



VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

ALBION COLLEGE

Albion, Michigan

[Albion College](#)



Albion College

The Aspen Leadership Group is proud to partner with Albion College in the search for a Vice President for Institutional Advancement.

The Vice President for Institutional Advancement will work closely with the President to develop a campaign strategy sufficient to provide the College with the resources it needs to achieve sustainability, engage and steward alumni and donors as Albion brand ambassadors, and create a culture of philanthropy and gratitude for all stakeholders. The Vice President is a key collaborator with the President in cultivating and stewarding the most significant donors of the College, in building deep and fruitful relationships with major foundations, and in guiding volunteer boards and councils to be assets in achieving College strategy. The Vice President will work closely with the Cabinet to set priorities and devise strategies to achieve institution-wide objectives. The Vice President will lead a high performing advancement team and grow its capacity to achieve a bold new vision for Albion's Institutional Advancement operation.

The Vice President will embrace Albion College's commitment to being an anti-racist institution, and will actively promote diversity, belonging, and equity through critical and compassionate communication and strategic outreach efforts to various students, faculty, and staff including historically under-represented, first-generation, undocumented and DACA students, and LGBTQ+ students.

Albion College is a primarily undergraduate institution committed to liberal education in the arts and sciences. Such an education empowers individuals to live lives of constructive purpose and accomplishment, enriched by the confidence and pleasure that come from thinking logically, imaginatively, and humanely. In light of this vision Albion College seeks to create and maintain a supportive, intellectually stimulating community which exhibits and prizes curiosity, creativity, dissent, and diversity.

Albion College believes in the fundamental worth of a broad exposure to intellectual and artistic achievement, and to the best that has been thought and said about the world and our place in it. An Albion College education introduces students to classical modes of analysis, interpretation, and argument; to unfolding scientific inquiry into the nature of the physical world; and to the ways in which contemporary debates derive from and extend an historical but continuing dialogue about enduring questions.

At Albion College students are engaged and innovative learners who come to Albion ready to make a difference in the world and eager to learn how to do so. Albion College students utilize the powerful intellectual training of a liberal arts curriculum, blended with real-world learning and engagement in problem solving. With an emphasis on applied and experiential learning, Albion graduates outcompete graduates of other colleges and have placed Albion Alumni as the highest average starting salary of all Michigan colleges. Notable Albion Alumni include Fortune 500 CEO's national political leaders, world renowned scientific researchers, and global and local humanitarians.

Teaching and learning are central to the mission of Albion College. Albion's faculty are teacher-scholars, productive in scholarly and creative endeavors, and exceptional and innovative teachers who foster the intellectual engagement and growth of students. While the classroom is at the heart of our educational mission, the entire College community shares in the learning experiences found in Albion's residential setting and through involvement experiential learning opportunities in the City of Albion, in regional urban hubs like Detroit, Chicago, and the Philadelphia Center, and around the world.

In recruiting new members to the Albion College community, the College seeks individuals who are purpose driven, committed to belonging, and have a bias for action. Albion is on the move and it wants entrepreneurial thinkers, ready to innovate and lead higher education with it. Albion is becoming a learning organization where new things are tried, regularly. It is becoming a place where it relishes the learning from failure because it leads to better strategic choices moving forward. It arise a place where all are reaching for a horizon that is big, bold, and possible because it is achieving the impossible every day.

Purpose

Albion is the place you will discover your purpose.

Our students, alumni, faculty and staff learn with purpose, driven by the desire to have a positive impact on the community and the world.

Belonging

You belong at Albion, and Albion belongs to you.

We embrace diversity, inclusion and equity, and strive to achieve true belonging. We are committed to building a campus that feels like home for everyone.

Action

Albion prepares you for a life of action.

Through multi-disciplinary, hands-on learning and research, Albion students, alumni, faculty and staff translate ideas into action.

REPORTING RELATIONSHIPS

The Vice President for Institutional Advancement will report to President Mathew Johnson, Ph.D. and serve as a senior member of the President's Cabinet. The Vice President will provide direct supervision and leadership for a talented advancement team of 23 that is currently organized around a managing partners/chief advancement officer model, each of whom leads a team.

PRIMARY RESPONSIBILITIES

The Vice President for Institutional Advancement will

- drive and lead the planning and preparation for Albion's next campaign, including elevating the philanthropic capacity of all constituencies; identifying areas for growth; strategically augmenting development staff and resources; and crafting fundraising strategies to raise sights and involvement of volunteers and donors at all levels;
- oversee the advancement office, including all functional areas under development, alumni and parent engagement, and advancement operations;
- build a culture of high achievement and accountability, and further integrate the functional areas across advancement to allow for strong and professional relationships across the various teams and College;
- collaborate with the President and other academic and administrative leaders in identifying and defining the full range of future fundraising priorities at Albion, and prioritize those opportunities and develop strategies and tactics for prospect identification, cultivation, and solicitation;
- in conjunction with the President and senior team, develop clear messages that describe the strengths and aspirations of Albion College and its leadership, and disseminate that information in a way that excites the community about the College's key initiatives and future direction;
- working with the leadership of the College, build upon and enhance the existing partnership between the College and the city of Albion, and become a visible and active member of the Albion community, integrating the life of the city into the life of the College and vice versa;
- enrich and advance Albion College's national reputation for an innovative, 21st century approach to residential liberal arts education; and
- utilize the time and talents of the President, trustees, senior administration, faculty, and advancement staff to increasingly engage, cultivate, and solicit major donors and prospects.

UNIVERSITY LEADERSHIP



Mathew Johnson, Ph.D.

President

Dr. Mathew Johnson began his tenure as the 17th president of Albion College on July 1, 2020. A global leader in higher education, he leads the development of Carnegie Foundation Elective Classifications, the Elective Classification for Community Engagement, and a multi-year international Carnegie Community Engagement Classification project, involving 26 institutions of higher education across the world. Dr. Johnson co-founded and co-directs the National Assessment of Service and Community Engagement. He also sits on the editorial board for *Gateways: International Journal of Community Research and Engagement*, and has been recognized as an Ashoka Change Leader by the Ashoka Foundation. Dr. Johnson serves as a Carnegie Visiting Fellow at the Carnegie Foundation for the Advancement of Teaching, and is a fellow at the Doerr Institute for New Leaders at Rice University. He consults for universities globally and has led projects in Ghana, Bolivia, India, and elsewhere.

For the past five years, Dr. Johnson served as Associate Dean of the College for Engaged Scholarship, as well as Senior Fellow and Executive Director of the Howard R. Swearer Center for Public Service, at Brown University. Dr. Johnson led the development of a transformational strategic plan and oversaw the growth and development of curricular and co-curricular programs, including Brown in Washington, the

Engaged Scholars Program, the Bonner Community Fellowship, the Brown University AmeriCorps VISTA Fellowship, Community Corps, and the Royce Fellowship. He also guided new approaches to Faculty Fellowships and Community Practitioners in Residence. Under his leadership, the Swearer Center made significant curricular contributions to Brown, including guidance to departments endorsed by the College Curriculum Committee for capstones, for credit related to experiential learning, and for the creation of a new curricular category for “community-based learning and research” courses.

Dr. Johnson led several significant shifts in the Swearer Center. Commitments to diversity and inclusion led to fundamental changes in staffing, orientations to partner organizations and communities, and student-participation demographics. The Center embraced a philosophy that positioned community partners as experts and leaders, and worked to develop more robust co-curricular training for students to critically examine issues of power, privilege, and positionality in their community engagement. He also secured significant new resources for the Center.

Earning his Ph.D. and M.A. in sociology from Brandeis University, Dr. Johnson has been a faculty member for more than 20 years. He has held appointments as Professor of the Practice in Sociology and served as a tenured professor in both sociology and environmental studies at his undergraduate alma mater, Siena College.

Dr. Johnson maintains an active research and professional academic profile, including several edited volumes, chapters and articles on community engagement, including “Elective Carnegie Community Engagement Classification” (co-editor, Stylus, 2018), editor and author of “Deepening Community Engagement in Higher Education: Forging New Pathways” (Palgrave Macmillan, 2013) and “Crossing Boundaries: Tensions and Transformation in International Service-Learning” (Stylus, 2014).

PREFERRED QUALIFICATIONS

Albion College seeks a Vice President for Institutional Advancement with

- **Leadership** – the ability to inspire a team to achieve at the highest levels, inspire donors with an articulation of the President’s vision, inspire internal stakeholders (faculty, staff, and students) to be proud of their affiliations with Albion and to become its strongest brand ambassadors, adopting a culture of philanthropy and gratitude; an ability to build, manage, mentor, and motivate an effective team, providing strong support and an opportunity for growth and development;
- **Management** – the ability to build, motivate, and hold accountable a high performance team; an ability to build upon the existing development program, including individual and institutional philanthropy, resulting in a transformative increase in philanthropic revenue for an organization;
- **Judgment** – the ability to plan, prioritize, and organize a diversified workload with sensitivity and confidentiality; the ability to make reasoned high level decisions about College resources and strategic and tactical advancement activities; an ability to prioritize, move quickly, and maintain strong follow-through including an ability to translate ideas into action;
- **Knowledge** – of fundraising best practices; and a commitment to professional standards and practices, especially CASE standards;
- **Skills** – supervisory skills, both strategic and operational; written, oral, and interpersonal communication skills including presentation skills; analytical, problem solving, and project management skills; proficiency with software applications, including data entry, Banner, Slate, Microsoft Office, and Google Suite;
- **Engagement** – an ability to engage deeply in the local and College communities while reflecting and embodying Albion’s emphasis on intellectual curiosity, civic engagement, and community

involvement; an ability to cultivate, solicit, and steward leadership gifts at the seven-figure level and above; an ability to work collaboratively with the President, trustees, senior staff, and other constituents; an ability to work effectively with individuals and groups from a variety of identities, cultures, backgrounds, and ideologies with a commitment to equity and inclusion.

A bachelor's degree is required for this position as is at least seven years of progressively responsible fundraising and managerial experience in development, preferably within higher education.

DIVERSITY, EQUITY, AND INCLUSION

A liberal arts education, by definition, should liberate minds. This process is enhanced in a community that is committed to educational equity, diversity, and unrestricted inquiry. Albion College seeks to foster an environment of mutual respect, acceptance, appreciation, and caring for all members of its community. Albion College condemns all forms of discrimination and harassment, while reaffirming its commitment to academic free speech. It also commits itself to the recruitment and retention of both women and minority faculty, staff, and students, the integration of cultural diversity in the curriculum, and the development of a truly inclusive multicultural campus environment.

Albion College is committed to a policy of equal opportunity and nondiscrimination on the basis of sexual orientation, race, color, ethnicity, national origin, religion, sex, gender identity, gender expression, age, disability, marital status, or veteran status as protected by law, in all educational programs and activities, admission of students, and conditions of employment.

Albion College is historically related with the United Methodist Church, the modern form of the denomination that founded the college in 1835. People from all religious backgrounds are encouraged to apply. There is no preferential treatment; the college has a core commitment to supporting a spiritually diverse campus and promoting academic freedom.

Albion is committed to maintaining a welcoming and inclusive environment. For this reason Albion's faculty does not endorse the teachings of the Book of Discipline. Instead, the faculty seeks to facilitate fruitful ongoing dialogue about them.

SALARY AND BENEFITS

Albion College offers a competitive salary and benefits package.

LOCATION

Albion College is located in the city of Albion, Michigan, bordered on the south by the Kalamazoo River.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be no more than two pages in length and responsive to Albion College's liberal arts mission and commitment to academic excellence. Preference will be given to candidates that are able to articulate a commitment to actively promoting diversity, belonging, and equity.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit:

[Vice President for Institutional Advancement, Albion College.](#)

To nominate a candidate, please contact Don Hasseltine:

[donhasseltine@aspenleadershipgroup.com.](mailto:donhasseltine@aspenleadershipgroup.com)

All inquiries will be held in confidence.