



MENLO COLLEGE

President Leadership Profile

Menlo College President Leadership Profile

EXECUTIVE SUMMARY

Menlo College seeks a visionary leader to serve as its President as the College approaches the centennial year of its founding. The preferred candidate will be an inclusive, collaborative leader who can advance a clear, compelling direction that connects Menlo's Silicon Valley setting to an exceptional student experience. Located in the heart of Silicon Valley, Menlo is a tight-knit community of approximately 800 students and a faculty of scholar-entrepreneurs whose real-world expertise informs innovative curricula and prepares graduates for meaningful lives and careers.

Building on a strategic plan already in place, the next President will partner with the Board, campus community, and external stakeholders to shape and sustain Menlo's next phase of growth. A key priority will be deepening mutually beneficial relationships with Silicon Valley businesses by expanding paid internships and project-based partnerships, creating industry-aligned capstones and practicum courses, strengthening employer advisory councils and alumni engagement, and increasing executive-in-residence and guest practitioner opportunities. The President will also advance mentorship and career pipelines that lead to strong post-graduate outcomes and cultivate corporate philanthropy, sponsorships, and scholarships that support access and innovation. At the same time, the President will steward the College's important relationships with Menlo School, the Town of Atherton, and other local, regional, national, and international constituencies.

EXECUTIVE SUMMARY, CONTINUED

The College offers nine undergraduate majors and three specialized master's-level graduate programs. The College holds the federal designation as a Hispanic-Serving Institution (HSI) and is accredited by AACSB, recognition earned by only five percent of business schools worldwide.

Founded in 1927, Menlo College is a private, residential institution located on a lush 40-acre campus in Atherton, California — the heart of Silicon Valley. For nearly 100 years, Menlo has leveraged its agile stature and premier location to cultivate a "scholar-entrepreneur" faculty and a diverse student body from 40 countries. Over half of Menlo's students participate in varsity or club athletic programs.

Menlo enjoys the benefits of its location, financial independence, and small, agile stature. The new President should be a visionary who can translate long-term vision into achievable strategies and disciplined near-term execution. The President should understand how to best position Menlo for the future, given the many changes higher education faces today and in the coming years.

EXECUTIVE SUMMARY, CONTINUED

Menlo's next President will continue to strengthen and develop the academic enterprise while managing a budget of approximately \$34M and growing the endowment, which is approximately \$20M. The President will bring a steady hand to navigate accreditation requirements and the rapidly evolving higher education environment, maintain AACSB accreditation, and lead the College's continued work with WSCUC. The next President should be committed to faculty and staff development, to championing the importance of interdisciplinary education, and to continually challenging Menlo's faculty and students to remain on the cutting edge of baccalaureate and graduate education.

Menlo seeks a President who works effectively with the Board of Trustees, connects with alumni and donors, shares the College's enthusiasm for athletics, is approachable, and takes genuine pleasure in participating in student life on campus. The President should have an open leadership style and be able to form strong relationships with all members of the Menlo community.

A terminal degree is preferred; candidates with an equivalent combination of academic and executive leadership experience will also be considered. Experience in a private college environment is preferred.

To submit a nomination or express personal interest in this position, please see Procedure for Candidacy.

OPPORTUNITIES AND EXPECTATIONS FOR LEADERSHIP

As a small college with an active and engaged Board of Trustees, Menlo has the ability to evolve quickly and has done so multiple times throughout its history. The school's status as a business-focused, diverse, and highly international college is relatively recent. Faculty and staff have leveraged these strengths to create internships, career opportunities, and meaningful connections with the Silicon Valley community.

Menlo is situated in the beating heart of the world's most important technology talent hub. Menlo students represent a valuable talent pipeline, and there is significant opportunity to deepen the connection between the College and the Silicon Valley ecosystem. There is significant opportunity to position Menlo as a source of emerging talent, and students and faculty should engage directly with the companies, entrepreneurs, and industries shaping the future.

The next President will lead a significant strategic transition for Menlo College: from a highly personalized institution with a strong culture of student success that is located in Silicon Valley to a college deeply integrated into the Silicon Valley ecosystem and recognized nationally and internationally for that distinction. Success in this effort will generate new opportunities for students and faculty, inspire future academic innovation, strengthen career outcomes, increase institutional visibility, and enhance demand among prospective students, employers, and strategic partners. The opportunity is substantial and has the potential to be transformative for the College's second century.

This transition must be accomplished without sacrificing the qualities that have defined Menlo for nearly 100 years: a strong sense of community, personalized education, robust student support, and a commitment to opportunity and student success.

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KEY STRATEGIC RESPONSIBILITIES

► Visionary Leadership

Lead the College in building on its distinctive educational model as a small, highly personalized institution that delivers applied, career-connected education and enriches Menlo's position in the innovation economy of Silicon Valley.

► Strategic Plan

Implement, and as appropriate, enhance the Board-approved Menlo College Strategic Plan 2026-2029: A Unified System for Applied Excellence. The Strategic Plan aligns institutional decisions, priorities, and resources around one shared direction. The new President will galvanize all College constituents toward its successful realization.

► Integrated Institutional Execution

Ensure that Menlo delivers on its Future Ready Now promise by aligning academic excellence, applied learning, mentorship, Silicon Valley access, athletics, career development, enrollment strategy, and financial sustainability into a distinctive student experience that strengthens student capability, career outcomes, enrollment demand, and long-term institutional success.

► Financial Stewardship

Strengthen Menlo's financial model by optimizing net student revenue, improving enrollment outcomes, and expanding non-tuition revenue streams through partnerships, programs, and strategic use of campus assets.

► Accreditation and Regulatory Stewardship

Ensure that the College maintains accreditation, regulatory compliance, Title IV eligibility, and its federal HSI designation.

► Centennial Campaign Advocacy

Collaborate with the Alumni Engagement & Development team to serve as the primary champion for the \$100M Centennial Campaign, a comprehensive campaign focused on increasing access and opportunity for students, faculty support and research, Oaks athletic excellence, and campus beautification and improvement. As of September 2026, 60% of the Campaign goal has been raised.

KEY STRATEGIC RESPONSIBILITIES

► Academic Excellence

Support the continued evolution of Menlo's curriculum to ensure it remains relevant, applied, and clearly connected to career outcomes. This includes reinforcing Menlo's distinctive strengths - its emphasis on public speaking and communication, a required 6-unit professional internship program, and consistently strong post-graduate employment outcomes, while maintaining academic rigor.

► Athletics and Student Engagement

Support a strong and competitive athletics program as a central component of the Menlo student experience, while ensuring athletics is aligned with broader institutional priorities related to enrollment balance, student success, and long-term sustainability.

► Silicon Valley Integration

Serve as a highly visible connector between Menlo College and the Silicon Valley ecosystem, building relationships that translate into employer-connected projects, internships, capstones, career pathways, partnerships, philanthropic support, and stronger external validation of student capability.

► Community Engagement

Maintain a visible and engaged presence on campus and in the surrounding community, fostering strong relationships with students, faculty, staff, alumni, the Board of Trustees, and the Town of Atherton.





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PROFESSIONAL QUALIFICATIONS & PERSONAL QUALITIES

Menlo College seeks an innovative, entrepreneurial, and highly engaging leader to serve as its next President. The successful candidate will bring a terminal degree or an equivalent combination of academic and executive leadership experience, along with a deep commitment to the transformative power of higher education and an appreciation for the unique opportunities and challenges facing small private colleges.

The next President will possess the vision to advance Menlo's position as a nationally recognized institution deeply connected to the Silicon Valley ecosystem and will combine strategic leadership, business acumen, and fundraising success with a genuine passion for students, an inclusive leadership style, and the personal presence necessary to build strong relationships across the campus, community, and industry. The ideal candidate will embrace Menlo's mission of delivering a highly personalized, career-connected education while positioning the College for continued growth, distinction, and sustainability in its second century.



PROFESSIONAL EXPERIENCE & EDUCATION

Academic Credentials

A terminal degree is preferred; candidates with an equivalent combination of academic and executive leadership experience will also be considered. Experience in a private college environment is preferred.

Financial Acumen

A proven track record of sophisticated financial management, specifically regarding tuition discount rates, net student revenue, endowment, and long-term fiscal sustainability. Candidates should bring a strong understanding of the economics and operational realities facing tuition-dependent institutions, including enrollment strategy, financial aid optimization, pricing models, and enrollment diversification. The ideal leader will have experience navigating financial challenges, balancing affordability, access, and market competitiveness with institutional sustainability, making difficult resource allocation decisions, and leading organizations through periods of change while maintaining institutional mission and quality.

Private College Leadership

Preferred experience navigating the unique challenges of a small, private, residential college environment. Candidates should understand the opportunities and pressures facing tuition-dependent institutions and possess the ability to identify and develop alternative revenue sources that strengthen long-term institutional resilience.

Fundraising Prowess

A proven ability to personally engage donors and secure major gifts, with the presence and credibility to advance Menlo's Centennial Campaign and future fundraising priorities. Experience leading comprehensive fundraising campaigns and building a culture of philanthropy that supports scholarships, faculty excellence, facilities enhancements, and athletic programs is highly desirable.

Institutional Leadership

Experience leading organizations where strategy, operations, data-informed decision-making, and outcomes are aligned to support institutional priorities. Demonstrated ability to build and lead high-performing teams by delegating effectively, fostering a culture of accountability, collaboration, and continuous improvement, and making thoughtful, strategic decisions that balance competing priorities, allocate resources effectively, and communicate transparently about institutional choices and their impact.

STRATEGIC COMPETENCIES

► Visionary Strategist

The ability to define a clear institutional direction and translate it into achievable priorities that strengthen Menlo's market position for Menlo's second century.

► Silicon Valley Connectivity

A proactive builder of industry partnerships that result in expanded internship opportunities, stronger career outcomes, institutional visibility, and concrete opportunities for students and the College. The right candidate has an active, credible network of regional business, technology, entrepreneurial, and philanthropic leaders, along with a track record of converting relationships into measurable outcomes. The President must leverage Menlo's Silicon Valley location to advance strategic partnerships, elevate the College's visibility, and expand opportunities for experiential learning, career pathways, fundraising, and community engagement.

► Entrepreneurial Mindset

Comfortable operating in a small, agile environment where innovation, speed, and resourcefulness are essential.

► Shared Governance

A leader who respects the distinct roles of the Board, faculty, and administration; values meaningful faculty engagement and transparent consultation; and can make clear, timely decisions while advancing accreditation, academic quality, and interdisciplinary innovation.

PERSONAL ATTRIBUTES

► **Inclusive Leadership**

A genuine commitment to fostering an inclusive culture that celebrates Menlo's richness, including its HSI designation.

► **Communication Excellence**

A transparent and persuasive communicator capable of building strong ties with the Board of Trustees, the Town of Atherton, and global alumni.

► **Collaborative Leadership Style**

A leader who values teamwork, empowers talented colleagues, fosters shared accountability, and creates an environment in which individuals and teams can thrive while working collectively toward Menlo's strategic priorities. The successful candidate will support faculty and staff development and encourage innovation across academic and co-curricular programs.

► **Visible Presence**

An approachable, emotionally intelligent leader who finds joy in being a fixture of student life and serves as a visible champion for Menlo athletics and the broader student experience.

► **Relationship Builder**

An authentic and engaging leader who cultivates trust with students, faculty, staff, alumni, donors, trustees, and community partners, and who understands the importance of visibility, accessibility, and sustained relationship-building in advancing institutional goals.



ABOUT MENLO

Established in 1927

HISTORY OF MENLO

Since 1986, Menlo College has been a four-year institution, recently expanding to offer multiple graduate programs. Located in Silicon Valley, with enrollment of approximately 800 students from around the world and a faculty devoted to teaching and advising, Menlo College offers a unique, relevant, and highly personal educational experience. Because class sizes are small, students regularly interact with professors one-on-one through advising, classroom engagement, and extracurricular activities, creating a highly personalized educational experience. Intercollegiate sports and student-run organizations complement the team-building and networking opportunities that abound in this tight-knit community. From this environment, many alumni have emerged as successful global entrepreneurs, executives, and government leaders.

Menlo College was originally conceived in 1927 through a collaboration between Stanford University and Menlo School (a private college preparatory school) as a two-year program for young men to complete their lower division coursework before transferring to an upper division at Stanford or elsewhere. For the next 81 years, Menlo College and Menlo School were a single corporate entity, spanning grades 6–16. In 2008, three corporate entities were spun off of the founding structure: Menlo College, Menlo School, and the Menlo School and Menlo College supporting charity. The latter entity holds the title to the athletic fields, which are still jointly operated by the two institutions.

Over the years, there have been changes to the College's curriculum, facilities, grounds, faculty, and staff. However, through all those changes, there has been one consistent factor: the unique learning environment developed to change students' lives. Menlo College is a place where students come to learn to make an impact on the world. Notably, Menlo's tradition of notable athletic competition dates back to its founding in 1927 and continues today.





A WELCOMING COMMUNITY

Today, Menlo offers nine undergraduate majors and three graduate programs. Starting with the 2011 cohort, undergraduate business majors must complete six units of supervised internships after they complete their junior year in order to graduate. The undergraduate business school is dedicated to creating a meaningful and marketable connection between classroom knowledge and field experience gained through on-site business placements.

Menlo has continued to strengthen its support for students and the broader campus community in recent years. In 2019, Menlo College first earned designation as a Hispanic-Serving Institution (HSI). In 2025, the College established the Latino Leadership Program to support leadership development, mentorship, civic engagement, and community involvement. The College formally celebrated the program’s launch in February 2026, and its first student graduated from the program in spring 2026.

To further support campus life and student success, Menlo College expanded housing by opening a new 288-bed residence hall named after John Arrillaga in 2022. When it opened, it was the first new building on campus in 45 years.

#7

Most Diverse Campus
in America
(Niche, 2026)



40

countries
represented on
campus





ROLE OF THE PRESIDENT



The President of Menlo College reports to the Board of Trustees, who bear fiduciary responsibility for College governance and policy.

The President is responsible for advancing the College's mission, vision, and strategic priorities in partnership with the Board of Trustees. The President oversees a \$34M budget and an endowment of \$20M. The President and the President's senior staff are responsible for implementing College policy and managing day-to-day operations, ensuring sound governance, financial sustainability, and organizational alignment in support of student success. The successful candidate will be an accessible and collaborative leader who builds strong relationships across the campus community and fosters a culture of trust, teamwork, and shared accountability. The next President will excel at developing and empowering others, cultivating a high-performing leadership team, and creating an environment where faculty, staff, and administrators work together effectively toward common goals. By encouraging collaboration, open communication, and collective ownership of institutional priorities, the President will position Menlo College for continued growth, innovation, and long-term success.

Direct reports include the Senior Vice President for Student Success and Strategic Initiatives, Interim Chief Academic Officer, Vice President for Athletics, Vice President for Enrollment, Associate Vice President and Chief Operations Officer, Chief Advancement Officer, and Chief Financial Officer (retained through a third-party financial advisory firm).

The President is expected to reside in the President's House adjacent to campus, reflecting the role's engagement with campus life and community events.

STRATEGIC PLAN

Menlo College Strategic Plan 2026-2029: A Unified System for Applied Excellence sets out how the College will translate its Vision, Mission, and Values into action.

“Future Ready Now” translates this strategy into student-facing commitments. These commitments establish a common expectation for every Menlo student, regardless of major, background, or pathway:

- **Capability with evidence:** a competency-based degree with at least one capstone assessed using industry-aligned criteria and a professional portfolio maintained through MenloEdge, an interactive app that empowers students to design their college experience through four dimensions: Academic, Career Readiness, Leadership & Impact, and Holistic Wellness.
- **Embedded applied learning:** employer or community-engaged projects.
- **Career readiness:** a documented career plan, career-coaching touchpoints every academic year, and access to curated employer pipelines and hiring showcases.

Future Ready Now

See how Sophia is putting her Menlo education into action.



PURPOSE, VISION, MISSION & VALUES

► Purpose

To develop people who are prepared to create value in a changing world.

► Vision

A world where our graduates are equipped to adapt, lead, and create value in work and life.

► Mission

To launch future ready leaders.

► Values

Learning: They are curious, adaptable, and committed to lifelong learning.

Integrity: They act ethically, responsibly, and with accountability.

Belonging: They value diverse perspectives and treat every person with dignity and respect.

Courage: They embrace challenge, innovation, and thoughtful risk-taking.

Contribution: They use their knowledge, talents, and experiences to create value for others.

Community: They invest in relationships, mentorship, and the success of those around them.



ACCREDITATION, RANKINGS, AND REVIEWS

Menlo College has a lot to be proud of: a strong employment success rate among graduates, an AACSB accreditation granted to only 5% of business schools worldwide, nationally ranked athletic programs, and recognition from several esteemed ranking bodies.

- **Top-Tier Rankings:** Menlo is consistently recognized for value and safety, including being named "Best in the West" by The Princeton Review for 15 consecutive years and the #1 safest college in California; designated an Opportunity College by the Carnegie Classification of Institutions of Higher Education
- **High ROI:** Ranked #1 for earning opportunity in California (10 years post-graduation) and in the top 8% for ROI for low-income students; named by TIME as one of the top 500 colleges in the U.S. that excel at student outcomes, learning environment, and attractiveness to students.

Menlo College undergoes rigorous accreditation processes to demonstrate its ongoing commitment to providing high-quality education.

- Association to Advance Collegiate Schools of Business (accredited through 2031)
- WASC Senior College and University Commission: Menlo College is accredited by WSCUC with a Notice of Concern through 2028.





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ACADEMICS

Menlo College offers a highly personalized educational experience characterized by small class sizes and a strong focus on business and psychology. Undergraduate majors include Accounting, AI & Analytics, Entrepreneurship & Innovation, Finance, International Business, Marketing, Real Estate, Psychology, and Sports Management, while graduate offerings include the Master of Arts in Sport and Performance Psychology, Master of Science in Information Systems, and Master of Science in Financial Technology. A complete list of academic programs may be explored [here](#).

To ensure career readiness, all undergraduate business students complete a mandatory 6-unit professional internship before graduation. Athletics is also an important contributor to student engagement, community, and enrollment.

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LEADERSHIP

Board of Trustees: The Board of Trustees has fiduciary responsibility for the governance of Menlo College. In that capacity, the Board oversees and shapes policy.

The Board is highly engaged and dedicated, and its trustees share an uncommon loyalty for and commitment to Menlo College. While serving in a voluntary capacity, our trustees make a significant time commitment. Meetings are held over two days, at least three times each year. A strong committee structure provides the framework for the Board to oversee the important functions for which it is responsible. Most committee meetings occur during regularly scheduled Board meetings. Trustees typically serve on two committees.

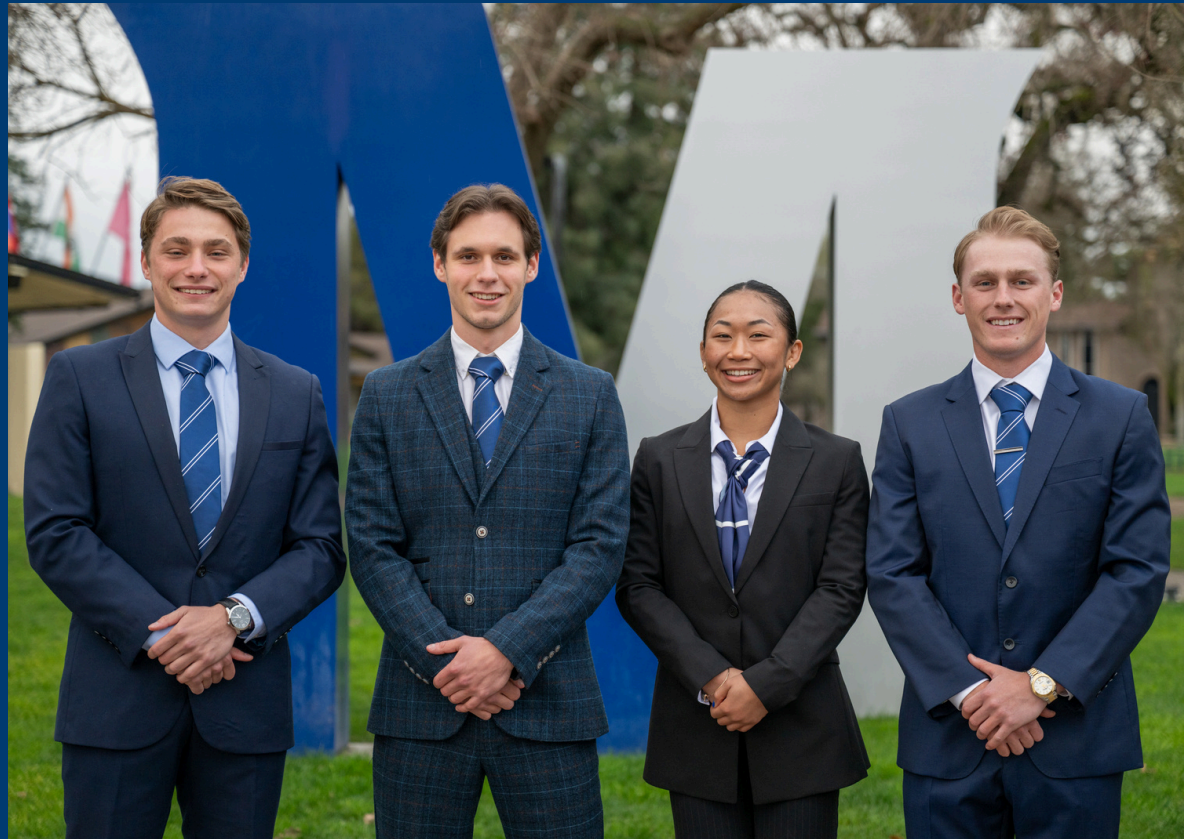


STUDENT ACHIEVEMENT

Menlo students excel on national and global stages in academics and athletics. Below is a selection of recent accolades:

- In a 2026 competition against undergraduate and MBA students from some of the most highly ranked schools around the world, a team of Menlo undergraduates earned the #1 spot at the Global Scaling Challenge, for the second year in a row.
- Another team of Menlo undergraduates was named the 2026 Northern California champions at the 2026 CFA Institute Research Challenge.
- Also in 2026, Menlo's men's wrestling team earned a national title – the fourth won by Menlo's men's and women's wrestling programs since 2019.

2026 CFA Institute Research Challenge



Global Scaling Challenge



Men's Wrestling NCWA Championship



A VIBRANT STUDENT LIFE

Students are encouraged to be involved in this engaged, vibrant campus through athletics, clubs and organizations, including the Student Government, which reflects the diversity and passions of the student body. The Menlo campus experience is defined by engagement. The College has also hosted multiple TEDx events featuring students, faculty, staff, and alumni speakers, as well as a Pitch Competition for budding student entrepreneurs. More than 80% of students live on campus across six residential halls, including John Arrillaga Hall, a vibrant donor-funded residence hall completed in 2022. Menlo College students participate in more than 30 student-led clubs and organizations covering academic, cultural, and special interests. The Pacific Islander Club is among the most enduring cultural organizations on campus, sponsoring the annual lu'au as a celebration of the long-standing relationship between Menlo College and the Pacific Island Nations. The 2027 Menlo College Lu'au will be the 37th.



30+
student-led clubs
and organizations



80%
of students live on
campus across 6
residence halls



ATHLETICS: HOME OF THE OAKS

Over 50% of students participate in NCAA Division II or club sports. Menlo College sponsors 15 varsity intercollegiate sports teams, and the majority of the teams compete in the California Collegiate Athletic Association (CCAA). Men's Wrestling, Women's Wrestling, and Men's Volleyball compete in the Mountain Pacific Sports Federation (MPSF).

NCAA SPORTS

Baseball • Men’s Basketball • Women’s Basketball • Men’s Golf • Women’s Golf • Men’s Soccer • Women’s Soccer • Men’s Tennis • Women’s Tennis • Men’s Volleyball • Women’s Volleyball • Men’s Wrestling • Women’s Wrestling • Softball • Women’s Flag Football **(NEW IN 2026)**

CLUB SPORTS

Baseball • Taekwondo • Weightlifting • Wrestling

OVER
50%
of students participate in
NCAA Division II
or club sports



15
varsity
intercollegiate
sports teams





ATHERTON, CALIFORNIA

Menlo College is located in Atherton, a scenic, wooded residential area with expansive, quiet streets perfect for walks and jogging. Exclusive estates, elegant gardens, and heritage trees dominate this quiet, small community of approximately 7,000 residents.

Menlo College is in the heart of Silicon Valley, midway between San Francisco and San Jose, on the San Francisco Peninsula. The towns of Menlo Park and Palo Alto are within walking distance and are known for tree-lined streets with distinctive boutiques, shops, and outstanding eateries serving cuisine for every taste. Also nearby are Stanford University and the Stanford Shopping Center, an upscale open-air mall. Coastal areas with beaches and other outdoor recreation facilities are also easily accessible from the Menlo College campus. And, of course, the area is renowned for its weather: the summer months are almost invariably warm and dry, frequently in the low eighties with cooler evenings.

The natural beauty of Northern California is an outdoor recreation wonderland. State parks and open spaces offer outdoor enthusiasts countless ways to experience nature at its best. North of the Golden Gate Bridge is Muir Woods National Monument, an old-growth, coastal redwood forest; amazing beaches, such as the Point Reyes National Seashore; and hiking trails galore. California's famous Wine Country is also in the area, home to hundreds of vineyards and wineries. Also nearby are breathtaking open space preserves such as Henry W. Coe State Park, Big Basin Redwood State Park, and Castle Rock State Park.

PROCEDURE FOR CANDIDACY



Menlo College offers a rich, nurturing environment, competitive salary and benefits, and a chance to make a difference in this important position. To find out more about Menlo College, visit www.menlo.edu.

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting Menlo College in this search. For fullest consideration, candidate materials should be received by December 1, 2026.

Application materials should be submitted using WittKieffer's [candidate portal](#).

Nominations and inquiries can be directed to:

Melody Rose, Ph.D., Alejandra Gillette-Teran, and Natalie Song
menlopresident@wittkieffer.com

The preferred start date for the next President is July 1, 2027. Menlo College expects to pay in the range of \$425,000-\$475,000 base salary plus incentive bonus. The President enjoys the privilege of residing in a beautifully remodeled home in Atherton on the border of the College, featuring a pool and a well-appointed catering kitchen designed for entertaining, set within one of the region's most desirable residential neighborhoods. The President is expected to reside in the President's House adjacent to campus, reflecting the role's engagement with campus life and community events.

Menlo College is an Equal Opportunity Employer with a strong commitment to diversity. All prospective Menlo College employees are required to satisfy a background check, as well as clearance annually for the operation of a motor vehicle on behalf of Menlo College.