

# ASPEN • LEADERSHIP • GROUP

## ASSOCIATE VICE PRESIDENT OF DEVELOPMENT

### COLORADO STATE UNIVERSITY

Fort Collins, Colorado

<http://colostate.edu>



Colorado State University

The Aspen Leadership Group is proud to partner with Colorado State University in the search for an Associate Vice President of Development.

The Associate Vice President of Development's (AVP) leadership is focused on building and maintaining a highly effective, strategically focused, and fully integrated team of professionals who work collaboratively throughout the division and across the Colleges and units. The AVP leads the team with the full understanding of the critical nature of their work to the division's ability to successfully execute a range of programs and activities designed to ultimately increase private gifts, volunteer involvement, and constituency engagement.

The AVP is a strategic and analytical leader who establishes clear measures for success, with input from and ownership among their team. The AVP is a strong individual fundraiser and ambassador who leads by example to establish an environment focused on building and maintaining strong, productive, and long lasting relationships among the University's many constituents. The AVP's team works on several projects and initiatives that transcend advancement subunit lines, requiring strong collaboration and communication skills. In addition, the AVP plays a leadership role in building central and strategic programs that partner closely with College departments and faculty. As a member of the Vice President's Executive Leadership Team, the AVP contributes to the overall direction of the Advancement Division in areas specific to their area of responsibility as well as division wide areas, such as strategic planning, goal setting, reporting, messaging, budgeting, volunteer/board management, and community engagement.

The AVP also collaborates with the Executive Leadership Team to help create, implement, integrate, assess, and improve the College's infrastructure and strategies required to conduct successful overall advancement efforts. Paramount to the work of the AVP as a leader, manager, colleague, and representative of University Advancement is the appreciation for and commitment to the mission of University Advancement, clearly articulated and established by the Vice President for University Advancement.

Colorado State University is a University on the rise. The University is committed to excellence, setting the standard for public research universities in teaching, research, service, and extension for the benefit of the citizens of Colorado, the United States, and the world. Student enrollment is approximately 25,000, and the University employs 1,400 academic faculty, 1,900 administrative professionals, and 2,000 classified staff. Colorado State University is recognized in national rankings and is the school of choice for Colorado students, with a longstanding legacy of attracting the best and brightest nationally and internationally.

University Advancement is critical to achieving and sustaining institutional excellence through fundraising and engagement efforts. The Division has one of the leading development teams in the country and places a strong emphasis on professional and personal growth for its employees, including educational opportunities, onboarding and mentoring programs.

## **REPORTING RELATIONSHIPS**

The Associate Vice President will report directly to the Vice President for University Advancement and serve as one of four members of the Vice President's Executive Leadership Team, along with the Senior Associate Vice President of Operations and Finance, Executive Director of CSU Alumni Association, and Executive Director of CSU Events and Community Engagement.

## **PRINCIPAL OPPORTUNITIES**

This is the best time to join Colorado State University. Over the past eight years, CSU has consistently surpassed fundraising records, doubled alumni participation in philanthropy, and closed two of the largest gifts in the University's history. Soon after exceeding its first campaign goal of \$500 million in 2012, CSU embarked on a much more ambitious path: The \$1 billion "State Your Purpose—The Campaign for Colorado State University." To date, CSU has raised more than \$780 million, and with three years remaining in the campaign, yet another fundraising record will be set.

Under the leadership of CSU President Tony Frank, campus support for the Division of University Advancement has increased significantly. Faculty engagement in development is at an all-time high and cross-disciplinary fundraising models are emerging across the University. This makes the role and function of University Advancement-Development all the more critical as CSU continues on its path of fundraising excellence.

Responsible for leading centralized development efforts, which include corporate and foundation relations, gift planning, and principal gifts, the Associate Vice President for University Advancement-Development must be an effective and collaborative leader who can manage a high-performing team of 20+ development professionals. The right candidate must have demonstrated success working within a metrics-driven environment, expertise in major gift fundraising and stewardship, an entrepreneurial mindset, and a passion for philanthropy.

The incoming Vice President for University Advancement, Kim Tobin, has led University Advancement-Development for five years. Her breadth of knowledge and understanding of the role will be an incredible asset to the new Assistant Vice President. With more than fourteen years of experience at Colorado State University and twenty years in development, Tobin has strong relationships with university leaders and is in the process of creating a strategic plan that leverages the division's strengths to take advantage of new opportunities. The Assistant Vice President will be vital to this process, as well as the ongoing success of University Advancement-Development.

Colorado State University is changing our community, state, nation, and world through leading edge research and discovery, and world-class faculty and students. CSU, a land-grant institution and a Carnegie Doctoral/Research University-Extensive, is one of the nation's top-performing public research institutes with annual research expenditures of more than \$300 million. We are the "university of choice" for Colorado high school students, and our diverse and talented student body of more than 33,000 students is built on multiple, consecutive years of record enrollment. The continued pursuit of excellence in all areas is only possible with the focused attention of the Division of University Advancement.

## PRIMARY RESPONSIBILITIES

The Associate Vice President of Development will

- direct and implement all aspects of the Regional Program, Gift Planning, Corporate Relations, and Foundation Relations;
- develop the overall strategy and goals in coordination with the Vice President for University Advancement, as well as other members of the Development team;
- support Colorado State University fundraising efforts by identifying, recruiting, cultivating, and soliciting individuals to provide financial support for this world class institution.

## KEY COLLEAGUES



**Kim Tobin**

**Associate Vice President and Campaign Director, Vice President as of July 1, 2017**

Incoming Vice President for Advancement, Kim Tobin began working at CSU in 2003 and stepped into the role of Associate Vice President in July, 2016. Born and raised in Canada, Tobin established a deep understanding of the impact of philanthropy on higher education during her time at the University of Toronto some 20 years ago. Her tenure at CSU began as the director of development for the College of Natural Resources before leading development efforts for the College of Liberal Arts for eight years. During the Inspiring the Human Spirit Campaign, the fundraising venture that supported the construction of the University Center for the Arts, Tobin worked on a number of gifts to name spaces in the former Fort Collins High School. Tobin is pursuing her Ph.D. from CSU, and hopes to complete her work in 2018. Kim lives in Colorado with her husband and two sons.



**Rudy Garcia**

**Senior Associate Vice President for Operations**

Rudy Garcia has more than 30 years' experience of progressive responsibility in managing large teams of University employees and has played an integral role in all areas of finance and operations in both a college and central unit setting. Garcia played a key role in securing the funding that was needed by University Advancement to complete Colorado State University's first comprehensive campaign. Prior to joining University Advancement, Garcia worked as an assistant dean in the Warner College of Natural Resources. He played a key role in all areas of development and alumni relations, and worked closely with the dean and other development staff in securing a \$30 million gift to the college from alumnus Edward Warner. This became the lead gift to begin the first comprehensive campaign at CSU, and was also used to name the college. The Warner College of Natural Resources was the first named college at Colorado State University. Garcia and his wife are both deeply passionate Rams, and established the Rudy and Kay Garcia Scholarship Endowment in the Warner College of Natural Resources, College of Business and Athletics.



**Matt S. Helmer**

**Executive Director, CSU Events and Community Engagement**

Matthew S. Helmer is a higher education professional with more than 20 years of experience in event production, donor relations, communications, and constituent engagement. Helmer currently serves as Executive Director of CSU Events and Community Engagement at Colorado State University, where he provides creative and strategic leadership for a talented team of professionals who manage more than 300 engagement opportunities annually. Additionally, he is directly responsible for

Presidential events and constituent engagement strategy for the CSU System. Known for a love of novel ideas, Helmer spearheaded an innovative reorganization at CSU in 2010, consolidating responsibility for alumni, donor, and university events under the CSU Events umbrella. This organizational shift opened the door for a candid conversation about the power of purposeful events, leading to a strategic approach to engagement and significantly contributing to the Advancement team's five consecutive years of record-breaking fundraising results. Helmer currently lives in Colorado with his partner, their son, and two fur babies.



**Kristi Bohlender**

**Executive Director, Colorado State University Alumni Association**

Kristi Bohlender is the executive director of the Colorado State University Alumni Association. A two-time grad (BS Business Administration '93, MBA '95) and lifelong Fort Collins resident, she brings her ram pride and community knowledge to the Alumni Association. Bohlender was a highly-involved student and immediately jumped into a 20 year career with athletics at CSU after graduation, including being named the assistant athletic director for development. She left CSU for a brief period to act as the regional general manager for Learfield sports; she returned to the University as the director of development for the College of Liberal Arts in 2014.

Bohlender became the executive director of the Alumni Association in August of 2015. Bohlender, her husband, and their three children, are proud to call Fort Collins home where she remains highly active in the Fort Collins community.

### **CANDIDATE QUALIFICATIONS AND QUALITIES**

The ideal candidate for the position of Associate Vice President of Development will have

- a track record of measurable results in the solicitation of high net worth donors, including asking and securing gifts of \$100,000 or more;
- excellent interpersonal skills, including strong written and verbal communication skills;
- demonstrated success in designing strategies for securing principal and planned giving for a large division, personal solicitation of major and planned gifts, major gift stewardship, principal gift and prospect management, volunteer management, and event planning;
- demonstrated ability to work effectively with and gain the respect and support of various constituencies, including College Deans, College Directors of Development, faculty, and other staff;
- demonstrated experience in working effectively with active board members, high level administrators, and donors;
- initiative, strong attention to detail, timeliness, discretion, mature judgment, and an entrepreneurial spirit;
- flexible, diplomatic temperament, be a team player with the ability to work in a fast paced environment;
- experience using donor database software (experience with Ellucian Advance preferred);
- demonstrated success integrating diversity in the major duties outlined in the job description or demonstrated equivalent transferable skills to do so;
- commitment to act personally and professionally in a manner that demonstrates integrity, compassion, accountability, respect, and excellence; and
- willingness to travel.

A Bachelor's degree is required for this position. A Master's degree is preferred. The successful candidate will have a minimum of ten years of progressively responsible experience in advancement and a minimum of five years of leadership and management experience at a director level or higher. At least three years of advancement leadership and/or campaign experience, specifically with campaign strategy, management, and compliance matters is required.

### **SALARY AND BENEFITS**

Colorado State University offers a competitive benefits and compensation package.

### **DIVERSITY AND INCLUSION**

Reflecting departmental and institutional values, candidates are expected to have the ability to advance the Department's commitment to diversity and inclusion.

Colorado State University is committed to providing an environment that is free from discrimination and harassment based on race, age, creed, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, gender identity or expression, or pregnancy and will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. Colorado State University is an equal opportunity/equal access/affirmative action employer fully committed to achieving a diverse workforce and complies with all Federal and Colorado State laws, regulations, and executive orders regarding non-discrimination and affirmative action.

### **LOCATION**

Colorado State University is located in the city of Fort Collins, a dynamic community with a population of approximately 135,000. Situated 65 miles north of Denver at the western edge of the Great Plains and at the base of the Rocky Mountains, Fort Collins is a gateway to world class skiing, hiking, fishing, and biking. Fort Collins is known as "The Choice City" because of its proximity to the beautiful Rocky Mountains, excellent schools, 300+ days of sunshine yearly, thriving arts scene, eclectic shops and restaurants, and miles of walking and biking paths.

### **APPLICATION PROCESS**

All applications must be accompanied by a cover letter and résumé. Before submitting your materials, please read them over for accuracy. Review of applications will begin immediately and continue until the successful candidate has been selected.

*To nominate a candidate, contact Michael Vann: [michaelvann@aspenleadershipgroup.com](mailto:michaelvann@aspenleadershipgroup.com).*

*All inquiries will be held in confidence.*

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