President
Mount Mary University
Milwaukee, Wisconsin

THE SEARCH

Mount Mary University (Mount Mary) seeks an innovative, dynamic, and purpose-driven leader to serve as the institution's 14th President. Joining Mount Mary during a chapter of strategic evolution, the incoming President will capitalize on the institution's distinct value and mission, reaffirming its longstanding commitment to economic mobility and access while continuing to expand in-demand programmatic offerings, strengthen career and workforce outcomes for students, and raise Mount Mary's profile. To succeed, the ideal candidate must deeply align with the university's Catholic educational mission and support of the whole student, possess proven administrative leadership experience, and understand the modern higher-education market trends, challenges, and opportunities that impact small, enrollment driven institutions. While Mount Mary is a Catholic institution, candidates from all faith traditions are welcome.

Founded in 1913 by the School Sisters of Notre Dame (SSND), Mount Mary University is an urban Catholic university for women on a picturesque 88-acre campus in Milwaukee, one of the Midwest's largest and most dynamic cities. The university offers a deeply personalized and transformational educational experience to approximately 940 students including about 500 undergraduate and 440 graduate students. Mount Mary is an institution with belonging at its core where students feel seen and are supported in community. Mount Mary continues to lead educational institutions in the Midwest in providing a pathway to upward social mobility, according to the *U.S. News and World Report 2026-27 Best Colleges* list and is consistently highly ranked for its overall value for students. In reflection of Mount Mary's growth in undergraduate, graduate, and doctoral offerings, as well as an expanded academic reputation and increased research activity, Mount Mary College was renamed Mount Mary University in 2013, the institution's centennial year.

Reporting to the Board of Trustees, and the Corporate Board, Mount Mary's next President will ensure that the university is future ready, stabilizing institutional finances, expanding in-demand academic programs, and deepening local, national, and global partnerships to promote a thriving Mount Mary. The incoming President will lead strategic enrollment management, marketing, and recruitment initiatives to attract and retain students, analyzing workforce trends, broadening enrollment pipelines and deepening student success and mentorship supports. The President will also partner to expand talent pipelines and invest in professional development programming for faculty, staff, and administrators. This leader will continue to unite the campus around a shared commitment to mutual respect, communication, and transparency, strengthening Mount Mary's identity as a deeply connected and mission-driven institution.

Mount Mary University has retained Isaacson, Miller, a national executive search firm, to assist with this search. Inquiries, nominations, and applications will be treated confidentially and should be directed to the firm as indicated at the end of this document.

MISSION

Mount Mary University is a diverse and inclusive learning community that educates students to transform themselves and the world. Mount Mary is an urban Catholic university for women, sponsored by the School Sisters of Notre Dame (SSND), that provides an environment for the development of the whole person and encourages leadership, integrity, and a deep sense of social justice arising from a sensitivity to moral values and Christian principles. Mount Mary is committed to excellence in teaching and learning with an emphasis on thinking critically and creatively. The undergraduate curriculum integrates a core curriculum with career readiness for women of diverse backgrounds and circumstances; graduate programs provide opportunities for both men and women to enhance their professional excellence.

CORE VALUES AND CHARACTERISTICS

A Mount Mary University education reflects and is distinguished by the following core values and characteristics:

- Competence—We are committed to excellence in the classroom experience and in the resulting knowledge base and skill set demonstrated by graduates.
- Community—We work in the spirit of the School Sisters of Notre Dame by creating a better world through education.
- Compassion—We purposefully act in ways that foster human development and unity.
- Commitment—We are deliberate in our approaches to advancing the universality of human dignity by encouraging leadership in the areas of personal development and global change.

STUDENTS

Mount Mary is home to 940 mission-driven and hard-working undergraduate and graduate students. Nearly eighty percent of students come from 40 miles away from Mount Mary's campus. Fifteen percent of students choose to live on campus to maximize the collegiate experience while others commute to continue caregiving, work, and off-campus commitments. Mount Mary is a Hispanic Serving Institution (HSI) and 70 percent of undergraduates identify as students of color. One hundred percent of full-time undergraduate students receive a scholarship, grant, or reduced tuition, 73 percent of full-time first-year students receive a Pell Grant, and nearly all students maintain one or more full or part-time jobs as they complete their studies.

Leveraging a 9:1 student-faculty ratio, undergraduate students select from over 38 majors, 32 minors, 20 certificates, and six reduced credit programs. Mount Mary offers nine master's programs in education, business administration, nutrition & dietetics, occupational therapy, professional counseling, and social work, as well as three doctoral programs in counselor education and supervision and occupational therapy. Graduate and undergraduate students alike participate in hands-on interdisciplinary clinical and academic research and Mount Mary has received $23.8M in federal funding over the past nine years, $11.08M of which are currently active federal grants. The institution also received $6.4M in non-federal grants.

Mount Mary is committed to being a welcoming community to all, and students receive personalized advising, tutoring, career services, and wellness resources throughout their time at the institution. Students take part in over 30 clubs and organizations and Mount Mary's 70 collegiate athletes hold membership on one of six teams in the National Association of Intercollegiate Athletics (NAIA) and Chicagoland Collegiate Athletic Conference (CCAC).

Sponsored by the Burke Foundation, 36 incoming freshmen participate in the highly selective Caroline and Grace Scholarship Programs annually. Caroline Scholars are granted full tuition, a residence hall living stipend, and a meal plan and must complete 3,000 hours of academic service learning per year. Grace Scholars are awarded 85% of tuition and those who choose to live on campus receive a residential grant. Established in 2010, the Promise Program (Trio Student Support Services) supports 140 first-generation and limited-income college students annually. The Promise Program provides holistic support to help students remain in good academic standing, persist in college, and graduate with a bachelor's degree.

FACULTY AND STAFF

Mount Mary University faculty are passionate about student success, mission, and innovation in higher education. Home to 67 full-time faculty and 132 part-time/instructional faculty, Mount Mary's culture encourages strong working partnerships between professors and students. This collaborative learning environment is key to preparing students to be future leaders for changing job markets and to be social innovators that add value to their communities. Faculty bring real-world

professional experience into the classroom and leverage these nuanced perspectives to teach students and engage in research. Nearly 83 percent of Mount Mary full-time faculty hold a Ph.D. or other terminal degree in their field, and all courses are taught by faculty.

Mount Mary's 87 full-time non-instructional and 35 part-time staff are dedicated to advancing student success and to the institution's mission, providing a variety of wrap-around advising, career, and student support services. Staff are integral contributors to Mount Mary's culture of belonging, academic excellence, community, and compassion.

Mount Mary University is committed to a process of shared governance that is an extension of its mission and vision, and is predicated on the foundational principles of transparency, trust, and relationships. Faculty, staff, and administrators uphold these principles, and the incoming President must be a key proponent of shared governance, contributing to a collaborative institutional culture.

SIGNATURE PROGRAMS

Mount Mary has experienced significant growth in the health sciences, and in particular in nursing. The institution was recently selected to receive $1 million in grant support from the Wisconsin Non-State Grant Program to expand nursing education and the development of interdisciplinary care models by scaling existing laboratory spaces, including a health science wing, which was opened in 2021 and features state-of-the-art technology used by MMU's nursing, occupational therapy, and dietetics programs. This funding, coupled with a recent $1.86 million Title III Strengthening Institutions Program (SIP) grant and a $555,372 Nursing Workforce Development (NWD) award from the Health Resources and Services Administration (HRSA) will support the construction of an Integrated Health Education Center in the university's former bookstore space and the creation of a mezzanine in the former Caroline Hall gymnasium.

In 2024, current President, Dr. Isabelle Cherney launched the Institute for the Advancement for Women and Children. The Institute includes four centers for championing leadership, health and wellness, advancement in technology and rights for women and children, and seeks to improve quality of life indicators among historically marginalized and vulnerable populations. Later that year, Mount Mary received a grant from Amazon Web Services (AWS) Health Equity Initiative to develop Culturabot, an app created by the Occupational Therapy department to promote culturally sensitive healthcare delivery.

As a member of the Lower Cost Models Consortium (LCMC) and a RIZE Education partner, Mount Mary has launched several new hybrid majors in the high-demand fields of healthcare and technology. Beginning in 2026, Mount Mary launched reduced-credit bachelor's degree programs in Cybersecurity, Digital Marketing, and Social Work, the first of their kind fast-track programs in the State of Wisconsin. Reduced-credit bachelor's degree programs in Healthcare Administration and Web Design & Development are forthcoming. These programs allow students to "Thrive in 3",

graduating faster, spending less, and starting their careers sooner, ultimately accelerating their social and economic mobility while deepening community impact.

The incoming President will harness this momentum in academic innovation, capitalizing on Mount Mary's rich history and mission to continue cultivating a promising institutional future.

KEY PARTNERSHIPS

Mount Mary maintains a robust partnership with the Medical College of Wisconsin to offer several programs, including a 4 + 1 dual degree in Public Health, a Bachelor of Science in Pharmaceutical Sciences (BSPS), and a Master's of Science Global Health Equity degree. A joint agreement between Notre Dame of Maryland University (NDMU) and Mount Mary was established in 2025 to address shortages in teaching and social work. The agreement allows students from both institutions to transition seamlessly into either NDMU's online PhD program or Mount Mary's Master of Social Work program. Mount Mary also supports dual enrollment opportunities for high school students at Elmbrook Schools, St. Joan Antida High School, and Veritas West High School across a variety of courses in the Arts, English, and STEM.

Sponsored by the Wisconsin Department of Public Instruction, Johnson Controls, Bader Philanthropies, GE HealthCare, STEAM Girls, and North Shore Bank, Mount Mary offers the Summer Leadership Academy, a robust leadership development, college prep, and career exploration program for high school girls currently in their freshman, sophomore, or junior year. New participants who successfully complete this transformational leadership and college readiness program earn two college credits from Mount Mary University.

Trinity Woods opened in 2022 as part of a $45 million housing development by the School Sisters of Notre Dame Central Pacific Province, Mount Mary University, and Milwaukee Catholic Home. It provides a vibrant intergenerational living environment with private residences for sisters, market rate independent living apartments for older adults, and dormitory apartments for Mount Mary graduate students as well as undergraduate students who are single mothers with young children, providing a safe and supportive environment for students who have returned to complete their degrees. Trinity Woods also offers an on-site early childhood development center and a town center that brings residents together in friendly conversation, dining, prayer, learning, and socialization.

GOVERNANCE

The Mount Mary University Corporate Board is comprised of School Sisters of Notre Dame from the Central Pacific Province, which owns and sponsors the university. The Corporate Board collaboratively oversees the operation of the university. While some of these oversight responsibilities are delegated to the Board of Trustees, the Corporate Board reserves responsibilities for identifying the university's mission, approving all transactions related to the land

and property, approving all borrowing over $1 million and hiring and evaluation the university president.

Mount Mary University's 29-member Board of Trustees supports and directs the university toward achieving its mission and strategic plan, maintaining the highest ethical and fiduciary standards to advance the university's educational purpose and financial integrity. This collaborative, collegial, and deeply invested group of Trustees has ably led the institution to this critical juncture. The board boasts nine alumni and is comprised of skilled professionals across higher education, healthcare, and the public and private sectors.

Regular meetings and communications occur between the President, the Board Chair, and the Provincial Leader as well as the Board of Trustees and the SSND Corporate Board, providing a robust foundation for institutional leadership and governance.

FINANCIAL PROFILE

At the close of fiscal year 2026, the market value of the University's endowment holdings approached $31 million. Total revenues for Mount Mary were approximately $21million in FY 2026, including over $14.1 million in net student tuition and fees. In FY27, the institution has an approved budget of $24.82 million.

Over 900 donors support Mount Mary University annually. These gifts support the university's greatest needs through the Student Impact Fund and other designated gifts to the: General Scholarship Fund, endowment funds, program funds, athletics, The Institute for the Advancement of Women and Children, and much more. In February 2025, the MMU Giving Day campaign raised $62,292, with 114 donors (including 73 alumni) participating. Fundraising will be an essential component of the President's responsibilities, and a savvy leader must capitalize on this momentum, cultivate strategic philanthropic partnerships, and partner with development and advancement leadership to ensure Mount Mary's accessibility for generations of students to come.

THE ROLE OF THE PRESIDENT

The incoming President joins Mount Mary at a critical moment in institutional history. As higher educational institutions navigate a variety of external pressures, the President must capitalize on Mount Mary's distinctive value and catholic educational mission, distinguishing Mount Mary's academic offerings in a crowded higher educational ecosystem and to an ever more discerning and workforce-oriented student. Leveraging Mount Mary's long-term commitment to student success, economic mobility, and access, the incoming President will make strategic investments in innovative hybrid programming, ensuring that the institution can meet today's students where they are with relevant and compelling academic programming.

The President will oversee an eight-person cabinet comprised of top-notch professionals, and will provide leadership across Mount Mary, charting a strategic course that deepens the institution's commitment to mission while inviting innovation in academic programming, course delivery, and student success initiatives. The President will clearly articulate Mount Mary's distinct community, commitment to access and affordability, belonging, and student success to an expanding group of prospective partners and funders and will reinvigorate national alumni engagement.

A key proponent of shared governance, the President will be responsible for communicating with transparency and fostering an inclusive campus climate that honors and integrates the community's diverse perspectives. This involves aligning daily operations, institutional policies, and campus dialogue with Mount Mary's core values of social justice and human dignity. From the executive suite, the leader will model collaboration to ensure all members of the community feel valued, respected, and heard and will lead efforts to hire and retain faculty and staff that reflect the multifaceted diversity of Mount Mary's student population.

An engaged and community-oriented leader, the President will seed local, national and global partnerships to raise Mount Mary's profile and promote partnerships that are of mutual benefit while positioning the institution to become the institution of choice for students in the region and beyond.

KEY OPPORTUNITIES AND CHALLENGES FOR THE PRESIDENT

The incoming President will be responsible for addressing the following opportunities and challenges at Mount Mary University:

Engage and unite Mount Mary around a compelling vision for the future

Steeped in the Catholic educational tradition and fueled by the SSND's longstanding commitment to transforming the world through the education of women and children, the incoming President must seek to captivate the attention of today's students, bringing the mission to meet the moment as a burgeoning group of traditional college age students, adult learners, Pell eligible, and first-generation students encourage higher ed institutions reimagine their value proposition in the marketplace. Helping Mount Mary navigate between its historically liberal arts focused roots and more recent expansions in graduate and professional studies, the incoming President, in consultation with the campus community, must build upon the strong foundations of the 2025-2028 strategic plan, continuing a strategic pathway for the institution that honors the past, builds upon the present, inspires the community, and positions Mount Mary to thrive for generations.

Ensure long-term institutional and financial sustainability

Keenly aware of evolving enrollment trends and shifts in the broader higher education landscape and Mount Mary's position as a tuition dependent small institution, the incoming President must situate the university for long-term financial sustainability. The President must be a good steward of

resources and financially adept while looking for ways to create new sources of revenue that enhance the student experience. The President must also be a transparent and communicative leader who engages the community in decision-making and keeps them well informed of decisions.

Working closely with the Vice President of Advancement, the Board of Trustees, alumni, and the Milwaukee community, the President must make a clear case for philanthropic investment. Deepening existing and expanding novel partnerships in community, the President must be visible and raise the visibility of Mount Mary's impact on students, families, and society to a broader audience. In tandem with their investiture and the unveiling of a new strategic plan, the incoming President would be well positioned to launch a fundraising campaign, the institution's first in over 20 years. Leveraging Mount Mary's national and passionately engaged alumni base and clear access, student success, and Catholic educational missions, the President must articulate a compelling institutional narrative to a variety of grantors and philanthropic donors.

Drive enrollment through innovative program development and interdisciplinary collaboration

Mount Mary has remained on the cutting edge of program delivery, offering first of their kind fast-track reduced-credit programs in the State of Wisconsin. In allowing students to graduate faster, spend less, and start their careers sooner, Mount Mary continues to remain accessible, affordable, and impactful for today's students. Partnering closely with the Vice President for Enrollment and Marketing Communications and the Vice President of Academic Affairs, the President will conduct an analysis of current student and workforce trends, identifying the types of programs and course delivery that result in clear career and community outcomes and resonate with the multi-faceted student population. The President will ensure that every student is given the tools to lead with confidence, compassion, and purpose and be successful in a dynamic world. With a focus on interdisciplinary, hybrid, and innovative programs and by leveraging partnerships with RIZE, local partners, and other SSND and Catholic institutions across the nation the incoming President must ensure that undergraduate, graduate, and professional programs remain relevant, accessible, and impactful.

Raise Mount Mary's institutional profile through expanded engagement in Milwaukee and beyond

Brimming with passionate, engaged, and transformational students, faculty, and staff, the incoming President must familiarize local and national audiences with Mount Mary, raising the institution's profile and ensuring that prospective students, workforce and community partners, and philanthropic donors are aware of Mount Mary's mission and commitment to excellence, ultimately expanding its impact on students and community. The President must also capitalize on the strength of the partnership with the School Sisters of Notre Dame and with the Board of Trustees to ensure that the mission to uplift women and children remains paramount. Mount Mary's access and Catholic educational mission positions it to lead national and international conversations around meeting and exceeding the needs of adult learners, professional and graduate, first-generation, and

Pell eligible students, and the incoming President must ensure that the institution takes its proverbial seat at the table.

QUALIFICATIONS AND CHARACTERISTICS

The ideal candidate will possess the following qualities and qualifications:

- A deep commitment to Mount Mary's Catholic educational mission and values and the power of a transformational educational experience and service to the whole person;
- Evidence of forward-thinking, visionary leadership and decision-making;
- A demonstrated commitment to shared governance and academic rigor, including the development of innovative and relevant academic programs;
- Keen awareness and knowledge of current and emerging trends, issues, and strategies in higher education;
- An understanding of evolving enrollment and retention strategies and experience addressing demographic cliffs, competition, and workforce needs;
- A skillful steward of fiscal resources; ability to generate financial resources, develop and execute long-range financial and sustainability plans;
- Excellent communication skills and a demonstrated commitment to cultivating a welcoming environment where all students, faculty, and staff can thrive;
- A compelling track record of success in fundraising and the skills and personality to cultivate enduring connections with potential donors and friends of the University;
- Experience cultivating and leading strong management teams and a record of successful recruitment and retention for top-notch faculty and staff;
- Ability to work with a Board of Trustees and the Corporate Board;
- A personable, transparent, inclusive, collegial, and consensus-building leadership style; and
- Creative problem-solving skills, high emotional intelligence, and a robust intellectual curiosity.

MILWAUKEE, WISCONSIN

Mount Mary University's 80-acre Milwaukee campus sits in a residential neighborhood along the Menomonee River, offering a peaceful educational environment coupled with proximity to Milwaukee's downtown entertainment, museums, and job opportunities. The area provides easy access to local shops, cafes, and parks, with the nearby Menomonee River Greenway perfect for walking, running, or biking. Milwaukee is the largest city in Wisconsin, and its metropolitan area is the 40th-most populous metro area in the U.S. with 1.57 million residents. Milwaukee is highly diverse, with about 39% African American, and 20% Hispanic/Latino residents.

Milwaukee is one of America's great cities, combining a dynamic urban community with a rich cultural heritage. There is also accessibility to parks, rivers, and other outdoor recreation. It is a popular venue for sailing, windsurfing, kitesurfing, dining, and cultural festivals. Milwaukee's Summerfest is the world's largest musical festival. The city is recognized for its museums, fine dining and hotels, professional sports, gardens and parks, and Milwaukee County Zoo. These various opportunities, combined with strong public and private schools, make Milwaukee a family-friendly city. Milwaukee also has two opera companies, a ballet, a symphony, and several live theatre companies that range from Broadway musicals, Shakespeare and the classics to smaller, regional productions. Milwaukee also hosts professional baseball, basketball, indoor soccer and hockey teams. To learn more, see www.visitmilwaukee.org.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website:

https://www.imsearch.com/open-searches/mount-mary-university/president. Electronic submission of materials is strongly encouraged.

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Mount Mary University is committed to action that supports and enables all members of the University community to build and enhance relationships in a safe environment. This includes a commitment to providing and maintaining healthy learning and working environments for all students, staff and faculty members. In accordance with the University's mission and values, its role as an educational institution and local, state and federal laws, the University should be free of bias, discrimination, harassment, and/or hate of any kind against any person or group of individuals based on race, color, religion, sex, gender, sexual orientation, national origin, age, ethnicity, pregnancy, disability (physical or mental), genetic information and other groups protected by federal, state or local law.

This document has been prepared based on the information provided by Mount Mary University. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by Mount Mary University would supersede any conflicting information in this document.