



**LEADERSHIP GIVING OFFICER**

**COLBY COLLEGE**

**Waterville, Maine**



The Aspen Leadership Group is proud to partner with Colby College in the search for a Leadership Giving Officer.

The Leadership Giving Officer will manage a robust portfolio of prospects for gifts of \$100,000 and above as a critical component of Colby's *Dare Northward* campaign. The Leadership Giving Officer will build and grow the College's prospect pool, create action plans for developing relationships with these prospective donors, partner with the Colby Fund team and the Director of Parent Giving, and create opportunities for the President, trustees, faculty, and staff to engage in the fundraising program. The Leadership Giving Officer will develop solicitation strategies in collaboration with the Director of Leadership and Planned Giving.

Founded in 1813, Colby College is the 12<sup>th</sup> oldest liberal arts college in the United States. Located in Waterville, Maine, Colby is a global institution with students representing nearly every U.S. state and almost 70 countries. Approximately 2,000 undergraduate students can choose from 54 distinctive majors and 30 minors. Colby provides an intimate, vibrant, and fully integrated academic, residential, and cocurricular experience in a diverse and supportive community. With a student-faculty ratio of 10 to 1, students build relationships with professors that go beyond the classroom and lead to conducting research together or career and grad school opportunities.

The College's wide variety of programs and labs provides students and the community access to unique experiences. The Colby College Museum of Art is the finest college museum in the country, and paired with the Lunder Institute for American Art, has made the College a nationally and internationally recognized center for art scholarship. DavisConnects, a program that grew from the global pandemic, prepares Colby students for lifelong success by integrating Colby's leading liberal arts education with unique internship, research, or global experiences for every student, regardless of their personal and financial networks. The 350,000 square-foot Harold Alfond Athletics and Recreation Center, which opened in 2020, provides the NCAA Division III athletes with the most advanced and comprehensive facilities in the division. And the most recent addition to the 714-acre campus is the Davis Institute for Artificial Intelligence, which is the first such institute at a liberal arts college.

Colby also prides itself on doing good for the environment. It led the way in environmental sustainability in higher education by introducing an environmental studies program in 1970 and became the fourth college or university in the country to achieve carbon neutrality in 2013. Colby was leading the way almost from its founding. In 1833, students organized the first collegiate anti-slavery society and in 1871 they were the first previously all-male New England college to admit women. In 1975, athletes participated in the first intercollegiate women's varsity ice hockey game and in 1983 they were the first college to issue e-mail accounts to all students. Today, Colby has a dedicated cohort of alumni and supporters that have helped the College to build a \$1 billion endowment.

Colby College is regularly recognized as a leading educational institution. *U.S. News & World Report* rated it the 11<sup>th</sup> best liberal arts college in the U.S., 16<sup>th</sup> for “Best Value”, and 18<sup>th</sup> for “Most Innovative.” Colby was also ranked 37<sup>th</sup> among 214 liberal arts colleges in the U.S. by *Washington Monthly* and 75<sup>th</sup> overall in *Forbes America’s Top Colleges* ranking of 650 military academies, national universities, and liberal arts colleges. The same publication named Colby 32<sup>nd</sup> among liberal arts colleges. NECHE (New England Commission of Higher Education) gave the College an A+ for academics, administration, food, campus quality, and diversity. Colby was also ranked 13<sup>th</sup> by the 2011 Sierra Club rankings of “America’s coolest schools.”

## **DARE NORTHWARD**

Over the past five years, outreach efforts to communicate the value and impact of a Colby education have resulted in more than doubling the number of students seeking admission to Colby and setting several institutional records for funds raised. Major initiatives made possible through Colby’s campaign, [\*Dare Northward\*](#), are enriching the student experience and positioning Colby’s home city, Waterville, as a destination for the arts and culture.

Propelled by visionary leadership and a compelling array of initiatives, Colby launched the largest fundraising campaign ever at a liberal arts college—\$750 million—in October 2017. With the success of the *Dare Northward* campaign, the College will be known for a distinctive set of multidisciplinary academic offerings; an even more cohesive and accessible institutional culture for students from all backgrounds; the foremost art and athletic and recreation facilities in the educational sector; a welcoming, thriving, and dynamic surrounding community; increased global connections and resulting perspectives; the richest set of universal student experiences to enhance the Colby academic program; and the capacity to support the postgraduate success of every one of its students.

Thus far, more than 24,000 alumni and friends have made donations in support of initiatives such as downtown Waterville revitalization, academic partnerships, financial aid, and global experiences and internships—collectively raising more than \$625 million to date toward the *Dare Northward* campaign. Furthermore, Colby has increased annual giving from approximately \$6 million to over \$11 million in 2020. At the same time the College’s cash and assets have grown from \$20 million annually to over \$70 million in 2020. With over 60 \$1 million+ donors to the *Dare Northward* campaign and 15 donors at over \$5 million, Colby is poised to exceed its \$750 million goal. Colby now ranks as a national leader among the nation’s colleges and universities in alumni giving participation.

## **REPORTING RELATIONSHIPS**

The Leadership Giving Officer will report to the Director of Leadership and Planned Giving, Valerie Sherman. The Leadership Giving Officer will have direct contact with division leadership, the President, trustees, campaign cabinet, senior administration, alumni, parents, and key faculty members.

## **FROM THE DIRECTOR**

*Colby College's Advancement team is a highly collaborative group with an enviable mix of experience in the field and new ideas. The College's ambitious plans enable the Leadership Giving Officer to get donors dreaming big on values-based initiatives, such as the Colby College Museum of Art, DavisConnects, innovative labs, and the Davis Institute for Artificial Intelligence. Colby alumni, families, and friends have high affinity for the College and readily engage in meaningful giving conversations.*

*The current phase of the Dare Northward campaign and the structure of the newly blended Leadership and Planned Giving Office will foster opportunities for candidates who want to learn more about complex and legacy giving. The remainder of the campaign will engage Colby's most meaningful supporters in legacy, principal, and leadership gift conversations that are inspired by President David Greene's transformative vision for the campus, Waterville, and beyond. We move fast at Colby, thrive on rolling up our sleeves to complete any task, and offer opportunities to thrive and learn for those who are inspired by that momentum and driven to exceed ambitious goals.*

—Valerie Sherman, Director of Leadership and Planned Giving

## **COLBY COLLEGE'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION**

Colby College's [Office for Diversity, Equity, and Inclusion](#) collaborates with College divisions and offices to support the intentional cultivation of inclusive, equitable, and supportive work and educational environments within the Colby community. It aspires to integrate diversity, equity, and inclusion into all aspects of the College's institutional life, synergize actions at all levels of the College, and cultivate inclusivity and mutual respect throughout the Colby community.

Colby College offers a wide range of resources that enhance DEI on campus including the Pugh Center, an integral resource and catalyst for engagement and advocacy that supports the College's fundamental goal of academic excellence through cultivating an inclusive and equitable campus community; the First-Generation-to-College Program for Student Success which supports students and their families throughout their Colby career; and the Ralph J. Bunche Scholars Program, named in honor of Nobel Prize-winning diplomat and civil rights activist Ralph J. Bunche, which offers a select group of students of color exclusive access to leadership development opportunities and grants for independent scholarship, internships, or humanitarian projects.

In 2021, the College joined the Liberal Arts Colleges Racial Equity Leadership Alliance (LACRELA) hosted by University of Southern California's Race and Equity Center. LACRELA members have access to a series of eConvenings, each on a particular aspect of racial equity. These are live, three-hour learning sessions on different topics delivered by highly respected leaders of national higher education associations, tenured professors who study race relations, chief diversity officers, and other experienced administrators, and area specialists.

## **PRIMARY RESPONSIBILITIES**

The Leadership Giving Officer will

- build and expand the engagement of Colby's leadership prospect pool;
- identify strategies and opportunities to align prospects with various College priorities as a key component of the comprehensive campaign;
- qualify, cultivate, solicit, and steward a portfolio of current and prospective alumni and parent donors;
- create written strategic action plans for top prospects with the intent of deepening relationships on behalf of the College, leading to increased comprehensive giving including annual, capital, and deferred gifts;
- develop and maintain a thorough understanding of Colby's strategic priorities and goals;

- manage a portfolio of individual donors and prospects seeking gifts in support of College priorities at \$100,000 and above as a critical component of Colby’s comprehensive campaign;
- attain an annual visit goal of 190 and achieve annual personal and team revenue goals;
- partner with colleagues in gift planning to effectively devise appropriate donor-centered giving vehicles, follow up on requests for information, and provide stewardship to Colby Legacy Society members;
- partner with the Colby Fund, Reunion, and Family Philanthropy teams to ensure strong communication in the cultivation and solicitation of alumni and family Colby Fund donors and in maximizing Colby Fund contributions from all donors;
- create opportunities to engage the President, trustees, visitors, campaign volunteers, faculty, and staff members in the cultivation and solicitation of current and potential donors;
- participate in the execution of events and programs in support of advancement activities;
- engage key volunteers and effectively utilize events and other activities to move solicitations forward;
- conduct appropriate stewardship activities to further enhance the relationship between assigned donors and Colby;
- initiate and maintain contact to promote positive donor relations;
- qualify prospects for potential major gift capacity and interest;
- provide appropriate background on prospects to be assigned to leadership gift portfolios;
- cultivate strong working relationships with colleagues within the Division of College Advancement, as well as with faculty and leaders across campus; and
- participate in professional development trainings offered by the College, Division of College Advancement, and professional associations to enhance expertise and skills.

## **LEADERSHIP**

### **David A. Greene President**

David A. Greene arrived at Colby College on July 1, 2014, as the College’s 20<sup>th</sup> President.

Before arriving at Colby, Greene was Executive Vice President of the University of Chicago, where he oversaw a master plan for campus growth that included \$3.5 billion in capital projects, provided leadership for the University’s fundraising efforts, and played a key role in strengthening and diversifying the University’s applicant pool through strategic admissions and financial aid plans. He also helped to create several partnerships and institutes that extended the University’s reach and impact, including initiatives to support scholarship and teaching in China, India, and Latin America, among other locations.

Greene was previously a Vice President at Brown University. He began his career at Brown working with the President to develop a long-term strategic plan. Greene played a similar role at Smith College, where he helped oversee planning efforts that resulted in program and facilities expansion.

Greene serves on the boards of the Marine Biological Laboratory at Woods Hole and the Kents Hill School. He received a bachelor’s degree in history from Hamilton College and a master’s degree in human development and psychology from Harvard University before earning a second master’s and a doctoral degree in education and social policy at Harvard.

**Matthew T. Proto****Vice President and Chief Institutional Advancement Officer**

Vice President and Chief Institutional Advancement Officer Matthew T. Proto is responsible for leading admissions, advancement, communications, and first-year financial aid for the College. Prior to joining the Colby community in May of 2015, he served as Assistant Dean of Admissions at Stanford University. Proto has benefited from working in multiple admissions roles, having served as Director of Scholar Selection for the Morehead-Cain Scholars program, Associate Director of Admission and College Counseling at Choate Rosemary Hall, and Assistant Director of Admission at Yale University. A graduate of Yale University, Proto earned a Master of Liberal Studies degree at Wesleyan University and a doctorate in educational leadership at the University of North Carolina at Chapel Hill.

**Valerie Sherman, JD CFP®****Director of Leadership and Planned Giving**

Valerie Sherman, JD CFP®, is a seasoned planned giving professional, process nerd, and champion of higher education. Sherman was a first-generation college student, earning a B.A. from Illinois State University and her J.D. from DePaul University College of Law. She began her career in gift planning at Northwestern University in the first half of the \$6 billion *We Will* campaign, serving in successive roles for over six years. She then led the gift planning office at Saint Mary's College for over three years, learning to love liberal arts colleges and coaching major gift officers to maximize their planned giving conversations. She joined Colby College in January of 2022 to lead the gift planning team and was recently promoted to also lead the leadership gift team. Sherman thrives on collaboration, humor, and making complex giving easier to understand. On the personal side, she is an avid knitter and has enjoyed exploring Maine with her husband.

**PREFERRED COMPETENCIES AND QUALIFICATIONS**

Colby College seeks a Leadership Giving Officer with

- a commitment to Colby College's belief that the best preparation for life is a broad acquaintance with human knowledge;
- experience soliciting and closing major gifts;
- an understanding of moves management systems and an ability to think and work strategically;
- superb written and oral communication skills;
- an entrepreneurial spirit and an unwavering commitment to elevating work through innovative strategies for deepened donor engagement; and
- excellent interpersonal skills, including an ability to work collaboratively and successfully as a member of a diverse community with colleagues, prospects and donors, faculty, administrators, and volunteers to achieve common goals.

A bachelor's degree is required for this position as is at least three years of fundraising or related experience.

**SALARY AND BENEFITS**

Colby College offers a competitive salary and a comprehensive [package of benefits](#).

## LOCATION

This position is located in Waterville, Maine.

## APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of Colby College as well as the responsibilities and qualifications stated in the prospectus.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit: [Leadership Giving Officer, Colby College](#).

To nominate a candidate, please contact Clare McCully, [claremccully@aspenleadershipgroup.com](mailto:claremccully@aspenleadershipgroup.com).

*All inquiries will be held in confidence.*