



BECKER COLLEGE

Vice President of Development and Alumni Affairs
Becker College
Worcester, MA
<https://www.becker.edu/>

Send Nominations or Cover Letter and Resume to:

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Introduction



Becker is an undergraduate and graduate, career-focused college that provides a supportive and inclusive learning community and prepares graduates for their first to last careers. Founded by American revolutionaries John Hancock and Samuel Adams in 1784, Becker College has long been an innovator in education, launching cutting-edge programs considered ahead of their time and rapidly growing from the merger of two junior colleges (Leicester Junior College and Becker Junior College) into today's

institution, comprised of five schools offering Associate's, Bachelor's, and Master's degrees for both traditional and adult learner populations.

Becker College is educating for the future; it is keenly focused on preparing students for 21st-century careers, providing them with innovative academic programs and the ability and agility to successfully navigate future change. Becker is a place where students can thrive and become their authentic selves.

Out of close to 4,000 colleges and universities in the United States, Becker is proud to be recognized for six consecutive years as a "Best College" in the U.S. (*The Princeton Review*), a national and state (Massachusetts) College of Distinction, and a fourth-in-the-world ranked interactive media design program (*The Princeton Review*). Such recognition and rankings reflect excellence in academic programs and a stellar living and learning environment for students.

The Opportunity:

Alongside new President, Nancy Crimmin, the Vice President of Development and Alumni Affairs (VPDAA) will work to elevate the visibility of Becker College to its alumni base and community at large. This is the time to join a team ripe with possibility and hungry for success as it seeks to increase alumni participation, grow the annual fund and expand the base of leadership level donors.

Although the College is over 200 years old, this development opportunity presents as a start-up, in the earliest stages of productivity, professionalism and best practices. With tremendous growth potential in every facet, the strongest candidate for VPDAA will demonstrate success through transition and strong decision-making skills with a direct, yet supportive, management style. The individual will also bring high energy and commitment to this “start-up” venture, pushing to set and meet goals.

If you possess a solid track record of thriving through change, cultivating staff and leadership talent, educating colleagues and volunteers about fundraising toward creating a culture of philanthropy, then this may be the role for you. Keep reading.



Position Overview — Vice President of Development and Alumni Affairs

As the College’s chief development officer, the Vice President will lead a team and work with the President, Trustees, deans and program directors, faculty, alumni and volunteers to strategically engage in fundraising activities and develop and execute strategies that will increase individual and institutional philanthropic support. The Vice President will also have responsibility for building positive working relationships with federal, state and municipal leaders, as well as community groups.

The Vice President will be an entrepreneurial professional who is inspired by the distinctive role of Becker College in higher education and within the Worcester region. A proven front-line fundraiser, the ideal candidate will possess a solid track record of increasing philanthropic support across sectors. He or she will have the relationship-building acumen to expand and strengthen relationships with alumni and friends and invigorate staff and alumni volunteers through effective motivation, mentoring, and team building, while maintaining best practices, camaraderie and clearly defined goals.

Essential Job Functions/Responsibilities:

The statements below are intended to describe the principal duties of the individual assigned to this job. They are not intended to be an exhaustive list of all job duties and responsibilities. Becker College has the right to change or add to the job responsibilities at any time.

Primary:

- Evaluate staff structure and functionality, hire and/or reorganize the department as appropriate; provide professionally mature management to the team.
- Serve as the chief development officer and maintain a personal portfolio of top donors and prospects; focus on the identification, cultivation, solicitation and stewardship of transformational-level gifts.
- Strategically manage, refine and expand the College's fundraising outreach to achieve maximum positive visibility among its alumni and other constituents.
- Design and execute a comprehensive strategic fundraising plan and coordinated annual plans to expand philanthropic support from individuals (alumni, parents, and friends), foundations and corporations.
- Build strong collaborative relationships with College leadership, faculty, staff, colleagues, volunteers, alumni and other community members furthering the culture of philanthropy across Becker.
- Assist the President and Board chair in identifying candidates for the Corporator Board and the Board of Trustees.
- Serve as an active and contributing member of the President's Cabinet, and effectively collaborate with colleagues throughout the group.
- Effectively lead the management of alumni/prospect data through support of the Advancement Services area, using Raiser's Edge 7; evaluate all back-of-house operations, adjust accordingly, and manage effectively.
- Work closely with the Finance/Controller's offices to best ensure timely and accurate reconciliation reports that link with College.
- Align departmental resources to best meet Becker's strategy and goals, as well as increase the effectiveness, transparency and cohesion of the fundraising effort.
- Represent Becker College at key on-campus and off-campus events.

Secondary:

- Work with Development staff to increase participation and support for the Evans Golf Tournament.
- Oversee the facilitation of appropriate stewardship for donors and volunteers.
- Identify roles for volunteers in the Alumni Association and encourage volunteer participation.
- Contribute to and participate in the planning of Becker Magazine, Becker's twice-yearly publication.
- Create cross-collaborative initiatives with the Marketing and Communications staff on marketing initiatives, including social media and the Alumni and Giving sections of the College's website.
- Ensure management practices within the Development Office comply with the best practices established for the College.
- Encourage high morale and quality service from the Department through effective leadership.

- Embody the College’s Core Values and advance the College’s mission, vision, and strategic goals, both internally and externally.

General Administration:

- Serve on standing committees as requested.
- Approve and/or facilitate payment of invoices for contracted vendors.
- Maintain and adhere to departmental budgets and schedules.
- Be available for travel, weekend and evening duties as required.

Qualifications:

- Bachelor’s degree required, Master’s degree preferred.
- Minimum 10 years’ experience in higher education with leadership and management responsibilities.
- Strong written and oral communication skills.
- Goal-oriented, self-motivated individual with a strong record of securing and closing gifts of all types and at all levels, including five and six figures.
- Ability to work individually and as part of a team.
- Ability to roll up sleeves and work as part of a small shop, with multiple competing priorities.
- Strong events background; understanding of all aspects of pre-, day of and post-event strategy, including solicitation.

Client Overview

Becker College provides transformative learning experiences in a socially responsible, broadly representative community. Becker promotes academic excellence, inspires innovation and entrepreneurship, fosters an agile mindset and prepares graduates to contribute to a global society that is increasingly focused on change. Becker’s small-college atmosphere is exceptional.



The Agile Mindset:

At a time when a high-tech and ever-changing economy require knowledge and training beyond a high school diploma, Becker College practices what it teaches. At Becker, this is called the Agile Mindset. The Agile Mindset is Becker’s value proposition in the higher education marketplace. It is part of the DNA of the institution — a signature initiative that is infused into the curriculum and campus culture — and gives students the foundation they need for tomorrow’s world. Rather than prepare students for one narrow path for their professional future, the Agile Mindset gives them an understanding of how the convergence of discipline-specific knowledge, with critical “soft skills,” gives them a competitive edge in the job market.

With the Agile Mindset as the foundation for learning, Becker inspires graduates to be innovators, entrepreneurs, job creators and visionary thinkers who have the ability and agility to adapt to the future.

An Enhanced Campus Culture:

The College's new [vision and mission](#) statements infuse the campus community with a renewed sense of purpose, dedicated both to the present and the future success and goals of the College. In addition, the community is committed to the tenets of the College's [Core Values](#): Excellence, Accountability, Community and Diversity, Social Responsibility, Integrity and Creative Expression.

Becker provides a close-knit, inclusive and vibrant community of approximately 1,700 students from across the country and around the world. An abundance of student activities, clubs and organizations and NCAA Division III intercollegiate sports provides students with a wide range of social, cultural, athletic and recreational events and activities.

Students also receive real-world, hands-on training through on-campus clinics, labs, institutes and centers, such as the John Dorsey Crime Scene Lab, Lenfest Animal Health Clinic, Yunus Social Business Centre and the Community Counseling Clinic at Becker, which provides students in its Master's in Mental Health Counseling program with client-based training.



Strategic Plan:

In 2017, with input from more than 60 campus constituents, Becker launched a [three-year Strategic Plan](#) dedicated to three overarching goals: Improve Academic and Student Success, Strengthen Enrollment and Enhance Brand, Culture and Resource Development. This document outlines an ambitious plan of growth and transformative experiences that directly link to these goals and, over the course of the next three years, will serve to strengthen the College.

Points of Pride:

- The College has an average placement rate of 90% for employment or further study.
- Massachusetts Governor Charlie Baker described Becker as “an example of growth in the ‘creative economy’...one of the country’s leading...educational institutions for computer gaming,” according to the *Worcester Business Journal*
- Becker’s undergraduate video game design program



was ranked fourth in the world and first in New England by *The Princeton Review*. The program has been top-ranked for eight consecutive years.

- The School of Animal Studies and Natural Sciences is ranked first in New England and second in the country among four-year private institutions for awarding undergraduate animal studies degrees. It is home to a fully operational veterinary clinic, open to the public, which sees more than 1,000 patients annually and provides students with hands-on experience.
- In 2018, Becker College's School of Nursing and Health Sciences was recognized by *Colleges of Distinction* for its strong record of preparing graduates for real-world success.
- In 2011, Becker was designated by the Commonwealth of Massachusetts as home to the Massachusetts Digital Games Institute (MassDiGi0, a first-in-the-nation center that connects the state's game industry, government and academic community to support growth and entrepreneurship across the regions' games ecosystem. Past MassDiGi student interns have gone on to work for Sony, Google, 2K, Nickelodeon, USA Today, Harmonix, Disruptor Beam, Microsoft, Facebook, Apple, MIT Lincoln Lab, Amazon and Warner Bros., just to name a few.
- In spring 2018, 70 student-athletes were named to the Dean's List; in 2018, 27 Becker senior student-athletes graduated with a 3.0 GPA or higher.

Learn more about Becker College's accomplishments: [Pride](#)

Leadership



Nancy P. Crimmin, Ed.D.
President

Nancy P. Crimmin became the 11th president of Becker College — and its first woman president — in 2017, bringing to the College more than 30 years of experience in higher education.

She is a passionate and tireless advocate for students and deeply committed to preparing them for the uncertainty of a rapidly changing world. To this end, she has worked on developing Becker's value proposition in the higher education marketplace: the Agile Mindset. It is part of the DNA of the institution, infused into the curriculum and campus culture, and serves to future-proof students by providing them with the knowledge, skills, agility and ability to be innovators, entrepreneurs, job creators and visionary leaders.

Dr. Crimmin began her journey at Becker College as the vice president for student affairs in 2012 and was promoted to senior vice president, chief academic and student affairs officer four years later. Since arriving at Becker, she has been dedicated to providing a supportive and inclusive living and learning community for students. She spearheaded the development of new graduate programs, oversaw the integration of career education and advising and engineered the reorganization of Becker academics to better align educational interests and collaboration between programs. This reorganization was devised with a particular focus on

enhancing the student experience, creating student leadership opportunities and assembling a team dedicated to student development and best practices.

She is involved in a number of professional organizations, including the Worcester Economic Club, the Higher Education Consortium of Central Massachusetts (HECCMA), the Council of Independent Colleges, the Association of Independent Colleges and Universities in Massachusetts and the President's Trust of the Association of American Colleges and Universities. She is also an active member of the Worcester Chamber of Commerce. In 2018, she was selected to serve on the Board of Directors for the Worcester Regional Research Bureau. She is also Chair of the Advisory Board for the Massachusetts Digital Games Institute (MassDiGI). She served a three-year term on the National Foundation Board for the National Association of Student Personnel Administrators (NASPA); chaired the 99th annual NASPA conference in San Antonio, TX, in March 2017; and served as the Region I Vice President for NASPA (2008–2010) and on various regional board positions over the past 15 years.

Often recognized by her peers, Dr. Crimmin received the Mary Tobin Senior Student Affairs Award from the former Massachusetts Association for Women in Education and the NASPA Continuous Service Award for Region I. In 2017, Dr. Crimmin was honored with the 2017 NASPA Foundation Pillars of the Profession Award — selected by members of NASPA to honor her lasting contribution to the field and the organization as a student affairs professional.

Dr. Crimmin holds a doctorate of education in educational leadership from Johnson and Wales University School of Education, an M.S. in counseling and student personnel services from Springfield College and a B.A. in psychology from Stonehill College. She is a sought-after speaker on issues impacting higher education, student affairs, women in leadership and more.

Follow Dr. Crimmin on Twitter — [@DrNancyCrimmin](#)

[Follow Dr. Crimmin on LinkedIn.](#)

[Visit the President's Media Room](#)

Location

Worcester, MA:

Becker College is one of the 25 oldest institutions in the U.S., tracing its history from the union of two Massachusetts educational institutions — one founded in 1784 and the other in 1887. Today, the College's students live and learn on two distinctly New England campuses, located six miles apart, in the heart of Massachusetts.



Background Checks:

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

To learn more, call
Faith Eutsay, Senior Consultant at
617-262-1102
or send nominations or cover letter and resume to
feutsay@LLLSearches.com.
All inquiries will be held in confidence.



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