

WESTERN NEW ENGLAND
UNIVERSITY



**LEAD AT THE CROSSROADS
OF INNOVATION AND TRADITION**

Leadership for a Defining Moment

Western New England University seeks an outstanding leader with passion for academic excellence and student success, a record of successful philanthropic fundraising, and exceptional financial and organizational skills to serve as its next president.

The President of Western New England University (WNE) will lead a vibrant and ambitious institution shaping the next generation of leaders in law, engineering, business, pharmacy, and the liberal arts. Located in Springfield, Massachusetts—celebrated as the “City of Firsts” for being the birthplace of transformative ideas in sports, technology, transportation, and education—and along New England’s famed Knowledge Corridor, an interstate cooperative venture connecting government organizations, local businesses, and educational organizations – **WNE is positioned at the crossroads of tradition and transformation.**

From this strategic location, WNE drives regional economic growth, cultivates bold ideas, and extends its reach across the nation. With nationally accredited programs and offerings from bachelor’s to doctoral degrees as well as certificate and professional development opportunities, WNE is home to over 2,600 undergraduates and more than 1,000 graduate and professional students. WNE blends the resources of a comprehensive university with the close-knit culture of a small college, and benefits from a passionate alumni network, and deep partnerships with industry, healthcare, government, and the community. Founded in 1919, WNE is an ambitious, values-driven, entrepreneurial institution where students and faculty unite to solve real-world challenges with creativity, integrity, and purpose. More information about WNE can be found [here](#).

Reporting to the WNE Board of Trustees, the President is responsible for ensuring that the university maintains the fiscal and academic integrity to fulfill its mission. For information on how to apply, please see “Procedure for Candidacy” at the end of this document.

Western New England University

Founded in 1919

as Northeastern
College-Springfield

WNE is
#1 in Springfield
and
#3 in the region
(Georgetown University CEW, 2025)

Class of 2029
is largest undergraduate class
in University history

96%
Class of 2024 employed/have
been offered employment or
in graduate school

\$121K
Median, Mid-Career Income
for WNE Alums in 2023-2024
(Payscale.com)



“The proposed investments in robotics and advanced manufacturing through Mass Leads and in collaboration with Western New England University demonstrate our commitment to teaming up with industry, academia, and other key partners to attract, retain, and develop world-class, diverse talent that local businesses, large and small, need to thrive in this industry.”

Massachusetts Governor Maura T. Healey
*during her visit to WNE to highlight the
Mass Leads Act’s proposed investments
in advanced manufacturing and robotics
(March 2024)*



Academic Excellence and Integrated Learning

At WNE, academic rigor meets real-world relevance. With five colleges—[Arts and Sciences](#), [Business](#), [Engineering](#), [Pharmacy and Health Sciences](#), and the [School of Law](#)—WNE excels at blending disciplines in a collaborative learning environment.

5

Colleges

12:1

Student-faculty
Ratio

577

Full-time
faculty and staff

191

Part-time
faculty and staff

50+

Undergraduate
Majors and
Programs

40+

Graduate and
Professional
Degrees

TOP-RANKED

Business, Engineering,
Occupational Therapy



Where Ambitious Minds Come to Thrive

Western New England University is home to talented, motivated students who excel academically, lead with purpose, and are driven to make a difference in their professions and communities.

WNE provides its more than 3,600 undergraduate and graduate students relevant educational opportunities, a very strong commitment to financial aid, and support throughout their academic journey. With hundreds of organizations, events, and programs, our campus is alive with engagement and focused creativity.

OUR STUDENTS

2,543

full-time undergraduates

73

part-time undergraduates

339

law students

483

graduate students

187

pharmacy students

49

occupational therapy students

Total:

3,674 students from 40 states and territories, and from 28 countries

3.54

average high school GPA of entering class

TOP 5 FIELDS OF STUDY *(Undergraduate)*

- ❖ Psychology
- ❖ Criminal Justice
- ❖ Finance
- ❖ Mechanical Engineering
- ❖ Sports Management



Our students' influence spans the globe and includes graduates in industries and companies in high-demand areas such as:

Healthcare: Baystate Health, CVS/Caremark

Business & Finance: MassMutual, KPMG, Microsoft

Aerospace & Manufacturing: Boeing

Media & Consumer Brands: ESPN, Coca-Cola, Yankee Candle



A Community of Innovators

Golden Bears are entrepreneurial thinkers, innovative educators, and engaged alumni. The University is actively investing in programs such as applied doctoral degrees, stackable credentials, and industry-partnered initiatives in advanced manufacturing, healthcare, and data science.

WNE fosters a culture of possibility and progress. [The Center for Social Justice](#) at the School of Law, which is a partnership with Mass Mutual, addresses the root causes of systemic social injustice and develops innovative, human-centered solutions for change. The College of Business' [FinTech Incubator](#) focuses on AI and fintech to drive the competitiveness and growth of the Massachusetts economy.

The XR Lab hosted in D'Amour Library provides students and faculty with a chance to build their own virtual reality and augmented reality applications using industry-standard tools like Unity Engine Omniverse.



Graduate Programs Aligned with Industry Needs

WNE's graduate programs stand out due to their flexibility, breadth, personalization, innovative partnerships, and strong return on investment. Whether you're pivoting careers, aiming for leadership, or seeking an advanced degree that's both practical and cost-efficient, Western New England has options designed to stand out in the job market and foster real professional growth.

WNE's Graduate Programs in the Colleges of Arts and Sciences, Business, Engineering, and Pharmacy and Health Sciences develop highly skilled professionals with master's-level expertise, specialized certificate credentials, and doctoral-level research capabilities—strengthening the talent pool across diverse industries.

Our Professional Programs in the School of Law (JD) and the College of Pharmacy and Health Sciences (PharmD, OTD) deliver rigorous, profession-specific training. Graduates enter the legal and healthcare fields ready to make immediate, meaningful contributions with advanced knowledge and practical skills.





Golden Bear Athletics: A Source of Pride, Unity, and Visibility

Western New England University's Golden Bears compete with pride and distinction in NCAA Division III, fielding 14 varsity teams in the Commonwealth Coast Conference and the Conference of New England. Our student-athletes embody the WNE spirit—combining academic excellence with competitive drive—earning numerous conference championships, NCAA tournament berths, and All-American honors. This winning tradition energizes campus life, unites the community, and elevates the University's profile on and off the field.





Athletics Highlights

Football: First-ever win over a ranked opponent, topping #13 Springfield 23-22 to reclaim the Pynchon SAW Trophy.

Men's Basketball: First-ever Conference of New England 2025 Men's Championship, winning NCAA National Tournament games over Hamilton and Montclair State en route to the Sweet Sixteen.

Women's Wrestling: Sent a program record seven wrestlers to the NCWWC National Championships in Spring 2025.

Women's Basketball: Earned first NCAA Tournament win over Tufts and finished 25-4.

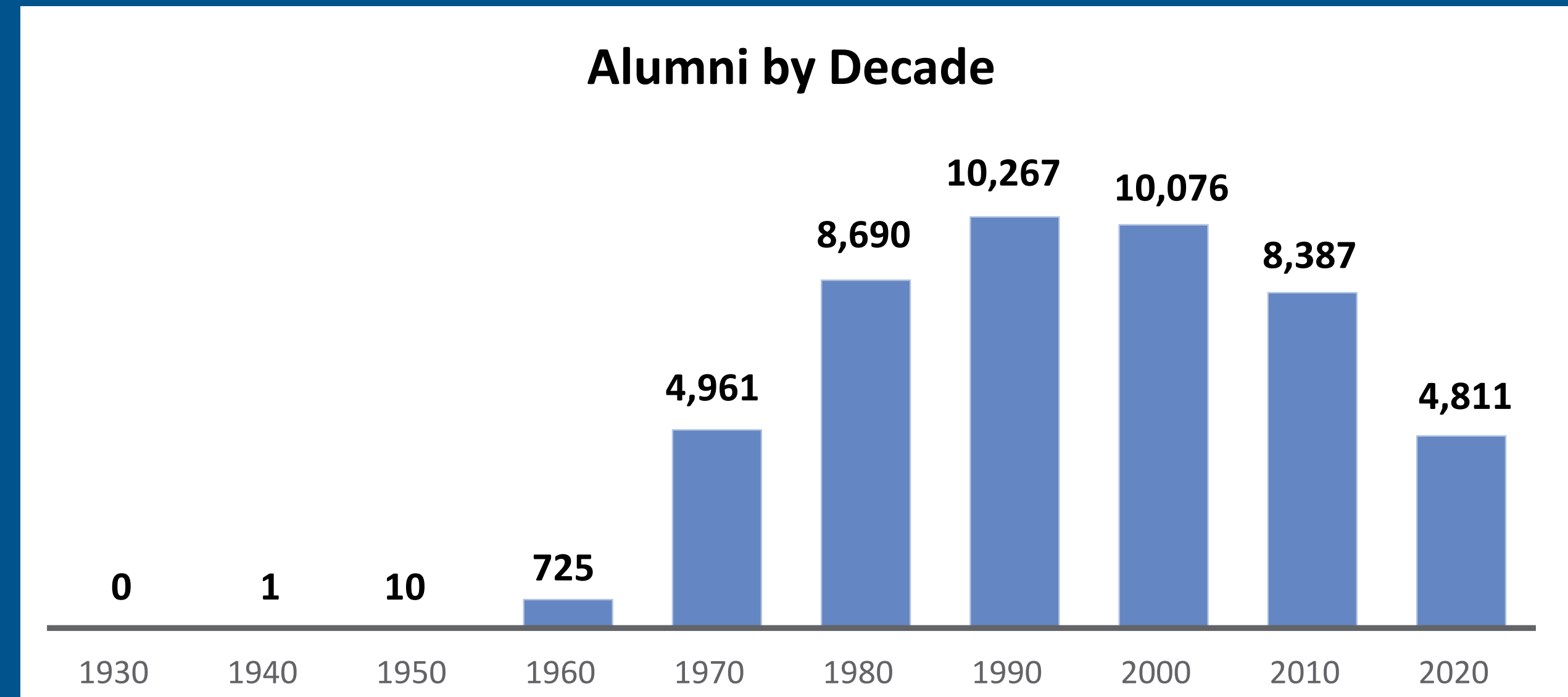
Softball: Won back-to-back conference championships in 2024 and 2025.

Women's Ice Hockey: Secured a conference championship in just their third varsity season.

WVNE

The Power of the Golden Bear Network

The **Golden Bear alumni network** is one of Western New England University's greatest strengths. With more than 47,000 alumni across the nation and around the globe, our network is tight-knit, engaged, and loyal. Golden Bears are leaders in business, law, engineering, healthcare, and countless other fields, united by a shared commitment to WNE and its continued growth and success. Our alumni stay connected through an active Alumni Association, online platforms, and regular events. As a WNE graduate, alumni will also enjoy lifelong access to campus resources and career services, ensuring connections made at WNE remain a valuable asset throughout one's career.



Our Values

wne.edu/about/mission

Excellence in Teaching, Research, and Scholarship: Understanding that our primary purpose is to provide an outstanding education supported by faculty with the highest academic credentials, and with national prominence in their fields.

Student-centered Learning: Providing an individualized approach to education which includes a profound commitment to small class sizes, personalized student-faculty relationships, and student engagement and personal growth both within and beyond the classroom.

A Sense of Community: Treating every individual as a valued member of our community with a shared sense of purpose and ownership made possible by mutual respect and shared governance.

Cultivation of a Pluralistic Society: Celebrating the diversity of our community, locally and globally, and creating a community that fosters tolerance, integrity, accountability, citizenship, and social responsibility.

Innovative Integrated Liberal and Professional Education: Constituting the foundation of our undergraduate and graduate curriculum, providing global education, leadership opportunities, and career preparation.

Commitment to Academic, Professional, and Community Service: Promoting opportunities for all campus community members to provide responsible service of the highest quality to others.

Stewardship of our Campus: Caring for the sustainability and aesthetics of the environment both within and beyond the campus.



University Planning

STRATEGIC PLAN

WNE's most recent strategic plan, Strategic Direction 2021-2025: One University, One Vision, encompassed the following vision:

"Our vision is to be a 'New Traditional University' that is agile, grounded in professional studies, and enhanced by the liberal arts and mentored research, that provides graduates with the skillset and mindset to continuously create value throughout their professional career and assert their humanity in contributing to a global society."

This plan effectively concluded with the 2024-2025 academic year.

CAMPUS MASTER PLAN

A conceptual Campus Master Plan was commissioned in 2023 in order to develop a framework for growth, building renewals and to provide a basis for capital planning. The opportunity to implement the plan remains.



WNE Accreditations

Western New England University is fully accredited by the New England Commission of Higher Education (NECHE), affirming the University's commitment to academic excellence, institutional integrity, and continuous improvement. In addition, many of our professional programs hold prestigious specialized accreditations, underscoring the quality and rigor of our offerings.

Institutional	New England Commission of Higher Education (NECHE). Next comprehensive visit scheduled for 2032
Business	Association to Advance Collegiate Schools of Business (AACSB)
Engineering	ABET (Biomedical, Electrical, Industrial, Mechanical Engineering)
Pharmacy (PharmD)	ACPE – current accreditation valid through June 30, 2029, with next review 2028–2029
Law (J.D.)	American Bar Association (ABA); AALS member, graduates are eligible to sit for the bar exam in any U.S. state
Occupational Therapy	ACOTE (via American Occupational Therapy Association)
Behavior Analysis	Behavior Analysis Meets requirements for Behavior Analysis Certification Board® (BACB)



Together, these accreditations ensure that Western New England graduates are prepared with the knowledge, skills, and credentials that meet the highest professional and academic standards.



Board of Trustees & Financial Overview

The Western New England University Board of Trustees is currently composed of 25 members, including the President as a voting trustee, with trustees elected in three-year terms. The bylaws allow for a minimum of 21 members and a maximum of 39.

The Board holds four regular meetings annually, and conducts its work through officers, standing committees, and the full Board.

Officers include the Chair, Vice Chair, Treasurer, Secretary, and President, each serving at the Board's discretion.

The Board is organized into eight standing committees—Executive, Academic Affairs, Finance, Investment, Audit, Development, Student Affairs, and Governance—each with defined oversight responsibilities. Through this structure, the Board provides governance, fiscal stewardship, strategic oversight, and support for the University's mission.

The current chair is Elena Gervino, Esq. L'88, Senior Vice President for Claim Shared Services at Travelers.

FINANCIALS

Operating budget: \$111M

Endowment: \$101M

Debt: \$87M

Net tuition revenue: \$96M



Advancement

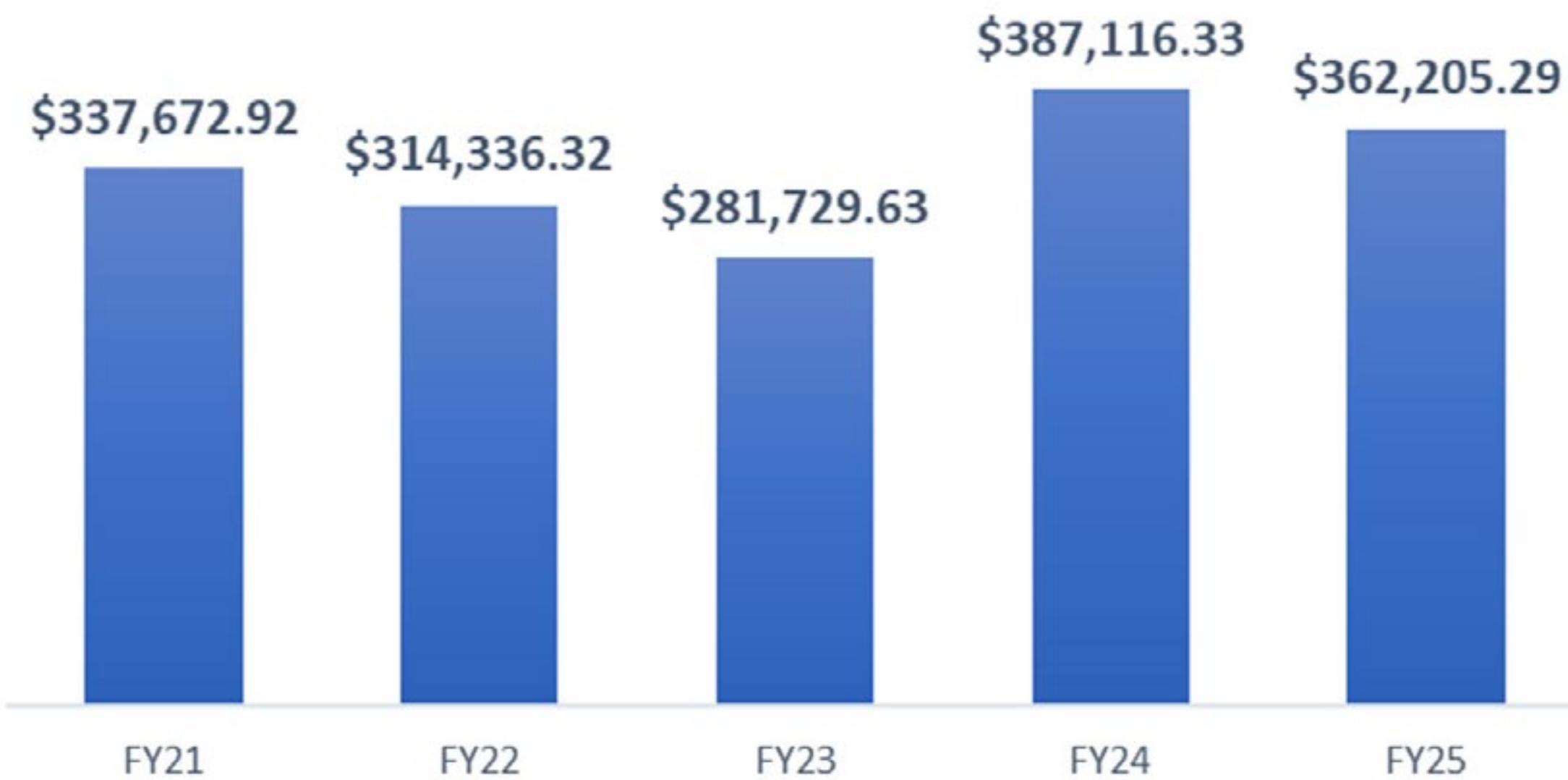
Fundraising exceeded goal: \$2.7M raised in FY25 (102% of goal, +2.5% over FY24).

Annual Fund strength: \$1.3M raised, up 22% from FY24; 85% of gifts went to current use.

Alumni engagement: Donor retention strong at 67.5%, but participation remains low at 3.3%.

Highlights: Donor base grew to 2,768 (+10%); Athletics and Law School set all-time giving records

Annual WNEGives Campaign Total Dollars Raised



Role of the President

The President of Western New England University is the chief executive officer, reporting to the Board of Trustees and responsible for the academic, financial, and operational leadership of the institution.

As such, the President will:

- Ensure the University's continued academic excellence, strategic growth, and fiscal stewardship.
- Inspire a shared vision that advances WNE's mission and strategic priorities.
- Build momentum for innovation while honoring the institution's student-first culture.
- Serve as WNE's chief ambassador, building relationships with donors, alumni, government, industry, and the local community.
- Elevate WNE's distinctiveness in the higher education landscape and enhance WNE's visibility and brand recognition regionally and nationally.
- Align institutional resources with strategic goals.
- Prioritize the holistic development of students through inclusive support services and experiential learning.
- Expand efforts in student recruitment, retention, and career placement
- Foster organizational effectiveness
- Cultivate a transparent and collaborative culture.



A Tradition of Excellence. A Future of Promise: Opportunities and Expectations for Leadership

Western New England University seeks a President who will lead with purpose, integrity, and vision at a pivotal moment in the institution's century-long history. Building on its foundation of academic excellence, student-centered learning, and professional preparation, the next President will guide WNE into its next era—strengthening its identity while addressing the evolving demands of higher education. As a comprehensive university with the spirit of a small college, WNE offers a transformational experience rooted in personal attention, interdisciplinary learning, and real-world application.

The President will be called to advance this mission while fostering innovation, transparency, community partnerships, and long-term institutional vitality.



Among the many opportunities awaiting the new president, the following inter-related imperatives are of particular note.

1. Ensure academic excellence.

The President will continue the pursuit of academic excellence by championing faculty development, innovation, and academic quality; promoting interdisciplinary teaching and applied research; and strengthening graduate and professional programs with market relevance. The President will hire a Provost and together they will analyze and implement ways to enhance efficiency and effectiveness of the academic affairs division that align with current and future strategic goals, market demands, and institutional values. The President will promote the core value proposition of a WNE education and its high-touch, high-connection brand, and will ensure resources support a talented faculty and staff who can effectively deliver an outstanding student experience.





2. Inspire a vision for WNE's future.

The new President will embrace the challenges facing higher education with energy, drive, and creativity, and identify key priorities on which to focus and shape WNE's strategic direction. As a building block for this effort, the University seeks to enhance a culture of accountability and transparency; boost enrollment; enhance revenue; deepen community partnerships; and ensure cost-saving measures are balanced with maintaining and strengthening academic and administrative quality. The President will advance the mission and vision, identify future revenue-generation directions, and ensure the alignment of current and future educational goals with market demands and institutional values. The President will engage stakeholders – including faculty, staff, students, and community partners – in strategic goal-setting, resulting in a new, institution-wide, unifying plan that reflects WNE's history of innovation and positions the University for long-term success and impact. This is an opportunity to start fresh – to think about the evolving higher education landscape and needs of the marketplace – and build the infrastructure, modernize systems, enhance processes, and elevate programs that ensure students can be successful during their time at WNE as well as after graduation. The Board of Trustees will be an essential partner in this effort, and the President will look for opportunities to enhance board members' impact in helping WNE navigate today's challenges and propel critical objectives forward.



3. Build community and a culture based on mutual trust, transparency, communication, and collaboration.

The President will be expected to reinvigorate the campus culture, drawing upon the passion and commitment WNE's constituents have for the University, and forging new paths for shared purpose and transparent communication and decision making. The President will be a bridge builder, strengthening connections among faculty, staff, students, alumni, and community members with the University's administration. The President must comfortably embrace this public role, integrating seamlessly into the community. The President will be a present, visible, and accessible leader, regularly engaging with the various constituents in a truly consultative way, listening thoughtfully and generously with a deep desire to understand various viewpoints, making careful decisions in a timely manner, clearly communicating those decisions and the rationale for them, and putting those decisions into action to establish and maintain a strong sense of progress and forward momentum. Underlying these efforts must be a steadfast commitment to collaboration and to creating an environment where viewpoints and perspectives are sought out, engaged with, listened to, considered, respected, and valued.



4. Establish a plan for sustainable financial health.

The President will oversee the development and execution of plans to ensure WNE's long-term financial strength and resilience. The President will work with the Board of Trustees, senior leadership, and campus community to evaluate immediate opportunities for a reduction in expenses through strategic realignment and consolidation and ensure a balanced budget through operational simplification and efficiency improvements. The President will assess options for balancing enrollment with discount rate and net tuition revenue as well as ways to enhance retention and graduation rates. The President will employ a creative, inclusive, collaborative, and transparent approach to ensure cost-saving measures are balanced with maintaining academic excellence, administrative quality, and student satisfaction. Additionally, the President will identify new sources of revenue to bolster WNE's fiscal integrity and enable continued investment in WNE's people, facilities, and technology infrastructure.



WNE



5. Elevate WNE's distinctiveness and increase philanthropic investment.

The President will lead efforts to develop strategies and tactics that convey WNE's distinctiveness to a wide array of audiences, resulting in heightened brand recognition, enhanced reputation, sustainable student enrollment, and strengthened partnerships with community and industry leaders. The President will leverage WNE's key differentiators, the Golden Bear alumni network, and connections with supporters to lead the University's fundraising and advancement efforts. Growing endowment, alumni participation, and sustainable philanthropic revenue are major priorities for WNE, and as the chief advocate for WNE's value proposition, the President will spark excitement for WNE's vision, inspiring partnerships and support for philanthropic investment to advance WNE's mission.



6. Help navigate pressing issues affecting higher education.

The entire higher education landscape has changed dramatically. The President will identify risks arising from external factors, including political shifts, executive orders, new legislation, and demographic changes such as declining enrollment or evolving educational needs of a new generation of students. The President will evaluate the impact those changes could have on WNE and enact any appropriate adjustments to current University policies, practices, and procedures while prioritizing students' interests and needs.



Role of the President

The following positions report to the President:

President

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graph TD; President[President] --- EA[Executive Assistant]; President --- CS[Chief of Staff, and AVP for Marketing, Government, and External Affairs]; President --- SVPE[Senior Vice President for Enrollment Management and Student Life]; President --- SVPA[Senior Vice President for Advancement and Athletics]; President --- VPFA[Vice President for Finance and Administration]; President --- P[Provost and Vice President for Academic Affairs];
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Executive
Assistant

Chief of Staff,
and AVP for
Marketing,
Government,
and External
Affairs

Senior Vice
President for
Enrollment
Management
and Student Life

Senior Vice
President for
Advancement
and Athletics

Vice President
for Finance and
Administration

Provost
and Vice
President for
Academic
Affairs

Professional Qualifications and Personal Qualities

The President of Western New England University will lead a vibrant and ambitious institution shaping the next generation of leaders in law, engineering, business, pharmacy, and the liberal arts. The ideal candidate will be a collaborative leader who inspires confidence, communicates with clarity, and engages the entire University community in advancing shared goals.

Vision development and execution: Demonstrated ability to guide an institution through mission and vision refinement, ensuring alignment with evolving educational objectives and values. Aptitude for working with a dedicated board to craft a vision, develop compelling strategic direction, and advance the institution together. Ability to work collaboratively with senior administrators, faculty, staff, and students to refine and execute strategic goals that will guide the university through its challenges and into a sustainable future.

Mission alignment: Deep understanding and respect for the unique nature of private institutions, particularly those with diverse academic portfolios, including graduate and professional programs. Passion for WNE's unique academic mission. Demonstrated student-centered approach and a commitment to student success. Evidence of fostering excellence in teaching and research. Understanding and appreciation for shared governance and work of the faculty.



Collaborative leadership: Significant successful experience leading a complex organization, preferably in higher education. Ability to make informed, difficult decisions in uncertain conditions, coupled with a willingness to “roll up their sleeves” to lead by example. Demonstrated success in fostering innovation and interdisciplinary collaboration in higher education environments. Proven experience leading organizational change, including academic restructuring. Expertise in engaging community members in the change process and maintaining morale through transitions. Experience working successfully in a shared governance model, influencing and collaborating with faculty and staff.

Strategic financial management: Strong background in financial management, including budgeting, cost and resource optimization to ensure institutional sustainability. Proven record in stabilizing finances and leading in fiscally constrained environments, especially during periods of significant resource limitations.

Relationship building and fundraising: Demonstrated success in alumni relations and community and external relations, including a proven track record in fundraising. Ability to form lasting relationships on behalf of the institution. Skill in crafting the narrative and communicating the stories of the University and its students, faculty and staff to engage both internal and external audiences and making a compelling case for philanthropic support. Experience in creating, executing, and successfully completing a comprehensive campaign.



Excellent communication skills: Ability to inspire confidence, communicate with clarity, and engage the entire University community in advancing shared goals. Ability to communicate with full transparency, reducing uncertainty and creating a shared understanding of values, priorities, progress, and direction. Ability to educate constituents on challenges, opportunities, and strategies for institutional advancement.

Personal qualities: A commitment to transparency, clarity, and ethical decision-making, fostering trust within the university community. Commitment to equity, sustainability, and shared governance. Demonstrated empathy, humility, integrity, and civility. Creativity, energy, and excitement for change.

Academic credentials: It is preferred that the next President hold an earned doctorate or an equivalent terminal degree and possess an understanding of academic administration and/or teaching experience. Candidates with successful records of accomplishment in other fields will also be considered.



Procedure for Candidacy

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 Western New England in this search. For fullest consideration, candidate materials should be received by October 24, 2025.

Application materials should be submitted using WittKieffer's candidate portal.

Nominations and inquiries can be directed to:

Lucy Leske, Shelley Arakawa, J.D. and Natalie Song

PresidentWNE@wittkieffer.com

Western New England University will offer an annual salary range of \$500,000-\$525,000 for this role, commensurate with experience.

Western New England University does not discriminate on the basis of race, sex, religion, color, national origin, age, marital or parental status, pregnancy or pregnancy-related condition, military service or veteran status, gender identity or expression, sexual orientation, disability, genetic information or any other legally protected status, and prohibits such discrimination in its programs and activities. Individuals may report concerns or questions to the University's Title IX & Compliance Officer, the Director of Student Accessibility Services, and the 504 Coordinator. View the University's Notice of Non-Discrimination for more information.

