

SPEN LEADERSHIP GROUP

CHIEF EXECUTIVE OFFICER
[NEW MEXICO STATE UNIVERSITY FOUNDATION](#)
LAS CRUCES, NEW MEXICO



The Aspen Leadership Group is proud to partner with the New Mexico State University Foundation in the search for a Chief Executive Officer.

The Chief Executive Officer (CEO) will provide visionary leadership that advances system-wide fundraising priorities, including specific annual and unit targets and other institutional advancement strategies to ensure long-term support for the institution's mission. The CEO will develop and nurture a culture of philanthropy that embraces all institutional and community stakeholders while enhancing and expanding its impact among alums and donors. The CEO will provide prudent and responsible management of the assets of the New Mexico State University Foundation that ensure its long-term sustainability. The CEO must demonstrate a proven effective and inspiring leadership track record in aligning and inspiring employees across work streams to accomplish Foundation goals and deliver upon its mission.

Founded in 1888, New Mexico State University (NMSU) is the state's oldest institution and New Mexico's flagship land-grant University. It is designated as a Hispanic-Serving and space-grant institution and serves a truly diverse population. Approximately 30 percent of NMSU students are first-generation college students, and over 60 percent are Hispanic. NMSU is among the best in the nation at moving students from the lowest income tier to the top. It has four campuses, a satellite learning center in Albuquerque, cooperative extension offices in all 33 counties of New Mexico, and 12 agriculture research and science centers.

The New Mexico State University Foundation (NMSUF) is a privately governed, independent nonprofit organization that supports New Mexico State University. The Foundation consistently strives for trust, accountability, and excellence in its constituent relationships by promoting the values of fiduciary duty, leadership, teamwork, and the highest standard of ethics among its employees and volunteers. The Foundation is committed to upholding and preserving public and private trust while at the same time protecting the privacy of donors and the confidentiality of its competitive strategies.

The Foundation operates in alignment with the University leadership and the NMSU Board of Regents. The Foundation's primary purposes are two-fold: to secure, manage, steward, and protect sustainable sources of private support that provide a margin of excellence for the University to fulfill its land-grant mission of education, research, extension, outreach, and public service; and to elevate alums and donor connections within the statewide NMSU system.

The NMSU Foundation raises \$20M annually with 17K donors and aims to increase to \$40-50M per year to grow the Foundation's assets to surpass the \$1B mark in the next five years. The most recent capital campaign, *Aggie Discovery!* ended in 2019, raising over \$125M. The Foundation plans to launch its next capital campaign in approximately three years. To achieve this new level of support and growth, the Foundation Board has invested significant resources to expand staffing, plan big, and elevate the overall program. The successful candidate will bring a collaborative, strength-based leadership approach that engages the Board, Foundation team, and the University community in growing the philanthropic ambitions of the Foundation.

REPORTING RELATIONSHIPS

The Chief Executive Officer will report to the Board of Directors of the New Mexico State University Foundation through the Chair. The CEO will oversee a team of approximately 50 staff, with plans to increase to at least 65 by the end of 2023. The CEO will have direct reports (currently four) to sustain the stewardship and growth of the Foundation and to coordinate the efforts of Senior Leadership Teams and their staffs to ensure the Foundation is working in a cohesive, productive, and efficient manner.

BOARD OF DIRECTORS

The New Mexico State University Foundation is governed by a highly engaged thirty-member Board of Directors—a dedicated group that provides the organization with time, wisdom, and resources. The Board of Directors is an independent fiduciary governing body that establishes policy and budgetary guidelines, provides strategic leadership, and ensures that the Foundation is aligned with New Mexico State University. The Board comprises highly respected leaders from across the country, most of whom are NMSU Alumni. The Board is led by Chair Christian Hendrickson '97, Vice Chair Louis Vega '92, Immediate Past Chair Kyle Louvar '98, Amy Hummer, and Aaron De Los Santos '04.

FROM THE SEARCH COMMITTEE CHAIR

Memories of my beloved New Mexico State University began for me at a very early age. As a young child, I lived with my parents in married student housing on campus as my father worked hard to earn his Engineering degree from the University, a feat that would change the trajectory of opportunities for our family. Years later, when I too decided to attend the University, NMSU also shaped me and provided opportunities that I could not have envisioned as a young adult. As a young Hispanic male from the small town of Socorro, New Mexico, I benefitted greatly from the opportunities and mentoring provided continuously during my time in Las Cruces. As a result, upon graduation, I was able to walk through doors in the world of politics, utilizing my freshly attained political science degree, which was transformative and shaped my path in wonderful and unforeseen ways.

Today, I stand as a testament to the great strength of NMSU and its commanding role in providing opportunities for social and academic transformation throughout the beautiful Borderland region of New Mexico and beyond. As a land-grant, Hispanic-Serving Institution (HSI), NMSU serves a student body that includes the children of Los Alamos scientists and the children of migrant farmworkers. Our sphere of influence ranges from agricultural fields and oil fields to the ranches and small farms served by our Cooperative Extension Services. Every day, NMSU shapes not only the lives of our students but of their families, where approximately one of every three students is the first in their family to attend college.

Our next Foundation CEO will be part of the story for thousands of students, some of whom come from families of generations of Aggies and some of whom college was a dream made possible only because of NMSU's proven ability to guide and support students. Over the past three years, the Foundation Board and Senior Leadership team have re-envisioned our future. We've restructured our governance and employment model to match industry best practice. We've built a formidable team of passionate professionals committed to becoming a best-in-class fundraising organization. We've laid the groundwork and funded the infrastructure for the next leader to guide us to new levels of achievement and impact. In this critical role, you will have the immediate and engaged support of Foundation and University leadership ready for a seasoned leader to elevate the culture of giving at New Mexico State University. I hope we will have the opportunity to discuss this impactful and exciting opportunity.

–Louis Vega '92, Vice Chair, Board of Directors, Search Committee Chair

PRIMARY RESPONSIBILITIES

The Chief Executive Officer will

- enhance, build, and deliver the vision and strategic priorities of the New Mexico State University Foundation;
- build and execute a strategy of sustainable growth for the Foundation;
- work closely with University Leadership, the New Mexico State University Foundation Board of Directors, and other key stakeholders to set the University-wide vision, priorities, and strategic context for fundraising;
- develop a culture of philanthropy that embraces all institutional and community partners;
- nurture an atmosphere that welcomes and encourages ethnic and cultural diversity and diversity in thought, experience, and background;
- cultivate and manage a portfolio of high-potential philanthropic partners and donor relationships that inspire a passionate commitment to the University's success and elicit long-term participation by the donor community;
- bring purposeful engagement and focus to the execution of an effective strategy for enhancing and expanding alums and donor relations beyond the traditional donor pool to include sources that have not been reached;
- develop and maintain relationships with NMSUF affiliate organizations associated with various units of the University, working closely with Deans and Associate Deans of units served by the affiliates;

- collaborate with University partners to build the University's impact and further its engagement with external constituencies and communities;
- lead the execution of a system of internal controls, including financial management of funds, which assure that operations are effective and efficient, assets are safeguarded, and financial information is reliable;
- develop and administer the short-term and long-term plans and policies of the Foundation to ensure sound economic stability and wise use of its assets, as well as the exercise of prudent fiduciary responsibility in all of its actions;
- work with and inspire the Senior Leadership Team of the Foundation to ensure all aspects of operations are coordinated and focused; and
- build capabilities to grow the capacity of engagement and fundraising to address the broader Foundation ambitions for its multi-generational success.

PREFERRED COMPETENCIES AND QUALIFICATIONS

The New Mexico State University Foundation seeks a Chief Executive Officer with

- a commitment to the mission of the New Mexico State University Foundation—to foster long-term relationships with alums, supporters, and the community to secure, manage, steward, and protect a sustainable source of private resources that will enhance the ability of New Mexico State University to fulfill its land grant mission for generations to come;
- experience providing executive strategic direction for all areas of advancement within a higher education environment, including individual major giving, corporate and foundation giving, planned giving, annual fund, communications and marketing, and alums programs;
- progressive executive accomplishments that have driven impact, outcomes, and success in a large, complex fundraising program;
- experience developing and managing relationships with individuals of all levels, including a wide variety of constituents and leaders in various organizations and groups with multifaceted and multi-disciplinary goals and functions;
- thorough knowledge of the full spectrum of investment strategies, endowments, foundations, and charitable donations;
- experience governing and coordinating the complex operational environment of a dynamic nonprofit higher education organization;
- experience implementing and adhering to CASE standards;
- experience in governance and stewardship of systems, operations, service standards, controls, and practices in operational management or fiscal management;
- an ability to mentor, coach, and inspire a team of accomplished professionals;
- an ability to work effectively with University administrators, volunteer boards, and major donors; and
- a calm and measured temperament to guide the Foundation through its next level of success.

The New Mexico State University Foundation will consider candidates with a broad range of diverse backgrounds. A bachelor's degree and at least ten years of successful leadership experience in a senior management capacity within a higher education fundraising organization is required.

SALARY AND BENEFITS

The salary range for this position is \$380,000 to \$420,000 annually. The New Mexico State University Foundation offers a generous comprehensive package of benefits, including incentive compensation, a 15.15% non-elective employer contribution, and 36 days of paid time off annually.

LOCATION

The New Mexico State University Foundation is in Las Cruces, New Mexico, 45 miles north of El Paso, Texas. On average, Las Cruces sees over 300 days of sunshine annually, which means a great deal of time to enjoy the beautiful local scenery, such as the Organ Mountains and the stunning desert landscapes. Las Cruces is ideal for job seekers who enjoy hiking, mountain biking, and birdwatching in the heart of the historic Mesilla Valley between the Organ Mountains, Robledo Mountains, and Picacho Peak. Despite being one of the largest cities in New Mexico, with 114,00 residents, Las Cruces has a cozy small-town feel, which makes it easy to build relationships with the locals and feel engaged with the community. The city is filled with locally owned restaurants, coffee shops, and retailers, which makes it easy to support small business owners and experience a unique taste of the city's cultural identity. In addition, Las Cruces hosts many events throughout the year, ranging from music festivals to farmers' markets, creating a vibrant and lively atmosphere highlighting the city's diversity and charm. The Las Cruces residents benefit from the low cost of living in the region. The median home price in Las Cruces is \$329,000, well below the national average of \$436,800.

FOUNDATION LEADERS

Christian Hendrickson '97

Christian Hendrickson serves as the Chair of the Foundation's Board of Directors and sits on its Executive Committee.

Hendrickson is a civil trial lawyer who focuses on cases involving disputes arising out of commercial contracts, financial matters, construction, business, and real estate issues. He is a member (partner) of Sherman & Howard, the oldest law firm in Colorado. It is also one of its largest (with offices in Colorado, Arizona, New Mexico, and Nevada). He regularly practices in state and federal courts, primarily in Colorado, and in nationwide arbitration proceedings. In addition to his litigation practice, he works on legislative and regulatory matters and other alternative dispute resolution proceedings. He is an arbitrator on the Panel of the American Arbitration Association and a member of the faculty of the National Institute for Trial Advocacy.

He has held leadership positions in his law firm and has served on several other Boards in the Denver area.

Hendrickson graduated in 1997 with honors from New Mexico State University with a major in Government and a supplemental major in Law and Society. He received a Juris Doctor degree from the University of Colorado School of Law in 2000 and served as a law clerk to a Colorado District Court Judge to start his law career. He focuses his spare time on his three children and enjoys the outdoors, particularly running, bicycling, skiing, hockey, and golf.

Louis A. Vega '92

Louis Vega serves as the Vice Chair of the Foundation's Board of Directors and sits on its Executive Committee. He will chair the Search Committee for the Chief Executive Officer.

Vega serves as President of Dow North America and Vice President of Government Affairs, Advocacy of Dow North America. He is a 25-year Dow executive whose career expertise, strong business acumen, and leadership of significant growth projects and business development programs are augmented through his extensive international experience and postings in Horgen, Switzerland; Washington D.C.; Dubai, UAE; Midland, MI; New York, NY; and Melbourne, Australia. He was Chief of Staff of the Office of the Chairman and CEO from 2011-2017 and was later named Vice President of Dow's Olympic & Sports Solutions business from 2014-2019. He most recently served as President and Managing Director of Dow Australia and New Zealand from 2016 to 2019. Before joining Dow, Vega's career was a progressive series of roles in Washington, DC, from Capitol Hill to the Executive Branch, over 12 years.

Vega is a passionate leader who advocates for and works towards full equality for all and strives to show the power of diversity to bottom-line results and enterprise strategy success. A member of the Trilateral Commission and many nonprofit Boards of Directors, a philanthropist, and a proud multi-year member of the OUTstanding LGBT+ Role Models list, Vega was also named to Australia's 50 outstanding LGBTI business executives of 2018 and 2019 and is a Distinguished Alumni Award recipient from New Mexico State University.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. **Cover letters should be responsive to the mission of the New Mexico State University Foundation and the responsibilities and qualifications presented in the prospectus.**

To apply for this position, visit:

[Chief Executive Officer, New Mexico State University Foundation.](#)

To nominate a candidate, please contact Don Hasseltine at:

donhasseltine@aspingleadershipgroup.com.

All inquiries will be held in confidence.