

ASPEN LEADERSHIP GROUP

VICE PRESIDENT FOR DEVELOPMENT AND ALUMNI AFFAIRS

ALLEGHENY COLLEGE

Meadville, Pennsylvania

[Allegheny College](http://www.allegheycollege.edu)



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The Aspen Leadership Group is proud to partner with Allegheny College in the search for a Vice President for Development and Alumni Affairs.

As a member of the President's Senior Management Team, the Vice President for Development and Alumni Affairs will advise and support the President and Board of Trustees in all matters of fundraising and alumni relations while providing leadership for the development, execution, and on-going assessment of an integrated plan for fundraising and alumni relations. The Vice President will mentor and assess the advancement team, improving quality and effectiveness, while continuing to enhance its culture of collaboration and collegiality. The Vice President will integrate best practices to improve both results and performance within all areas of advancement on the Allegheny College campus, especially in programs such as principal and major gifts, donor recognition, stewardship, and alumni engagement.

Founded in 1815, Allegheny College is among the oldest 1% of colleges and universities in the nation. Allegheny's undergraduate residential education prepares young adults for successful, meaningful lives by promoting their intellectual, moral, and social development and encouraging personal and civic responsibility. Allegheny's faculty and staff combine high academic standards and a commitment to the exchange of knowledge with a supportive approach to interdisciplinary learning. Graduates are equipped to think critically and creatively, and meet the challenges of a diverse, interconnected world.

Allegheny's educational program is designed so that its graduates are able to communicate clearly and persuasively as speakers and writers; invoke multiple ways of understanding to organize and evaluate evidence, and to interpret and make sense of their experiences and the experiences of others; apply their knowledge and learning to engage in informed debate, and analyze and solve problems.

93.4% of the graduating class of 2018 were either employed or in a graduate/ professional program within eight months of graduation. Allegheny is ranked as one of the *Colleges That Change Lives*, researched and written by former *New York Times* education editor, journalist, and longtime student advocate Loren Pope. Allegheny is featured in *The Princeton Review's* "The Best Value Colleges: 200 Schools with Exceptional ROI for Your Tuition Investment," based on its academic rigor, affordability, and career outcomes for graduates. *Washington Monthly* ranked Allegheny 39th among its Best Liberal Arts Colleges, recognizing not only what colleges do for their students but what colleges are doing for the country. Allegheny ranked in the top 20 in the spring of 2019 when *U.S. News & World Report* asked top academics to name the schools that they think have faculty with an unusually strong commitment to undergraduate teaching.

REPORTING RELATIONSHIPS

The Vice President for Development and Alumni Affairs will report to President Hilary L. Link and is currently responsible for the direct supervision of eight administrative employees including: the Associate Vice President for Development and Alumni Affairs; Director of Development and Major Gifts; Director of Gift Planning; Director of Foundation and Corporate Relations; Senior Philanthropic Advisor; Research Analyst; Development Associate; and Assistant to the Vice President.

PRINCIPAL OPPORTUNITIES

The Vice President for Development and Alumni Affairs position presents a tremendous opportunity for an individual who is entrepreneurial, creative, driven, and committed to transformation. This is an opportunity for someone with energy, vision, strong managerial leadership skills, and experience in other higher education institutions to completely transform this area of the college. The incoming Vice President will have the opportunity to mold and grow their own team and to engage in new opportunities and initiatives for the unit and the college. The Vice President will join an administration with great energy and vision for Allegheny's future and will be a key partner in achieving this vision. The new Vice President will have the benefit of arriving as a \$200 million campaign has just been completed, allowing them to begin planning alongside the President for the future of Fundraising at Allegheny. This position will provide a unique opportunity for the successful candidate to "shake things up" and make a mark on the field—opportunity abounds and the sky is the limit!

—Hilary Link, PhD, President

PRIMARY RESPONSIBILITIES

The Vice President for Development and Alumni Affairs will

- provide leadership for the development, execution, and on-going assessment of an integrated plan for fundraising and alumni relations by working closely with the appropriate senior administrators in the Office of Development and Alumni Affairs as well as appropriate administrators in other campus offices and members of the faculty;
- build and maintain relationships with Board of Trustees members, other volunteers, and members of the college constituency, both with a fundraising emphasis and for general institutional advancement objectives;
- identify and maintain a specific list of principal fundraising prospects for continuous cultivation and solicitation;
- participate as a senior member of the college's administrative team;
- provide counsel and support to the President and others in all fundraising and constituent relations efforts;
- assume responsibility for campaign architecture, leadership, execution, and assessment;
- provide staffing for the Development/Alumni Affairs Committee of the Board and any campaign related committees;
- recommend and implement college policy and procedures relating to development and alumni relations, including capital campaigns, and/or special mini-campaigns as authorized by the President and Board of Trustees;
- monitor campus needs for project and program funds and assign development staff as appropriate;
- represent the President at campus or off-campus functions as appropriate;

- represent the college at appropriate professional and community functions;
- direct the preparation and submission of the budget for the Office of Development and Alumni Relations;
- emphasize cooperation and collegiality in order to foster an exceptionally positive and productive work environment;
- maintain the highest standards of fiscal, ethical, and professional conduct; and
- contribute to building a culture of philanthropy at Allegheny College.

KEY COLLEAGUES



Hilary L. Link, Ph.D.
President

Dr. Link has more than 20 years of experience across a broad range of institutions of higher education, from large public and private universities to small private colleges. She has built programs, increased resources, enhanced institutional visibility, and created innovative interdisciplinary and experiential approaches to education.

Prior to her arrival at Allegheny, Dr. Link served for six years as Dean of Temple University Rome. As the senior Temple University administrator in Rome, she was responsible for all aspects of Temple Rome’s campus, which annually enrolls more than 600 students in undergraduate and graduate programs. She strategically expanded and revamped curriculum to enhance enrollment by including more contemporary topics and developed new courses and internships with Temple’s Klein College of Media and Communication; College of Liberal Arts; College of Science and Technology; College of Engineering; and School of Sport, Tourism, and Hospitality Management, among other divisions. Dr. Link was instrumental in leading recruitment initiatives to achieve an enrollment that was the highest in the 52-year history of the campus, and she initiated and garnered support for a full-fledged development program, including creation of a Temple Rome Board of Visitors.

Dr. Link’s professional and academic accolades include membership in the Stanford University Associates, honoring her long-term service to Stanford; selection as a Presidential Fellow of the Association of International Education Administrators (AIEA); the Administrator of the Year Award from the Barnard College Student Government Association; the Elizabeth Deering Hanscom Fellowship in the Humanities at Yale University; and the Pi Mu Iota Award for the highest achievement in the Italian Department at Stanford University. Until June 2019, she was the vice chair of the American Overseas School of Rome Board of Trustees and a member of the Centro Studi Americani Board of Directors.

A transdisciplinary and globally oriented scholar of Italian art and literature, Dr. Link is a professor at Allegheny College. She has taught at Temple University Rome, Barnard College, New York University, Columbia University, and Yale University. She is a graduate of Stanford University and earned her M.A. and Ph.D. from Yale University in Italian language and literature.



Cornell B. LeSane II

Senior Vice President for Enrollment and Dean of Admissions

Appointed Dean of Admissions at Allegheny College in 2014, and subsequently, Vice President for Enrollment and Dean of Admissions, Cornell LeSane has over 18 years of experience working in higher education. Prior to Allegheny, he served in a progression of leadership roles at Carnegie Mellon University. He has developed and overseen the implementation of numerous initiatives designed to foster the mission of the institution and assist students and families in all aspects of college selection and beyond.

LeSane has been active both in professional associations and in his community, having served on the steering committee for the Pittsburgh Science and Technology School, a magnet school for 6th–12th graders, and as a Committee Chair for College Success 101, an outreach program geared towards inner-city youth in the Pittsburgh area; he currently serves on the board of directors for Meadville Medical Center. He participated as a long-standing instructor for College Exploration Experience and College for Every Student, two programs designed to assist high school students to prepare for and navigate the college search process. Likewise, LeSane was a faculty member for the inaugural PACAC College Counselor Leadership Institute geared toward assisting those interested in becoming a Director of College Counseling. While at Carnegie Mellon, he was nominated and received CMU’s Andy Award — named for Andrew Carnegie and Andrew Mellon — for outstanding commitment to students.

LeSane holds a B.A. in Political Science from Hampton University and a Master of Public Management, Concentration in Leadership in Higher Education, from Carnegie Mellon University.



April Thompson

Vice President of Student Life and Dean of Students

April Thompson joined Allegheny in August 2018. She is the chief student affairs officer responsible for key aspects of the student experience and leads the Division of Student Life, which includes the Dean of Students Office, counseling and health and wellness services, residence life, spiritual and religious life, student leadership and involvement, and public safety. She also collaborates closely with colleagues in the offices of academic affairs, Title IX, and athletics and recreation, as well as with the leaders of the engaged learning and civic engagement initiatives in the Allegheny

Gateway. Thompson earned her Master of Education in Higher Education Leadership from the University of Arkansas in 1996 and holds a bachelor’s degree in zoology from the University of Arkansas. Prior to joining Allegheny, Thompson was Associate Vice President and Dean of Students at Binghamton University in New York. She also worked at Dartmouth College in Hanover, New Hampshire, holding progressively responsible positions in undergraduate judicial affairs and the dean of the college office, where she oversaw residential life, the campus center, the Dartmouth Skiway, and outdoor programs. She also has worked in residence life at Sonoma State University and Ohio University.



Ron Cole

Provost, Dean of the College, Professor of Geology

An Allegheny College graduate, Ron Cole joined the college's faculty in 1994 and was appointed Provost and Dean of the college in 2015. He earned his M.S. and his Ph.D. from the University of Rochester. As chief academic officer, Ron works closely with the faculty, the Chief Operating Officer, and the President to help shape and manage the academic program and strategic initiatives of the college. Allegheny's deans are responsible for the academic mission including curriculum, student experiences through the Allegheny Gateway, faculty recruitment, and faculty development. Cole has held leadership positions throughout his time at Allegheny, including as Chair of the College's Finance and Facilities Committee and the Department of Geology. In addition, he was elected by his colleagues to serve as moderator for faculty meetings. He was also elected to and chaired both the College's Faculty Review Committee, which makes recommendations to the President regarding promotion and tenure, and Faculty Council, which advises the President and Provost in the development of general college policies. He has also served as a member of the College's Diversity Task Force. Cole has maintained an active student-focused research program at Allegheny with funding from the National Science Foundation, National Geographic Society, and the American Chemical Society. In 2004 he was the recipient of the Thoburn Award for Excellence in Teaching.



Susan K. Salton

Vice President for College Relations

As the college's chief communications and marketing officer, Susan Salton oversees the college's marketing, branding, and communications functions, including both internal and external communications for a wide variety of stakeholders. She manages the areas of design and publication, web and social media, editorial services, media relations, video and photography, and event promotion. Salton has held leadership roles both in higher education and in the corporate world, including at Hartwick College; Cornell University; Corning Inc.; and Fidelity Investments. She earned a B.A. from the University of Maryland, where she majored in political science, and has studied communications at Boston University.

PREFERRED QUALIFICATIONS

Allegheny College seeks a Vice President for Development and Alumni Affairs with

- supervisory and management experience as well as demonstrated experience with budget preparation, planning, and resource management;
- a commitment to a liberal arts education, to meeting challenging goals, and to continuing their education regarding philanthropy and higher education through reading, other media, and regular attendance at seminars and conferences;
- the capacity to make significant professional contributions while developing a high-functioning team;
- a rich development background with a track record of successful management;
- excellent organizational skills and attention to detail with strong interpersonal and communication skills and the ability to use tact and sound judgment in all activities;
- a sense of humor;
- demonstrated knowledge of all facets of charitable giving;

- a commitment to mentoring gift officers and contributing to the development profession, particularly within the field of higher education;
- strong organizational skills and the ability to manage multiple projects simultaneously and independently;
- an ability to recruit, motivate, and manage volunteers and donors;
- excellent written and verbal communication skills, including active listening skills;
- a commitment to the creation of an inclusive, respectful, and safe residential learning community that actively confronts and challenges racism, sexism, heterosexism, religious bigotry, and other forms of harassment and discrimination;
- an ability to think in creatively conceptual ways, to think analytically and quickly under pressure, and to evaluate complex issues and ideas; and
- the sensitivity, diplomacy, flexibility, and adaptability needed to balance diverse fundraising demands, goals, needs, and staff.

A bachelors degree is required for this position. At least ten years of fundraising/volunteer management experience with a proven record of success in soliciting gifts from individuals, corporations, and/or foundations is preferred as is an advanced degree.

DIVERSITY, EQUITY, AND INCLUSION

Allegheny students and employees are committed to creating an inclusive, respectful, and safe residential learning community that will actively confront and challenge racism, sexism, heterosexism, religious bigotry, and other forms of harassment and discrimination. Allegheny College encourages individual growth by promoting a free exchange of ideas in a setting that values diversity, trust, and equality. So that the right of all to participate in a shared learning experience is upheld, Allegheny affirms its commitment to the principles of freedom of speech and inquiry, while at the same time fostering responsibility and accountability in the exercise of these freedoms.

SALARY & BENEFITS

Allegheny College offers a competitive salary and benefits package.

LOCATION

Allegheny's campus is perched on a hill overlooking Meadville, Pennsylvania. Meadville anchors an area of 15,000 residents and is where Allegheny students do everything from enjoying live local music to taking in the latest movies, from creating art installations to participating in service. The Meadville area is 90 minutes north of Pittsburgh, two hours east of Cleveland, and two hours southwest of Buffalo — which puts Allegheny at the center of countless nationally recognized attractions, renowned entertainment venues, professional sports teams, world-class shopping and dining options, and offers flexible travel to and from the area. The cost of living in Meadville is significantly less than the national average.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of Allegheny College.*** Review of applications will begin immediately and will continue until the successful candidate has been selected.

To apply for this position, visit:

[*Vice President for Development and Alumni Affairs, Allegheny College.*](#)

To nominate a candidate, please contact Don Hasseltine:

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

All inquiries will be held in confidence.