

ITHACA COLLEGE

Presidential Search Profile



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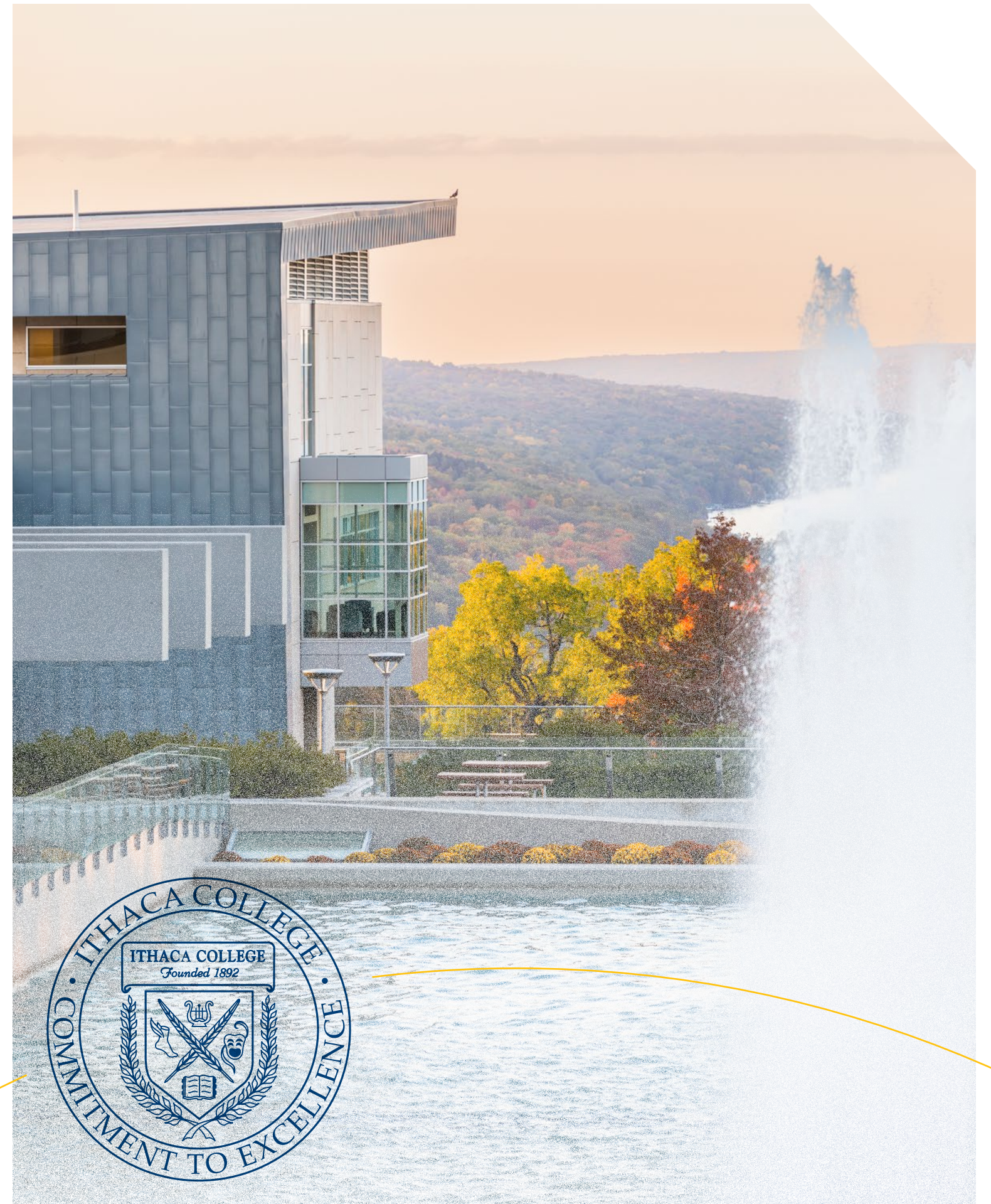


Executive Summary

Ithaca College seeks an exceptional, forward-looking leader to serve as its next president and guide the College through a consequential period in its history—building on its distinctive strengths while making the strategic choices necessary to ensure its long-term vitality and success.

Founded in 1892, Ithaca College is a highly regarded private institution nationally recognized for its distinctive integration of the liberal arts and professional education. Generations of students have been drawn to Ithaca’s exceptional combination of rigorous academic preparation, experiential learning, close faculty mentorship, vibrant and inclusive campus life, and a culture that encourages creativity, innovation, and purposeful engagement. Across its five schools, Ithaca College prepares graduates who are thoughtful, skilled, adaptable, and equipped to make meaningful contributions in an increasingly complex world. The College’s longstanding commitment to **“Theory, Practice, Performance”** remains both a defining strength and a hallmark of the Ithaca College experience.

This is a pivotal moment in the history of Ithaca College. Like many institutions across higher education, the College faces significant challenges, including demographic pressures, enrollment competition, affordability concerns, financial constraints, increasing demands for innovation, evolving workforce expectations, and questions about the future of higher education itself. At the same time, Ithaca possesses significant strengths upon which to build: highly engaged students; dedicated faculty and staff; nationally recognized academic programs; a passionate alumni community; and a deeply student-centered culture.





A view of South Hill and Ithaca College in the fall



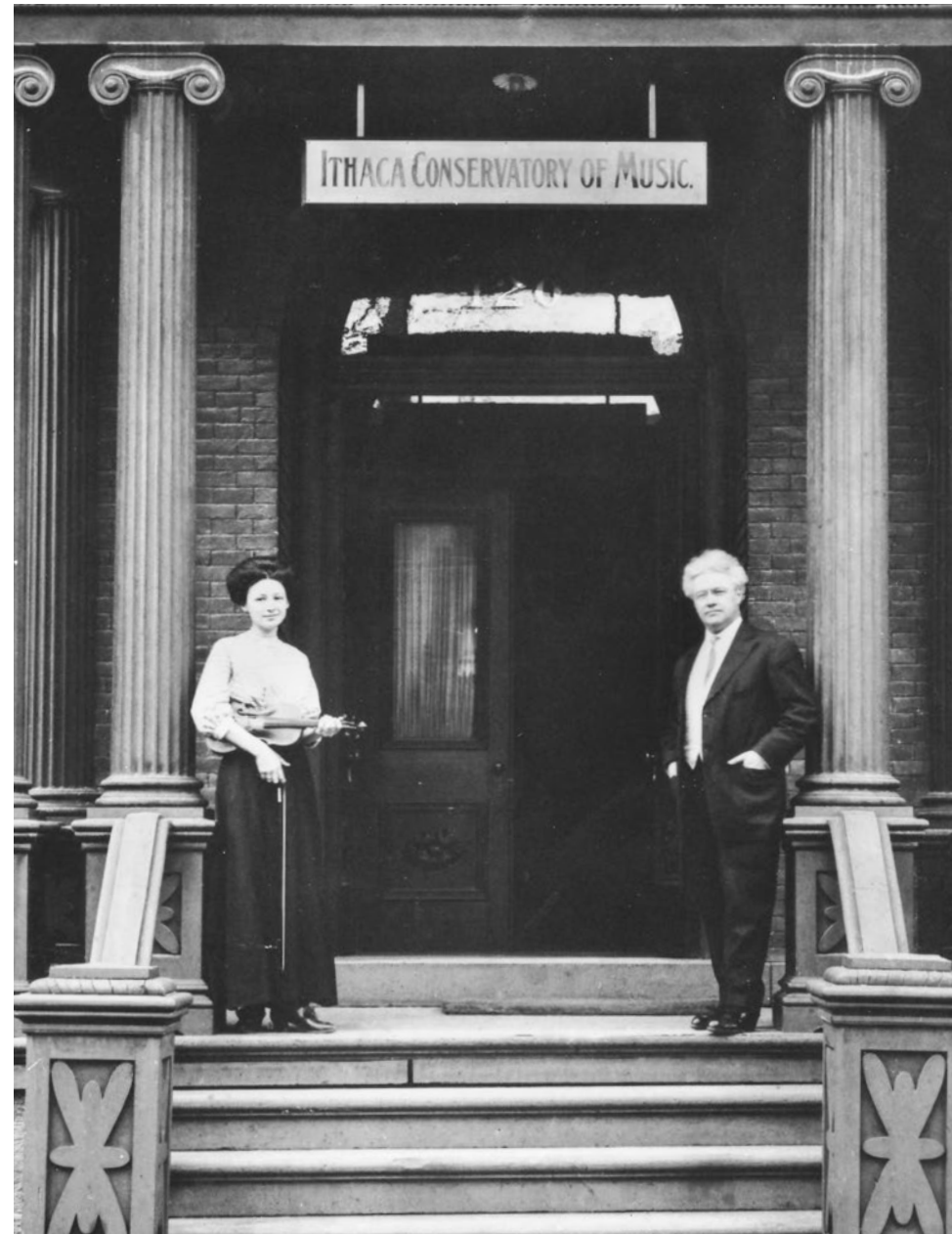
The next president will inherit an institution that has entered a period of leadership transition and strategic reflection. Across the community, there is a strong desire to sharpen institutional priorities, strengthen enrollment and financial sustainability, enhance Ithaca's reputation and market position, and articulate a compelling direction for the institution's next chapter. Equally important, stakeholders emphasized preserving the distinctive culture, educational experience, and sense of community that define Ithaca College while adapting to a rapidly changing environment. Throughout the listening process, participants expressed a genuine belief that Ithaca College's best days remain ahead and a desire for leadership that can unite the community around common purpose and shared aspirations.

The next president will be called upon to lead with courage, empathy, strategic discipline, sound judgment, and deep respect for the community. This leader must be capable of making difficult decisions while building trust, fostering collaboration, and inspiring collective action. The College seeks a leader who can honor what makes Ithaca College distinctive while helping the community define what it must become, recognizing that its future depends upon both sound stewardship and an unwavering commitment to student success.

About Ithaca College

Since 1892, when violinist William Grant Egbert founded Ithaca College as the Ithaca Conservatory of Music, the institution embraced a philosophy grounded in theory, practice, and performance. Even in its earliest days, when a small inaugural class gathered in four rented rooms in downtown Ithaca, education was never confined to the classroom. During the first week of classes, the school performed at the local Unitarian church, beginning a relationship with the Ithaca community that continues today.

Today, more than 4,200 undergraduate and 600 graduate students build their knowledge and talents through close mentorship, small classes, and hands-on opportunities. Across more than 70 majors and 70 minors, students combine the breadth of the liberal arts with professional preparation through research, internships, fieldwork, performance, and creative practice. Encouraged to follow their interests wherever they lead and make connections among them, students develop the expertise, adaptability, and confidence to thrive throughout their lives.



CNN named Ithaca the
#1 Best Town to Visit in America.



Ithaca College's academic programs span five schools:

- School of Business
- Roy H. Park School of Communications
- School of Health Sciences and Human Performance
- School of Humanities and Sciences
- School of Music, Theatre, and Dance

Students frequently cross the boundaries among schools, bringing different interests, methods, and perspectives together. Faculty and staff know their students well, while accomplished alumni at every stage of their careers remain engaged, offering perspective, encouragement, and connections shaped by their own paths beyond IC. Together, those relationships make an Ithaca College education both deeply personal and broadly connected.



Enrollment and Financial Outlook

Like many colleges and universities across the country, Ithaca College has been navigating demographic shifts, heightened competition for students, and broader changes affecting higher education. In response, the College has undertaken a multiyear effort to strengthen its financial position, align resources with institutional priorities, and build a sustainable foundation for the future.

Ithaca College has made meaningful progress toward its financial goals through a combination of strategic planning, enrollment initiatives, disciplined resource management, philanthropic growth, and targeted investments in areas of institutional strength. As it continues this work, the College remains focused on stabilizing and growing enrollment, expanding revenue opportunities, and positioning itself for long-term success.

The College's endowment had a market value of approximately **\$479 million at the end of FY26**, reflecting continued growth and providing important support for institutional priorities. Additionally, **Moody's Ratings has maintained Ithaca College's A3 credit rating with a stable outlook**, citing the College's financial reserves and liquidity as sources of strength and flexibility. Together, these financial strengths provide a strong foundation as Ithaca College continues to advance its mission and invest in its future.



Vision, Mission, and Values

VISION

A global destination for bold thinkers seeking to build thriving communities

MISSION

Educate, engage, and empower through theory, practice, and performance

VALUES

- Academic Excellence
- Respect and Accountability
- Innovation
- Sustainability
- Equity

These values are interrelated and equally critical to accomplishing Ithaca College's vision and mission.



The Values That Shape Ithaca College

ACADEMIC EXCELLENCE

Ithaca College views academic excellence as the integration of theory, practice, and performance. The College’s unique fusion of liberal arts and professional programs recognizes that knowledge needs to inform and be informed by hands-on experience, real-life application, and substantive connections. Curricular and co-curricular activities provide community members with opportunities to develop, debate, and critically evaluate strategies to address complex problems.

RESPECT AND ACCOUNTABILITY

Mutual care, respect, and accountability are expected in all facets of institutional life. Ithaca College values every community member’s dignity and seeks to sustain a social environment where everyone can flourish and be their authentic self. As members of a thriving community, we demonstrate practices that foster a sense of belonging, shared responsibility, collaboration, innovation, and achievement. Accountability to Ithaca College’s values and policies gives us the opportunity to consider the consequences of our actions, to self-examine, and to find ways to restore trust and forgiveness when harm is caused. A culture of care and love grows when we respectfully engage in learning opportunities that help us shift out of our presumed paradigms.

INNOVATION

Our culture of innovation enables us to remain forward thinking, nimble, and adaptable to social and technological change. We know that when people from diverse backgrounds and experiences are empowered to exchange ideas and collaboratively problem-solve, innovation grows, creativity sparks, and institutional and personal goals are achieved. Collaboration among the professional and liberal arts traditions in our community cultivates academic excellence in the spirit of theory, practice, and performance.

SUSTAINABILITY

At Ithaca College, we activate critical thinking, scholarly inquiry, professional skills, and performance in order to positively impact, sustain, and advance our local and global communities. Adopting institutional strategies that offer ecological and resource-based sustenance to the people and places of Ithaca College ensures the College’s futurity. Sustainability means increasing our usage of renewable energy sources and reducing our carbon footprint because we understand the impact of our decisions on the community and the planet. It means practicing good stewardship of financial resources. It means fostering connections among students, faculty, staff, alumni, and administrators to serve the public good. With this in mind, we strive to create opportunities for our community to develop, debate, and critically evaluate strategies to address many of today’s complex problems.

EQUITY

We adopt an equity framework that proactively seeks to make Ithaca College accessible, affordable, and inclusive for all people, especially those impacted by systemic disadvantage, marginalization, and exclusion. This endeavor requires resource allocation at IC as well as organizational structures that facilitate equity. It demands adopting strategies for increasing the representational diversity of students, faculty, and staff who are currently underrepresented in higher education. It also means implementing inclusive policies and practices proven to foster the retention, belonging, and advancement of people who face systemic disadvantages and discrimination based on race, gender, sexual orientation, religion, ability, and national origin. Finally, our equity framework at IC assumes inclusive decision-making processes, transparency, and accountability as the primary ways of working together.

The Student Experience: No Single Path

At Ithaca College, students are encouraged to bring all of themselves to their education and their future—their interests and talents as well as their professional aspirations. They do not have to arrive with a major already chosen or narrow themselves to a single field of study. Instead, they can explore broadly, make unexpected connections, and shape an experience that reflects who they are and who they hope to become.

Whether combining business and music, health sciences and communication, environmental science and public policy, or countless other interests, students learn alongside peers with different perspectives and pursue opportunities that bring their interests together in meaningful ways. In doing so, they gain a broader perspective and a deeper understanding of how ideas and industries connect.

This freedom to explore also gives students room to define success on their own terms—whether that means launching a business, conducting research, performing professionally, pursuing graduate study, serving a community, or discovering a calling. They graduate with expertise in their chosen fields as well as the adaptability to navigate careers that may not follow a straight line.



“I was looking for colleges where I could explore, graduate in four years, and keep my options open. Ithaca was one of the top schools that had that.”

—ASHAN '26, POLITICAL SCIENCE MAJOR WITH MINORS IN WRITING, EDUCATION STUDIES, AND WOMEN'S, GENDER, AND SEXUALITY STUDIES





Their freedom is supported by extensive guidance and opportunity. Ithaca College creates an environment where students can set their future in motion through extensive support, guidance, and opportunity.

IC's retention and graduation rates exceed national averages, reflecting a culture designed to help students thrive from their first semester through commencement and beyond. The Academic Support Center provides individualized guidance and skill-building, while the Center for Career Exploration and Development helps students turn curiosity into clarity and ambition into action through career coaching, internships, networking, and experiential learning.

“Every time I come into the Center for Career Exploration and Development, I’m greeted with a friendly smile and a reassuring attitude, and that helps me reset. They are so good at empowering me and giving me tools!”

—ISABEL '27, PHILOSOPHY AND POLITICS DOUBLE MAJOR

At IC, students define success for themselves, but they do not pursue it alone. They have room to explore, people invested in their progress, and opportunities to put their ambitions into practice.



“When I narrowed down my college search, not a lot of places offered the Exploratory Program besides IC. So that was definitely a big factor in [my choice] of IC.”

—HOPE '27, ECONOMICS AND PSYCHOLOGY DOUBLE MAJOR

A Place to Be Known— and Become

Ithaca College is large enough to offer opportunities often associated with major research universities and small enough for students to form close relationships with faculty, staff, peers, alumni, and industry professionals. Students are known by name, encouraged to grow, and able to begin meaningful work as early as their first semester.

Students conduct research alongside faculty mentors, produce media, perform before live audiences, manage investment portfolios, work in clinics, and lead organizations. They move among classrooms, laboratories, newsrooms, studios, performance halls, clinics, rehearsal rooms, and collaborative workspaces—presenting original research, creating art, developing leadership skills, and tackling real-world challenges.

Professional-grade tools and facilities allow students to learn, create, and contribute at a high level.



“I originally chose Ithaca because I wanted a top music program where I could also play football. I asked myself, ‘Where am I going to feel that I have room to grow—not just sit on the sidelines but get experience?’”

—NICK '24, MUSIC PERFORMANCE MAJOR (WHO SANG THE NATIONAL ANTHEM AT THE 63RD CORTACA JUG GAME AT YANKEE STADIUM)



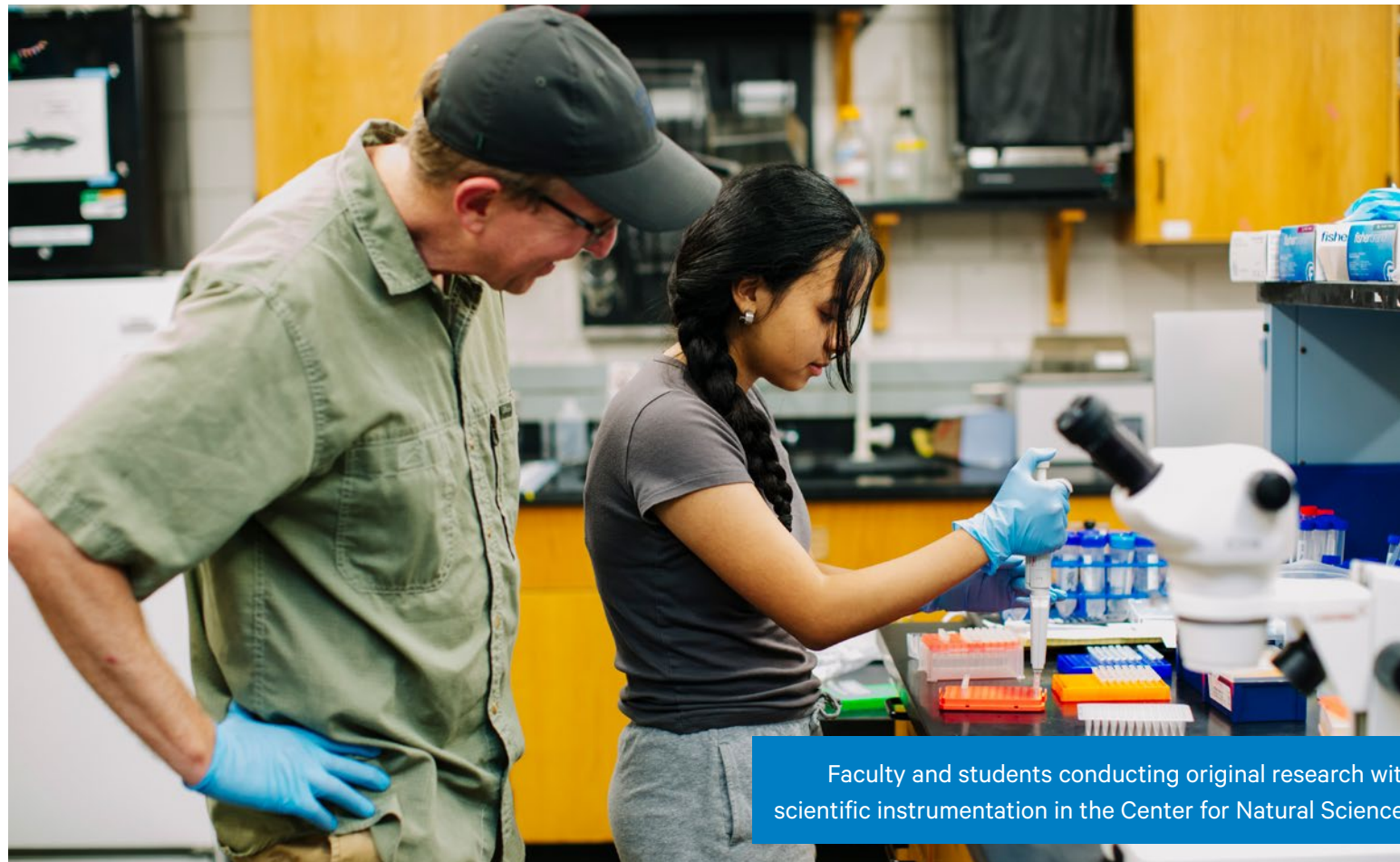
Film students working in The Volume, one of the first undergraduate virtual-production environments of its kind



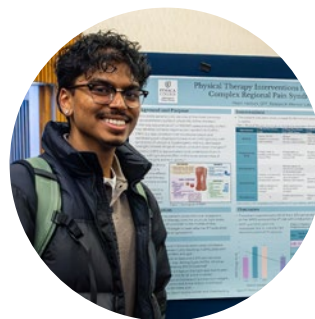
Business students using Bloomberg terminals and real-time market data in the trading room



Health sciences students exploring anatomy through the life-sized interactive visualizations of the Anatamage Table



Faculty and students conducting original research with scientific instrumentation in the Center for Natural Sciences



Students also share their scholarship and creative work through performances, productions, exhibitions, and presentations. In the School of Music, Theatre, and Dance, musicians, performers, educators, designers, and technicians work in spaces that mirror their future professional environments. The annual James J. Whalen Academic Symposium brings together mentored research, creative achievement, and scholarly inquiry from across the College.



Learning extends beyond campus as well. The 560-acre Ithaca College Natural Lands serve as an outdoor laboratory for research, conservation, recreation, and experiential education, while the Clinton B. Ford Observatory gives students access to powerful tools for astronomical research and discovery.



Programs in Los Angeles and London, along with partnerships in more than 40 countries, further expand where that learning can take place. Through study and experience in different cultures, industries, and communities, students encounter the wider world and begin finding their place within it.

“This is where I became who I want to be for the rest of my life.”

—ANTARA '22, MATHEMATICS AND PHYSICS DOUBLE MAJOR

Life on South Hill

The daily rhythms of South Hill—a walk through the IC Natural Lands, a study session by the Dillingham fountains, the first snowfall, or a dash through Textor hallway between classes—create the connections that make Ithaca College feel like home.

With more than 150 student organizations, leadership and service opportunities, residential communities, and events that bring the campus together, students find many ways to participate, contribute, and make IC their own. Themed living communities connect students around interests and values ranging from creative expression and sustainability to health and wellness, technology, leadership, and social justice.

The IC Unity Center serves as a hub for intercultural learning, dialogue, and engagement, creating opportunities for students to celebrate diverse cultures, encounter new ideas, and build relationships across differences.

Creative expression is part of the fabric of life on South Hill. Concerts, theatrical productions, dance performances, film screenings, exhibitions, lectures, and cultural events fill the calendar, and students may be audience members one night and performers, presenters, or creators the next. Spaces such as the IC Makerspace and Esports Lounge offer additional places to experiment, compete, collaborate, and connect.





Athletics are integral to campus life. Nearly one in four students competes on one of IC’s 28 NCAA Division III teams, many of which have built long traditions of conference and national success. Recent individual champions include diver Kailee Payne, who swept the one-meter and three-meter titles at the 2025 NCAA Division III Championships, and gymnast Grace Murray, who won the floor title at the 2026 National Collegiate Gymnastics Association Championships. Ithaca College has also finished among the top 35 of more than 450 Division III institutions in the Learfield Directors’ Cup every year since 1992–93. Club sports, intramurals, fitness programs, and outdoor activities offer even more ways to stay active and build community.

Few traditions capture IC pride as vividly as the Cortaca Jug, an annual football rivalry with the nearby State University of New York at Cortland. What began as a football matchup in 1930 gained its eponymous trophy in 1959, when a \$2 jug was transformed into an enduring symbol of the rivalry. Today, the game brings together students, alumni, families, and friends to offer students the chance to contribute to the event through media production, marketing, event

operations, performance, analytics, and numerous other behind-the-scenes roles. *Sports Illustrated* dubbed the Cortaca Jug “the biggest little game in the nation.”

As graduation approaches, seniors take part in another beloved tradition: Senior Splash. Beginning as a student’s impulsive jump into the fountains at Dillingham in May 1986, the event gradually shifted to focus specifically on the graduating class when the jump was officially moved to Senior Week activities. Today, hundreds of seniors gather to leap into the into the 300,000-gallon landmark to celebrate their accomplishments, friendships, and years together on South Hill.

Long after graduation, alumni remember the views of Cayuga Lake, the energy of the Cortaca Jug games, the late nights spent pursuing big ideas, and the friendships that deepened and remained along the way. For many, South Hill has become part of who they are, a source of connection, perspective, and purpose that has stayed with them throughout their lives.

Beyond South Hill: IC Impact in the Region and the World

What begins on South Hill reaches far beyond it. Across Tompkins County, throughout the Finger Lakes, and around the globe, students contribute to communities through internships, clinical experiences, student teaching, research, journalism, performance, and service.

The relationship is reciprocal. These communities offer students experience and perspective; in turn, Ithaca College contributes talent, expertise, creativity, and resources to the economic, cultural, civic, and environmental life of the places it calls home.

As one of Tompkins County's three largest employers, Ithaca College provides 1,362 local jobs and contributes nearly \$100 million annually in salaries. Another \$8.9 million in annual local spending, taxes, fees, partnerships, and investments supports businesses and organizations throughout the county.

The College's environmental commitments also benefit the broader region. Since 2009, Ithaca College has reduced greenhouse gas emissions by 48% and diverted more than 200 tons of waste annually from landfills. Since 2018, 100% of campus electricity has come from renewable sources, including an average of 4.25 million kilowatt-hours generated each year by the College's solar farm.

Some partnerships span generations. In 2024, Ithaca College and Longview Senior Living Community celebrated 25 years of collaboration through academic programs, service, performances, and shared experiences. Faculty-supervised clinics provide physical therapy, occupational therapy, speech therapy, and hearing services to area residents while students contribute to organizations addressing youth development, food access, environmental stewardship, and quality of life.



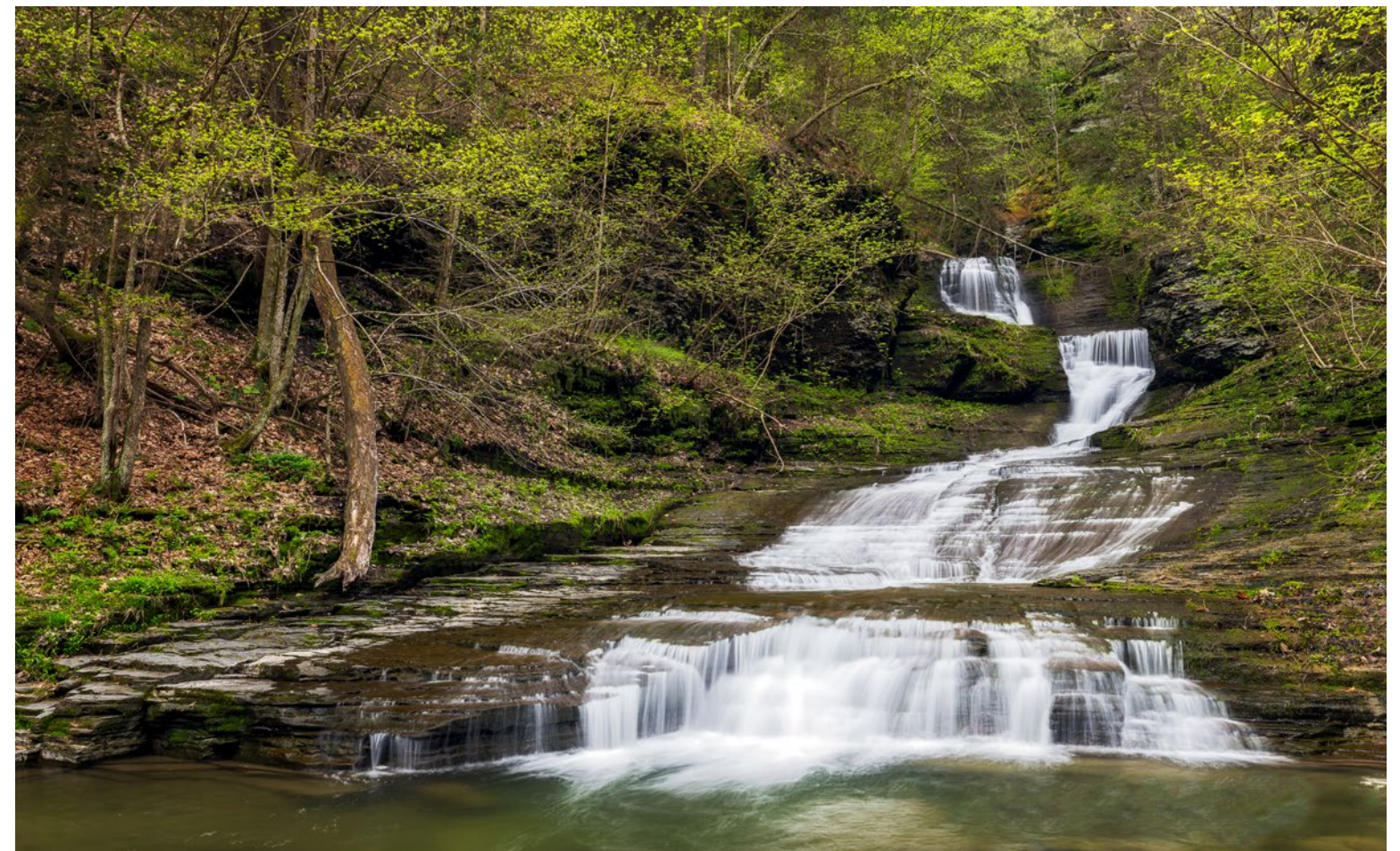
Ithaca Is “Gorges”

Nestled in New York’s Finger Lakes region, Ithaca is a place where natural beauty, intellectual curiosity, creativity, and civic engagement intersect in everyday life. Home to Ithaca College and Cornell University, the city has long attracted educators, artists, entrepreneurs, researchers, and innovators from around the world.

From Ithaca College’s hilltop campus, Cayuga Lake stretches northward below South Hill while waterfalls, gorges, forests, parks, and trails make the landscape part of daily life. The Ithaca Farmers Market, independent bookstores, cafés, theatres, galleries, music venues, and the Ithaca Commons contribute to the energy of the city, which is one of the nation’s quintessential college towns. Across the broader region, farms, wineries, healthcare institutions, nonprofit organizations, technology companies, and a thriving tourism economy create additional opportunities for collaboration and civic leadership.

Ithaca offers a cultural and intellectual energy often associated with much larger cities alongside the close connections of a highly engaged community. [CNN named Ithaca America’s Best Town to Visit in 2025.](#)

The next president of Ithaca College will have the chance to become an influential civic partner in a community where education, culture, and public life are closely intertwined.



Ithaca College at a Glance

Top 10

Ranking for our faculty's focus on undergraduate teaching, 2021-2026
(Regional Universities, North)
U.S. News & World Report

#17 of Top 25

film schools, *Hollywood Reporter*

Ranked #1

for LGBTQ+ friendliness,
BestColleges (2024)

Princeton Review's *Best 392 Colleges*:

#8

Best College Newspaper

#13

Best College Theater

#23

Best College Radio Station

★★★★★

Campus Pride Index:
Five-star rating since 2010

4,200 undergraduate students

600 graduate students

100% electricity sourced
from renewables

140+ academic programs
(70+ majors and 70 minors)

11:1 student-faculty ratio

19 average class size

85% students living on campus

150+ student organizations

28 Division III athletic teams

+25% students participating
in Division III athletics

40+ club sports and year-round
intramural programming (*more than
20% of IC students participate in at
least one club sport or intramural
activity each year*)

47 states and **48** countries
represented by student body

70,000+ alumni worldwide

669 acres owned by IC atop Ithaca's
South Hill

85 buildings including two platinum
and one gold LEED (Leadership in Energy
and Environmental Design) certified
buildings

560 acres of IC Natural Lands

85.7% graduation rate for first-time,
full-time students (*average graduation
rate at four-year colleges and universities
was 71% at public schools and 76% at
private nonprofit schools in 2024*)

166,000+ jobs, internships, and fellowships
available each year

Why Ithaca? Why Now?

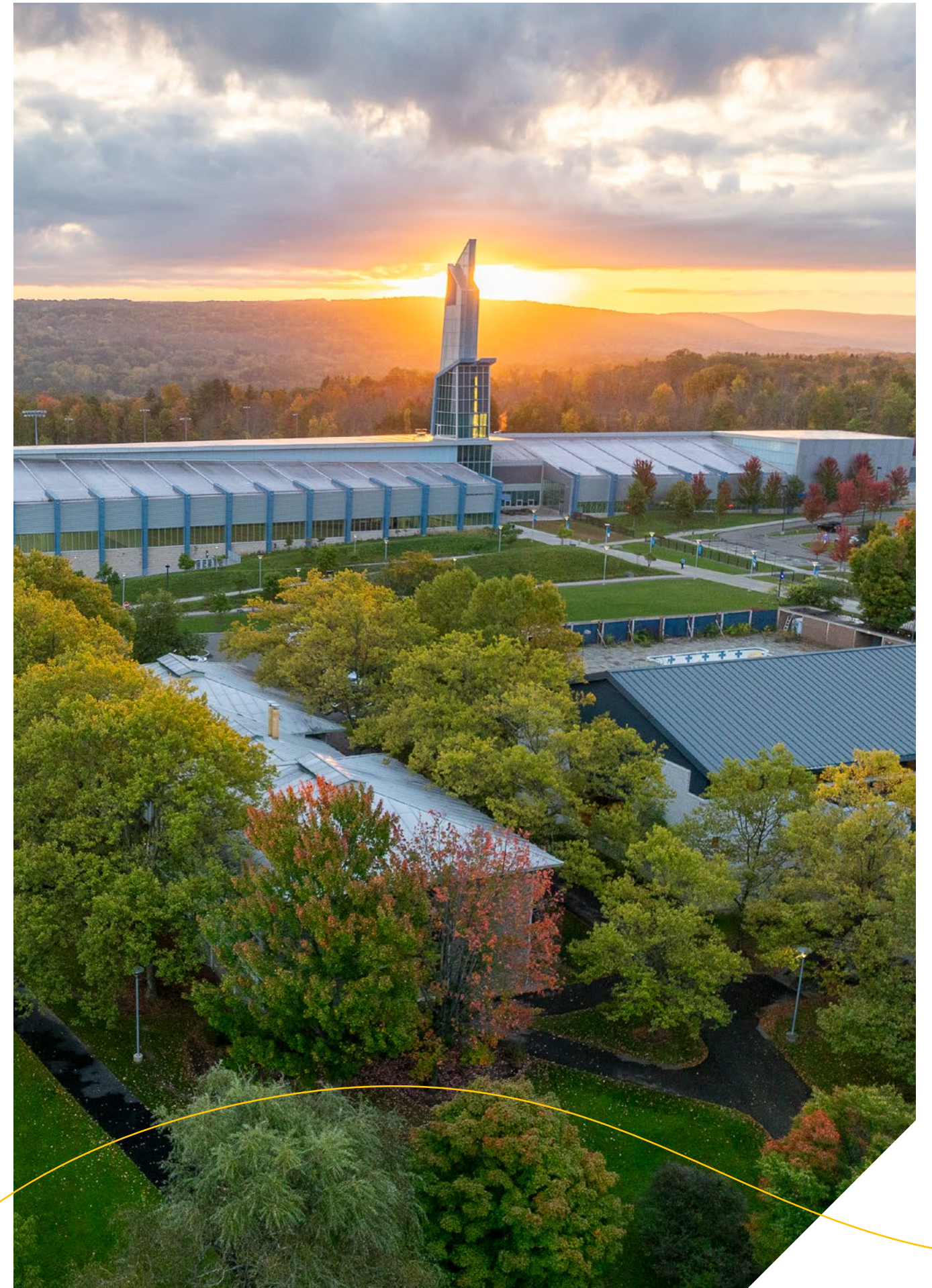
Few presidential opportunities offer the chance to shape the future trajectory of an institution at such a consequential moment.

Ithaca College stands at an inflection point. The next president will have the opportunity to continue strengthening the institution's financial position while helping define the next chapter of the College's evolution. Stakeholders across constituencies expressed confidence in the fundamental strengths of the institution. They spoke passionately about Ithaca's distinctive educational model, the extraordinary dedication of its faculty and staff, the success of its alumni, and the creativity and potential of its students. Throughout the listening process, there emerged a deep belief that Ithaca College's strongest opportunities still lie ahead.

The next president will have a rare opportunity to influence the institution's strategic trajectory at a formative moment in its history and will benefit from collaboration with an engaged, thoughtful, and highly committed Board of Trustees that views itself as a strategic partner and resource in advancing Ithaca

College's mission and aspirations. As the College responds to shifting demographics, evolving student expectations, financial pressures, and a changing competitive landscape, this leader will help define Ithaca College's future direction while building broad institutional alignment around shared priorities and aspirations. Few presidential opportunities offer a comparable combination of agency and potential impact.

For an experienced leader who is energized by complexity, inspired by mission, and motivated by the opportunity to lead meaningful institutional transformation, Ithaca College offers the chance to leave a lasting impact on a beloved institution with immense promise.



Opportunities and Expectations for Leadership

The priorities outlined below emerged from extensive engagement with the Ithaca College community, including listening sessions, individual conversations, and survey feedback from students, faculty, staff, alumni, trustees, and campus leaders. Across constituencies, stakeholders expressed a desire for leadership that can unite the community around a compelling vision, strengthen enrollment and financial sustainability, enhance institutional distinction and philanthropic support, foster academic excellence and innovation, and build a culture of trust, transparency, and shared purpose.

Unite the Community Around a Compelling Vision for the Future

The next president must help Ithaca College define and communicate a clear, compelling, and widely understood vision for its future. Stakeholders consistently expressed a desire for a leader who can articulate a clear strategic direction for the institution while engaging the community in shaping that future. The successful leader will engage students, faculty, staff, trustees, alumni, and community partners in shaping a vision that honors IC's strengths, reflects its mission and aspirations, and positions the College for long-term success.

The next president will lead the College in defining a vision for education that responds to profound technological and societal change while remaining grounded in Ithaca's enduring values. The successful candidate will recognize both the promise and the challenges presented by emerging technologies, including artificial intelligence, and will help the community determine how best to incorporate such tools in ways that enhance

learning, creativity, and innovation without supplanting the human imagination, artistic practice, mentorship, and personal connections that lie at the heart of the Ithaca experience.

Build Trust Through Transparency, Communication, and Shared Purpose

Perhaps no theme emerged more consistently than the importance of trust. The next president will need to engage constituencies authentically, communicate candidly, listen thoughtfully, and build confidence through action. The opportunity calls for a leader who values transparency, understands the importance of shared governance, works constructively and collaboratively with the Board of Trustees, and creates an environment in which stakeholders feel respected, informed, and invested in the institution's success. The next president will help strengthen confidence in institutional decision-making and governance processes, fostering productive relationships among trustees, faculty, staff, students, and administrators and promoting a culture characterized by openness, mutual respect, and shared purpose.





Strengthen Enrollment, Reputation, and Institutional Distinctiveness

Numerous stakeholders identified enrollment strength and market positioning as among Ithaca College's most significant priorities. The next president will work closely with enrollment and academic leaders to sharpen the institution's value proposition, strengthen public understanding of Ithaca's distinctive educational experience, and position the College more effectively in an increasingly competitive marketplace. This leader will help articulate why Ithaca matters, who it serves best, and how its distinctive educational model creates exceptional outcomes for students. Equally important, the president will be expected to drive enrollment growth, strengthen student retention and success, expand educational opportunities that meet evolving student and workforce needs, and identify new pathways for increasing institutional revenue and long-term financial resilience. Doing so will require building on the College's longstanding strengths while clearly communicating the value of an Ithaca education in a rapidly changing marketplace.

Advance Financial Sustainability and Institutional Resilience

The next president will provide leadership in strengthening Ithaca College's financial foundation and ensuring that resources are aligned with institutional priorities. The College seeks a leader who understands the realities facing higher education and can guide the institution through an increasingly challenging landscape. This includes balancing fiscal discipline with strategic investment; advancing enrollment growth; expanding and diversifying revenue streams; pursuing new educational, programmatic, and partnership opportunities; and

directing resources toward areas of greatest impact. Stakeholders consistently emphasized that the College's greatest opportunity lies not in further reductions, but in growing enrollment, expanding revenues, and investing strategically in areas of strength. Sustained institutional vitality will depend in part on attracting, retaining, and supporting talented faculty and staff, recognizing that institutional excellence, student success, and organizational effectiveness are grounded in the strength and stability of the people who carry out the College's mission.

Inspire Philanthropy and External Engagement

The next president will serve as Ithaca College's chief ambassador and lead efforts to strengthen philanthropic support and alumni engagement. Voices from all sectors of the community emphasized the importance of expanding fundraising capacity, deepening alumni relationships, building a stronger culture of philanthropy, and establishing meaningful external partnerships. The successful candidate will be an energetic and persuasive storyteller who can build enthusiasm for the College's future and engage donors, alumni, corporations, foundations, and community leaders in advancing institutional priorities.

Lead Change While Preserving Institutional Strengths

The next president must balance innovation and adaptation with an appreciation for what makes Ithaca College distinctive. Across the listening process, stakeholders expressed both a recognition that change is necessary and a desire to preserve the deeply held values that define the institution. The

successful candidate will possess a demonstrated record of leading significant organizational, financial, academic, or strategic change while maintaining confidence and engagement among key stakeholders. This leader will have the courage to make difficult decisions, the discipline to see implementation through, and the ability to bring people together around a compelling rationale for change. A central challenge will be distinguishing between those traditions, programs, and strengths that define Ithaca College's character and those practices, structures, and assumptions that must evolve to ensure future vitality. The president will guide discussions regarding academic programs, emerging technologies, student interests, and institutional priorities while remaining anchored in the educational mission of the College. Ultimately, success will depend upon preserving what makes Ithaca exceptional while positioning the institution for long-term strength and relevance.

Build and Lead a High-Performing Leadership Team

The next president will have an important opportunity to shape the College's leadership team during a period of transition. Stakeholders emphasized the importance of recruiting, developing, and retaining talented leaders while fostering a culture of accountability, collaboration, and shared responsibility. The successful candidate will be an organizational leader who can align people and resources around institutional priorities, clearly communicate expectations, make timely decisions, and ensure effective execution across the institution. This leader will foster collaboration across academic and administrative units, promote institution-wide thinking, and build a culture in which shared priorities take precedence over divisional or departmental interests.

Professional Qualifications and Personal Qualities

The successful candidate will be a highly accomplished leader who combines strategic vision, institutional leadership, and genuine commitment to the educational mission of Ithaca College. Stakeholders consistently emphasized the importance of a president who values academic excellence, fosters meaningful relationships across the College community, communicates with authenticity and transparency, and leads with integrity and sound judgment. These foundational qualities should be evident in every competitive candidate for the presidency. Together with the additional experiences and competencies below, they will position the next president for success. While no candidate will embody every characteristic, strong candidates will bring many of the following qualifications and attributes:

- **Strategic and Visionary Leadership:** A demonstrated ability to lead complex organizations through periods of challenge, change, and opportunity. The successful candidate will possess the capacity to articulate a compelling vision, establish priorities, and translate strategy into measurable results through disciplined execution, organizational alignment, and accountability while balancing competing institutional demands. The successful candidate will also demonstrate the ability to develop vision and strategy through broad engagement and inclusive leadership practices and to lead complex, community-wide conversations about the future of higher education, educational innovation, curricular evolution, technological change, workforce preparation, and the enduring purposes of a college education.
- **Change Leadership and Institutional Transformation:** Demonstrated success leading meaningful organizational, financial, academic, or strategic transformation. The successful candidate will have experience navigating difficult decisions, building

support for change, and delivering sustainable results. Ithaca College seeks a leader who understands both the urgency of adaptation and the importance of bringing people along through periods of transition, fostering shared purpose among stakeholders with differing perspectives and lived experiences.

- **Financial Acumen and Organizational Stewardship:** Experience overseeing complex budgets, aligning resources with priorities, and advancing financial sustainability. The next president will understand enrollment economics and net revenue, resource allocation, long-range planning, and the financial realities facing tuition-dependent institutions. Candidates should also demonstrate a record of leading or significantly contributing to enrollment growth, student retention initiatives, institutional positioning, and market differentiation. The successful candidate will understand the central role that enrollment strength plays in advancing academic priorities, financial sustainability, and institutional vitality.





- **Fundraising and External Engagement:** A demonstrated record of building, soliciting, and securing significant philanthropic support, cultivating major donors, strengthening alumni engagement, and representing an institution to external audiences. Candidates should demonstrate the ability to serve as an effective ambassador and advocate for Ithaca College.
- **Commitment to Academic Excellence and Student Success:** An appreciation for the transformative power of higher education and the distinctive educational model represented by Ithaca College. The successful candidate will understand how academic quality, student experience, faculty excellence, institutional reputation, and a culture of inclusion are mutually reinforcing; will value the role of faculty in advancing the College's educational mission; and will demonstrate a commitment to creating conditions in which excellence in teaching, scholarship, creative activity, and student mentorship can flourish. Candidates should demonstrate a commitment to creating environments in which students, faculty, and staff from varied backgrounds and experiences can thrive and contribute fully to the life of the institution. The ideal candidate will bring experience advancing academic innovation and educational excellence, including working collaboratively with faculty to adapt curricula, develop new programs, strengthen student outcomes, and ensure that academic offerings remain relevant and responsive to evolving student interests, workforce needs, and societal challenges.
- **Board Partnership and Governance Acumen:** Experience working effectively with governing boards and navigating complex organizational environments. The successful candidate will understand the responsibilities of institutional leadership and shared governance while maintaining productive and

constructive relationships with trustees, faculty, and other stakeholders. Candidates should demonstrate the ability to establish productive, trusting relationships with governing boards while maintaining clarity regarding roles, responsibilities, accountability, and shared governance.

- **Talent Development and Team Leadership:** Demonstrated success recruiting, developing, assessing, and retaining high-performing leaders and teams. The successful candidate will possess sound judgment in identifying talent, building leadership capacity, fostering accountability, and creating a culture of excellence and continuous improvement. Candidates should demonstrate a record of assembling and retaining strong leadership teams, supporting the growth of emerging leaders, planning for succession, and making personnel changes when necessary to advance institutional priorities and organizational effectiveness.
- **Collaborative Leadership and Relationship Building:** Demonstrated ability to bring together stakeholders with differing perspectives, foster productive dialogue, and build alignment and support around shared goals while demonstrating the judgment and courage to make difficult decisions when necessary. The next president will be a leader who listens carefully, values diverse viewpoints and experiences, builds durable relationships across constituencies, and creates alignment around institutional priorities.
- **Communication, Presence, and Authenticity:** Exceptional interpersonal and communication skills, with the ability to connect meaningfully with students, faculty, staff, alumni, donors, trustees, and community members. Stakeholders consistently

expressed a desire for a visible, approachable, and genuine leader whose presence inspires confidence and trust. The successful candidate will be an accessible and highly engaged presence in the life of the College and will communicate with clarity, candor, and authenticity during both routine and challenging moments.

- **Integrity, Emotional Intelligence, and Personal Character:** A reputation for honesty, fairness, humility, transparency, sound judgment, learning agility, and ethical leadership. The successful candidate will be resilient, self-aware, empathetic, intellectually curious, and capable of leading effectively through periods of challenge and uncertainty.
- **Professional Preparation:** An earned terminal degree is strongly preferred. Significant senior leadership experience within higher education or another complex mission-driven organization is required. Experience as a president is highly attractive, though other candidates with substantial executive-level leadership experience in complex environments will receive strong consideration. Candidates should possess a demonstrated understanding of the realities of contemporary higher education and a record of success operating at the enterprise level of an institution.

Procedure for Candidacy

WittKieffer is assisting Ithaca College in this search. All applications, nominations, and inquiries are invited. For fullest consideration, candidate materials should be received by October 29, 2026.

Applications should include, as separate documents, a CV or résumé and a letter of interest addressing the responsibilities and requirements described in this profile.

Applications, nominations, and inquiries can be directed to the WittKieffer consultants supporting this search by visiting the [WittKieffer website](#) or contacting the team, Robin Mamlet, Sandra Chu, and Corin Edwards at Ithaca-President@Wittkieffer.com.

The anticipated base salary range for this position is \$450,000 to \$700,000. Actual compensation will be commensurate with the successful candidate's experience, qualifications, and track record of leadership. This range reflects base compensation only and does not include benefits, bonuses, or other perquisites.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern. All images and logos used in this leadership profile were attained from and/or are owned by WittKieffer Inc. via Ithaca College.

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