



IMMACULATA
UNIVERSITY

Presidential Search Prospectus

THE SEARCH FOR IMMACULATA UNIVERSITY'S 11TH PRESIDENT

A mission-centered leadership opportunity at a growing Catholic university

ANTICIPATED START DATE: JULY 1, 2027



The Search for Immaculata University's 11th President

The Board of Trustees of Immaculata University and the Sisters, Servants of the Immaculate Heart of Mary (IHM) invite applications and nominations for the University's 11th president. The next president will succeed Barbara Lettiere, who will conclude a decade of service on June 30, 2027, and will join Immaculata at a time of renewed momentum, growing visibility and significant opportunity.

Immaculata is a Catholic, comprehensive and coeducational university distinguished by more than a century of educating the whole person for leadership and service. Its close-knit community, strong programs, historic campus and location in the greater Philadelphia region offer an exceptional platform for continued growth. Fall 2025 enrollment reached 2,785 students, including 1,889 undergraduates and 896 graduate students.

The presidency is an opportunity to lead an institution that is mission-grounded, student-centered and ready to build on recent progress. The president will serve as chief executive officer, principal ambassador and steward of Immaculata's identity and IHM charism. Working with the Board, the IHM Congregation, faculty, staff, students, alumni and community partners, the president will advance academic quality, enrollment and student success; strengthen financial sustainability and philanthropy; foster an engaging campus culture; and position Immaculata distinctly within the competitive higher education landscape.

The University seeks a practicing Catholic and accomplished servant leader who combines strategic vision with sound execution. The successful candidate will bring strong financial and business acumen, a record of fundraising and external engagement, respect for shared governance, and the capacity to inspire a community around an ambitious and attainable vision for Immaculata's future.

About Immaculata University

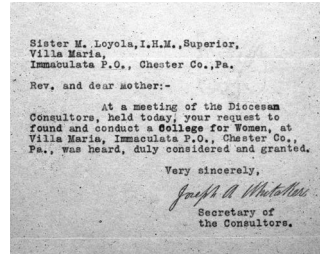
HISTORY

Immaculata University was founded in 1920 as Villa Maria College by the Sisters, Servants of the Immaculate Heart of Mary.

It was the first Catholic college for women in the Philadelphia area and received regional accreditation in 1928. The institution became Immaculata College in 1929, expanded access through an evening division in 1969, introduced graduate education in 1983, attained university status in 2002 and welcomed men into its traditional undergraduate programs in 2005.

Across each era, Immaculata has evolved in response to the needs of students and society while remaining grounded in its founding purpose. Today, the University offers associate, bachelor's, master's and doctoral degrees, as well as certificates and online options, to a diverse community of traditional undergraduates, adult learner undergraduates and graduate students. Its history of innovation includes the expansion of health sciences, business, education, counseling, cybersecurity and other professionally focused programs that respond to workforce needs.

Immaculata's motto, *Scientia floret virtute—Knowledge flourishes in virtue*—continues to express the University's conviction that education should develop both intellectual ability and ethical purpose.



1920

Mother M. Loyola receives permission from Archdiocese of Philadelphia to found the college



1929

Formal name change from Villa Maria to Immaculata College



1969

The evening division begins



1983

Graduate education is introduced



2002

Immaculata attains university status



2005

Immaculata goes coed

Knowledge flourishes in virtue



The Lettiere Presidency

Barbara Lettiere became Immaculata's 10th president and first lay president on July 1, 2017. An alumna, former trustee and experienced finance executive, she brought a deep commitment to the University and a sustained focus on its long-term viability.

During her presidency, Immaculata reaffirmed its Middle States accreditation, strengthened financial planning and controls, revitalized its academic portfolio and established a three-college structure. The University expanded programs and partnerships, created the Major-Payton School of Business, enhanced student learning and residential spaces, and completed or advanced projects including the IHM Student Center, Parsons Science Pavilion, an eight-lane track, nursing simulation facilities, science laboratories, an esports arena and transforming the Gabriele Library.

President Lettiere's tenure also helped position the University for renewed enrollment growth, as IU welcomed its largest incoming undergraduate class in its history in 2025, with more than 415 first-year students and more than 60 transfer students enrolling. 2024's incoming undergraduate class was the largest in the prior ten years with 275 first-year students and 69 transfers. Her leadership has provided a stable foundation from which the next president can extend Immaculata's reach, strengthen its resources and translate current momentum into enduring institutional success.

MISSION, IDENTITY AND CORE VALUES

Immaculata is a Catholic academic community founded and sponsored by the Sisters, Servants of the Immaculate Heart of Mary. Its mission centers on scholarship, the formation of the whole person for leadership and service, and the empowerment of individuals to seek truth, promote justice and engage in dialogue between faith and culture.

The University's five core values—**faith, community, knowledge, virtue and service**—shape learning, relationships and decision-making. Immaculata welcomes students and employees of varied backgrounds and beliefs while offering an educational experience rooted in the Catholic intellectual tradition and the IHM commitment to love, creative hope, fidelity and service.

Mission at Immaculata is active rather than ceremonial. It is expressed through teaching and mentoring, Campus Ministry, service, ethical professional preparation and a shared commitment to the dignity and potential of every person. The next president will be expected to preserve this identity and communicate its relevance with confidence to a contemporary and diverse community.



FAITH ♦ COMMUNITY ♦ KNOWLEDGE ♦ VIRTUE ♦ SERVICE

GOVERNANCE

Board of Trustees

The Board of Trustees is the University's legal governing body. It safeguards and strengthens Immaculata's mission and IHM heritage, establishes high-level policy, assesses institutional performance and fiscal soundness, and supports and evaluates the president. The bylaws provide for a Board of 20 to 25 trustees and a committee structure focused on academic success, student success and mission, financial success, audit, membership, governance and advancement.

IHM Congregation

The Congregation of the Sisters, Servants of the Immaculate Heart of Mary is the sole Member of the University corporation and retains specified reserved powers. The Congregation's relationship with Immaculata is both canonical and deeply personal: IHM Sisters have served throughout the University's history as educators, administrators, trustees, mentors and spiritual leaders. Their continuing presence sustains the charism that distinguishes Immaculata and provides an enduring connection between institutional heritage and future direction.

Executive Administration

The president leads a collaborative executive administration whose principal portfolios include Academic Affairs and the Provost; Communication, Marketing and Technology Services; Finance and Administration; Institutional Advancement; Mission and Ministry; and Student Development and Undergraduate Admissions. The administration works in partnership with faculty and staff through the University's shared-governance structures, including standing committees and consultative bodies that bring informed perspectives to institutional planning and decision-making.



Founded
in 1920



IHM-inspired
mission and
heritage

2,785

Students in
Fall 2025

1,889

Undergraduate
Students

896

Graduate
Students

100+

Degree and
Certificate
Programs

12:1

Student to
Faculty Ratio

Campus Community

Immaculata's 373-acre campus combines landmark architecture, expansive green space and modern learning environments. Villa Maria Hall and its iconic dome provide a memorable center for the University, while academic buildings, residence halls, athletic facilities and gathering spaces support an increasingly vibrant and diverse living and learning community.

Recent investments have strengthened the student experience through updated laboratories, simulation and technology spaces, the IHM Student Center, the Parsons Science Pavilion, athletic improvements and renovated residential areas. The scale and beauty of the campus are important competitive advantages and create opportunities for future academic, residential, community and partnership development.



PARSONS SCIENCE PAVILION



IHM STUDENT CENTER



DRAPER WALSH STADIUM



BUSINESS LAB



NURSING SIMULATION LAB

CHESTER COUNTY, PA

Located near Malvern in Chester County, approximately 30 miles west of Philadelphia, Immaculata offers the character of a traditional residential campus with ready access to one of the nation's most dynamic metropolitan regions. The University is close to the Main Line, West Chester, King of Prussia and major employers in health care, education, technology, finance, life sciences and professional services.

This location gives students access to internships, clinical experiences, research, cultural resources and employment opportunities while offering faculty, staff and presidential candidates an attractive quality of life. It also positions the University to deepen relationships with regional schools, health systems, businesses, nonprofit organizations and civic leaders.

Malvern is a historic, pedestrian-friendly borough that has experienced significant residential and commercial revitalization. Its thriving business district features shops, restaurants, coffee shops and other local businesses. With convenient transportation options to surrounding communities, Malvern continues to attract residents and businesses. In 2026, Malvern was ranked No. 17 on Niche's list of the best places to live in the Philadelphia area.



STUDENT LIFE AND STUDENT PROFILE

Immaculata serves students at multiple stages of life: traditional undergraduates, transfer students, adult professionals, online learners, graduate students and doctoral candidates. **Fall 2025 enrollment included 1,889 undergraduates and 896 graduate students.** The undergraduate community includes residential and commuter students and is becoming increasingly diverse, with meaningful representation of first-generation students and students from historically underrepresented backgrounds.

Personal attention is a defining feature of the Immaculata experience. A **12:1 student-faculty ratio** supports mentoring and close faculty relationships, while advising, learning support, accessibility services, counseling, health services and career development help students progress from enrollment to graduation and employment. **For the Class of 2025, 91% of graduates with known outcomes were employed, pursuing graduate study, continuing their education or engaged in another positive outcome within six months.**

Student life extends beyond the classroom through Campus Ministry, service, leadership development, cultural and professional organizations, student government, performing arts and traditions that build a strong sense of belonging. The IHM Student Center, Gabriele Library and other campus gathering spaces support connection, while renewed demand for housing reflects growing interest in the residential experience.

ALUMNI

The Immaculata University Alumni Association connects **more than 21,000 alumni in 30 countries.**

Graduates serve as leaders in education, health care, business, government, technology, the arts, nonprofit organizations and many other fields. Their professional achievements and commitment to service demonstrate the lasting value of an Immaculata education.

Alumni are important ambassadors, mentors, partners and benefactors. Strengthening lifelong engagement with this community will be central to advancing the University's reputation, career network and philanthropic capacity.



22

NCAA Division III
varsity sports +
coed esports

ATHLETICS

Immaculata's Mighty Macs compete in NCAA Division III and the Atlantic East Conference. The University sponsors 22 NCAA Division III varsity sports, along with coeducational esports, and approximately 30% of undergraduates participate in intercollegiate athletics.

The program is rooted in one of the most important legacies in women's sports. Immaculata won the first three national women's college basketball championships in 1972, 1973 and 1974; the championship teams were inducted into the Naismith Memorial Basketball Hall of Fame in 2014. Today's student-athletes carry that pioneering spirit forward through competitive achievement, academic success and community engagement.

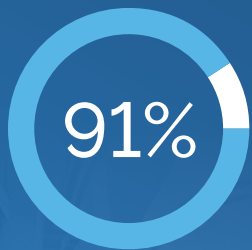


ACCREDITATIONS

Immaculata University is accredited by the **Middle States Commission on Higher Education**.

Specialized accreditations and approvals affirm the quality of programs in business and accounting, nursing, music, music education and music therapy, dietetics, clinical psychology, clinical mental health counseling and athletic training.

The University's recent Middle States review reaffirmed the importance of mission, assessment, planning and continuous improvement. These commitments provide a strong framework for the next president and academic leadership to sustain quality while encouraging innovation.



ACADEMIC VALUE

Mission-centered learning, professional preparation and personal attention produce strong outcomes: **91% of the Class of 2025 achieved a positive outcome within six months**, based on an 84% knowledge rate.

Academics

Immaculata offers a comprehensive portfolio of professionally oriented programs designed to prepare students for meaningful work, advanced study, leadership and service. **More than 100 undergraduate, graduate and certificate options** are offered through traditional, accelerated, online and hybrid formats.

The academic experience combines a values-based core with disciplinary expertise, experiential learning and individualized faculty guidance. Internships, clinical placements, field experiences, research, service learning and professional technologies connect classroom study to real-world application. The University's 2024 Middle States self-study emphasized mission-centered planning, assessment, data-informed decision-making and the alignment of programs and resources with student and workforce needs.

Immaculata continues to strengthen its academic distinction through new programs, strategic partnerships and focused investment in areas of demand. Recent initiatives include establishing the Major-Payton School of Business and continued development in cybersecurity, health sciences, nursing, counseling and advanced leadership education.

COLLEGES AND DEPARTMENTS

Academic programs are organized through the College of Undergraduate Studies, the College of Nursing and Health Professions, and the College of Graduate Studies and Research. Academic departments include Applied Technology and Mathematics; Arts, Languages and Letters; Civic Engagement and Leadership; Education; Health, Nutrition and Exercise Sciences; Music; Natural Sciences; Nursing; Philosophy and Theology; Psychology and Counseling; and the Major-Payton School of Business.

This structure supports collaboration across disciplines while preserving the specialized expertise and professional standards required by individual programs. The Major-Payton School of Business, established in 2025 through a transformational alumni gift, brings together undergraduate and graduate business programs with an emphasis on emerging technologies and workforce readiness.





PROGRAMS

Undergraduate

Traditional undergraduate and **adult professional** programs span business, nursing and health professions, education, psychology, cybersecurity and technology, natural sciences, humanities, music, communication, social sciences and public service. High-demand offerings include:

- » nursing
- » business management
- » finance and financial planning
- » cybersecurity
- » data analytics
- » exercise science
- » allied health
- » education
- » psychology
- » criminology
- » music therapy

Students benefit from **small classes, faculty mentoring and practical preparation**. Business students use professional financial and enterprise systems; nursing and health students learn in simulation and clinical settings; education students complete extensive field placements; and students across disciplines participate in internships, research and service experiences.

Graduate

Graduate education is a significant part of Immaculata's identity and reach. The University offers master's and doctoral study in:

- » business administration
- » strategic leadership
- » nursing
- » clinical mental health counseling
- » music therapy
- » nutrition
- » athletic training
- » higher education
- » educational leadership
- » counselor education and supervision
- » clinical psychology

Programs are **designed for working professionals** as well as **full-time graduate students**, with flexible formats and faculty who connect scholarship to professional practice. The next president will have an opportunity to sharpen Immaculata's graduate and doctoral identity, expand strategic partnerships and distinguish programs in a competitive regional market.

Financial Strength

Immaculata approaches its next presidency from a foundation strengthened by disciplined financial management, strategic enrollment growth and a culture of institutional planning.

Immaculata University’s audited financial statement for FY25 reflected **total assets of \$93.8M**, which is an **increase of \$5.2M from the prior year**. Total liabilities were \$45.7M, total endowment was valued at \$26.8M, and long-term debt was \$33.2M. The University’s 2024 Middle States self-study documented consistent compliance with debt-service and liquidity covenants, strengthened budgeting and reporting practices, and no restatements or significant audit findings during the preceding six years. In 2026, Fitch Ratings affirmed Immaculata’s BB- bond rating and revised their outlook from Stable to Positive.

Recent enrollment momentum provides additional opportunity. **Fall 2025 total enrollment reached 2,785, with a record first-year class and continuing strength in graduate education**. The University has also employed multi-year forecasting, program assessment and data-informed resource allocation to align investments with mission, student success and market demand.

As with private universities nationwide, continued strength will require purposeful leadership. The next president will be expected to sustain enrollment growth, improve retention and net revenue, refine the academic portfolio, control costs, diversify revenue and direct resources toward the priorities that most clearly advance student outcomes and institutional distinction.

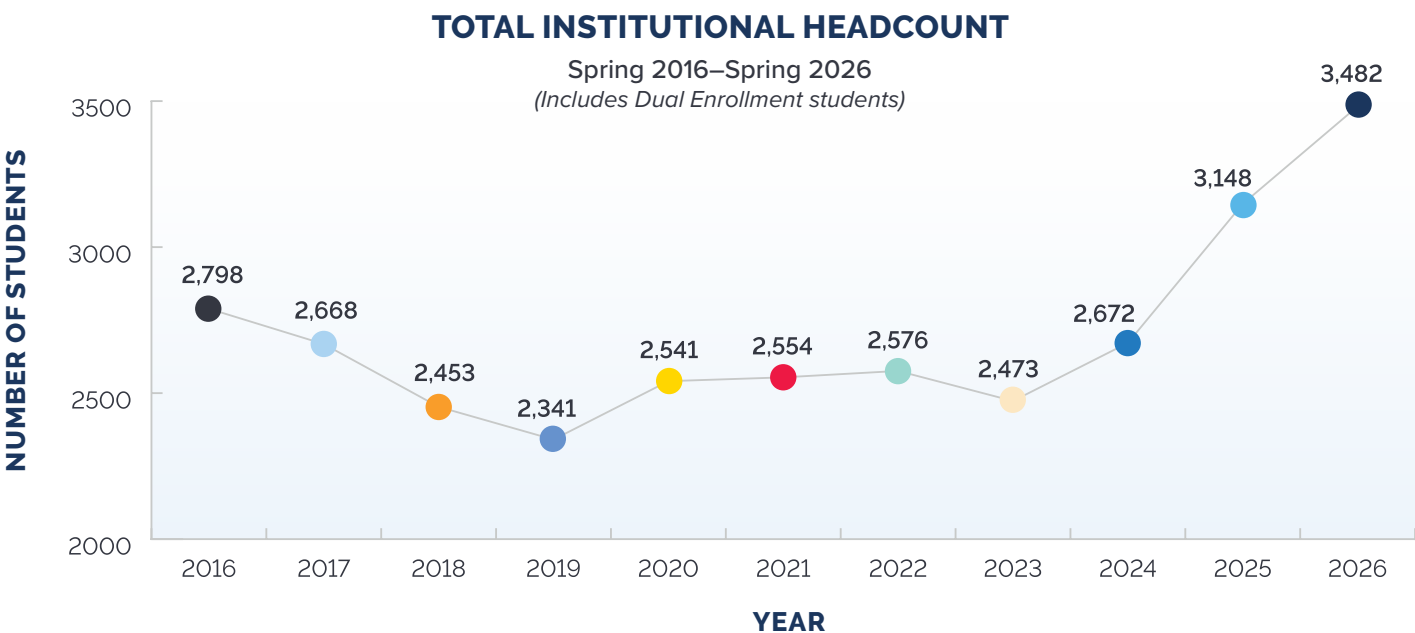
Immaculata’s substantial campus, established academic reputation, loyal alumni and location in an economically vibrant region offer meaningful assets for the future. The presidency provides the opportunity to unite these strengths within a clear strategy for sustainable growth.



Record first-year class enrollment in Fall 2025



Data-informed resource allocation



INSTITUTIONAL ADVANCEMENT

Institutional Advancement has played an important role in funding priorities that directly enhance learning and campus life. During the first four years of President Lettiere's tenure, Institutional Advancement secured **over \$10 million for capital improvements**. Over the course of her presidency, more than **\$30 million was raised to support donor-funded capital projects across campus**, including the Gabriele Library, Major-Payton School of Business, Mighty Macs Esports Arena, IHM Student Center, Nursing Simulation Lab and numerous academic, residential and athletic facility enhancements. A donor also established a \$1.2 million STEM scholarship, and participation in annual giving increased.



The creation of the **Major-Payton School of Business** demonstrates the transformational potential of alumni leadership and philanthropy. Building on this momentum, the next president will serve as Immaculata's chief relationship-builder and fundraiser—engaging alumni, trustees, foundations, corporations, community partners and friends around a compelling case for investment in students, academic excellence, facilities and the University's long-term future.

\$12M+

in unrestricted funding raised through nine years



IHM Student Center and Parsons Science Pavilion were built

\$10M+

raised during the first four years of President Lettiere's tenure to support capital improvements

\$30M+

raised to support donor-funded capital projects across campus over the course of President Lettiere's tenure



The Presidency

The president is the chief executive officer of Immaculata University and is responsible to the Board of Trustees for the leadership and operation of the institution. The president advances the University's mission and strategic goals, leads the executive administration, serves as the principal representative of Immaculata and sustains a productive relationship with the IHM Congregation.

Reporting to the Board of Trustees, the President is expected to support and build upon the IU legacy by maintaining and furthering the vision that ensures the University thrives in the challenging higher education landscape with the same passion and conviction embodied in the mission for which the University was founded.

The next president will inherit a University with renewed enrollment momentum, a reaffirmed commitment to academic quality, a distinctive mission and a community that values personal connection. This role calls for a visible, accessible and optimistic leader who can bring people together, set clear priorities and act decisively. The president must honor Immaculata's traditions while encouraging innovation, thoughtful risk-taking and shared responsibility for the University's future.



OPPORTUNITIES

With the president role come various opportunities, including:

Building on enrollment momentum. Support effective marketing, recruitment and enrollment management; strengthen retention and completion; and ensure that academic programs, housing and student services grow in alignment with demand.

Differentiating the academic portfolio. Continue rigorous program assessment, invest in areas of opportunity and clearly articulate what distinguishes an Immaculata education from other institutions in the Philadelphia region.

Expanding graduate, doctoral and adult education. Develop a focused market position, deepen employer and institutional partnerships, and create flexible pathways that respond to the needs of working professionals.

Strengthening financial sustainability. Use data and long-range planning to align resources with strategy, diversify revenue, manage costs and preserve the University's capacity to invest in its people, programs and campus.

Advancing Catholic identity and the IHM charism. Ensure that mission remains visible in academic life, institutional decisions, community relationships and the formation of students for leadership and service.

Accelerating philanthropy and external engagement. Build a stronger culture of giving, expand major-gift activity, engage alumni and donors, and develop relationships with business, government, health care, education and community leaders.

Investing in people and culture. Recruit, retain and celebrate outstanding faculty and staff; strengthen morale and professional development; and advance a competitive and sustainable approach to compensation.

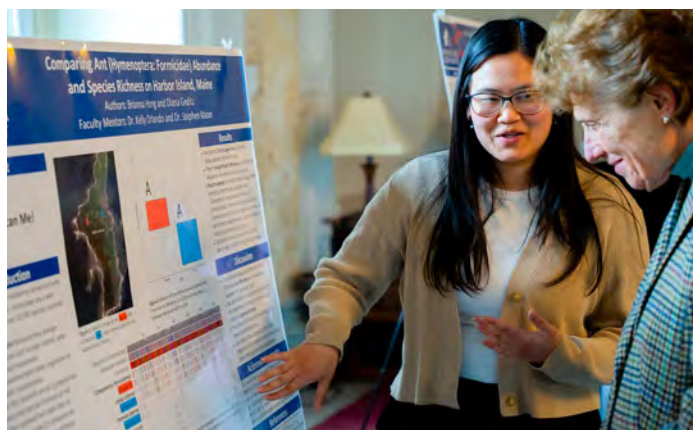
Enhancing the residential and campus experience. Work with students and employees to create a vibrant community that attracts undergraduates to live on campus and makes Immaculata a university of choice for students seeking a personal, values-based experience.

Elevating Immaculata's visibility. Serve as an energetic and credible voice for the University, communicating its strengths and aspirations across the region and beyond.

RESPONSIBILITIES

Role responsibilities include:

- » Serving as chief executive officer and implementing the policies and strategic direction of the University.
- » Safeguarding and advancing the identity, mission, values and IHM charism of the University.
- » Developing, communicating and executing a clear institutional vision in collaboration with the Board, the Congregation and the University community.
- » Leading and developing the executive administration; establishing accountability, collaboration and effective decision-making across divisions.
- » Promoting academic excellence, relevant program development, faculty achievement and student learning.
- » Providing strategic leadership for enrollment, marketing, pricing, financial aid, retention and student success.
- » Ensuring sound financial management, long-range planning, risk oversight and effective stewardship of University resources.
- » Serving as chief fundraiser and external ambassador, cultivating alumni, donors, partners, government leaders and community relationships.
- » Recruiting and retaining outstanding faculty and staff and foster a culture of respect, transparency, inclusion, recognition and professional growth.
- » Supporting shared governance and maintaining open, constructive communication with faculty, staff, students, alumni and trustees.
- » Strengthening the student experience, including residential life, campus engagement, wellness, athletics, career development and belonging.
- » Maintaining a visible presence on campus and in the community and representing Immaculata with integrity, confidence and warmth.



THE IDEAL CANDIDATE

The Board of Trustees and the Immaculata University community seek an experienced, collaborative and innovative leader who embraces the University's mission, vision and values. The ideal candidate will combine the skills of a servant leader with the financial discipline, external orientation and decisiveness required to lead a complex university.

Qualifications include:

- » A practicing Catholic who upholds the teachings of the Catholic Church and demonstrates a genuine commitment to the IHM charism.
- » An earned doctorate or equivalent terminal degree is preferred along with credentials appropriate for the presidency of a comprehensive university.
- » Significant senior-level leadership experience and a record of translating vision into measurable institutional progress.
- » Strong financial and business acumen, including experience with budgets, forecasting, resource allocation and organizational performance.
- » A broad understanding of higher education, including enrollment, academic portfolio management, student success, technology, compliance and the changing competitive environment.
- » Demonstrated success in fundraising, relationship development and engagement with external constituencies.
- » A strategic, data-informed thinker and thoughtful risk-taker who can lead change with energy, judgment and resilience.
- » Respect for shared governance and the ability to understand a complex culture, listen carefully and engage the expertise of faculty and staff.
- » A collaborative and transparent communication style grounded in honesty, integrity, conviction and strong interpersonal skills.
- » An accessible, caring and outgoing presence who enjoys engaging students, employees, alumni, the IHM Congregation and the wider community.
- » An aspirational and optimistic voice who can inspire stakeholders to invest their confidence, talent and resources in Immaculata's future.



NOMINATIONS AND INQUIRIES

Immaculata University is being assisted by Hyatt-Fennell Executive Search. Applications should include a letter of interest, a current résumé or curriculum vitae, and contact information for five professional references, submitted as separate documents. Applications and nominations will be treated as highly confidential.

Applications and nominations may be submitted to Immaculata@hyatt-fennell.com. For additional information, contact **Cheryl Hyatt** or **Robert Head** at **724-242-0476**. Applications will be reviewed as received, and the position will remain open until filled.

Immaculata University is committed to equal employment and educational opportunity for all qualified persons in accordance with applicable law and University policy.

SEARCH PROCESS AND TIMELINE

The search will be conducted with careful attention to mission, confidentiality and broad engagement. The Search Committee will evaluate candidates, conduct preliminary interviews and recommend finalists for further consideration. The Board of Trustees will elect the president, subject to approval by the IHM Congregation.

MILESTONE	ANTICIPATED TIMING
Prospectus published and nominations invited	August 2026
Priority application review	August–September 2026
Preliminary candidate interviews	September–October 2026
Finalist interviews and campus engagement	November 2026
Board election and IHM Congregation approval	December 2026–January 2027
Presidential announcement	April 2027
11th president begins service	July 1, 2027





**IMMACULATA
UNIVERSITY**

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