Vice President for College Advancement
Dickinson College
Carlisle, PA
http://www.dickinson.edu

Send Nominations or Cover Letter and Resume to:
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The Opportunity:

Dickinson College offers a liberal arts education that is distinctive in purpose and approach. Its founders intended Dickinson graduates to use their liberal arts education as a powerful agent of change to advance the lot of humankind. Today, its students are encouraged to think out loud, to be actively engaged with the wider world and challenged to think differently and act boldly. They are guided by a core set of tenets: to be decisive, useful, curious and unafraid to take risks.

Lois L. Lindauer Searches (LLLS) is honored to partner with Dickinson in its search for the Vice President for College Advancement. Opportunities abound for this incoming leader, who will serve as a member of the president’s senior leadership team and become a part of the strategic vision not just for the advancement
program, but for the institution overall. The Vice President will be welcomed by an alumni and parent population who combine a strong passion and affinity for the institution with the capacity to move the college forward in a transformational way. Internal leaders – faculty and administrators alike – are eager to partner with advancement in its engagement and fundraising efforts and appreciate the untapped potential for advancing institutional priorities.

Dickinson College combines a deep history and a commitment to remaining at the forefront of global and societal issues. It blends an academic program that is international in scope with a sense of community felt immediately upon arriving at its picturesque campus. A fully-staffed advancement department is currently guided by a committed and capable leadership team who work closely with President Nancy Roseman, a leader who is thoughtful, accomplished, and eager to partner in engagement and solicitation activities at all levels.

This is an ideal position for a proven advancement leader with a passion for liberal arts education, an eagerness to mentor and develop an energetic and dedicated staff, and proven high-level fundraising and campaign success upon which to draw. The time is right to bring this world-class institution to its fullest fundraising potential, and the community – internally and externally – is eager for their ambitions in this realm to be realized.

**Lead. Inspire. Make Your Mark.**

With a staff of just under 40 and an endowment of roughly $430 million, Dickinson is well poised to achieve new heights in its fundraising totals. A new, regional fundraising model has been instituted in the major gifts division and annual giving dollars have increased 21% this year. Staff have a keen eye on peer benchmarking and are focused on the implementation of a robust peer solicitor program within the annual fund. There is a full fleet of officers excited to be meeting with donors and
prospects and officer visits have more than doubled in the past couple of years. In the words of one advancement staffer, “We have the best jobs in the world.”

In 2014, Dickinson celebrated the successful close of its historic First in America Campaign, which raised $208.9M for campus priorities. This transformative initiative resulted in the following achievements:

- the new Rector Science Complex
- 75 endowed scholarships
- 16 endowed faculty chairs
- enough new faculty positions to bring the student-faculty ratio down to 9:1
- renovations to Biddle Field
- the new Durden Athletic Training Center
- the Kline Center Expansion
- and the Center for Sustainability Education (CSE).

Alumni contributed just under $150 million of the total raised and, at the height of the Campaign, alumni participation reached 40%. The passion and energy around this effort have not dissipated and campus leaders look forward to a return to these levels of fundraising engagement. There is a determination by Dickinsonians to ensure that the institution remains a leader in global education and sustainability.

To that end, Dickinson’s current strategic plan, “SP III,” is a blueprint for turning its decade-long momentum into long-term success. At its core, the plan reaffirms the college’s historic vision and ambition – to offer students a pragmatic education for democracy that readies them for success in our complex era. The value proposition rests on a “21st-century skill set” that includes proven capabilities commonly attributed to the liberal arts plus special emphases such as global education, sustainability, community engagement and responsiveness to change that connect powerfully with the demands of a rapidly changing world. Read more about SP III here. A new strategic plan is currently being created, with representation from the advancement team on the planning committee. This new plan should be completed by late spring.
Position Overview – Vice President for Advancement

Reporting to the President, the Vice President for Advancement serves as the Chief Advancement Officer and is responsible for designing and implementing comprehensive institutional advancement programs and recruiting and developing talented team members focused toward the ultimate goal of significantly increasing constituent involvement and fund raising outcomes. The advancement function includes responsibility for annual fund, corporate and foundation relations, major gifts and gift planning, endowment, capital campaigns, and alumni and constituent relations efforts, stewardship, and advancement services.

Essential Functions:

- Advance the mission, vision, and short- and long-term goals of the college in concert with the College President and senior administrative colleagues. Serve as a member of the college’s leadership team and maintain close working relationships with members of the Board of Trustees and key alumni/parents/friends.
- Maintain a dynamic portfolio of high net worth individuals and secure major, capital, and planned gifts, as well as advanced annual gifts and endowment support.
- Design, implement and lead a multi-year, comprehensive fundraising campaign aligned with institutional priorities.
- Create and execute fundraising plans that utilize best practices in annual, major, and planned gift programs to meet fundraising objectives; develop annual plans and budgets for Alumni and Parent Engagement, Annual Fund, Gift Planning, Comprehensive Campaigns, Major Gifts, Grants Development, Stewardship and Advancement Services.
- Engender trust and confidence with internal and external stakeholders by exhibiting credibility and sophistication in fundraising practices and communication style.
- Engage partnerships in the college to enhance the culture of philanthropy. Maintain cooperative working relationships with faculty, athletics, and campus departments whose cooperation is essential to effective outreach and fundraising.
- Devise and implement effective internal and external messaging and methods of advancement communication.
- Participate in strategic discussions and develop programs to strengthen the financial resources of Dickinson College.
- Hire, train, inspire and guide direct reports and the entire advancement team toward accountable, goal-oriented outcomes.
- Work closely with the President in all phases of her advancement and campaign leadership activities.
Other Duties:
- Be active and involved in the advancement profession and keep Dickinson visible among higher education peer institutions.
- Participate in college activities and serve as a mentor and advocate to Dickinson students.
- Other duties as determined or assigned.

Supervisory Responsibilities:
The Vice President for Advancement supervises the work of others, including planning, assigning, scheduling and reviewing work, ensuring quality standards. The VP is responsible for hiring, training and developing, reviewing performance and administering corrective action for staff. S/He plans organizational structure and position content.

As the leader of the college’s advancement efforts, the VP is responsible for setting the vision, mission and goals for the department and ensuring that staff are carrying out the goals which support the strategic plan.

Requirements:
- Bachelor’s degree; Master’s degree preferred.
- Minimum of ten years professional Advancement experience, with management experience in higher education preferred.
- Proven success in a senior leadership capacity, establishing and nurturing relationships with direct reports, internal partners and external constituents. A proven track record of soliciting and closing gifts of at least seven figures.
- Experience playing an integral or leadership role in planning and executing a campaign of $100 million or above.
- Demonstrated success in partnering with senior leadership to advance the mission of an organization, both internally and externally.
- A high level of energy and passion for the liberal arts and liberal arts institutions.
- Valid driver’s license; clear financial background check.
- Regular travel is required as well as regular evening and weekend work.

Benefits:
This position offers an excellent benefits and compensation package. For more information, please click here.
University Leadership

Nancy A. Roseman  
*President, Dickinson College*

Nancy A. Roseman became the 28th president of Dickinson College on July 1, 2013. The college’s first woman president, she has spent the last three years reshaping the student experience for Dickinsonians, putting the resources in place to make sure each student has the tools to thrive. During her tenure, academic and student life staff members are working more closely together to ensure the holistic needs of students are met. She has focused on increasing diversity on campus, and on creating an inclusive community. President Roseman has also strengthened ties with alumni and parents and under her leadership, the One College One Community initiative has been launched, bringing together alumni, parents, faculty and students to connect through thought-provoking and educational opportunities.

President Roseman graduated from Smith College in 1980 and earned her Ph.D. in microbiology from Oregon State University in 1987. After a post-doctoral fellowship in biochemistry at Oregon State, she joined the biology department at Williams in 1991.

While at Williams, President Roseman served as dean of the college from 2000-2007 with primary responsibility for all areas of student life: academic, social and residential. After serving as dean, she was asked to serve as assistant to the president for special projects, and from 2010 to 2012 she served as director of the Williams-Exeter Programme at Oxford University.

Currently, President Roseman is serving on the board of the Lenfest Scholars Foundation, Inc. which provides college scholarships to students graduating from primarily rural Pennsylvania high schools. She also serves as convening chair of the High I Partnership Board, a collaborative which focuses on enhancements to the downtown Carlisle area.

Client Overview

As it faces the challenges and complexities of the 21st century, Dickinson continues to seek direction from its revolutionary heritage within a contemporary context. A Dickinson education prepares its graduates to become engaged citizens by incorporating a global vision that permeates the entire student experience,
creating a community of inquiry that allows students to cross disciplinary boundaries and make new intellectual connections, and encouraging students to be enterprising and active by engaging their communities, the nation and the world.

Enrolling 2,370 full-time students, with a 9:1 student-faculty ratio, on its 180-acre campus in the heart of historic Carlisle, Pennsylvania, the college’s dedicated faculty members are committed to scholarship, teaching and developing strong mentoring relationships in this intimate atmosphere.

**Top Ranking Study Abroad:**

With 40 programs dispersed across six continents and 24 countries, the college makes its focus on globalization readily apparent; nearly two-thirds of Dickinson students, including many students majoring in the sciences, choose to study abroad.

For more than fifty years, Dickinson College has operated its own global study and research centers. These centers immerse students in the study of foreign language. They also foster a deeper understanding of the political, social, cultural, and economic histories of the countries and regions where they are located. They form a worldwide network of living laboratories from which students can trace the causes and consequences of global forces, examine differing policy responses to global change, and assess and learn from successes and failures.

This network has been carefully built and is continually enhanced. Most of its centers have been located purposefully in provincial capitals. Dickinson’s deep relationships in these smaller cities provide its students with access to local leaders in government and business, key internship opportunities, close ties to community partners, and, most important, direct relationships with faculty and scholars at its partner universities. Moreover, Dickinson faculty are intimately involved in all aspects of study abroad, from academic advising to directing and/or teaching at its global centers.

This approach allows the college to guarantee the quality of the abroad experience and ensure that it integrates with the academic program at home. It is an approach that has made Dickinson one of the most
respected colleges in the world in the development of study abroad programs, as its numerous awards for excellence in this area attest.

Globalism at Dickinson, however, means more than study-abroad programs. Global issues permeate the curriculum, international students and scholars are in residence, and students can enroll in on-campus globally oriented educational opportunities, including *The American* and *Global Mosaics* – intensive interdisciplinary, semester-long research programs designed around ethnographic fieldwork and immersion in domestic and global communities.

**Sustainability:**

The college also has been recognized as a leader in the area of sustainability. Dickinson monitors and reports its performance in sustainability education and research, operations, planning, innovation, administration and engagement using the Sustainability Tracking, Assessment and Ratings System (STARS) of the Association of Advancement of Sustainability in Higher Education (AASHE). Its performance has earned a Gold Rating from AASHE, making Dickinson one of a small number of institutions to receive this distinction.

Dickinson offers numerous sustainability-related classes across the entire curriculum: humanities and arts, social sciences, and natural and physical sciences. A $1.4 million grant received in 2008 from the Andrew W. Mellon Foundation, supplemented by matching funds from the college, is helping to infuse sustainability into all facets of the campus by establishing Dickinson’s Center for Sustainability Education, adding faculty and staff, and providing resources to link classroom learning with co-curricular programs, the greening of campus operations and civic engagement. This is shown, for example, through the opportunities available to faculty, staff and students through the college’s 50-acre certified organic farm located six miles from campus.

*Sierra* magazine has consistently ranked Dickinson as a "Top 20 Coolest School" in the country for its sustainability efforts (2015, 2014, 2013, 2010). It was the third "Coolest School" in 2014, and continues to strive to make the grade.
In addition, Dickinson made the 2016, 2015, 2014 and 2011 *Princeton Review* Green Honor Rolls, making it one of less than 24 schools in the nation to receive a 99 Green Rating, the highest score.

Dickinson previously earned top marks (straight As) from the Sustainable Endowments Institute on their College Sustainability Report Card and has received numerous local awards.

**Diversity:**

Dickinson College’s present student population hails from 41 states and territories and 48 foreign countries. And while it recognizes diversity is considered in race, gender, age, sexual orientation, gender identity and geographic and socioeconomic backgrounds, it also believes true global diversity encompasses not only the full spectrum but all the variations in between.

In terms of Admissions, Dickinson understands the importance of a diverse campus community and consistently reaches out to students from varied racial, ethnic and religious backgrounds. It also maintains partnerships with organizations like Philadelphia Futures and the Posse Foundation, which support high-school students who demonstrate exceptional academic abilities and leadership qualities but may be overlooked by the traditional college-selection process.

Dickinson is committed to a diverse curriculum, from individual courses, cross-cultural and foreign-language requirements to self-developed majors and interdisciplinary programs, including Africana Studies, American Studies, Anthropology, East Asian Studies, Judaic Studies, Latin American, Latino & Caribbean Studies, Middle East Studies, Religion, Sociology, and Women’s & Gender Studies.

**Location**

**Carlisle, PA:**

In 2015, Carlisle was ranked #16 on Livability.com’s 100 Best Small Towns. According to the site, “Nestled in the highly productive Cumberland Valley agricultural region, Carlisle provides a quaint setting for families. While school age children attend the Carlisle Area School District, higher education classes can be taken at
Dickinson College, U.S. Army War College and the Penn State Dickinson School of Law. The Carlisle Regional Medical Center offers excellent care, and many residents enjoy the borough's 18 public parks. Green spaces, restaurants and cultural attractions provide many things to do in Carlisle." Learn more about this distinction and the community's offerings [here](#).

The historic Preserve America town of Carlisle is noted for its restored architecture and tree-lined streets—once walked on by George Washington, Molly Pitcher and other icons of early America. This town offers landmarks, museums, a retro movie and performing arts theatre, and a Civil War augmented reality walking tour that allows use of a smartphone or tablet to see history with new eyes.

For those seeking a relaxing day away, there is a diverse collection of shops and restaurants in Carlisle that have banded together to create a unique experience for visitors to browse and collect treasures from the Valley. This includes funky gift shops and a range of antiques.

Thousands make the trip for the annual swap meets, auctions, industry celebrity guests, downtown parades, and specialty shows.

Foodies will not be disappointed with this town’s eclectic restaurant selections with tastes from all over the world. Find Spanish and Moroccan, English, Japanese, Italian and Belgian mixed in with authentic diners and cafes all within a few blocks. Get a taste of them all with the Dine Around the World trip idea.

Outdoor enthusiasts will appreciate the easily accessible Appalachian Trail and biking, hiking, beaches and more at nearby state parks. Bikers can take advantage of the new bike lanes in town. Outdoorsy visitors will also appreciate the Farmers on the Square Market every Wednesday between May and December and other local farm stands and markets.
At day’s end, stay at an award-winning hotel or bed and breakfast. Learn more about this historic downtown here.

Cumberland Valley is easily accessible off of Interstate 81, I-76, I-83 and US 11/15, a thirty-minute drive from Harrisburg International Airport and Amtrak station, and within a two- to three-hour drive of Washington D.C., Baltimore, Philadelphia, Pittsburgh, and New York City.

Read more about Carlisle here.

**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
Jill Lasman, Senior Vice President or Beth Parsons, Search Director at 617-262-1102
or send nominations or cover letter and resume to
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All inquiries will be held in confidence.