

# SEARCH PROFILE:

PRESIDENT



**ANNA MARIA**  
COLLEGE

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ANNA MARIA COLLEGE invites inquiries, nominations and applications for President. Located on an idyllic campus near Worcester, Massachusetts, the College's mission to educate students to transform their world as ethical leaders and community-oriented professionals is delivered through a liberal arts education with real-life career preparation for undergraduate and graduate programs. Current President Mary Lou Retelle will retire after more than a decade of leadership, and the Board of Trustees seeks an experienced, entrepreneurial leader who is enthusiastic about the College's mission and Catholic identity. The new president is expected to begin in July 2025.



## ABOUT ANNA MARIA COLLEGE

Anna Maria College is a four-year, private, co-ed, Catholic institution, located in the heart of New England on a 260-acre campus where students are educated within a mission-centric focus to become ethical leaders and community-oriented professionals. Anna Maria College offers a dynamic, close-knit community of active learning, bold thinking, and one-on-one mentorship. Anna Maria students are treated as professionals-in-training as they grow in knowledge, technical skills, and experience, becoming leaders who are passionate about serving their communities.

The College is inspired by the ideals of the Sisters of St. Anne, who founded the institution in 1946 and held responsibility for it until 1980 when an independent corporation and board of trustees were constituted. While a commitment to core values inspired by the Sisters remains, many changes have occurred since its original founding. In 1951, Anna Maria College moved to its current location in Paxton, MA, a campus that has continued to be developed to meet the needs of the day. In 1973, Anna Maria became coeducational and added graduate programs. The 2000s saw substantial growth and expansion of enrollment and facilities, followed by the introduction of online programs in 2010. Recent years have seen continued structural and programmatic growth as Anna Maria College continues to respond to the needs of students and its community.

Today's Anna Maria College integrates a liberal arts education with real-life career preparation. The College offers a variety of undergraduate [majors](#), as well as many [graduate and certificate programs](#), both on-ground and [online](#). The small student-faculty ratio allows for a highly personalized learning experience, while the modest class and campus size foster optimal student involvement, collaboration, and friendships. Anna Maria students deeply value relationships—with each other and with the faculty who they describe as exceptionally committed to their success. Relationships matter at Anna Maria College, and it is a tight-knit learning community.

Popular majors are associated with essential careers that drive social impact in communities: nursing, criminal justice, fire science, social work, mental and behavioral health, education, therapeutic arts, business, and more. The College offers an Honors Program and unique study- abroad opportunities. Anna Maria is a member of a Worcester-area College Consortium that allows students to cross-register at other Consortium colleges at no additional cost.

Anna Maria College is accredited by the New England Commission of Higher Education (NECHE). The most recent comprehensive visit was conducted in 2018, with the customary interim report successfully completed in 2023. A task force has begun to meet regularly in preparation for the next comprehensive visit in 2028.

## ABOUT ANNA MARIA COLLEGE (CONT.)

### THE STUDENT BODY

Anna Maria serves a diverse student population in many respects. Its total enrollment of approximately 1,200 (just over 900 traditional undergraduates) is approximately 70% full-time undergraduates, with the balance of part-time undergraduates and graduate students, many (approximately 50% for graduate students) receiving their education online. Approximately 35% of Anna Maria students are first-generation students and 34% of students indicate their racial/ethnic status as a member of a minority population or as international students. About half of the full-time undergraduate student body—and nearly three-quarters of first year students—live in campus housing. Approximately 60% of Anna Maria College students are men, an unusually high proportion in today's higher education environment. This percentage is affected by the large roster men's athletic teams.

Over 40% of Anna Maria's first-time freshmen are Pell eligible, demonstrating the College's commitment to access and affordability. Approximately 80% of students receive federal and/or state financial aid. Admission is test-optional. Median ACT scores range from 18-21, and retention and graduation rates are consistent with institutions with that level of selectivity (upper 60s cohort retention, nearly 50% 6-year graduation rates) and consistent or slightly rising over the past decade. Students benefit from the personalized attention made possible by a 12:1 student-to-faculty ratio and classes that average in the low teens. Anna Maria's commitment to the local community and region is evident through the fact that the vast majority of its students are from Massachusetts.

Anna Maria College offers 13 sports as a member of the NCAA Division III Great Northeast Athletic Conference. In 2024-2025 Anna Maria Men's and Women's Ice Hockey will compete as an associate member of the Massachusetts State Collegiate Athletic Conference (MASCAC). Anna Maria is the first independent college to be admitted to that league. In 2025-2026 Anna Maria will become a full member of the MASCAC with its other sports transitioning to the conference. Approximately 50% of Anna Maria full-time undergraduates participate in intercollegiate athletics (60% in the Class of 2028). In 2023, Anna Maria student-athletes totaled 398 unique students representing 29 states, 7 countries and 6 provinces in Canada. Anna Maria College has recently introduced E-sports programs as well. In addition to intercollegiate athletics, approximately 25 clubs and numerous opportunities for service—along with well-developed student development and residence life offerings—advance the College's commitment to the development of the whole person.

### MISSION, VALUES, AND STRATEGIC PLAN

#### MISSION

As a Catholic institution inspired by the ideals of the Sisters of Saint Anne, Anna Maria College educates students to become individuals who will transform their world as ethical leaders and community-oriented professionals.

#### VALUES

- **Faith & Reason:** Drawing upon the Catholic intellectual tradition, the academic environment provides students an education that honors faith and reason as complementary paths of wisdom in the search for truth and meaning.
- **Liberal Arts:** The College prepares students to adapt to future challenges with creativity and innovation, by integrating a liberal arts education with personal development and professional achievement.
- **Service to the Community:** In line with the values of the foundresses, the College stimulates within students a sense of responsibility and dedication to the community through selfless service to family, friends, colleagues, and those in need.
- **Justice & Peace:** Acknowledging our place within the world, the College emboldens students to identify injustices and to contribute peaceful solutions to them.
- **Development of the Whole Person:** A balanced education, curricular and co-curricular, aims to inspire holistic personal growth in students as lifelong learners.
- **Cultivation of Personal Moral Responsibility:** We expect students to develop as ethically responsible human beings, through serious reflection and active engagement.
- **Diversity & Inclusion:** We welcome all, regardless of background, and encourage critical thought and ideas in the pursuit of truth.



## ABOUT ANNA MARIA COLLEGE (CONT.)

### STRATEGIC PLAN AND THEMES

*Something Greater*, the current strategic plan, aspires to sustain Anna Maria's exceptional educational and professional value by forging professional and liberal learning that is oriented to the future requirements of changing professions and that produces outstanding graduates who can lead in a changing world. The plan pursues three primary goals: exceptional professional program substance and outcomes, key literacies for contemporary achievement, and moral, ethical, and service-oriented character.

The pursuit of those goals comes through five themes: sustain regional leadership in the community professions, enhance and deepen the undergraduate experience, create purposeful community partnerships, expand access and opportunity, and strengthen organizational capability.

Key action steps have been articulated for each of these themes, with greater detail available in [Something Greater](#). The College has made significant progress toward this plan since its inception in 2018. [A 5-year update](#) is available online. Selected accomplishments include:

- Evolving partnerships to help Anna Maria develop and deliver on-ground and online programs that meet student demand.
- Curricular revisions that have resulted in new programs (AI for Everyone, majors in Web Design, Communications, and Addiction Studies, as well as online tracks for the MBA, I/O Psych, and MSW) and reductions where enrollment is unsustainable.
- The Behavior Health Workforce Education and Training Program (BHWET) is another example of curricular development, informed through engagement with the community and supported by renewable funding of \$1.92 million from the federal government.
- Physical upgrades including renovated Nursing Education and Simulation space, an esports center, renovated Campus Center and Chapel, and enhanced outdoor facilities, including those for the intercollegiate

game day experience. These upgrades have been supported by increased hours and programming for a variety of student activities.

- A Chief Diversity Officer leads campus efforts to advance the College's values of Diversity and Inclusion. [A DEI Action Plan](#) ensures students and employees feel safe and supported, accepted and appreciated, valued, and have equal opportunities to thrive and succeed.

### LEADERSHIP AND GOVERNANCE

Anna Maria College has been led by over a decade by President Mary Lou Retelle. President Retelle's journey at Anna Maria began in 2011 when she joined as Executive Vice President, assuming the presidency in 2015. Her inauguration marked the beginning of a vision that propelled the college forward with optimism and purpose. Under her leadership, Anna Maria College achieved significant milestones including enrollment growth, academic program expansions, enhanced student experiences, and increased regional impact through grants and partnerships. President Retelle announced in July 2024 her intent to retire at the close of the 2024-25 academic year.

The Senior Staff includes: Vice President for External Relations/Chief Communications Officer, Vice President for Student Affairs, Vice President for Enrollment, Executive Vice President/CIO/Treasurer, Vice President for Advancement, and Senior Vice President for Academic Affairs. Other direct reports to the president include the Director of Athletics, Dean of Mission/Chaplain, Chief Diversity Officer, Director of International Programs, Director of Archives, and Executive Assistant. Academic governance is enacted through a Faculty Assembly, which holds customary authority in areas such as curriculum, new programs, etc. The leadership of this Assembly meets regularly with the President.

The Board of Trustees at Anna Maria College holds all authority for College governance; there are no powers reserved to other bodies. The ideals of the Sisters of Saint Anne (the founding congregation) inform the College's values, and the congregation continues to



## ABOUT ANNA MARIA COLLEGE (CONT.)

support Anna Maria College. The Board is authorized to have up to 35 members (currently there are 20) each of whom is eligible to serve up to three consecutive three-year terms. The Board meets three times per year. Much of the work of the Board is enacted through standing committees, including the Academic and Student Success Committee, the Advancement Committee, the Enrollment & Marketing Committee, the Finance & Audit Committee, and the Mission, Strategy, and Operations Committee. The Executive Committee consists of board officers and the chairs of the standing committees.

### FINANCE AND OPERATIONS

Anna Maria College is largely tuition dependent, with more than two-thirds of revenue generated from net tuition (tuition less institutional financial aid). Since 2020, Anna Maria College has seen an unprecedented influx of federal aid that supported its financial position during the COVID area and advanced key initiatives supporting facilities and academic programming. In recent years, the strategic planning of the College has been aligned with the financial projections that extend three years beyond the current year. A review of budget projections was conducted during the summer of 2022 and included all revenue and expense lines with great detail. A multi-year financial model has been developed which illustrates the impact of various assumptions upon the institution's financial health; that model and the assumptions upon which it is based are revised and updated regularly.

As anticipated during the pandemic, modes of delivery and student trends changed and Anna Maria began preparing for that with an online partnership agreement with its OPM partner (Wiley – now Risepoint), academic program relevance, regional partnerships to enhance undergraduate learning, and increased international interest at both undergraduate and graduate levels. Reviewing financial expectations as prescribed by the action items identified within the goals of the strategic plan are part of the planning process and set with a conservative approach in budget preparation and expectations with academic planning at the forefront.

Post-COVID declines in full-time enrollment have resulted in reduced net tuition revenue, which has had an impact on the institution's operating budget. Net assets stand at approximately \$16 million, with approximately \$41 million in assets (including long term investments valued at over \$8 million) offset by \$25 million in liabilities (including \$19 million in long term debt, an amount being reduced by approximately \$800,000 per year). Annual operating budgets are approximately \$30 million. Some combination of growth in enrollment and net tuition revenue, significant increases to revenue from other sources, and/or changes to the expense model will be essential to achieve long-term financial equilibrium.

While tuition revenue generates the largest share of the operating budget, the College has been successful in

recent years at attracting financial support to advance its efforts. In 2023, Anna Maria College was awarded \$1,000,000 in community project funding secured by Congressman James P. McGovern to upgrade its nursing simulation lab and enrich the educational experience for future essential workers. In 2022, Anna Maria received nearly \$2 million in federal Behavioral Health Workforce Education and Training funds to support master's degree students in its social work and counseling psychology programs. In 2022, Senators Markey and Warren secured \$1 million for Anna Maria to provide Mental Health First Aid (MHFA) training to public safety organizations. Over 2,000 public safety professionals across various sectors, including law enforcement, fire services, emergency medical services, probation, and corrections, have been trained and certified in MHFA. These trained professionals represent 128 municipalities and 73 federal, state, county, and private agencies. In 2024, Governor Healey allocated \$50,000 to Anna Maria for additional campus cameras. Lastly, The Sisters of St. Anne donated land to the College in 2022 that expanded the campus to 260 acres.

Over the past 12 months, the College has received more than \$1,000,000 in foundation support. This includes \$24,000 from Reliant Foundation for behavioral health support, \$40,000 from Highland Street Foundation for first-year student mentoring, \$150,000 from the Fletcher Foundation, \$350,000 from the Stoddard Charitable Trust, and \$475,000 from the Alden Trust.



## ABOUT ANNA MARIA COLLEGE (CONT.)

### THE ANNA MARIA CAMPUS

Anna Maria is located on a tranquil 260-acre campus in the heart of scenic New England. The campus is minutes from the vibrant university city of Worcester, the second largest city in New England and home to more than 36,000 college students. Campus life provides a multitude of experiences outside the classroom that nurtures the whole person.

Academics are the heart of the institution and are delivered across four main buildings: Cardinal Cushing Hall and Foundress Hall (all programs), Miriam Hall (nursing and art), Trinity Hall (all programs), and St. Joseph (science and labs). Faculty offices are located across these buildings.

Also located in Foundress Hall is the Madore Chapel, named after the College's fourth President Sr. Bernadette Madore, the Mondor-Eagen Library, which honors the College's first President Sr. Eva Mondor, and Sr. Rose Isabel Eagen, Campus Ministry, the Zecco Theater, Information Commons, Jacques Conference Room, Admission, Financial Aid, Student Accounts, Registrar,

Office of Diversity and Inclusion, IT, and an E-sports center.

Resident students enjoy different layout options in four residence halls: Madonna (mainly first year), St. Anne (suites), South Hall and Alumni & Coughlin Hall.

Athletic facilities include Caparso Field (football and multipurpose turf field), Fuller Activities Center (indoor sports and fitness center), the AMCAT center (lockers, training, and offices), and a grass softball field.

A Health & Wellness Center provides mental health and wellbeing services for students, and the Bishop Flanagan Campus Center houses dining, student activities, a commuter lounge, campus mail, and the bookstore.

Socquet House, a restored farmhouse original to the property, is home to the President's Office and several administrative departments.

Across campus, many paintings, statues, sculptures and contemplative locations signify the College's mission and Catholic identity.







## ANNA MARIA COLLEGE IN THE NEWS

While not a comprehensive listing, some recent highlights illustrate part of what makes Anna Maria College distinctive, and its progress in reaching strategic goals. Among the noteworthy events and occurrences:

- **President Retelle Retires**  
Worcester Telegram: [Anna Maria College president to retire after upcoming school year](https://www.yahoo.com/news/anna-maria-college-president-retire-151113282.html)  
[www.yahoo.com/news/anna-maria-college-president-retire-151113282.html](https://www.yahoo.com/news/anna-maria-college-president-retire-151113282.html)
- **Remodeled Nursing Space**  
Spectrum News: [Anna Maria College opens its new nursing and paramedic education space](https://spectrumnews1.com/ma/worcester/news/2024/09/16/anna-maria-college-nursing-paramedic-space)  
<https://spectrumnews1.com/ma/worcester/news/2024/09/16/anna-maria-college-nursing-paramedic-space>
- **Commencement 2024**  
Worcester Guardian: [319 graduate from Anna Maria; 'class committed to public service'](https://www.worcesterguardian.org/f/319-graduate-from-anna-maria-class-committed-to-public-service?blogcategory=Education)  
[theworcesterguardian.org/f/319-graduate-from-anna-maria-class-committed-to-public-service?blogcategory=Education](https://www.worcesterguardian.org/f/319-graduate-from-anna-maria-class-committed-to-public-service?blogcategory=Education)
- **New Academic Leadership**  
Worcester Business Journal: [Seasoned administrator and award-winning journalist picked to lead Anna Maria academic affairs](https://www.wbjournal.com/article/seasoned-administrator-and-award-winning-journalist-picked-to-lead-anna-maria-academic-affairs)  
[www.wbjournal.com/article/seasoned-administrator-and-award-winning-journalist-picked-to-lead-anna-maria-academic-affairs](https://www.wbjournal.com/article/seasoned-administrator-and-award-winning-journalist-picked-to-lead-anna-maria-academic-affairs)
- **New Trustees**  
Worcester Business Journal: [Anna Maria picks three new board members to help strengthen curriculum](https://www.wbjournal.com/article/anna-maria-picks-three-new-board-members-to-help-strengthen-curriculum)  
[www.wbjournal.com/article/anna-maria-picks-three-new-board-members-to-help-strengthen-curriculum](https://www.wbjournal.com/article/anna-maria-picks-three-new-board-members-to-help-strengthen-curriculum)

- **Athletics Changes Conferences**  
Worcester Telegram: [AMCATS on the move: Anna Maria College joins MA State Collegiate Athletic Conference](https://www.telegram.com/story/sports/college/2023/10/05/anna-maria-college-joins-massachusetts-state-collegiate-athletic-conference/71069279007/)  
[www.telegram.com/story/sports/college/2023/10/05/anna-maria-college-joins-massachusetts-state-collegiate-athletic-conference/71069279007/](https://www.telegram.com/story/sports/college/2023/10/05/anna-maria-college-joins-massachusetts-state-collegiate-athletic-conference/71069279007/)
- **Nursing Students Provide First Aid**  
Spectrum News: [Anna Maria nursing students' quick response helps in medical emergency](https://spectrumnews1.com/ma/worcester/news/2023/10/24/anna-maria-nursing-students-quick-response-helps-in-medical-emergency)  
[spectrumnews1.com/ma/worcester/news/2023/10/24/anna-maria-nursing-students-quick-response-helps-in-medical-emergency](https://spectrumnews1.com/ma/worcester/news/2023/10/24/anna-maria-nursing-students-quick-response-helps-in-medical-emergency)
- **Anna Maria Students Save a Family from House Fire**  
Worcester Telegram: [Answering the bell: Anna Maria College, NFL team, honor students for lifesaving actions](https://www.worcestertelegram.com/story/news/local/2023/10/24/anna-maria-students-save-family-from-house-fire/71069279007/)
- **Anna Maria College says starting a football program was one of their best decisions**  
New York Times: [Adding Football Saved One College. Dumping It Boosted Another.](https://www.nytimes.com/2023/10/24/us/politics/anna-maria-college-football-program.html)

### Selected Anna Maria Blog Posts:

[Anna Maria College Launches AI Course in Collaboration with Rize Education](#)

[Anna Maria College Partners with MPTC to Bolster Public Safety Workforce Pipeline](#)

[AMCAT Esports Score National Championship in Inaugural Season](#)

[A program to identify and address potential mental health needs of first responders and public safety professionals, financed by a \\$1 million grant from the United States Department of Justice](#)

[A program that allows students to gain relevant experience as 911 dispatchers, gaining relevant work and life experience while meeting a need in the community](#)



## THE LOCAL COMMUNITY

Anna Maria College is located in Paxton, Massachusetts. Paxton is a community of approximately 5,000 residents less than 10 miles from Worcester, a quintessential New England city. Worcester is the second largest city in New England—located about an hour west of Boston, with a population of approximately 200,000. The city is a hub for the central part of the state and has an airport with commercial service currently to New York and Florida. Worcester boasts a vibrant arts and entertainment scene as well as a variety of dining and retail options. The area

also offers an active sports community, including the AAA affiliate of the Boston Red Sox as well as professional teams in hockey and football. Lake Quinsigamond is the site of annual rowing competitions each spring and summer. Ten colleges and universities are in the area, ranging from community colleges to research universities. The area is also known for its outdoor recreation, including over sixty parks.



## ABOUT THE POSITION

### LEADERSHIP AGENDA

The Board of Trustees at Anna Maria College seeks an energetic, mission-driven president to build on the achievements of President Mary Lou Retelle, who will have provided a decade of successful presidential leadership upon her retirement in June 2025. During that time, Anna Maria has grown in enrollment, financial strength, and quality of facilities. The next president will have the opportunity to both sustain the momentum from these successes and pursue new directions in response to a dynamic higher education environment.

The College remains highly tuition dependent in a market that is very competitive for a decreasing number of college aged students and in a state where investments in private higher education are increasingly secondary to support of public institutions and where there is heightened regulatory attention on the performance of small private colleges. The next president will be a strong steward of resources, an innovator who will pursue forward-looking ways to enhance institutional strength and student success, and a vital and active part of the local community and region. Anna Maria is a place where people at every level of the college—including the president—are quick to roll up their sleeves, have open doors (literally and figuratively), and do whatever is needed to help their students succeed. The College seeks an accessible, visible leader with that same approach.

The Anna Maria College community is notable for its deep commitment to access, affordability, and student success as well as its deep ties to the Worcester community and central Massachusetts. Those characteristics reflect the values of the Sisters of St. Anne who founded the College and whose charism still animates the Anna Maria community today. Above all, the next president will carry on Anna Maria's mission by sustaining those commitments, responding to the needs of the local community and region, providing bold and thoughtful leadership, and ensuring strategic stewardship of resources.

Key priorities for the next president at Anna Maria college include the following set of interrelated topics:

### Strategic Planning

Anna Maria is currently operating under a strategic plan developed in 2018 and revised regularly in response to the many changes on campus and in the external environment since then. The president will lead the development and implementation of a next generation strategic plan that builds on these previous efforts and that seeks to elevate the College's core values and mission. The successful leader will embrace innovation, creativity, and excellence, and will be comfortable responding quickly to changing educational trends in support of the institution's mission. This leader will simultaneously work effectively within the realities of current environment while envisioning and making investments to achieve an even stronger future. They will be collaborative in articulating a compelling vision utilizing the College's approach to shared governance, practical in defining the steps needed to bring it about, persistent in aligning resources and ensuring implementation, flexible in responding to the challenges and opportunities that inevitably arise, and courageous in making the kind of difficult decisions demanded of higher education leaders at this moment.

### Financial and Enrollment Sustainability

The next president at Anna Maria College will continue to develop and implement strategies to secure long-term financial stability, including effective fundraising, budget management, and exploration of new revenue streams. This leader will maintain affordability, an essential part of the commitment to accessibility that has existed from the College's founding, and will pursue strategic initiatives that generate sufficient resources to advance the institution's mission. The successful candidate will also be able to live within the available resources, realigning resources as needed to ensure the College operates under a realistic forward-looking model that incorporates broader trends and strategic priorities.

Increasing student enrollment and improving retention rates are critical for Anna Maria to achieve long-term financial equilibrium. A key focus will be on ensuring that the College's curriculum responds to changes in the external environment while honoring its liberal arts heritage. The next president will ensure that Anna

## ABOUT THE POSITION (CONT.)

Maria has a dynamic approach to its curriculum—one that creates new academic programs and/or learning modalities that meet the needs of the local community and region and ensures existing programs remain responsive. This leader will continue recent efforts to realign resources and make strategic changes in the portfolio accordingly. Anna Maria is remarkably diverse; the next president will enhance student services and continue to foster a campus environment that is welcoming to a wide variety of students and supportive of their ability to persist and graduate. The College is heavily reliant upon athletics to reach enrollment goals, and the president will be supportive of the student-athlete experience.

### **Fundraising**

In addition to enrollment, effective fundraising is essential to support the college's operations and provide investment into promising initiatives. The next president will engage with alumni, donors, and other stakeholders to secure financial contributions in support of the impact Anna Maria College has on its students and the broader community. Recent successful efforts at securing grant support has demonstrated the effectiveness of such efforts, and the next president will continue to develop relationships and pursue processes and initiatives that garner greater community support for Anna Maria.

### **Institutional Recognition and Partnerships**

Anna Maria's close ties with the local community are part of what makes the College distinctive, yet there remains opportunity to increase recognition for Anna Maria even within that community and to further leverage that reputation. Engaging with local industries and organizations has the potential to provide opportunities for student employment and internships, to pursue creative academic offerings that meet community needs, and to increase the level of philanthropic support to complement net tuition revenue. The successful candidate will prioritize deeper relationships with community colleges for transfer programs, especially in areas of curricular strength; such partnerships take on heightened importance considering the recent expansion of free community college to Massachusetts students of all ages. The next president will strengthen the College's brand through strategic investment in marketing efforts to increase recognition, enrollment, and philanthropy. In addition, this leader will serve as an effective public policy advocate, particularly around initiatives at the state and national levels that have significant potential impact on independent higher education.

### **Campus Infrastructure**

The Anna Maria College campus is in a naturally beautiful setting. Facilities are generally well-maintained but are uneven in terms of their ability to create the living and learning environment today's students expect—some new spaces are exemplary, while others need updating. Improving campus facilities and infrastructure

will enhance both the quality of the experience for current students and the attractiveness of the College to prospective students. The successful candidate will take a strategic approach to this important topic, moving in a sequential manner that prioritizes opportunities that generate additional revenue to support subsequent steps.

### **REQUIRED AND DESIRED CHARACTERISTICS AND EXPERIENCE**

The next president at Anna Maria will be enthusiastic about the College's mission and Catholic identity, particularly the principles of Catholic social teaching as expressed in its commitments to affordability and access, support for the whole person, and academic programs that respond to community needs. In addition, successful candidates will have a proven track record of leadership at the senior level (with experience in higher education preferred) and will have at least a master's degree (with a terminal degree preferred).

While no candidate will possess all the attributes of the ideal candidate, the successful candidate will bring many of the skills, characteristics, and experiences listed below:

- Expertise in financial management, including the ability to deploy resources strategically to reach institutional goals.
- Proven ability to raise funds from various sources, including alumni, donors, and through public and private sector grants.
- Strong skills in developing and implementing strategic plans to guide the institution's future, including the ability to engage with others to articulate a shared vision grounded in institutional mission and values, develop sequential actions to take in pursuit of that vision, implement those steps in a timely manner, and utilize data to inform decision-making.
- Experience in increasing and stabilizing student enrollment through effective recruitment and retention strategies.
- Ability to build and maintain strong relationships with key stakeholders in the local community, particularly educational and industry partners and local, state and federal public officials. Experience in and/or understanding of the Worcester area and Central Massachusetts is preferred, as is experience working in public policy matters critical to higher education, with an emphasis on the factors important to small colleges.
- A relational, accessible leadership style, with the ability to lead a strong leadership team that is accessible, accountable, and united in support of the mission and vision. Values people deeply, high emotional intelligence. Skilled at issues management, including crisis communication. A naturally collaborative style, skilled at working with faculty, staff, students, external partners, and other stakeholder groups.

## ABOUT THE POSITION (CONT.)

- Understands and is enthusiastic about the Catholic identity of Anna Maria College, expressed in its commitment to the principles of Catholic Social Teaching and the Catholic intellectual tradition, including the value of the liberal arts tradition and learning experiences outside the classroom as well as academic offerings.
- Demonstrated experience in leading a community with a diverse student population, including the ability to build relationships with students and ensuring a welcoming learning environment that supports all students. Experience in supporting underrepresented student populations, international students, and student athletes, respectively, would be beneficial.
- Excellent communication skills to effectively convey the institution's vision and goals to various audiences, as well as the ability to listen deeply and draw others in.
- Ability to adapt to changing higher education landscapes and trends—including technological advancements and evolving student needs—as well as the willingness to act quickly in response to emerging community needs. Able to foster a culture of innovation across campus in support of student success, enrollment and financial health, and impact on the local community.
- Personal style marked by approachability, the ability to build trust, a high level of energy and enthusiasm, a positive and hopeful outlook, and resiliency and courage in the face of challenges.

### APPLICATION AND NOMINATION PROCESS

Anna Maria College is being assisted by Academic Search. Confidential inquiries, nominations, and applications are invited and can be submitted in confidence to [AnnaMariaPresident@academicsearch.org](mailto:AnnaMariaPresident@academicsearch.org). When submitting a nomination, please include the nominee's full name, title, position and email address.

Those who are considering applying are encouraged to request a confidential conversation as our consultants want to get to know you, to share information that might be helpful in discerning your interest, and to assist as you navigate the application process. Confidential discussions may be arranged directly on the bookings page for [Scott Flanagan](#) or [Disa Mason](#). After you click the link, select the Anna Maria College Option to access available times.

The search committee will begin reviewing applications in November. Though applications will continue to be accepted until the position is filled, only those materials received by **December 1, 2024**, are assured full consideration.

An application should include three separate PDF attachments:

- A detailed cover letter, no more than five pages, addressed to the search committee, expressing your interest in this position, and explaining the ways you meet the qualifications and expectations in this profile; and
- A current full resume or *curriculum vitae* that includes relevant responsibilities and accomplishments; and
- A list of five professional references, with full contact information and a brief description of your working relationship with each. References will not be contacted without the explicit permission of the candidate.

Academic Search consultants contact information:

#### Dr. Scott Flanagan

Senior Consultant and Senior Executive Coach  
[scott.flanagan@academicsearch.org](mailto:scott.flanagan@academicsearch.org)

Direct booking link to schedule a call: <https://tinyurl.com/2z9s5m6y>

#### Ms. Disa Mason

Consultant  
[disa.mason@academicsearch.org](mailto:disa.mason@academicsearch.org)

Direct booking link to schedule a call: [https://bit.ly/Mason\\_Bookings](https://bit.ly/Mason_Bookings)

*In fulfilling its role as an institution of higher education, Anna Maria College does not discriminate on any legally recognized basis, including but not limited to race, color, religion, creed, gender, national origin, disability, ethnic background, genetic information, sexual orientation/ gender identity as defined by law, age, as defined by law, or military status, in the administration of its employment policies, educational policies, admissions policies, scholarships and loan programs and other College administered programs.*



# ABOUT ACADEMIC SEARCH

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