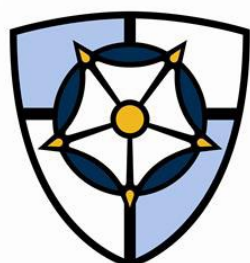


SEARCH PROFILE:

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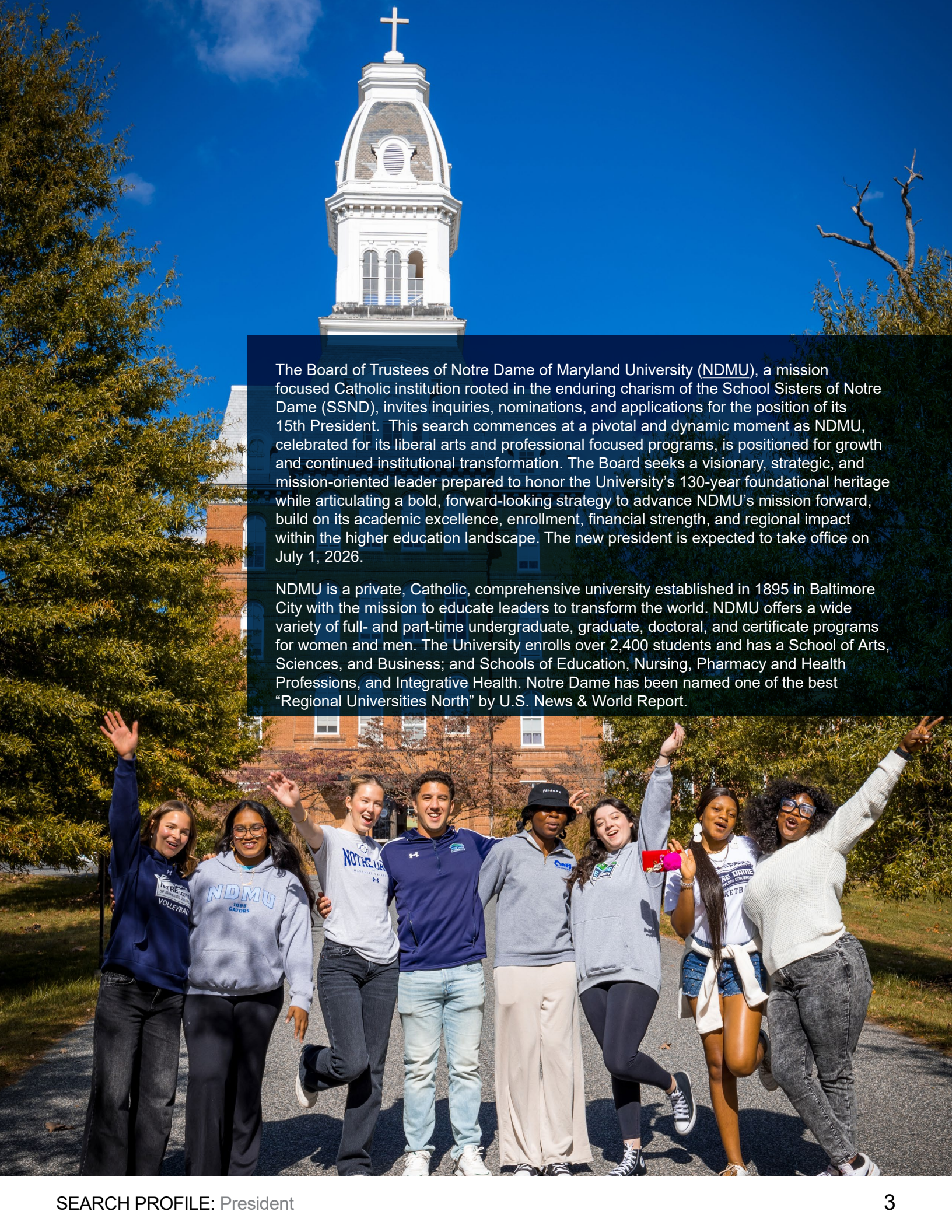


1895

NOTRE DAME
OF MARYLAND
UNIVERSITY

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The Board of Trustees of Notre Dame of Maryland University (NDMU), a mission focused Catholic institution rooted in the enduring charism of the School Sisters of Notre Dame (SSND), invites inquiries, nominations, and applications for the position of its 15th President. This search commences at a pivotal and dynamic moment as NDMU, celebrated for its liberal arts and professional focused programs, is positioned for growth and continued institutional transformation. The Board seeks a visionary, strategic, and mission-oriented leader prepared to honor the University's 130-year foundational heritage while articulating a bold, forward-looking strategy to advance NDMU's mission forward, build on its academic excellence, enrollment, financial strength, and regional impact within the higher education landscape. The new president is expected to take office on July 1, 2026.

NDMU is a private, Catholic, comprehensive university established in 1895 in Baltimore City with the mission to educate leaders to transform the world. NDMU offers a wide variety of full- and part-time undergraduate, graduate, doctoral, and certificate programs for women and men. The University enrolls over 2,400 students and has a School of Arts, Sciences, and Business; and Schools of Education, Nursing, Pharmacy and Health Professions, and Integrative Health. Notre Dame has been named one of the best "Regional Universities North" by U.S. News & World Report.



ABOUT NDMU

Founded and chartered by the State of Maryland in 1895, Notre Dame of Maryland University was the first Catholic college for women in the U.S. to award the four-year baccalaureate degree. While historically a women's college, since 1975, NDMU has admitted male students into its adult undergraduate and graduate programs; and in Fall 2023, NDMU welcomed its first class of male identifying students in the traditional undergraduate program.

Embracing the vision of its founders, the School Sisters of Notre Dame, the University offers a liberal arts education in the Catholic tradition and has a history characterized by innovation and service. NDMU offers a wide variety of full- and part-time undergraduate and graduate degree and certificate programs across its five Schools of Arts, Sciences, and Business; Education; Nursing; Pharmacy and Health Professions, and Integrative Health. NDMU is known for being student-centric, committed to superior teaching and scholarship, promoting the advancement of women and for the importance of life-long service. Throughout 2025, the University celebrated its 130th anniversary in higher education.

The SSND congregation continues to inform and inspire the education provided at the University. The guiding principle of campus life is contained in the SSND mission, which affirms that education should “empower persons to reach the fullness of their potential and enable them to direct their gifts toward building the earth.” The University's values-

centered education emphasizes the student's total development—intellectual, professional, social, and spiritual. For more than a century, the University's over 24,000 graduates have built buildings and families, made scientific discoveries, ran for office and marathons, served as CEOs and in soup kitchens—proving the power of graduates to transform the world as underscored in Notre Dame's mission statement:

Notre Dame of Maryland educates leaders to transform the world.

Embracing the vision of the founders, the School Sisters of Notre Dame, the University promotes the advancement of women and provides a liberal arts education in the Catholic tradition.

Notre Dame challenges women and men to strive for intellectual and professional excellence, to build inclusive communities, to engage in service to others, and to promote social responsibility.

Notre Dame is located on the North Charles Street college corridor in northern Baltimore and occupies 60 wooded acres in a residential setting. NDMU benefits from both a beautiful campus in the lovely neighborhood of Homeland and being just over six miles to the city's downtown business district, as well as cultural, recreational, and professional opportunities. Additional information about Baltimore is available at [Visit Baltimore](#) and [Live Baltimore](#).

ABOUT NDMU (CONT.)

In 2017, the University expanded the land boundary of the campus, and, in 2020, NDMU partnered with Brightview Senior Living Development to build a senior living community on NDMU's campus. This partnership will result in the first senior living community slated to be established on a college campus in Maryland and generate long-term non-tuition revenue for the University. The project is currently in the Construction Document phase and is on track for building construction to begin in Q2 of 2026, and for the building to open two years later in Q2 2028.

ACADEMICS

NDMU offers over sixty undergraduate and graduate degree programs, as well as certificates, spread across its Schools of Arts, Sciences, and Business; Education; Nursing; Pharmacy and Health Professions; and Integrative Health. NDMU's School of Education is the largest private provider and second largest overall of new teacher certifications in the State. The University is also a leader in healthcare preparation with robust programs in traditional and integrative health. Over the past several years NDMU has launched several new programs including Maryland's first bachelor's and master's degrees in Art Therapy (2018), and was the first private university in the state to offer a Doctorate in Occupational Therapy (2021) and a Master's Degree in Physician Assistant Studies (2023). In 2025, NDMU completed its acquisition and merger of the Maryland University of Integrative Health into NDMU as the new School of Integrative Health, making NDMU the nation's first comprehensive university to house a school solely dedicated to integrative health. The new school houses 20 online graduate and post-baccalaureate certificate programs.

Additionally, the University is also distinguished by two academic institutes – The Women's Leadership Institute of Baltimore and the M. Lee Rice Institute for Global Leadership. In 2015, the University was awarded non-government status (NGO) by the United Nations. The curricular and co-curricular activities of the Institutes complement NDMU's historical focus on women's leadership and global awareness/issues.

Notre Dame serves a unique and diverse population of students. Notre Dame's full-time traditional undergraduate program enrolls 533 students across nearly 30 major programs. Its students are predominantly from Maryland (83%), and 56% are individuals of a minority ethnic background. Nearly half of these students identify as first generation (45%).



ABOUT NDMU (CONT.)

NDMU enrolls women and men in non-traditional bachelor's, master's, and doctoral degree programs through the College of Adult Undergraduate Studies (CAUS) and the College of Graduate and Professional Studies (GRAD). CAUS, which has its roots in the Weekend College and was only the second of its kind in the country, hosts several academic majors focused on community college transfer, career-ready programs which meet workforce needs including the RN to BSN and Accelerated Second-degree BSN programs. GRAD offers more than 30 graduate degree programs, as well as various graduate-level certificate and teacher certification programs, and doctoral programs in Instructional Leadership, Higher Education Leadership, Pharmacy, Occupational Therapy, Nutrition, and Educational Leadership (Fall 2027). The graduate offerings include unique and innovative programs including Art Therapy (the first and only licensure preparation program in Maryland), Risk Management, Special Education, TESOL (Teaching English to Speakers of Other Languages), STEM Education, Physician Assistant, and MSN (including Family and Adult Geriatric Nurse Practitioner programs), among others. Many of these programs are also available fully online.

Our 99 FT and 160 PT faculty are award-winning educators, innovators, and professionals in their field who care about student success.¹ They are devoted mentors, guiding and challenging students throughout their university experience. The 9 to 1 undergraduate student to faculty ratio ensures students receive individual attention and mentoring. Over six hundred bachelor's, master's, and doctoral degrees and certificates were awarded to the Class of 2025. Ninety-five percent of bachelor's degree alumni in the Class

¹ As of Fall 2024. NDMU and MUIH combined as reported to IPEDS.

of 2023 secured employment or enrolled in continuing education within six months post-graduation.

Notre Dame is institutionally accredited by the [Middle States Commission on Higher Education](#) and is currently undergoing its 8-year reaccreditation self-study with the team site visit planned for March 2026. NDMU is also programmatically accredited by the Council for the Accreditation of Educator Preparation (CAEP), Commission on Collegiate Nursing Education (CCNE), Accreditation Council for Pharmacy Education (ACPE), Commission on Accreditation of Applied Health Education Programs (CAAHEP), Accreditation Council for Occupational Therapy (ACOT), and provisionally accredited by the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA). NDMU is also a member of the National Council for State Authorization Reciprocity Agreements (NC-SARA).

U.S. News & World Report ranked NDMU in 2025 as tied for No. 50 in its Regional Universities North (RUN) classification. NDMU was also ranked as No. 10 in Best Value Schools (#2 in MD in RUN) and tied for No. 22 in its Top Performers on Social Mobility classification, the highest of any Maryland institution in this regional category.

Additionally, NDMU offers innovative non-credit academic programs through its Renaissance Institute, a learning co-operative for people over 50, and Georgetown Hill's A Child's Place, a State-approved early child-care center and pre-kindergarten. The fulfillment of lifelong learning is not an abstraction at NDMU, but a tangible part of daily life. Since 1968, NDMU has jointly operated a shared library, the Loyola Notre Dame Library (LNDL), with Loyola University Maryland. The LNDL provides students,



ABOUT NDMU (CONT.)

staff with access to over 10 million books and media items, including the holdings of 16 other Maryland-area member libraries of the University System of Maryland & Affiliated Institutions consortium (USMAI). LNDL has 207 databases and 126,406 ejournals covering a broad range of subject areas, as well as six streaming media platforms that provide access to educational media content.

STUDENTS AND STUDENT LIFE

Fall 2025 enrollment of 2,393 included 763 undergraduate students and 1,630 graduate students. Overall, of this total enrollment, NDMU's students are 40% of a minority ethnic background, with 69% percent of all students from Maryland, plus students from 47 different states and 16 different countries. Sixty-eight percent of traditional undergraduate students live on campus in the University's two residence halls with a current occupancy of over 400 students, including graduate students. The University offers 13 NCAA Division III sports through the United East Conference with over 36% of NDMU's Traditional Undergraduate students, the Gators, competing as student-athletes.

FINANCES AND PHILANTHROPY

The annual operating budget is \$48M and the endowment fair market value as of June 30, 2025 is \$55M. The University's outstanding debt is \$28.6M as of June 30, 2025, the vast majority of which matures on October 1, 2050. The University receives approximately \$2M annually in direct State appropriations via the Joseph A. Sellinger program. The University utilizes these funds to provide financial aid to Maryland traditional undergraduate students and support Maryland's goals for higher education.

The most recently concluded a five-year fundraising campaign, Go Beyond: The Campaign for NDMU, raised a record breaking \$52.6M. Funds supported endowed scholarships for students and faculty research, as well as the \$9M renovation of the University's Knott Science and Innovation Center and the \$2M construction of a turf athlete field.

LEADERSHIP AND GOVERNANCE

The University is led by a Board of Trustees comprised of 26 Trustees from diverse professional backgrounds, and includes a mix of alumni, non-alumni, and SSNDs. The Board has fiduciary oversight and is responsible for the institution's mission, strategic direction, financial health, and leadership continuity. Certain reserved powers are enumerated in the University's Bylaws to the Corporate Members of which the SSNDs must be a majority and also sit on the Board of Trustees. The President serves as a non-voting ex-officio member of the Board of Trustees. The Faculty Senate President and the President of the Student Government Association serve as non-voting representatives on the Board of Trustees. The Board typically meets five times per year.

The President has eight direct reports, five of whom are members of the President's Cabinet. The five Vice Presidents on the President's Cabinet are the Provost & Vice President of Academic Affairs, Vice President of Enrollment Management and Student Services, Vice President of Finance and Administration, Vice President of Institutional Advancement, and the Chief of Staff and Vice President of Planning and External Affairs. The Directors of Mission Integration and Campus Ministry along with the Executive Assistant to the President are the three additional direct reports.





ABOUT THE POSITION

LEADERSHIP AGENDA

President Marylou Yam has provided remarkable leadership to Notre Dame of Maryland University, resulting in profound changes to the student body, enrollment, and financial health of the University. The next President at NDMU will extend the University's legacy as an innovative, student centered, and mission-driven learning community, providing transformational leadership in pursuit of its next phase of growth and long-term success.

The President will be an authentic champion for the University's distinctive Catholic identity which stems from the charism of the [School Sisters of Notre Dame](#). The University's mission and values are the foundation for everything the University does. Core principles such as the education of the whole person, a commitment to social responsibility, and responding creatively to the needs of the times have been demonstrated throughout the history of the University. The next President will have a personal commitment to those values, an openness to formation around the SSND charism, the ability to speak enthusiastically on behalf of the University's mission and identity, and the skills to ensure their meaningful application in the life of the University.

In advancing that mission, the next President at NDMU will have four key priorities:

Lead the development and implementation of a comprehensive strategic plan. NDMU has been well served by the existing strategic plan, *Going Beyond: Vision 2025*. At the same time, the University and the world around it have changed substantially since its development in 2020, and it is therefore necessary to articulate a new path forward building on the success of that plan. The preliminary work for the next plan is

already underway, and the next president will lead its completion and execution. This provides a significant opportunity for the president to work meaningfully with a wide variety of stakeholder groups to articulate a compelling shared vision that carries NDMU's mission forward, along with the key priorities to bring that vision to fruition. Ideally, the planning process will both revisit current initiatives and generate promising new ideas, distilling the most essential into a comprehensive plan that allows for sharpened focus and execution on the highest priorities. It is expected that a new plan will be adopted within the new president's first year.

Ensure ongoing financial stability and strategic resilience. The University's financial position has improved greatly over the past decade. The next president will continue NDMU's progress toward long-term stability in three significant ways. First, the president will ensure appropriate stewardship of existing resources through dynamic and strategic resource alignment. Second, the president will build on the University's philanthropic base, developing strategic relationships with alumni, friends, donors, and the Greater Baltimore community and beyond. An early priority will be the launch of either a capital campaign or project fundraising to support facilities projects already on the horizon. Finally, the next president will continue to find innovative ways to diversify revenue streams beyond net tuition and philanthropy with the same spirit of creativity and partnership that has led to efforts like a joint effort with Mount Mary University to support teacher education and construction of a senior living community on campus.

Oversee enrollment growth, curricular alignment and student success across all key learner populations—traditional undergraduate, adult undergraduate, and graduate students. NDMU serves a variety of student

ABOUT THE POSITION (CONT.)

types—traditional aged undergraduates, returning adults, and graduate students, and a mix of delivery that includes face-to-face, hybrid, and fully online offerings. The next president will continue to pursue enrollment growth by forging innovative partnerships and ensuring the academic portfolio remains aligned with current and emerging regional and national workforce needs. While professional programs and graduate degrees are critical to NDMU's mission and its success, it is essential that the traditional undergraduate experience remains both distinctive and mission-aligned. This requires valuing academic excellence in both the liberal arts tradition and professional preparation, as well as out-of-classroom learning experiences that support development of the whole person.

Strengthen infrastructure that is developed to recognize the different needs of the university today and in the future (size, complexity, et al).

Given the rapid evolution of the University in recent years, the new president will have the opportunity to strengthen the infrastructure required to support the University in its current state and into the future. This support will take a variety of forms, including the following:

- **People:** Investing in the resources required to attract and retain the committed faculty and staff who carry out the work of the University on a daily basis and providing professional development that equips them to work effectively with student populations that have changed significantly.
- **Facilities:** As is often the case in higher education, deferred maintenance has grown, increasing the urgency to ensure that facilities are attractive and effective in supporting a vibrant living, learning, and working environment on campus.
- **Technology:** With the growth in online education as well as increased demands for technology to support in-person students, ensuring modern, accessible, and reliable technology is critical.
- **Decision-making and communication:** The new president will have the opportunity to enhance processes for decision-making and communication with the campus community, allowing for stronger alignment and an enhanced level of transparency.



ABOUT THE POSITION (CONT.)

REQUIRED AND DESIRED QUALIFICATIONS

The next president of Notre Dame of Maryland University will be a visionary leader dedicated to advancing the University's core mission – educating leaders to transform the world – rooted in its distinctive Catholic identity and the enduring charism of the School Sisters of Notre Dame (SSND).

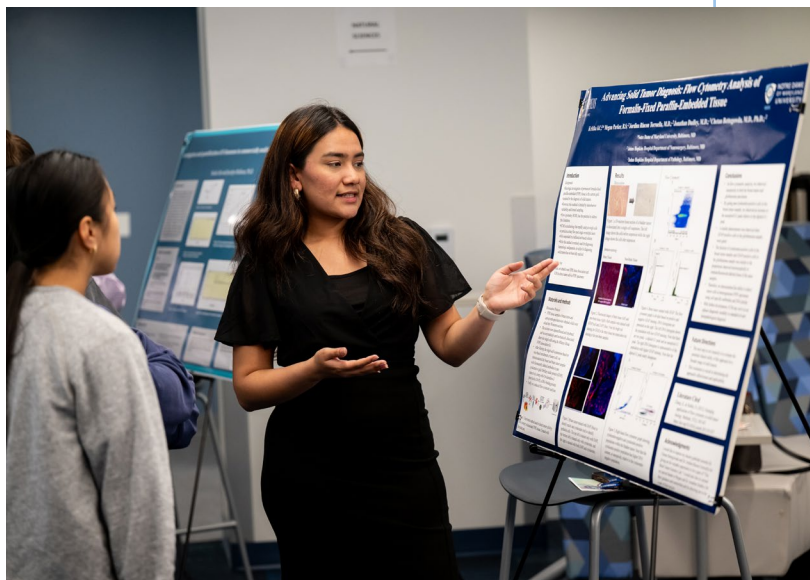
The successful candidate will be a person of unquestionable integrity and character who has a genuine and approachable personal style who:

- has earned an advanced degree from a regionally accredited institution (or the appropriate international equivalent), with a terminal degree preferred.
- possesses significant successful leadership experience at the senior level, ideally within higher education and/or within a mission-driven organization.
- is a Catholic in good standing who has embraced and lived the faith, participating fully and actively in the life of the Church.

Though there is no one ideal candidate, competitive candidates will possess many of the following qualifications, skills, and characteristics:

- Demonstrated experience in strategic planning and implementation, including an innovative, entrepreneurial approach, a focus on results, and a willingness to take calculated risks as well as the ability to strategically integrate efforts across the University to ensure a unified sense of purpose and focus.
- Strong commitment to academic excellence which encompasses both the liberal arts tradition and market-responsive professional programs, with a track record of academic innovation and successful program development.
- Exceptional business and financial acumen, including budgeting and financial oversight, enrollment management, and the successful diversification of revenue streams in a complex environment.
- Experience in philanthropy and external affairs, including the cultivation of major donor relationships and campaign management as well as fostering strategic partnerships with community organizations, foundations, and other institutions.

- A demonstrated commitment to student success and fostering a culture of belonging for all students, faculty, and staff.
- A commitment and understanding of the principles of shared governance, and the proven ability to operate successfully within such an environment.
- A track record of building high-performing leadership teams with a shared purpose, deep collaboration, and the ability to work through conflict constructively.
- Demonstrated ability to lead in a rapidly changing, complex environment, utilizing data and input from a variety of sources to inform decision making.
- A willingness to make difficult decisions as needed in the absence of complete information and/or consensus.
- An understanding of federal, state, and accreditation processes and regulatory compliance.
- Excellent interpersonal and public communication skills (including writing, speaking, and listening) coupled with experience serving as a collaborative relationship builder and an effective public representative who can elevate the University's profile regionally and nationally.
- Experience fostering a culture of trust, transparency, and collaboration by actively engaging with key stakeholders, including but not limited to the Board, faculty, staff, and students.



ABOUT THE POSITION (CONT.)

SALARY AND BENEFITS

The salary range for this position is \$300,000-\$340,000 per year. The University offers a comprehensive and competitive benefits package including health insurance with flexible spending accounts, a retirement plan through TIAA, insurance, and tuition remission and exchange.

APPLICATION AND NOMINATION PROCESS

Notre Dame of Maryland University is being assisted by Academic Search. Inquiries, nominations, and applications are invited and a conversation with the consultants is encouraged before the submission of an application, so they can share information that might be helpful in discerning your interest and preparing materials. If you are interested in the position, please arrange a confidential discussion by contacting:

Dr. Scott Flanagan

Managing Director and Senior Executive Coach

scott.flanagan@academicsearch.org

Direct booking link: academicsearch.org/flanaganbookings

Ms. Disa Mason, Consultant

disa.mason@academicsearch.org

Direct booking link: academicsearch.org/masonbookings

The search committee will begin reviewing applications in January 2026. Though applications will continue to be accepted until the position is filled, only those materials received by February 8, 2026 are assured full consideration.

Applications and nominations should be sent electronically (PDF preferred) to NDMUpresident@academicsearch.org. Applications must include a cover letter that addresses the leadership agenda, responsibilities, and qualifications described in this position prospectus; a curriculum vita; and a list of at least five professional references with an email address and a note indicating the candidate's working relationship with each. References will not be contacted without the explicit permission of the candidate

Notre Dame of Maryland University is an Equal Opportunity Employer. The University does not discriminate in offering equal access to its educational programs and activities or with respect to employment terms and conditions on the basis of age, color, creed, disability, genetic information, marital status, national or ethnic origin or ancestry, race, religion, sex (including pregnancy, sexual orientation, or gender identity or expression) or veteran status.



ABOUT ACADEMIC SEARCH

Academic Search is assisting Notre Dame of Maryland University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations.

Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience.

Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

