. Mary Hughes, O.P., Ed.D., to temporarily serve as Interim President until a permanent replacement is named.

Under Sr. Mary Eileen's leadership, Dominican was transformed from a small college into a university. The campus greatly expanded with new, modern buildings and academic programs, including those offering master's and doctorate degrees. Sr. Mary Eileen said that she decided to retire after the University reached two long-term goals – the attainment of university status and the completion of a new turf field and track for student athletes. The turf field was officially named the O'Brien Field in recognition of Sr. Mary Eileen's years of visionary leadership and service.

Sr. Mary Eileen earned a doctorate degree in Educational Administration and Supervision from Fordham University, a master's degree in Adult and Higher Education from Teachers College of Columbia University, and a master's degree in Mathematics from Manhattan College. She is also an alum of Dominican, earning a Bachelor of Arts in English.

Interim President Sr. Mary Hughes is a member of the Sisters of St. Dominic, Congregation of the Holy Cross, Amityville, NY and has extensive experience working in higher education at several institutions.

STRATEGIC PLAN

Dominican University New York's Strategic Plan for 2023-24 details the University's immediate strategic goals:

- Increase Enrollment
- Attain Financial stability
- Continued Institutional Excellence
- Enhance the Planning Process
- Enhanced Data Decision Making

These five goals are supported by 17 distinct tasks in the current year.

BUDGET

Dominican University New York's operating budget is approximately \$42 million. The University has faced some revenue challenges recently, like many small higher education institutions around the country. Fortunately, the University has taken a number of steps which are improving its financial outlook. The University has secured \$10 million in federal grants and new efforts by Institutional Advancement have brought in some of the University's largest philanthropic gifts. In addition, the University has retained a nationally-recognized consulting firm to reinvigorate the enrollment management process. The University benefits from a long-standing culture of being cost conscious while always looking for opportunities to enhance short and long-term growth.



MASTER PLAN FOR FACILITIES AND PROPERTIES

In 2016, the University prepared its Master Plan for Facilities and Properties with the guidance of Derck & Edson. The plan set forth a vision for the development of the campus so that the University would remain one of the best small to moderate-sized institutions in the Lower Hudson Valley. Many of the projects outlined in the plan have been completed, and the University looks forward to another comprehensive facilities and properties planning effort in the near future.

ABOUT ORANGEBURG AND ROCKLAND COUNTY, NY

Dominican University New York is located in Orangeburg, a hamlet of the town of Orangetown, in Rockland County, NY. The location combines the best of two worlds – the charm and safety of a small community coupled with easy access to New York City and all it has to offer.

Rockland County was once home to members of the Delaware and Lenape Nations, and a key position for General George Washington's Continental Army during the Revolutionary War. The county is now known for its quaint villages, Hudson River views, restaurants, shopping, farms, farmers markets, and parks. There are 32,000 acres of parkland in Rockland County that offer many recreational opportunities, including hiking, biking, and swimming. Harriman State Park (New York's second largest park), Bear Mountain State Park, and Hook Mountain State Park are among the extensive parkland in Rockland County.

Four outstanding school districts serve Orangetown. The South Orangetown Central School District and Pearl River School District are entirely within Orangetown, while the Nanuet and Nyack School Districts cover portions of both Orangetown and Clarkstown.



APPLICATIONS, NOMINATIONS AND EXPRESSIONS OF INTEREST

To assure full consideration, applications should be received by April 5, 2024 and must include the following:

- A letter of interest addressing the leadership opportunities and attributes 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.

The salary range for this position is \$275,000 to \$350,000.

Application materials should be submitted in PDF format through the AGB Search portal here:

[Dominican University President Application Portal](#)

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

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Dominican University New York is an Equal Opportunity/Affirmative Action employer committed to excellence through equity and inclusion, and, in this spirit, particularly welcomes applications from members of historically underrepresented groups. All qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, sex, sexual orientation, gender identity or expression, age, status as a protected veteran, status as a qualified individual with a disability, or other protected category in accordance with applicable law.



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