



Vice Dean for Advancement  
University of Pennsylvania School of Arts and Sciences  
Philadelphia, PA  
<https://www.sas.upenn.edu/>

*Send Nominations or Cover Letter and Resume to:*

Carmel Napolitano  
Vice President  
917-310-3586  
[cnapolitano@LindauerGlobal.com](mailto:cnapolitano@LindauerGlobal.com)

Libby Roberts  
Senior Vice President  
617-262-1102 ext 225  
[lroberts@LindauerGlobal.com](mailto:lroberts@LindauerGlobal.com)

### ***The Opportunity:***



As the largest undergraduate school at University of Pennsylvania, the School of Arts and Sciences (SAS) has been one of the world's great homes for the study of the humanities, social sciences, and natural sciences. Its distinctive academic excellence — at once rooted in tradition, forward-thinking, and outwardly engaged — was established by Penn's forerunner, the College of Philadelphia, the first institution to pursue an arts and sciences curriculum emphasizing both the classical and the contemporary.

SAS is seeking a true advancement leader. The Vice Dean will spearhead both the philanthropic and communications functions of the School, which generates up to \$75 million in annual support. The ideal candidate will have a sincere and genuine interest in the breadth and depth of the School and be a sophisticated diplomat who can interact with a variety of donors, faculty, staff, and stakeholders. A proven manager who can work in a complex and collaborative environment, the Vice Dean will bring professional expertise and best practices to SAS. Candidates must have demonstrated experience in managing all aspects of an advancement program, including closing major and principal gifts, working with senior leadership, managing marketing and communications work, and successfully engaging various groups and

constituencies. The ability to inspire a culture of philanthropy to successfully build and grow an integrated advancement program to its greatest potential is essential.

The Vice Dean will join Dean Steven Fluharty's collaborative and collegial leadership team and participate in the academic, financial, and physical planning of the School of Arts and Sciences, while also serving as a member of the Senior Vice President's senior management team. Working closely with the Dean and members of the faculty, advisory boards, and volunteer groups, the Vice Dean will manage and promote their active involvement in the fundraising process and orchestrate the use of their time and talent to advance the School's quest for external support.

Front and center in Dean Fluharty's philanthropic funding priorities are [undergraduate financial aid](#) and [endowed professorships](#).

### **Undergraduate Financial Aid**

Penn offers an unparalleled education to the most talented applicants, regardless of means, and sets the gold standard in higher education with the largest grant-based financial program in the country, distinguished by need-blind admissions for all applicants in North America, a commitment to meeting 100% of assessed financial need, and offering grant-based financial aid packages. Since 2008, Penn has increased its financial aid budget by more than 150%, and 46% of undergraduates receive direct grant support from Penn.



### **Endowed Professorships**

Endowed professors, at all levels, have the School's strongest expression of support and, through teaching and research, extend the School's influence beyond campus. An endowed professorship is an indispensable tool for both recruiting distinguished faculty and retaining and rewarding current faculty, who are among the best in their fields. Appointment to such a position provides support that moves current research forward and enhances the ability to secure future funding.

The Penn Integrates Knowledge (PIK) Professorships is one of the innovative programs at Penn that has expanded the idea of endowed professorships. PIK Professors hold joint appointments in two or more schools and exemplify excellence in multidisciplinary scholarship and learning. PIK Professors are remarkable for their drive to solve complex, real-world problems and deepen the University's rich tradition of collaboration across disciplinary boundaries.

## The Role

---

Reporting to the Dean of the School of Arts and Sciences and the University's Senior Vice President for Development and Alumni Relations, the Vice Dean provides strategic leadership for an advancement program that incorporates resource development, alumni and constituent engagement, and marketing and communications for the School.

The SAS Office of Advancement Office has a strong and collaborative working relationship with the Office of Development and Alumni Relations. The Vice Dean will be expected to foster a consultative partnership with all the central service areas.

### ***Specific Responsibilities:***

- Provide strategic oversight to the entire SAS advancement program, which includes marketing, communications, publications, development, and alumni relations activities. Supervise and mentor a 36-member staff with four direct reports.
- Serve on the Dean's senior leadership team; this includes collaborating closely with the Dean on all aspects of advancement; collaborate with the School's leadership team and participate in broad oversight of the School, including establishing and monitoring annual and strategic goals.
- As a member of the University's senior development management team, serve as an active participant and leader in planning and strategy and policy development for University-wide development and alumni relations activities.
- Serve as the lead fundraiser for the School and manage a personal portfolio of major gift prospects. This includes staffing the Dean and other academic leadership in their fundraising activities.
- Manage and staff the School's Board of Advisors; establish and execute a plan for engagement, including managing the recruitment effort to assure a diverse and engaged Board. General oversight for other volunteer boards including the Professional Women's Alliance and the Ambassador Council.
- Develop and reinforce best-practice fundraising programs, within the context of a broader University development effort. Ensure that the SAS advancement staff works in conjunction with the University's overall development and alumni relations organization, draw on its support services, and integrate SAS initiatives with the University's overall fundraising effort.
- Oversee the SAS school-based public relations and communications program, including playing key role in addressing complex and difficult public relations issues for the School.
- Responsible for the resource management, the planning, operating budget planning, and performance associated with the School's advancement program.

### ***Qualifications:***

- A minimum of 10 years of successful fundraising experience, including a strong record of accomplishment soliciting major and principal gifts (\$5 million and above) from individual donors. It is essential for candidates to also have experience in capital and endowment campaigns.
- Previous oversight of corporate and foundations relations, alumni engagement, and communication programs is desirable, as is oversight of and participation in a successful campaign.
- Experience in an academic setting or a complex organization preferred; transferable experience in other institutional settings considered.

### ***Essential skills include:***

- Excellent management skills: the ability to set goals and performance standards, provide constructive feedback, and achieve established program goals. Excellent written and oral communication skills.
- Ability to work effectively in a large, complex institutional setting and develop and sustain productive and effective relationships with donors, faculty, colleagues, and departmental senior management.
- Intellectual curiosity and commitment to the goals of a liberal arts education essential, as is the ability to articulate the case for support.

### ***Other important skills and attributes include:***

- Comfort with ambiguity and change.
- Demonstrated tact, sensitivity, maturity, and good judgment.
- Proven record of professionalism, entrepreneurialism, organization, and creativity.

Must be willing to travel and work evenings and weekends as needed; valid driver's license required.

## **Advancement Overview**

---

In 2012, the University concluded its largest campaign in history. The \$4.3 billion [\*Making History Campaign\*](#) exceeded its goal by almost a billion dollars. Launched in 2014 [\*the Power of Penn Campaign\*](#) has raised an additional \$4.8 billion as of November 2020. Financial aid has tripled, endowed faculty positions increased by over 200, and Penn's endowment has quadrupled over the course of Amy Gutmann's presidency.

Since 2007, the *Making History* and *Power of Penn* campaigns combined have raised over \$1 billion for SAS projects that address real-world challenges such as creating a sustainable planet, harnessing the power of the brain, exploring the human experience, and driving global

change — through investment in centers, programs, and facilities including funding the Vagelos Institute of Energy Science and Technology.

Overall, Penn's School of Arts and Sciences' Office of Advancement is committed to the advancement, promotion, and support of the strategic agenda of the School through fundraising and public relations efforts. The Advancement office strives to enhance the quality, reputation, and financial strength of the School by securing critical resources to support existing and new initiatives and by building a full appreciation of SAS faculty, students, and initiatives through a broad range of media and programs.

## About Penn Arts & Sciences

---



The College, SAS's undergraduate division, and is by far the largest undergraduate school at Penn.

The School of Arts & Sciences houses 27 departments and nearly 500 faculty scholars with honors that include the National Medal of Science, the MacArthur Fellowship,

Pulitzer, and Nobel prizes. As Penn's intellectual core, SAS enrolls nearly half the University's students and is integral in the education of all undergraduates as well as graduate and professional students, lifelong learners, and working professionals. Undergraduate offerings include more than 50 majors, signature interdisciplinary programs, and distinguished dual-degree programs. The Graduate Division includes over 30 graduate groups and offers the degrees of Master of Arts, Master of Science, Master of Philosophy, and Doctor of Philosophy.

Today's Arts and Sciences faculty are at the forefront of their respective fields, creating transformative new understandings about the world around us, from ancient philosophy to astrophysics to political elections. Fueled by their discoveries, these faculty instill in our outstanding undergraduate and graduate students' insatiable curiosity, boundless creativity, and a passion for life-long learning that are preparation for impactful lives.

## ***The School of Arts & Sciences is composed of three main divisions:***

### **College of Arts & Sciences**

The undergraduate division of Penn Arts and Sciences, the College is the academic home for more than 6,200 students and provides a liberal arts foundation for all Penn's undergraduates. Spanning more than 50 majors and 2,000-plus courses, the College offers a unique take on the classic liberal arts education.

### **Graduate Division**

The home of doctoral programs in the arts and sciences, with more than 30 graduate groups that award the Ph.D., as well as a number of programs leading to the degrees of Master of Arts, Master of Science, and Master of Philosophy (M.Phil.)

### **College of Liberal and Professional Studies**

LPS is the home of lifelong learning at Penn, with options for high school, undergraduate, post-baccalaureate, graduate, summer, and online studies as well as customizable professional training with courses that span across disciplines.

For more details on Dean Fluharty's vision for SAS please see the School's current [Strategic Plan](#).

Dean Fluharty, the faculty, and staff feel a solemn obligation to advance diversity. To accomplish this goal, the School is announcing a series of inclusion and anti-racism initiatives. These efforts aim to address structural issues in SAS and to put in place frameworks that will foster ongoing engagement, as opposed to one-time activities. In November 2020, the School developed an [Inclusion Plan](#). This Plan seeks to implement programs that will make all its faculty, students, and staff feel welcome and respected.

## Leadership

---



**Dr. Amy Gutmann**  
**President and Christopher H. Browne Distinguished Professor of Political Science**  
**in the School of Arts and Sciences and Professor of Communication in the Annenberg School for Communication**  
**University of Pennsylvania**

The eighth President of the [University of Pennsylvania](#), serving since 2004, President Gutmann is an internationally renowned leader. Named by *Fortune* in 2018 as one of the “World’s 50 Greatest Leaders,” Gutmann is a prominent advocate for access to education and healthcare, for innovations borne of multidisciplinary collaborations, and for the transformative impact of universities, locally, nationally, and globally.

In her inaugural address, Gutmann proposed a bold vision, the [Penn Compact](#), whose strategic goals of inclusion, innovation, and impact have propelled Penn forward during an era of transformational change.

President Gutmann is the Christopher H. Browne Distinguished Professor of Political Science and Professor of Communication in the [Annenberg School for Communication](#), with secondary faculty appointments in Philosophy in the [School of Arts and Sciences](#) and the [Graduate School of Education](#). She has published widely on the value of education and deliberation in democracy, on the importance of access to higher education and healthcare, on “the good, the bad, and the ugly” of identity politics, and on the essential role of ethics — especially professional and political ethics — in public affairs.

In 2016, Penn announced that President Gutmann’s contract had been extended to 2022, making her the longest-serving president in Penn’s history.



**Dr. Steven J. Fluharty**  
**Dean and Thomas S. Gates, Jr. Professor of Psychology, Pharmacology, and Neuroscience**

Steven Fluharty was appointed Dean of the School of Arts & Sciences and Thomas S. Gates, Jr. Professor in July 2013. A member of the Penn faculty since 1986, he holds primary appointments in the Department of Psychology in the School of Arts & Sciences and in Pharmacology in the School of Veterinary Medicine’s Department of Animal Biology. He also has secondary appointments in Neuroscience and Pharmacology in the Perelman School of Medicine.

Prior to his appointment as Penn Arts & Sciences Dean, Fluharty served as Penn's Senior Vice Provost for Research. In this capacity he shaped policy and advanced administrative initiatives for the University's billion-dollar research enterprise, including leading strategic planning for research and administering the development of new research facilities. He also helped to oversee campus-wide research planning efforts, linkages between the University and industry, and the transfer of technologies from University laboratories to the public sector.

Fluharty served as director of the School's undergraduate "Biological Basis of Behavior" program from 1994 to 2005. He has a strong personal record of funded research and served for 10 years as the director of a University-wide program project grant and institutional training grant in behavioral neuroscience from the National Institutes of Health. In addition, he was associate director of the Institute of Neurological Sciences from 1995 to 2003. He is the recipient of numerous honors and awards for his investigative discoveries, including the Louis Flexner Prize in Neuroscience, the Beecham Award for Research Excellence, and designation as an Astra Merck Scholar by the American Heart Association. He has received multiple teaching awards at Penn.

Fluharty earned his three degrees from Penn as a University Scholar; his B.A. in Psychology in 1979, graduating summa cum laude; his M.A. in Psychobiology in 1979; and his Ph.D. in Psychobiology in 1981.



**John H. Zeller**  
**Senior Vice President, Development and Alumni Relations**

John Zeller came to Philadelphia in January 2005 to oversee the Office of Development and Alumni Relations (DAR) at the University of Pennsylvania and to provide strategic direction in this area to Penn's 12 Schools and six Centers.

As Senior Vice President, DAR, Zeller is currently leading *The Power of Penn* campaign. This \$4.1 billion comprehensive fundraising and engagement initiative will touch all corners of the University and beyond. With an emphasis on student financial aid and faculty support, revolutionary breakthroughs in healthcare and sustainability, and significant capital projects, Penn is poised to build upon the philanthropic vitality that he oversees daily.

Prior to joining the University of Pennsylvania, Zeller served as Associate Vice President for Development and Alumni Relations at Johns Hopkins University and Johns Hopkins Medicine, Associate Vice President for Development at the University of Rochester, and Vice President for Development at Ithaca College.

## Working at the University of Pennsylvania

---

Penn is an Ivy League institution with a world-renowned reputation with a diverse, multicultural community located in a dynamic urban setting with easy access to a range of educational, cultural, and recreational activities.

Recently named to *Forbes Best Large Employers for 2021*, Penn has one of the most competitive benefit packages in higher education and offers market-competitive salaries and outstanding benefits that reflect the University's commitment to excellence.

All health plans are flexible; you can tailor your benefits to meet your needs and adjust them as your priorities change. All plans include prescription, dental, and vision. Additionally, Penn offers retiree health plans and caregiving benefits from the work-life program also provide valuable support to balance responsibilities at work and home. For retirement, Penn has three plans — including a matching plan — that let you choose what to put aside and how to invest. Tuition benefits are available to you and eligible dependents.

See here for a [Benefits at a Glance](#) document.

### **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  
Carmel Napolitano, Vice President  
917-310-3586  
or send nominations or cover letter and resume to  
[cnapolitano@LindauerGlobal.com](mailto:cnapolitano@LindauerGlobal.com)

**All inquiries will be held in confidence.**

 **LINDAUER**<sup>®</sup>  
*Setting the Standard in Nonprofit Talent*  
[www.LindauerGlobal.com](http://www.LindauerGlobal.com)