

Position Description

President

August 2026



Position Description

Position	President
Organization	Trocaire College
Reports To	Board of Trustees
Location	Buffalo, NY
Website	https://trocaire.edu/

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About Trocaire College



Trocaire College seeks a transformational, mission-driven, entrepreneurial, and inspirational leader to serve as its next President. As a Catholic institution rooted in the Mercy tradition, Trocaire is dedicated to educational excellence through exceptional teaching, compassionate service, and a steadfast commitment to the Common Good. The College prepares graduates to make meaningful contributions to their families, professions, and communities, fostering a more just, compassionate, and hopeful future. Reporting to the Board of Trustees, the President will provide mission-centered, faith-informed leadership to advance Trocaire's strategic vision while ensuring the College's mission and long-term vitality through collaboration, innovation, and deep engagement with the campus and community stakeholders.

ABOUT TROCAIRE COLLEGE

Trocaire College is a private, career-oriented Catholic college that empowers students with the resources and supportive environment needed to achieve their academic goals. Trocaire is one of 17 colleges and universities sponsored by the Sisters of Mercy and one of the few primarily two-year degree-granting Catholic colleges in the United States. The core mission is to allow each person to be a valuable contributor to the workforce needs of the community. Trocaire offers bachelor's, associate, and certificate programs, as well as workforce development programs in healthcare, veterinary sciences, business, and technology. Trocaire ranks in the top one-quarter of colleges and universities in the country for return on investment by Georgetown University and is designated as an Opportunity College and University by the Carnegie Classifications.

Trocaire College, often described as “a college of first and second chances” with “transformational” impact, serves over 1,100 students enrolled in one of 13 degree programs or workforce development classes. Trocaire employs 172 faculty (28 full-time and 144 part-time) and 117 staff (75 full-time and 42 part-time). Over 13,000 alumni exemplify the meaning of “Careers of Achievement, Lives of Purpose.” Trocaire graduates stay in the area and are proud to call the Western New York (WNY) region home, with more than 90% residing within a 60-mile radius of Buffalo. All 100% of Trocaire College alumni who completed a recent survey are proud to say they are Trocaire graduates.

The College has benefited from the leadership of only three Presidents in the last 36 years. The position will replace retiring President Dr. Bassam Deeb, who has served Trocaire since 2012. During his tenure, Dr. Deeb expanded Trocaire’s footprint in Western New York and made it a leader in career-oriented higher education within the region, offering academic and workforce development programs in healthcare, veterinary sciences, and business.

Trocaire College Carnegie Classification, Special Focus: Nursing, includes 240 institutions. This represents 6% of U.S. colleges and universities in the Institutional Classification. Trocaire has also been identified as one of the new Opportunity Colleges and Universities, which are higher access, higher earnings institutions that can serve as a model for fostering student success.

MISSION STATEMENT

Trocaire College, a private, career-oriented Catholic college, in the spirit of the Sisters of Mercy, strives to empower students toward personal enrichment, dignity, and self-worth through education in a variety of professions and in the liberal arts. Recognizing the individual needs of a diverse student body, Trocaire College provides lifelong learning and development within a community-based environment. Trocaire College prepares students for service in the universal community.

HISTORY

Founded in 1958 in Buffalo, NY, by the Sisters of Mercy as Sancta Maria College, it offered higher educational opportunities to women of the order. The College gained distinction early on in the field of nursing and Health Science education.

In 1967, the College’s name was officially changed to Trocaire, which is Gaelic for mercy, to honor the heritage of the founding sisters. Trocaire granted admission to lay female students in 1965 and male students in 1972.

The College has evolved extensively over the past 50 years. It confers several Associate and Bachelor’s degrees with an emphasis on health care professions. In 2008, the College expanded its offerings with The Russell J. Salvatore School of Hospitality and Business and an extension site in Williamsville, NY, and later in 2012, with a Massage Therapy Program. More recently, in 2024, Trocaire expanded the Williamsville site to introduce a Veterinary Technology program.

The Trocaire College of today is a vibrant, multi-dimensional coeducational Catholic private college that continues to operate in the spirit of the Sisters of Mercy. Trocaire is an active member of the Conference for Mercy Higher Education (CMHE) – <https://mercyhighered.org/>.

Institutional Milestones:

- June 27, 1958: Trocaire gets a five-year provisional charter from the NYS Board of Regents to begin offering courses of study. The College was housed in the east wing of the Mercy Motherhouse, and only sisters – religious women – were eligible for enrollment. Graduates of approved secondary schools would complete the

year-long program to achieve 106 credit hours to receive the associate's degree in applied science. At the time, Sancta Maria College had a faculty of 24 sisters and four priests to teach the 108 enrolled sisters.

- 1965: Lay women allowed admission
- January 3, 1967: Official announcement of the name change from Sancta Maria to Trocaire College
- January 20, 1972: Trocaire is granted an Absolute Charter from the New York State Education Department
- 1972: Laymen allowed admission
- January 2008: Transit location opens
- February 2012: Seneca Street location opens
- November 2012: Dr. Bassam Deeb inaugurated as sixth president of Trocaire



A TRADITION OF SERVICE AND SUCCESS

By cultivating a welcoming, inclusive and communal environment where human dignity, self-discovery and professional competence transform the lives of our students, Trocaire College seeks to honor and preserve the legacy of Catherine McAuley and the Sisters of Mercy who started the school more than 60 years ago.

One of Trocaire's foremost goals is to encourage its students to change not only their lives, but also the lives of others in our greater Western New York Community.

Trocaire Technology Institute is a big part of the next chapter of Trocaire's story. It's a \$1.68 million investment in the future of Western New York, and just one more example of how the school continually evolves and expands to answer the changing needs of our regional workforce.

Trocaire is well regarded within the Buffalo healthcare community, as its alumni are in positions throughout major systems like Catholic Health and Kaleida Health, as well as some of the region's fastest-growing tech companies. Trocaire supports students in finding opportunities before they even graduate.

Alumni feel such pride in their alma mater, and students choose Trocaire for its four key values that set it apart. Trocaire's four key values:

- **Academics:** Their programs are engaging and active yet grounded in practicality and flexibility. They emphasize experiential learning while providing a strong liberal arts education. The programs are career-oriented and market-driven, constantly evolving to provide the most cutting-edge information to support future job opportunities.
- **Careers:** Graduates are well-prepared, skilled industry professionals who use their degrees to improve their lives and the lives of those around them. They become part of a successful alumni network of more than 10,000 Trocaire graduates.
- **Community:** As a small, student-centered institution, Trocaire is a nurturing and encouraging community that educates effectively and persistently. The graduates will live and work in Buffalo, so they benefit from and contribute to our strong, community-based partnerships for clinicals, internships, and service opportunities.
- **Heritage:** The traditions are rooted in the Sisters of Mercy and their goal to "meet the unmet" need in our community. The students are often the first in their families to pursue higher education and often have families of their own. Moreover, Trocaire students are often already working professionals or may already have some prior academic experience at other higher education institutions. At Trocaire, they find a community ready to nurture their ambition and talent while preparing them for careers of service.

Mercy Heritage | Catherine McAuley and the Sisters of Mercy

All Sisters of Mercy worldwide, and the institutions they established, trace their roots to their founder, Catherine McAuley, an Irish-Catholic laywoman. Catherine recognized the many needs of people who were economically poor in early nineteenth-century Ireland and concluded that she and women like her could make a difference in their lives. Spending a sizable inheritance, she opened the first House of Mercy on Lower Baggot Street in Dublin, Ireland, on September 24, 1827, a place to shelter and educate women and girls.

Catherine's original intention was to assemble a lay corps of Catholic social workers for the task. However, impressed by her good works and the importance of sustaining this vital work among the poor, the Catholic Archbishop of Dublin suggested that Catherine establish a religious order. Three years later, on December 12, 1831, Catherine and two companions became the first Sisters of Mercy.

In the 10 years between the founding of the order and her death in 1841, she established 14 independent convents in Ireland and England dedicated to serving the most vulnerable of society – largely women and children. In fact, all Sisters of Mercy take a vow to serve the poor as part of their commitment to the religious life. Today, the Sisters of Mercy maintain a strong presence throughout the world and are deeply involved in education, health care, pastoral ministry and social services.

Sisters of Mercy Milestones:

- September 29, 1778: Catherine McAuley was born
- September 24, 1827: Catherine McAuley opened the first House of Mercy in Dublin, Ireland. It was a place to shelter and educate women and girls. Now known as Mercy Day.
- December 12, 1831: The Sisters of Mercy religious order was established

The Sisters of Mercy in America- The first Sisters of Mercy arrived in the United States from Ireland in 1843 at the invitation of the Bishop of Pittsburgh, PA. Their energy in ministering to the sick and economically poor attracted so many new members that by 1854, Sisters of Mercy were establishing schools, hospitals, social services, and pastoral ministries at hundreds of sites throughout the U.S.

The Institute of the Sisters of Mercy of the Americas responds to a call to serve the needs of our time. Inspired by the life of Jesus and by founder Catherine McAuley, the Sisters of Mercy envision a just world for people who are poor, sick, and uneducated. The Sisters of Mercy are women of faith who commit their lives to God and their resources to serve, advocate, and pray for those in need around the world.

Sisters of Mercy Critical Concerns: The Sisters of Mercy were founded out of a deep concern for people who are poor. Today, that focus is on five “critical concerns” – earth, racism, nonviolence, women and immigrants – that are addressed through prayer, attention to personal, communal, and institutional choices; education; advocacy with legislatures and other government leaders; and corporate engagement.



Campus Locations

Trocaire College has two locations, the Main Campus on Choate Avenue in Buffalo and the Extension Site on Transit Road in Williamsville. Trocaire is easy to find and accessible from all major transportation routes, including the New York State Thruway (I-90 and I-190), as well as public transportation via the NFTA Metro Bus service.

Western New York and the Buffalo Niagara region are awesome places to live, work, and play, offering a great lifestyle for those who call the region home. Surrounded by beautiful waterways, rolling hills and mountains, the region offers thousands of recreational spots, shopping, food and restaurants, craft breweries, amazing music venues, sporting events and so much more.

To learn more about Buffalo, click <https://visitbuffalo.com/>

Accreditation

Trocaire College is an accredited institution and a member of the Middle States Commission on Higher Education (MSCHE or the Commission; <https://www.msche.org/>). The Commission's most recent action on the institution's accreditation status, which occurred on June 27, 2019, was to reaffirm accreditation. The next Self-Study Evaluation by the Commission is slated for 2027-2028. MSCHE is recognized by the U.S. Secretary of Education to conduct accreditation and pre-accreditation (candidate status) activities for institutions of higher education, including distance, correspondence education, and direct assessment programs offered at those institutions. The Commission's geographic area of accrediting activities is throughout the United States.

Trocaire is approved by MSCHE to offer programs via distance education. Included in the scope of MSCHE accreditation, Trocaire may offer: Postsecondary awards (< 1 year); Postsecondary awards (1-2 years); Postsecondary awards (2-4 years); Associate's Degrees or Equivalent; and Bachelor's Degrees or Equivalent. Locations in the scope of accreditation include: the Trocaire College Main Campus at 360 Choate Ave., Buffalo, NY 14220-2094, the additional location at 6681 Transit Road, Lancaster, NY 14086, and the other instructional site at Bishop Timon High School, 601 McKinley Parkway, Buffalo, NY 14220.

Board of Trustees

The College is governed by a maximum of a 24-member Board of Trustees, consisting of a wide variety of religious, education, healthcare, and business professionals. By New York State law and Trocaire Board By-Laws, the Sisters of Mercy comprise at least 25 percent but less than 50% of the Board. Currently, there are four Sisters of Mercy on the Board. The Board has played an active role in supporting the College and is deeply committed to ensuring that its trajectory continues to rise and the institution delivers on its mission.

Tradition of Academic Success

For more than 60 years, Trocaire has offered its students a rock-solid foundation of hands-on technical skills, theoretical education, and real-world experience that is essential for future success. Trocaire also helps students develop and hone their compassion and curiosity, traits that elevate them into graduates of choice in the workforce.

Trocaire-trained professionals are consistently in high demand. Beyond the opportunity for higher earning potential, Trocaire graduates also enjoy plenty of opportunities for long-term growth, which means students will not be getting just another job; rather, they will become an essential part of the skilled workforce the region so desperately needs.

Trocaire's Divisions include: [Allied Health and Professions](#), [Technology Professions](#), [The Catherine McAuley School of Nursing](#), [Veterinary Sciences](#), and the Division of Arts and Sciences, which offer Certificate, Associate, and Bachelor's Degree programs that prepare students or advance their skills for a multitude of in-demand careers. [Workforce Development](#) courses allow students to hone their skills or provide them with a pathway to learn new ones.

Fiscal Strength

The College manages an annual budget of approximately \$20 million and has an endowment of \$41 million. Enrollment continues to be the driver of fiscal strength, along with support from institutional advancement programs including fundraising, grants, and sponsorships.



PRESIDENTIAL PRIORITIES

Financial Stewardship and Transformational Leadership

The next President will bring demonstrated success leading organizations through periods of change and complexity, with a particular emphasis on financial sustainability and institutional strength. The community seeks a leader who understands the realities facing the higher education industry and has the leadership skillset to navigate challenging environments with confidence, discipline, and strategic vision. Experience in transformational leadership, sound

financial management, and overseeing complex operational and compliance matters will be important as the institution continues to strengthen its foundation and position itself for long-term success.

The College is at a pivotal moment in its history. Stakeholders of the College recognize that maintaining the status quo is not a viable option and are seeking a leader who can successfully balance several significant priorities simultaneously, including enrollment sustainment and growth, financial viability, organizational capacity, strategic partnerships, and long-term campus location planning without losing sight of its mission focus. The successful candidate will possess the judgment and resilience to prioritize competing demands while driving the institution in a clear strategic direction.

The President will serve as a trusted and inspiring leader, fostering stability and progress across the College by recognizing that faculty and staff are the foundation of student success. Through open communication, honesty, and integrity, the President will build confidence, strengthen trust, and demonstrate a steadfast commitment to the College community through both words and actions.

Entrepreneurial and Innovative Thinking

The Board is seeking a forward-looking leader who approaches challenges with creativity, adaptability, and an entrepreneurial mindset. The next President should be responsive to changing market conditions and willing to explore new opportunities that enhance institutional vitality and student success. Future innovation should build upon Trocaire's recognized strengths as a healthcare-focused institution, identifying opportunities that complement its strengths and respond to evolving workforce needs, coupled with disciplined, mission-aligned growth.

This includes a demonstrated openness to innovation in academic programming, technology and artificial intelligence, as well as alternative academic delivery methods, and an ability to think expansively about how the institution can remain competitive and relevant in a rapidly evolving higher education landscape. The community values a leader whose passion for the mission fuels a willingness to challenge conventional thinking, embrace emerging technologies, and pursue innovative solutions that strengthen the College's impact.

Collaboration and Community Engagement

Building strong partnerships and fostering meaningful collaboration will be essential priorities for the next President. Trocaire seeks a leader who can cultivate relationships across a broad range of stakeholder types and perspectives, including the healthcare sector, regional business community, and Buffalo's close-knit civic landscape, where trust and long-term relationships are critical to success.

The President will serve as the highly visible face of Trocaire throughout the Western New York region, and nationally in conjunction with CMHE, through strengthening existing relationships while developing new strategic partnerships with healthcare providers, employers, philanthropic organizations, and community leaders. They will pursue partnerships that expand opportunities for students, strengthen workforce pipelines, and enhance the College's long-term sustainability.

Experience developing strategic partnerships, managing complex collaborations, and identifying opportunities for institutional alignment and growth will position the President to strengthen the College's impact and expand its reach.

Within the Trocaire Community, the next President will be deeply committed to supporting faculty and staff, recognizing that their success is essential to the success of both students and the institution.

Growth Orientation and Resource Development

The institution seeks a President who can not only sustain the College but also identify and pursue growth opportunities. Demonstrated success in enrollment, development, program expansion, and revenue generation will be highly valued. The successful candidate will bring energy and effectiveness to fundraising and advancement efforts, leveraging both traditional and innovative approaches to secure resources and create new pathways for institutional growth and sustainability.

Equally important will be the ability to elevate Trocaire's visibility and clearly articulate its distinctive value proposition. The College has a compelling story rooted in student transformation, workforce impact, and the Mercy tradition that is not fully understood across the region. The next President will serve as the institution's chief ambassador, strengthening the Trocaire brand, cultivating alumni pride, and communicating the College's unique role in preparing graduates for meaningful careers that address critical workforce needs throughout the Western New York region.

The community seeks a leader who recognizes growth as an extension of the College's mission and is committed to expanding access and opportunity for future generations of students.



Mission-Driven

The community requires a leader who is student-focused, mission-oriented, and appreciates the unique and distinct value and impact of the Sisters of Mercy mission and Catholic education. A further appreciation for Catholic identity, intellectual tradition, and social teaching is expected, as well as a willingness to carry on this identity and the Mercy mission. As the organization's Chief Mission Officer, the leader will be expected to honor traditions, support, and be engaged in the Conference for Mercy Higher Education (CMHE) to affirm and animate the Catholic, Mercy identity and mission of Trocaire College as a key priority in both word and deeds.

Strengthen Institutional Identity and Marketing

One of the greatest opportunities for the College is to develop a clear and compelling institutional identity that reflects its mission, values, academic strengths, and commitment to student success. By better understanding what makes the College unique, the institution can create a stronger brand that resonates with prospective students, current students, alumni, employers, and community partners. Strategic marketing that communicates this identity consistently across all platforms can increase enrollment, strengthen community engagement, enhance partnerships, and improve the College's reputation. A well-defined identity also fosters greater pride among students, faculty, and staff, creating a

more unified campus culture. An analysis of the opportunity and impact of relocating the College to serve the Western New York region better will also be a consideration for the next president.



Required Qualifications

- An earned master's degree (or higher) from an accredited institution; terminal degree preferred.
- Significant executive leadership experience in higher education, healthcare, nonprofit organizations, for-profit business, or other applicable complex mission-driven enterprises.
- Demonstrated success leading organizations through periods of change and transformation, including organizational changes as needed.
- Proven financial acumen, including responsibility for budgeting, financial planning, resource allocation, and long-term sustainability initiatives.
- Demonstrated ability to lead strategic change and implement initiatives that strengthen organizational effectiveness and institutional resilience.
- Commitment to the mission and values of a Catholic and Mercy, student-centered institution, as well as the ability and willingness to advance Catholic identity and a Mercy-driven culture.
- Experience building and maintaining productive partnerships with external stakeholders, including community organizations, employers, healthcare providers, and business leaders.
- Demonstrated success in fundraising, advancement, resource development, or generating new revenue opportunities.
- Strong communication and interpersonal skills, with the ability to engage and inspire diverse constituencies, including faculty, staff, students, alumni, donors, and community partners.
- Evidence of collaborative leadership, team building, and developing high-performing organizations.
- Demonstrated ability to make sound, strategic, and data-informed decisions in complex and rapidly changing environments.
- Integrity, transparency, visibility, and the ability to build trust and confidence among stakeholders.

Preferred Qualifications

- Previous service as a senior executive with broad organization-wide responsibilities, such as vice president, campus president, college or university president, chancellor, provost, chief executive officer, or similar.
- Experience leading or advising a small, private, mission-driven institution or an organization of similar size and complexity.
- Familiarity with faith-based higher education and an understanding of the distinctive role of a healthcare industry-oriented college.
- Demonstrated success in enrollment growth, program innovation, and the development of market-responsive academic or workforce programs.
- Experience developing strategic partnerships, alliances, mergers, acquisitions, or other collaborative ventures that advance institutional goals.
- Understanding of the healthcare ecosystem and experience building relationships with healthcare organizations, employers, and workforce partners for job opportunities.
- Knowledge of the higher education landscape in New York State and an appreciation for the opportunities and challenges within the Western New York region.
- Experience leading constituent-based organizations and engaging effectively with governing boards, donors, alumni, and community stakeholders.
- A demonstrated willingness to take thoughtful risks, embrace new ideas, and pursue creative solutions that advance institutional mission and sustainability.

Desired Leadership Attributes

In addition to the formal qualifications above, the successful candidate will be:

- Mission-centered and values-driven;
- Creative, entrepreneurial, innovative, and forward-thinking;
- Collaborative and community-oriented;
- Trustworthy, visible, and approachable;
- Resilient and composed under pressure;
- Decisive, strategic, and action-oriented; and
- An inspiring leader who can unite the campus and external community around a shared vision for the College's future.

Application Process

Candidate review will begin immediately. To apply for this role, please submit a letter of interest and resume through the [Talent Profile](#). For best consideration, application materials should be submitted by September 25, 2026. Review of candidates will continue until the position is filled.

Salary is competitive and commensurate with level of experience. The anticipated salary range for this role is \$325,000-\$350,000, including executive compensation and a generous benefits package. This is an on-campus position.

Nominations and inquiries can be directed to:



Christopher D. Lee, Ph.D., Managing Director
Beth McCarthy, Managing Associate
Mark Halligan, Senior Associate
TrocaireCollegePresident@dsgco.com

It is our policy to provide equal employment opportunity to all individuals. We are committed to a diverse workforce. We value all employees' talents and support an environment that is inclusive and respectful. We are strongly committed to this policy and believe in the concept and spirit of the law.

We are committed to recruiting, hiring, retaining, and promoting all employees on an equal basis. Employment decisions are based on the principles of equal opportunity. No employee shall be discriminated against based on any characteristic protected by law. All personnel actions such as compensation, benefits, transfers, training, and participation in other work-related programs are administered without regard to any characteristic protected by state, federal, or local law.

We believe in and practice equal opportunity. The Chief Human Resources Officer serves as our Equal Opportunity Coordinator and has overall responsibility for assuring compliance with this policy. All employees are responsible for supporting the concept of equal opportunity and diversity and assisting our College in meeting its objectives.

