

COLGATE UNIVERSITY

Associate Vice President, Advancement, Director of Principal Gifts
Colgate University

Remote (between Washington, D.C. and Boston, MA)

or

Hamilton, New York

colgate.edu

Send Nominations or Cover Letter and Resume to:

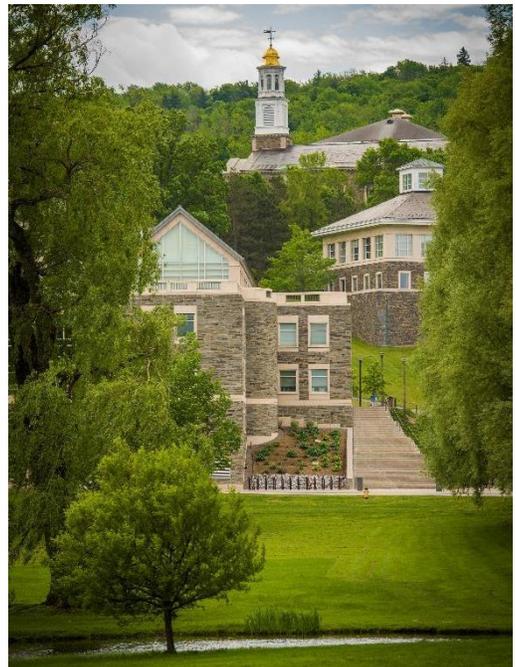
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The Opportunity:

Colgate University, a top-ranked liberal arts college, is seeking to fill the newly created position of Associate Vice President, Advancement, Director of Principal Gifts to lead and build a principal gifts pipeline and program focused on raising transformative seven-figure commitments from alumni, parents, and friends of the school. Founded in 1819, Colgate is a small, highly selective residential liberal arts college for students of talent who are preparing for lives of leadership and productive citizenship. The University is poised for excellence under President Brian W. Casey and new Vice President for Advancement Karl W. Clauss '90, along with the dedicated and ambitious Board of Trustees.

Colgate University enjoys a strong tradition of philanthropy, having successfully raised over \$480 million from more than 34,500 community members during *Passion for The Climb: The Campaign for Colgate*, completed in 2012. The Colgate Fund raises more than \$8 million annually and receives gifts from an average of at least 13,000 alumni donors. Colgate also raises over \$10 million per year in planned gifts. This tradition of philanthropy paired with strong levels of alumni affinity position Colgate well for even greater success, as the Vice President and his team prepare to lead the community into an historic and comprehensive campaign.



At this pivotal moment in the University's history, President Casey, Vice President Clauss, and the Colgate community are seeking an expert fundraiser with a demonstrated passion for liberal arts education and the role philanthropy plays in supporting its mission. The best-matched candidate will be an ambitious, intellectually curious, and driven individual who has extensive experience building relationships with leading philanthropists and driving cross-campus initiatives forward.

Overview

Drawing on centuries of tradition, Colgate is a distinctive, leading American university known for its intellectual rigor, world-class professors, campus of stunning beauty, and alumni famously loyal to their alma mater. Colgate is an inclusive institution with diverse students, faculty, and staff. With a mission to educate leaders who come from all societal groups, Colgate is committed to educate students to virtue and encourage them to respond openly and sensitively to those different from themselves.

Colgate's liberal arts curriculum introduces students to the power of rigorous discourse, intellectual curiosity, and the energetic pursuit of knowledge. With [56](#) majors and a 9:1 ratio of students to faculty, Colgate is an ideal environment for curious minds. Students explore evolving links between disciplines and apply principles of modern thought as they engage with significant questions surrounding the human experience.

The Third-Century Plan

The celebration of Colgate's Bicentennial year in 2019 saw the University adopt, first, a [Vision Statement](#) that defined a number of foundational pillars of the University. These include the intellectual strength and rigor of the academic program, the enrollment of outstanding students, and the ongoing development of a strong sense of community marked by affection, ritual, and pride.

Colgate now looks toward its third century with both pride and a sense of possibility. In May 2019, the Colgate University Board of Trustees, faculty, and Alumni Council approved and endorsed [The Third-Century Plan](#), a comprehensive roadmap that will advance Colgate's efforts to pursue its mission at the highest level and establish Colgate as one of the finest undergraduate institutions in the nation. The Plan's four fundamentals for Colgate's future are: attracting and supporting outstanding students and faculty; strengthening the University's academic enterprise, enriching the student experience; and improving the campus and environment.

Initiatives identified within the Plan encompass the entire University and envision new academic programs, an enhanced residential structure, new admission and financial aid strategies, stronger support of the faculty, the achievement of gains in athletics excellence, enhancements to the physical campus and a



decrease in the burdens it places on the environment, and, crucially, an ongoing strategic plan for diversity, equity, and inclusion.

The Third-Century Plan is continually monitored by the Board, administration, and faculty to measure progress against its goals and to show effort applied in service of its initiatives.

Diversity, Equity, and Inclusion at Colgate

Colgate University is committed to fostering learning and working environments where all people can thrive and challenging systems that create dichotomies of privilege and disadvantage.

Adopted in 2019, the Plan for Diversity, Equity, and Inclusion (DEI) stands as Colgate's most definitive plan in 200 years for elevating the importance of diversity, equity, and inclusion throughout the institution. Through both broad aspirations and concrete strategic plans, the DEI plan presents a framework for moving the work of creating an inclusive campus forward and for engaging the Colgate community in this effort in the years ahead.

Diversity, equity, and inclusion efforts are necessary if Colgate is to achieve its third-century ambitions. Students must be exposed to a rich diversity of perspectives and backgrounds in their educational and social experiences in order to be prepared to engage the world beyond college. The faculty, staff, and students must reflect the diversity of the world, and this diversity must be supported through equity and inclusion in all of Colgate's programs and policies. The key goals and elements of the DEI plan can be found [here](#).

Third-Century Priorities

The Colgate Fund

The Colgate Fund has served as a vital resource for the University during this unprecedented time. The Colgate Fund supported the University's comprehensive response to the pandemic, allowing Colgate to deliver on its promise to educate future leaders while protecting the well-being of the community.

The Colgate Fund supports the initiatives of *The Third-Century Plan*, and its continued growth is one of the plan's cornerstone goals. By building unrestricted giving, Colgate will be better positioned to launch innovative opportunities that enrich the student experience, advance the academic enterprise, improve the campus environment, and attract the best students and faculty.

Financial Aid

Financial aid is the bridge between potential students and the Colgate experience, and it enables the University to extend the promise of a leading liberal arts education to the brightest, most talented students, regardless of economic status. Increasing financial aid endowment and support is among the highest priorities for Colgate. The ability to attract and support leading and promising students from around the nation and the world is an essential element to the University's long-term mission and ambitions. Colgate

launched the No-Loan Initiative in the fall of 2020, eliminating federal loans from academic year 2020–21 aid packages for qualifying students with family incomes below \$125,000. On June 1, 2021, the University will launch The Colgate Commitment: An Initiative for Access and Affordability. The Colgate Commitment will secure the additional resources needed to eliminate tuition for Colgate's lowest-income families and elevate Colgate's No-Loan threshold to families with incomes of \$150,000 or less.

Diversity, Equity, and Inclusion

To assist the University's momentum toward the full realization of the ideals and goals of the DEI plan, Colgate seeks funding for a number of initiatives that ensure that all students, alumni, faculty, and staff have access to the very best opportunities Colgate has to offer. These include resources to support first-generation students and funds for a permanent, University-wide Student Emergency Fund that would allow any student to apply for emergency funding consideration. The University is also committed to securing funds to support DEI programming for students, faculty, and staff.

Funding for Colgate's DEI initiatives will both reinforce and elevate other initiatives of *The Third-Century Plan*, including the intellectual strength and rigor of the academic program, the enrollment of outstanding students, and the ongoing development of a strong sense of community marked by affection, ritual, and pride. Support for the goals will provide an endorsement of the University's vision of improving access to the Colgate experience for students of all backgrounds.



Faculty Support for Teaching and Research

Few resources are more central to the greatness of a university than an excellent faculty — active, leading nationally and internationally prominent scholars who are committed to sharing the knowledge they create not only with peers in their academic communities but with talented students eager to learn.

For Colgate faculty, scholarly excellence and outstanding teaching are not competing ends but instead mutually reinforcing ideals: the high-quality liberal arts education offered to Colgate students is built upon lively and active scholars who bring new ideas and perspectives into the classroom and transform students with their enthusiasm for their work.

In order not only to remain competitive on a national and international level but also to significantly enhance the academic enterprise, Colgate will focus on a number of initiatives, including funding of endowed professorships, to ensure that the University attracts, retains, and supports outstanding faculty.

The Initiative in Arts, Creativity, and Innovation

The Initiative for Arts, Creativity, and Innovation is a substantial rethinking of the University's overall educational experience and the campus itself. With a thoughtful redesign of new and existing spaces, the facilities and programs will become the gateway to the liberal arts at Colgate. It brings together a host of departments, programs, and activities that all touch on creative processes and student expression.

The Initiative promotes collaboration across the University and pushes pedagogical and research frontiers through new curricular and co-curricular initiatives. By bringing seemingly disparate fields of study into shared physical spaces, the "power of proximity" will help create opportunities for collaboration and knowledge sharing, which will benefit all aspects of the Colgate experience.

The Robert Hung Ngai Ho Mind, Brain, and Behavior Initiative

The Robert Hung Ngai Ho Mind, Brain, and Behavior Initiative (MBBI) will establish an intellectual bridge between disciplines traditionally associated with mind, brain, and behavior, and new avenues of research and discovery across the liberal arts curriculum. Through teaching and curricular innovation, MBBI will help shape students' academic experiences and support Colgate's commitment to rigorous liberal arts education.

MBBI builds on the bedrock of Colgate's faculty successes in the sciences. Professors committed to excellence in both research and teaching have earned funding from organizations such as the National Science Foundation, the National Institutes of Health, NASA, and several private funding agencies.

Bolstering Colgate's Athletics Programs

Intercollegiate athletics are a distinguishing and important part of Colgate's identity. As one of a very few liberal arts colleges that compete at the Division I level, Colgate is a member of the Patriot League and possesses a rare combination of academic and athletic opportunity, as well as a tradition of achievement in every field, in every arena. Its student-athletes compete in 25 varsity sports and have achieved one of the top graduation success rates in Division I. The athletic programs include more than 50 club and intramural sports programs and outdoor activities

Donor support will be sought to renovate the Reid Athletic Center and other facilities for student-athletes as well as for students participating in recreational sports. Colgate also seeks to provide additional funds for coaches and programs so that its student-athletes can compete on the national level while excelling as scholars and leaders.

Lower Campus Renewal

Talented students are also drawn to Colgate for its nonacademic features, including its close-knit community, integration of living and learning, and a beautiful campus. The University recently opened two new residence halls and a vibrant center supporting career services and its related program. Funds will be sought to support significant investments in the residential and social spaces that are provided for juniors and seniors. Historic buildings along Broad Street, a main road running through campus, will be renovated and new structures will be added to create a dynamic, engaged community for Colgate's upper-level students.

The Role

In this newly created role, the Associate Vice President, Advancement and Director of Principal Gifts (AVP) will directly report to the Vice President, provide executive leadership for principal gifts, and have supervisory responsibilities for two direct reports. This individual will be primarily responsible for the discovery, development, and management of a personal portfolio of individuals who are capable of making donations at a principal-gift level (seven figures or greater). The AVP will also manage the portfolio of Colgate's President and serve as an advisor and facilitator of his strategic engagement with donors.

This position will provide strategic leadership for fundraising efforts around institutional initiatives of the highest value and priority and will establish the appropriate goals and structure for the principal gift program, in coordination with the President and Vice President. The AVP will also determine presidential strategy and engagement of Colgate's highest-rated current and prospective donors.

This position will oversee all day-to-day principal gift fundraising activities for Colgate, while helping to maximize the efforts of the Major Gift and Planned Gifts teams to generate seven-figure gifts in support of the top strategic fundraising initiatives. Strong levels of collaboration with the Associate Vice President and Director of Major Gifts will be required. They will convene regular prospect management meetings of front-line fundraisers to discuss optimal strategies and progress on all assigned principal gift prospects. They will also collaborate with the Associate Vice President for Advancement Administration and Planning to develop highly personalized stewardship plans for all principal gift donors to Colgate.

The ideal candidate will possess extraordinary communication skills and be an open, achievement-oriented professional. The best-matched candidate will be expected to understand Colgate University's history and feel comfortable leveraging its past to meet its ambitious future goals.

The successful candidate will be an equity-minded leader who embraces and cultivates a culture of diversity and inclusion and who demonstrates a sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds present in the University community. They should be willing to contribute to a community that is committed to being inclusive, innovative, and equity-focused, which requires collaboration among faculty, staff, students, alumni, and families.

The ideal candidate will have substantial experience soliciting and closing gifts at the seven-figure level across a wide range of assets and gift arrangements. This individual will have participated in multi-million-dollar campaigns and have a demonstrated track record of successful partnerships with top-level leaders and key volunteer stakeholders.

Please see the [official job description and responsibilities](#).

Leadership



Brian W. Casey
President

President Casey earned a Bachelor of Arts in philosophy and economics at the University of Notre Dame and then went on to earn a law degree from Stanford University Law School. He joined Davis Polk & Wardwell and practiced law in New York City and London. He then decided to leave the world of law and attended Harvard University, where he earned his Ph.D. in the history of American civilization.

After graduation, President Casey spent about four years as assistant provost at Brown University, and in 2005 he returned to Harvard as an associate dean for academic affairs in the Faculty of Arts and Sciences. He served in that capacity until DePauw University called, and in 2008 he became that school's 19th President, a role he held for seven years before becoming Colgate's President on July 1, 2016.

President Casey has accomplished much in just a few short years, including the construction of three major buildings, two 100-bed residence halls, Jane Pinchin Hall and Burke Hall, and a new center for careers and post-graduate study, Benton Hall. President Casey also led a year-long series of events in celebration of the University's Bicentennial.

President Casey, along with senior administrators, the Board of Trustees, and the University faculty, have developed a comprehensive vision for Colgate titled *The Third-Century Plan*, which sets a long-term course for the University. Through *The Third-Century Plan*, Colgate will undertake significant investments in students, faculty, and the campus.



Karl W. Clauss '90
Vice President for Advancement

Karl Clauss is the Vice President for Advancement at Colgate University. Clauss returned to Colgate, his alma mater, in August 2020 after eight years as the Vice President of Advancement for Swarthmore College.

During his tenure at Swarthmore, Clauss worked closely with the college's Board of Managers, administration, and campus partners to execute all phases of *Changing Lives, Changing the World*, a \$450 million comprehensive campaign. Prior to Swarthmore, Clauss spent 12 years at Colgate, first as a regional advancement officer, covering the Midwest and West Coast. He later became Director of Major Gifts and Director of Capital Giving before taking on the role of Associate Vice President for Advancement. His efforts helped Colgate meet its \$400 million *Passion for the Climb* campaign goal 18 months ahead of schedule and raise an additional \$40 million for financial aid.

Clauss earned his Bachelor of Arts degree in political science from Colgate and captained the 1990 NCAA-finalist hockey team. Outside his official work for Colgate, he has volunteered for the admission office and served as a class agent, local alumni club board member, and a member of the Alumni Council.



Gretchen H. Burke '81, P'11,'20
Campaign Co-Chair

Burke is the Vice Chair of Colgate University's Board of Trustees, Co-Chair of the Campaign Leadership Committee, and member of the Women's Leadership Committee. Burke graduated magna cum laude from Colgate with a Bachelor of Arts degree in English and was elected to Phi Beta Kappa. She went on to earn her M.B.A. from Harvard University.

Burke's philanthropy has had an impact on many areas of campus through gifts to the Colgate Fund, the Colgate Athletics Council, Burke Hall, the Stephen '80 & Gretchen Hoadley '81 Burke Endowed Scholarship, the Gretchen Hoadley Burke '81 Endowed Chair for Regional Studies, and many other contributions.

Burke is married to Stephen B. Burke '80, H'04, P'11,'20, and they are the parents of two Colgate alumni, Dan '11 and Hallie '20.



Christine J. Chao '86
Campaign Co-Chair

Chao is an emerita of the Colgate Board of Trustees, where she chaired the University Outreach Committee and is Co-Chair of the Campaign Leadership Committee and member of the Women's Leadership Council. At Colgate, Chao was a member of the Senior Honor Society and graduated with a Bachelor of Arts in English. She went on to earn her J.D. from Columbia University. Chao is the General Counsel for the Foremost Group, a family-owned New York-based international shipping company.

Chao's generosity can be seen across campus through her gifts to the Colgate Fund, Coronavirus Support, Benton Hall — home of Career Services, the Ruth Mulan Chu Chao Endowed Scholarship Fund, and many other efforts.

Part of another Colgate couple, Chao is married to James O. Shaver, Jr. '86.

Hamilton, NY

Hamilton, NY, Colgate's home, has been recognized as one of the country's most friendly towns by *Forbes* magazine. Located in the heart of Central New York in the historic Chenango Valley, Hamilton has been a home for many since the mid-1700s, offering a picturesque setting and an abundance of local charm.

A vibrant, downtown area surrounds the Village Green with casual dining restaurants, cafes, specialty shops, a movie theater, performing arts center, natural health food store, Madison County's first micro-brewery, a yoga/Pilates studio, the historic Colgate Inn, and the Colgate University Bookstore.

Recreation abounds in the area, including approximately nine miles of Village-maintained trails along the former Ontario and Western Railroad right-of-way and the original Chenango Canal towpath. The Village also supports Seven Oaks Golf Course, an award-winning Robert Trent Jones course, hiking trails, waterways, and breathtaking cycling and running routes.

Hamilton radiates a vibrancy that represents a local sense of pride and place, extending a warm welcome to all visitors, residents, and neighbors.

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
Christian Myers, Senior Consultant
857-305-8390, cmyers@LindauerGlobal.com

or

Libby Roberts, Senior Vice President
617-262-1102 ext 225, lroberts@LindauerGlobal.com
All inquiries will be held in confidence.



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