



Cornell SC Johnson College of Business

Associate Dean for Alumni Affairs and Development,
Cornell SC Johnson College of Business
Cornell University
Ithaca, NY
www.cornell.edu
<http://business.cornell.edu/>

The Opportunity:

[Cornell SC Johnson College of Business](http://business.cornell.edu/) seeks an innovative, solutions-oriented development leader to serve as the next Associate Dean for Alumni Affairs and Development. This unique professional opportunity to be a key leader at an Ivy League institution with a newly appointed, experienced, energetic, and innovative Dean at the earliest stages of an ambitious campaign makes this position all the more extraordinary.

SC Johnson College is one of Cornell's largest colleges, with an affluent, engaged, and passionate donor and alumni base. The Associate Dean will provide strategic vision to all aspects of the alumni and fundraising activities for the College and its three schools, and manage and inspire a talented staff of 30. Led by the Associate Dean, College priorities drive the teamwork approach of College-based fundraisers who, together with centralized University principal and major gift officers, engage prospects to increase principal and major giving to achieve desired results.

An entrepreneurial and energetic visionary undaunted by leading the College's efforts in an ambitious University-wide campaign, the Associate Dean will provide professional expertise and development leadership at one of the most comprehensive business colleges in the nation. S/He will be the primary thought partner to [Dean Kevin Hallock](#), serve as a key member of his senior leadership team, and oversee the management of the College's Leadership Council in collaboration with the Dean.





The successful candidate will be an intellectually curious, energetic, sophisticated, transparent, collegial, and proactive leader who has demonstrated ability in securing major and principal gifts. The ideal candidate will be comfortable with ambiguity and change, open to new ideas and creative approaches to work, relish new growth opportunities, and be keen to learn. S/He must have experience working with senior leadership and the ability to successfully engage various groups and constituencies. Inspiring a culture of philanthropy and collaboration across the

College and University to successfully build and grow SC Johnson College's fundraising program to its greatest potential is a fundamental expectation.

Overview

Based in [Ithaca, New York](#), Cornell University is a leading privately endowed research university and as the federal land-grant institution of New York State, [Cornell University](#) has a responsibility — unique within the Ivy League — to make contributions in fields of knowledge to help improve the quality of life in its state, the nation, and the world.

Its global campus footprint in Ithaca, New York City, Doha, Qatar, and other regions across the world serves 23,000 students. To provide these students with the highest level of education possible, Cornell University employs close to 10,000 staff and faculty. Its entire workforce — faculty and staff — contribute to the fabric of the community and the possibility for building on a long and recognized tradition of alumni relations and development excellence.



Launched on July 1, 2016, the [Cornell SC Johnson College of Business](#) incorporates three existing AACSB (the Association to Advance Collegiate Schools of Business) accredited business programs at Cornell: the [School of Hotel Administration](#), the [Charles H. Dyson School of Applied Economics and Management](#), and the [Samuel Curtis Johnson Graduate School of Management](#). The College includes more than 3,200 students, 650 staff, and 240 faculty. In 2018, 30.5% of Cornell's graduating seniors majored or minored in business. The College offers two undergraduate programs, 17 Master's programs, and three Ph.D. programs.

Dean Hallock is leading this powerhouse business program spanning the three schools across two campuses and six locations with collaborative academic partnerships worldwide. The Associate Dean will be a critical partner in maximizing philanthropic engagement tied to goals set by Dean Hallock. Although each school maintains its unique identity, together the individual schools strengthened by the collective capabilities of the faculty, curricular offerings and programs make up this cohesive college. Global

education, executive education together with strong faculty make this a highly competitive business college, with a strong, competitive, yet collaborative, student body.

College Opportunities

Cornell SC Johnson College of Business, in its infancy, has made great early strides, and has extraordinary opportunities ahead. A visionary leader of alumni affairs and development will help the College unleash these myriad opportunities including:



- Cementing the College's advantage around people-centered leadership that embraces technology and builds on the research strength of its three schools.
- Leveraging the College's and Cornell's collective scale to make a global impact and elevate overall rankings, placement, and reputation.
- Progressing as an international leader for producing a remarkable environment to nurture the student experience and wellbeing. The leaders trained at SC Johnson College will spread this environment to organizations they lead after graduation.
- Emphasizing and celebrating the College's and Cornell's unique strengths, including in hospitality, technology, food and agriculture, and all fundamental areas of business.
- Fully leveraging industry partnerships for the benefit of our students and faculty.

The Role

Reporting to the Dean of the Cornell SC Johnson College of Business and the Associate Vice President of Colleges and Units, the Associate Dean of Alumni Affairs and Development for the Cornell SC Johnson College of Business is responsible for the planning and implementation of an integrated approach to development and alumni affairs programs, maximizing support for the College. S/He will serve as chief development officer for, and manager of, the College's alumni affairs and development program comprised of three schools, with responsibility for increasing philanthropic support and engagement. With the Dean and senior members of the University development team, the Associate Dean will set and implement campaign and annual fundraising goals for the College while also managing a portfolio of 15-20 high-capacity prospects. S/He will serve as the Dean's primary alumni affairs and development colleague, prioritize and manage his alumni and donor activities, participate as a member of his leadership team, and manage the College's Leadership Council of 24 members. Additionally, the Associate Dean will promote the

College to internal and external constituencies, lead a staff of 30, and partner with Cornell central alumni affairs and development programs to benefit the College.

Specific Responsibilities Include:

Plan and Implement a Comprehensive and Integrated Program

Work collaboratively with the Assistant Vice President of Colleges and Units to devise and realize fundraising goals and plans for continued alumni engagement and outreach. Establish a plan for growth that includes achieving and/or surpassing revenue goals. Provide support to the Dean, serving as the Dean's designate for alumni affairs and development within the College, AAD community, and directly with donors. Serve on the Dean's senior leadership team, and oversee the College's Leadership Council to provide sophisticated volunteer engagement and increase philanthropic support.

Serve as Chief Development Officer

Serve as chief development officer for, and manager of, the College's alumni affairs and development program, with responsibility for securing private philanthropic support of new gifts and commitments in excess \$75 million annually. Provide the College with strong, creative, and strategic leadership on all alumni and development initiatives. Identify new major gift sources and serve as the College's primary knowledge source for funding opportunities and philanthropic outlets. Manage a portfolio of 15-20 high capacity donors. Travel extensively in support of College priorities, including personal cultivation and solicitation visits, events, and staffing the Dean and other College representatives.

Set the Stage for the Next Campaign

The incoming Associate Dean will serve as the leader for the College's participation in the University's multi-billion-dollar campaign. Cornell has more than 350,000 living alumni and more than 42,000 alumni of the units that comprise the SC Johnson College of Business.

Harness the College's Full Potential Working Collaboratively Across Campus

At the core of Cornell's ethos is a strong and longstanding culture of collaboration, seen at both the academic and fundraising level. Promote the SC Johnson College development goals and priorities within AAD to ensure the College's needs and interests are well represented in major gift, gift planning, annual fund, and general communication initiatives. With individual giving offers, develop and execute strategies for prospects that will result in principal and major gifts for the College.

Serve as the chief liaison for academic area coordinators, program directors, and faculty on development matters: provide guidance on development initiatives and topics of concern, and coordinate and support (as appropriate) academic area coordinators and faculty involvement with alumni and donors. Serve as co-strategist with the Dean on cultivation and solicitation strategies for transformative gifts.

Collaborate and develop strategic partnerships with College and University communications, corporate and foundation relations, and public affairs to ensure development and alumni affairs messaging is included in communications.

Manage a Hybrid Team Structure

Lead a staff of 30. Hire, train, mentor, evaluate, and engage staff. Develop a strong sense of transparency, teamwork, and University-wide collaboration, and establish an environment of mentoring and support, while honing strategic focus with the team. Ensure adherence to Division policies and best practices. Develop and manage the annual College AAD budget. Prepare reports and provide data related to the SC Johnson College fundraising and alumni affairs activities.

Other

Serve on Division-wide committees and task forces that support the further development of the College's and University's alumni affairs and development program.

Required Qualifications and Experience:

- Bachelor's degree required; advanced degree preferred with minimum of 10 years of progressively responsible fundraising and leadership experience, including work in all functional areas of development and leadership in a major capital campaign.
- Demonstrated supervisory, organization, time management, and interpersonal skills. Excellent communication skills (verbal, written, presentation). Ability to deliver an effective and consistent message; a communication style that is open, cordial, and compelling.
- Ability to develop trust and strong collaborative working relationships; experience nurturing and motivating high-level volunteers and expressing appreciation for their role in building an effective development network.
- Demonstrated intellectual curiosity and ability to manage and work collaboratively.
- A demonstrated track record of successful frontline fundraising, including principal gift experience (discovery through solicitation and stewardship). Previous work experience in higher education and in a hybrid centralized-decentralized fundraising model involving colleges/schools is preferred.
- Strength in developing and executing strategic and comprehensive fundraising plans to achieve goals; creating and managing a budget is critical; experience working with senior administration and ability to effectively strategize and engage various groups and constituents.
- Strong computer skills, which should include desktop software, databases, and networked information systems.

Personal Qualities and Competencies:

- Commitment to, and passion for, the missions of Cornell University and the Cornell SC Johnson College of Business; ability to communicate and create excitement about mission, vision, programs, and fundamental strengths.
- A penchant for diplomacy and the ability to work collaboratively with other colleagues, demonstrating cultural sensitivity and a strong respect for differences; must be a team builder who takes a non-hierarchical approach to leadership and who empowers staff.
- A self-starter with a sense of urgency, a clear set of priorities, a strong work ethic, and the ability to adapt to changing circumstances in a highly collaborative academic environment; must have a creative approach to problem solving, and the ability to take advantage of emerging opportunities; a good sense of humor, a high level of energy, self-confidence, a positive “can-do” attitude, charisma, a commitment to self-development, and the ability to function at peak level in a high expectation environment are essential.
- Unimpeachable integrity and trustworthiness; mature judgment in handling sensitive and confidential information.

Division of Alumni Affairs and Development Overview

The Division of Alumni Affairs and Development (AAD), led by [Fred Van Sickle](#), encompasses a staff of 350 and operates with a budget of \$55 million.

With an extraordinarily loyal alumni base and deeply committed volunteers, Cornell is considered one of the nation’s top performing fundraising operations, historically ranked in the top five to 10 annually. In fiscal year 2018, Cornell raised \$512 million in new gifts and commitments.



Cornell Now – The Campaign for Cornell, which began in 2004, concluded in December 2015 raising \$6.36 billion. *The Campaign for Cornell* was driven by several large transformational gifts. Overall, 176,637 individual donors and 8,496 corporations and foundations contributed to the University’s Ithaca campus, [Cornell Tech](#) and [Weill Cornell Medicine](#). They added \$2.4 billion to Cornell’s endowments and \$3.9 billion for current use and facilities. Of those, 685 were gifts over \$1 million, including 28 gifts over \$50 million.

Cornell is currently in the planning phase of a University-wide campaign to achieve further success in service to society. At this early stage, it is expected that the campaign will span fiscal years 2019 to 2025.

This preparatory stage, anticipated for a period of two to three years prior to announcement, is essential to the campaign's success.

Background Checks:

Prior to submitting your resume for this position, please read it over for accuracy. Lindauer does verify academic credentials for its candidates, and our clients frequently conduct background checks prior to finalizing an offer.

To learn more, call 617-262-1102
or send nominations or cover letter and resume to
Jill Lasman, Executive Vice President at
jlasman@LindauerGlobal.com
or
Donna Russell, Consultant at
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All inquiries will be held in confidence.

Diversity and inclusion are a part of Cornell University's heritage. It is a recognized employer and educator valuing AA/EEO, Protected Veterans, and Individuals with Disabilities.



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