



**VICE PRESIDENT OF ADVANCEMENT/FOUNDATION
EXECUTIVE DIRECTOR, NAU FOUNDATION
NORTHERN ARIZONA UNIVERSITY
Flagstaff, Arizona
[Northern Arizona University](#)**



The Aspen Leadership Group is proud to partner with Northern Arizona University in the search for a Vice President of Advancement/Foundation and Executive Director of the NAU Foundation.

Northern Arizona University (NAU) seeks a dynamic, metrics-driven, results-oriented fundraising and operations leader to serve as Vice President of Advancement/Foundation and Executive Director of the NAU Foundation (NAUF). This leader will be responsible for the success of Advancement operations and the development of a team of fifty talented Advancement and Alumni Engagement professionals. The successful candidate will also be responsible for progressive leadership of the Alumni Association Board, whose growing role is to significantly increase constituent involvement and financial support for NAU among its more than 200,000 living alumni. Over the next several years, the Vice President and Executive Director will develop and lead a multi-million-dollar campaign. Additionally, as Executive Director of a large, institutionally related foundation, this individual will be responsible for leading the NAUF Board, which has more than thirty-five members and an endowment of over \$185 million.

Founded in 1899, NAU is a public university centered on students. Its academic programs, research, public service, and creative endeavors enrich lives and create opportunities in Arizona and beyond. NAU develops solutions to challenges and drives innovation in a supportive, inclusive, and diverse environment. NAU is built on a student-first foundation—this was true when it opened its doors more than 100 years ago, and it is true today. NAU's traditions and values of the past inform its present and help it shape the future.

Over the past decade, NAU has seen tremendous growth in its student population, research agenda, and academic programming. New construction has enhanced a large portion of the 740-acre Flagstaff campus, increasing access and affordability for students across Arizona. Today, NAU serves 31,000 students across 20-plus statewide locations and online. NAU offers over 150 undergraduate and graduate degree programs, all distinguished by an ongoing commitment to close student-faculty relationships and rigorous academic quality. Seven academic colleges provide increased options for fundraising. In addition, the Alumni Engagement team is paving the way for greater outreach in the future across all areas of the institution.

REPORTING RELATIONSHIPS

The Vice President of Advancement/Foundation and Executive Director of the NAU Foundation will report to the President of Northern Arizona University, serve on the President's Executive Team, and will be a member of the President's Cabinet.

PRINCIPAL OPPORTUNITIES

NAU seeks an entrepreneurial, innovative, and collaborative leader to serve as Vice President of Advancement/Foundation and Executive Director of the NAU Foundation. The successful candidate will have significant and successful prior experience developing, implementing, and managing the overall integration of highly successful Advancement and Alumni staff, as well as managing an institutionally related foundation. This is an exciting time for a new Vice President, as NAU plans for its most ambitious campaign. While the COVID-19 pandemic has delayed the launch of a new comprehensive campaign, the incoming Vice President of Advancement/Foundation will be expected to develop and lead this effort, with a proposed goal of \$200 million that has the opportunity to take the university to the next level, truly building the program rather than simply fine tuning it. The new Vice President of Advancement/Foundation has a unique opportunity to build on a strong Advancement team and drive an already well-established institution, which has made significant strides on all fronts in the last several years, to a sustained position of excellence as a Top 200 Research Institution that is perennially ranked by US News and World Report as a "Best College."

The NAUF offers an extraordinary opportunity for the Executive Director of the Foundation to recruit and enhance a well-established and evolving Board of Directors. Working with this highly committed group to move the campaign forward and managing the growing endowment will be an integral part of the candidate's success.

Flagstaff is a growing and supportive partner with the university and offers an environment that is highly appealing to those who appreciate the outdoors, culture, and a highly educated populace. Flagstaff's natural beauty compliments the area's economic vitality and calls to those who want a big campus feel with a small town atmosphere. The warm and welcoming personality of the city and the university presents a wonderful lifestyle choice for many. With Phoenix only two hours away, NAU offers a wide range of opportunities.

PRIMARY RESPONSIBILITIES

The Vice President of Advancement/Foundation and Executive Director of the NAU Foundation will be responsible for the following;

- provide hands-on, visionary leadership for the Advancement team;
- establish systems and operational excellence to engage the team and drive outstanding performance to achieve goals;
- serve as a strategic leader and Chief Fundraising Officer to develop and successfully lead NAU's multi-year, multi-million-dollar capital campaign;
- lead the transformation and growth of the Alumni Board, including operations management, budget leadership, and metrics to enhance national outreach of Alumni and Friends of NAU;

- ensure all Advancement units and support functions are integrated and coordinated effectively in support of the university's priorities and mission;
- continuously increase fundraising through progressive initiatives in major gifts, capital support, annual giving, project and special event programs, planned giving, and alumni giving;
- effectively manage the Foundation Board's charter, including effective management of the endowment fund, Board succession planning, and all pertinent day-to-day Board operations;
- develop and manage a multi-unit budget and effectively manage financial resources;
- interact closely with the President, and other leaders, inside and outside of the organization, focusing on the alignment of key donors' philanthropic objectives with the university's vision, strategies, and operational plans;
- support the President's development activities, managing engagement of prospects for major university priorities, providing research, and conferring on strategies;
- engage as part of the President's core leadership team and participate as a member in the President's Cabinet to effectively promote and achieve the university's priorities and mission;
- develop and lead the comprehensive advancement strategies toward fulfillment of the university's priorities;
- maintain collaborative partnerships with academic affairs, enrollment management, athletics, student affairs, finance, marketing and communications, and other campus units whose active participation and engagement is essential to an effective development program;
- work closely with marketing and communications to employ communication and social media strategies to maintain a strong online and print presence to engage current and potential donors;
- manage a portfolio of leadership gift prospects, developing and executing strategies directed toward a leadership gift solicitation for prospects and donors, managing the direction, and leveraging the maximum philanthropic potential of each prospect;
- develop personal relationships with key stakeholders and high-net-worth benefactors and potential donors;
- serve as exemplary advocate for NAU in building external relationships that closely link the community with the university; and
- demonstrate a strong commitment to diversity and broad-based access to higher education.

KEY COLLEAGUES



Rita Hartung Cheng, Ph.D.
President

Rita Hartung Cheng serves as the 16th president of Northern Arizona University. As a first-generation and non-traditional college graduate, Dr. Cheng firmly believes in making higher education accessible and affordable for all students.

Under her leadership, NAU has embarked on an aggressive agenda to thrive in the fast-changing environment of higher education. She has amplified the university's

strengths and set forth a vision of excellence in education through student-centered teaching, a robust research environment, an extensive global engagement program, and inclusive support services focused on success measured through retention and graduation rates.

Prior to NAU, Dr. Cheng served as Chancellor at Southern Illinois University in Carbondale. She previously held positions on the faculty and various administrative roles, including Provost and Vice Chancellor, at the University of Wisconsin-Milwaukee.

Dr. Cheng earned a Ph.D. in management from Temple University's Fox School of Business and Management, an M.B.A. from the University of Rhode Island, and a bachelor's in business administration with honors from Bishop's University in Quebec.



Josh Mackey, Ed.D.

Interim Chief of Staff and Vice President for Human Resources

Dr. Mackey is the Vice President and Chief Human Resources Officer and is currently serving as the Interim Chief of Staff. Prior to joining NAU in 2018, he was the CHRO at Metropolitan State University Denver. His higher education HR career began with the Maricopa Community College District where he held progressively responsible HR roles for over 18 years.

His Ed.D. and M.Ed. are in Educational Leadership from Northern Arizona University where he also earned a bachelor's degree in Business Administration with an emphasis in Human Resources. Dr. Mackey's service includes board positions at the state and regional level for CUPA-HR and he currently serves on the board of Society of Higher Education Human Resource Executives (SHEHRE).



Bonnie Baker

Currently serving as Interim Vice President for Development

Associate Vice President for Development and Alumni Engagement

Bonnie Baker is the Associate Vice President for Development and Alumni Engagement at Northern Arizona University, responsible for multiple college-based fundraising units while also overseeing the annual giving and prospect development teams. Bonnie is a forward-thinking development professional with 20 years of demonstrated success in fundraising and non-profit management.

Previously, Bonnie served as Director of Development for the Grand Canyon Association supporting Grand Canyon National Park. Other roles include Executive Director for the Crested Butte Nordic Council and Director of Public Affairs for the Baker Institute for Animal Health at Cornell University. Bonnie discovered her passion for development and fundraising while serving as a volunteer for public radio in Colorado. She holds a bachelor's degree in English from the College of the Holy Cross.



Stephanie Smith
Director of Alumni Engagement

Stephanie was born and raised in Arizona. Stephanie is a three-time alumna of NAU, receiving a bachelor's degree in Political Science, a bachelor's degree in Geography, and master's degree in Public Administration. As Director of Alumni Engagement for NAU, Stephanie oversees alumni communications and programming that support the university's strategic plan. Her work includes managing the NAU Alumni Association Board and NAU-TEN Alumni Board as well as partnering with campus and community stakeholders.

Stephanie's professional career began in local government where she worked for more than ten years with the City of Flagstaff. Prior work included forestry and non-profit management. Stephanie is also an AmeriCorps alum, serving two terms in the greater Flagstaff community. Stephanie has served as a former member of the NAU Alumni Association Board, has extensive experience in strategic planning and visioning, public outreach, and has a passion for building individual, community, state, and regional relationships to NAU. When not at work, Stephanie enjoys exploring the canyons and rivers of the Colorado Plateau with her husband Rico.



Barbara L. McCloud, J.D., M.B.A.
Chair, NAU Foundation

Barbara McCloud is Vice President and General Counsel for Midwestern University, a private, not for profit, graduate university serving the educational needs of the healthcare community with campuses in Downers Grove, Illinois and Glendale, Arizona. Her earlier legal career included working as a prosecutor, Special Assistant Attorney General for the State of Kansas, and Associate General Counsel at the University of Kansas. She is a former Snell & Wilmer, L.L.P. partner and operated her own law firm. Barbara is licensed to practice in numerous state, federal district, and appellate courts across the nation, as well as the U.S. Supreme Court.

Barbara considers herself fortunate to have many years of close association with NAU. After graduating, she returned to NAU, holding various positions including the Director of Equal Opportunity and Affirmative Action. After returning to Arizona (for the last time), she began serving on NAU's Alumni Board, holding several officer positions, culminating as Alumni Board President. Shortly after her Alumni Board service ended, she began serving on the NAU Foundation Board.

CANDIDATE QUALIFICATIONS AND QUALITIES

The successful candidate for the position of Vice President of Advancement/Foundation and Executive Director of the NAU Foundation should have the following qualifications and qualities:

- a strong understanding of executive level skills in strategic planning and implementation of advancement priorities with effective operations and performance management;
- strong leadership and communication skills that demonstrate the ability to coach and develop staff to enhance excellent fundraising and operational performance;
- proven success in identifying, cultivating, soliciting, and stewarding major gift prospects through stewarding, maintaining, and leveraging professional relationships with high-net-worth individuals;

- demonstrated success in consistently securing philanthropic investments at the leadership (\$1M+) level;
- knowledge of the legal requirements and best practices of fundraising stewardship with donors and the ability to apply them in innovative ways;
- a highly flexible nature, sophisticated and professional demeanor, and the ability to think quickly and react effectively to unanticipated circumstances, opportunities, and complex situations;
- demonstrated success and the desire to work in a collaborative, team-based environment;
- excellent communication and interpersonal skills;
- an ability to navigate complex environments with evolving priorities and communication plans;
- an ability and willingness to travel and work a flexible schedule when required;
- an ability to apply innovative approaches to the university's development and institutional goals through fundraising practices and systems;
- proven experience working with diverse constituencies, high-level volunteers, and senior leadership;
- demonstrated experience leading complex organizational operations and effectively building and deploying teams;
- a demonstrated record of results-oriented action and leadership;
- a demonstrated ability to assess fundraising performance and implement strategies for improvement;
- a proven track record of cultivating highly engaged alumni, university friends, and donors; and
- experience in community involvement and institutional representation on community boards and organizations.

A bachelor's degree is required for this position along with at least ten years of senior leadership experience. Significant progressive experience in non-profit fundraising at the principal or leadership gift level is preferred, as is a graduate degree.

SALARY & BENEFITS

NAU offers an excellent benefit package including generous health, dental, and vision insurance; participation in the Arizona State Retirement System (ASRS) or the Optional Retirement Program (ORP); 22 days of paid vacation and 10 paid holidays per year; and tuition reduction for employees and qualified family members. More information on benefits at NAU is available at <https://nau.edu/Human-Resources/Benefits/>.

LOCATION

This position is located in Flagstaff, Arizona.

DIVERSITY AND INCLUSION

NAU values global engagement, diversity, civic engagement, and community building. Committed to a diverse and civil working and learning environment, NAU has earned a solid reputation as a university with all the features of a large institution but with a personal touch.

For information about diversity, access, and equity at NAU, visit www.nau.edu/Center-for-University-Access-and-Inclusion/.

EEO STATEMENT

Northern Arizona University is a committed Equal Opportunity/Affirmative Action Institution. Women, minorities, veterans and individuals with disabilities are encouraged to apply. NAU is responsive to the needs of dual career couples. NAU is an Employer of National Service. AmeriCorps, Peace Corps, and other National Service alumni are encouraged to apply.

APPLICATION INSTRUCTIONS

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 apply for this position, visit: [Vice President of Advancement/Foundation and Executive Director of the Northern Arizona University Foundation, Northern Arizona University](#).

To nominate a candidate, please contact Don Hasseltine:
donhasseltine@aspenleadershipgroup.com.

All inquiries will be held in confidence.