



ASSOCIATE VICE PRESIDENT FOR INDIVIDUAL GIVING

DENISON UNIVERSITY

Granville, Ohio



The Aspen Leadership Group is proud to partner with Denison University in the search for an Associate Vice President for Individual Giving.

The Associate Vice President for Individual Giving will build broad-based private support for Denison University through the management of integrated, comprehensive programs that include major and planned giving, family philanthropy, leadership gifts, a growing athletic fundraising program, and prospect development among others. The Associate Vice President will share in the comprehensive strategic visioning of all aspects of the university's fundraising programs, including long-term goal setting.

Denison University was founded in 1831 as the Granville Literary and Theological Institution and renamed Denison University in the mid-1850s. Denison is one of the earliest colleges to be established beyond the Allegheny Mountains and north of the Ohio River. Founded by ambitious frontier people who were determined to nurture leadership for the nation, its focus on preparing effective leaders and active citizens remains an essential part of Denison's mission today. The university is one of the nation's leading liberal arts colleges with a vibrant, residential community of 2,300 undergraduate students and a student to faculty ratio of 9:1, ensuring that students are more than a number, and that they become active participants in their own educational experience. The university offers 65 academic programs and four pre-professional programs that lead to three undergraduate degrees. Denison University fields 26 athletic teams that compete at the NCAA Division III level in the North Coast Athletic Conference. Denison's extracurricular options for students include more than 160 student organizations that provide over 600 opportunities for campus leadership. These opportunities are provided on a pedestrian-friendly campus designed by pioneering landscape architect Frederick Law Olmsted. The more than 900-acre campus features the 250-acre hilltop section, a 350-acre Biological Reserve, and historic Denison Golf Club. With an endowment of \$1.1 billion, Denison commits over \$70 million towards student financial aid each year in the form of need-based and merit-based scholarships. Success for Denison students continues after graduation with 92 percent of graduates employed, in graduate school, or completing service within six months of graduation. Ninety six percent of Denison's 28,000 alumni are working in their desired field or position, or on their way to achieving their professional goals.

Denison University promotes active learning to deliver on its mission to inspire and educate students to become autonomous thinkers, discerning moral agents, and active citizens of a democratic society. It provides a curriculum that balances breadth with depth, building academic specialization upon a liberal arts foundation in the arts, sciences, social sciences, and humanities. A Denison education is more than what happens in the classroom. The focus of student life is on the whole person, providing a living-learning environment sensitive to the individual needs yet grounded in a concern for community.

Denison University is nationally recognized for the value of its prestigious academic programs and for its welcoming community. *Business Insider* has ranked Denison #43 in “Smartest Liberal Arts Colleges in America” by analyzing average standardized test scores. In its lists of “America’s Top Colleges” and “America’s Most Entrepreneurial Colleges,” *Forbes* lists Denison among the very best. Denison is among the top 50 best value liberal arts colleges according to *Kiplinger’s* and is ranked 11th in the *New York Times* most economically diverse top colleges. *Washington Monthly* focuses on what colleges are doing in response to social inequalities and ranks Denison high for social mobility. The university also ranks high for undergraduate service community hours, as well as postgraduate service opportunities with Peace Corps, Teach for America, and City Year.

REPORTING RELATIONSHIPS

The Associate Vice President for Individual Giving will report to the Vice President for Institutional Advancement, Greg Bader and will serve as a member of the Advancement Senior Management Team. The Associate Vice President will have management responsibility for a staff of 15, of whom four are direct reports and administrative support.

FROM THE VICE PRESIDENT

Denison is an energized institution with a deep commitment to its mission, which is to inspire and educate our students to become autonomous thinkers, discerning moral agents, and active citizens of a democratic society. This is a bold vision that requires every member of our team to be fully engaged to provide a transformational educational experience for each of our students. Continued success at Denison means securing philanthropic resources that will enable us to fully achieve our ambitious goals. Denison is setting an exciting path forward as we undertake a new strategic plan and organize the largest fundraising campaign in our college's 191-year history.

The Associate Vice President for Individual Giving is a key member of our divisional leadership team. The Associate Vice President will have the opportunity to lead a team of seasoned directors, committed gift officers and administrators, and build upon a strong foundation of major and planned giving successes. The successful candidate should be committed to coaching for performance, comfortable asking for support in ways that inspire donors to realize the power of their philanthropy, and capable of articulating the case for support around the transformative power of a liberal arts education.

Working at a small liberal arts college allows our fundraising team to focus on being generalists, raising support for the highest priorities across the campus. From athletics to the arts, from financial aid to student wellness programs, our gift officers are charged with serving the common good of the institution, our students, and the community. We get to work on exciting projects and raise the resources to ensure access and affordability remain central to our institutional mission. We leave the day knowing that our work matters and the organization is better served by the resources we helped to secure.

I seek a partner who will help organize and inspire our giving teams to achieve new levels of philanthropic attainment. Last year, we increased our overall attainment by 20%, securing over \$30 million. This year, we have set a target of \$50 million, and I firmly believe Denison can achieve this goal. The Associate Vice President will help craft the direction and planning to ensure our success.

If you are looking for an opportunity to join a team focused on building a leading advancement program that celebrates collaboration and nurtures a can-do spirit, I hope you will consider this position. We are a team that is dedicated to fostering an environment of respect, integrity, adaptability, and a commitment to excellence.

—Greg Bader, Vice President for Institutional Advancement

DENISON UNIVERSITY'S COMMITMENT TO DIVERSITY, EQUITY, INCLUSION, AND ANTI-RACISM

Denison University is committed to diversity, equity, inclusion, and anti-racism for its students, and for its employees and it is striving to be better and more accountable for its efforts. The university has embarked on a journey of candid and critical self-reflection, taking a deeper look into the role it can and should play in correcting the country's long and painful history of racism. This begins at home with a recognition of Denison's achievements in diversity, equity, and inclusion and acknowledgment of the places where it has fallen short. A college campus should be a supportive space in which to confront the past, delve into the structures that shape contemporary society, and find ways to work together to create a better future. Institutions like Denison, steeped in the values of fairness and equality, carry the responsibility and privilege of spreading positive change throughout society.

[Denison Forward](#) is the university's commitment to changing the way it thinks and acts—and to spark, nurture, and demand that change in society as well. Denison Forward is a thoughtful, inclusive, and data-driven approach to understanding the road behind and carving a better path ahead. Among other recommendations, this action plan calls for increasing recruitment and retention of a diverse community of students, faculty, and staff; including antiracism as a part of professional development efforts; and making sure Denison students, particularly those who may face obstacles due to structural racism, have the resources and opportunities to launch into their chosen career paths.

PRIMARY RESPONSIBILITIES

The Associate Vice President for Individual Giving will

- lead, organize, and coach a team of fundraising and prospect development professionals;
- personally manage and advance a portfolio of major gift prospects;
- design and implement an effective strategy around international fundraising and a *friends of the university* program;
- collaborating with the Vice President and Associate Vice President for Engagement and Operations, agree on methods of measuring performance, setting and meeting aspirational targets for the team;
- work closely with advancement colleagues and institutional partners to develop and advance proposals in support of fundraising;
- in collaboration with the Associate Vice President for Engagement and Operations, manage and implement a wide range of analytical tools to drive strategy, decision making, and reporting;
- develop, implement, and monitor fundraising projects to maximize fundraising success;
- identify and maximize opportunities to positively position the university with key constituencies, including best practices with volunteer programs that support major and planned giving;
- monitor and manage all relevant budgets and expenditures, ensuring full compliance with university policies and procedures;
- partner with the Vice President to coordinate the President's travel calendar to maximize fundraising success; and

- assist with the support of the Campaign Executive Committee and Advancement and Communications Committee of the Board of Trustees.

LEADERSHIP

Greg Bader

Vice President for Institutional Advancement

Greg Bader earned a B.S. in education from Bowling Green State University and holds a M.A. in higher education and student affairs from Ohio State University. As Vice President for Institutional Advancement role, Bader leads the talented and seasoned institutional advancement team in continuing to advance strategies related to gift planning, stewardship, the Denison Annual Fund, the Office of Major Gifts, campaign planning, and alumni relations efforts. Bader has worked in advancement for over 16 years and joined the Denison community in 2003. He previously managed student calling, young alumni programs, and both reunion and leadership giving.

Adam Weinberg

President

Adam Weinberg joined Denison University as its 20th President on July 1, 2013. He previously served as President and CEO of World Learning, one of the premier international education, exchange, and development organizations. World Learning works with young people from more than 140 countries, helping them develop the ability to address critical global issues.

Previously, he was Vice President and Dean of the College at Colgate University, where he was a member of the sociology department for more than a decade. At Colgate, he gained national prominence for his work on increasing the level of civic engagement at colleges and universities. He also founded a number of organizations including the Center for Outreach, Volunteerism, and Education (COVE) and the Partnership for Community Development.

Weinberg brings to Denison a breadth of experience within the liberal arts and global education. He was drawn to Denison by its innovative faculty and motivated students; its momentum on the landscape of higher education; and its academic rigor, scholarly research, civic engagement, and steadfast commitment to the liberal arts.

Dr. Weinberg attended Deerfield Academy and Bowdoin College, graduating *magna cum laude*. He studied at Cambridge University before earning his master's and doctoral degrees in sociology from Northwestern University. He has co-authored two books, *Urban Recycling and the Search for Sustainable Development* and *Local Environmental Struggles*, and currently is writing a book on the relationship between higher education and civil society. He has published articles in *The Washington Quarterly*, *The Chronicle of Higher Education*, *Inside Higher Education*, *Peer Review*, and a range of academic journals.

He is a member of the Council on Foreign Relations and of the Higher Education Working Group on Global Issues and has served on a variety of national and local boards including the Alliance for International Education and Cultural Exchange, InterAction, and Vermont Campus Compact. When he arrived at Denison, Weinberg joined the boards of Ohio Campus Compact, The Works, and Our Futures of Licking County.

PREFERRED COMPETENCIES AND QUALIFICATIONS

Denison University seeks an Associate Vice President for Individual Giving with

- a commitment to the mission of Denison University—to inspire and educate students to become autonomous thinkers, discerning moral agents, and active citizens of a democratic society;
- knowledge of the principles and practices of higher education fundraising with an understanding of contemporary approaches to major and planned giving fundraising;
- leadership, management, and supervisory skills and experience coaching high-performing teams;
- experience closing gifts with significant institutional impact;
- an ability to work and communicate effectively as a team member and collaborate with diverse populations;
- experience utilizing data points to support effective decision-making;
- excellent verbal and written communication skills;
- excellent planning and budgetary management skills; and
- experience with RENXT or similar advancement technologies.

A bachelor's degree or an equivalent combination of education and experience is required for this position as is at least eight years of fundraising experience in progressively responsible development leadership positions within major and planned giving units.

SALARY AND BENEFITS

Denison University offers a competitive salary and [comprehensive benefits](#).

LOCATION

This position is located in Granville, Ohio.

COVID-19

In its ongoing efforts to support the health of its community and continue to operate its campus safely, Denison University requires all new employees to be fully vaccinated against COVID-19 including a booster within the timeline guidance recommended by the Centers for Disease Control and Prevention unless a Denison-authorized exemption is approved prior to the first date of employment. More information and resources regarding this policy as a condition of employment is provided [here](#).

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of Denison University as well as the responsibilities and qualifications stated in the prospectus.*** All inquiries will be held in confidence.

To apply for this position, visit:

[Associate Vice President for Individual Giving, Denison University](#).

To nominate a candidate, please contact Clare McCully, claremccully@aspenleadershipgroup.com.