



VICE PRESIDENT FOR ADVANCEMENT

[VALPARAISO UNIVERSITY](#)

Valparaiso, Indiana



The Aspen Leadership Group is proud to partner with Valparaiso University in the search for a Vice President for Advancement.

The Vice President for Advancement will lead the advancement team towards its vision of being a premier fundraising enterprise built upon outstanding alumni and donor engagement. The Vice President will drive fundraising, alumni relations, and career services, support the philanthropic engagement of the Board of Directors and University friends, and support the President's fundraising activities. The Vice President will assume responsibility for a broad and complex set of initiatives related to the philanthropic priorities and activities of the University. The Vice President will actively develop the growing institutional advancement team, formalizing and enacting a plan for the University's next comprehensive campaign. The Vice President will utilize data and quantitative metrics to set and measure goals and build relationships with an active and engaged alumni network, while working to leverage the involvement of University partners in fundraising.

Valparaiso University (Valpo) is an independent Lutheran school with a reputation for extraordinary academics, as well as a bright, energetic spirit. Valpo offers more than 70 undergraduate majors in five colleges and more than 20 graduate programs. With an average class size of 21, the University boasts a 10:1 student-to-faculty ratio. The University offers study abroad opportunities with dedicated study centers in England, Germany, Costa Rica, and China, and additional opportunities available in Europe, Asia, Australia, Africa, and Central and South America. Valparaiso University athletics field seven men's and ten women's teams in NCAA Division I competition as part of the Missouri Valley Conference, Pioneer League, and Mid-American Conference. Over 100 co-curricular organizations provide opportunities to get involved outside the classroom, and a focus on community involvement is evidenced by the more than 247,000 combined hours of community outreach and service-learning opportunities performed by students. There are also ten fraternities and seven sororities, and 55% of all students live on campus. With more than 70,000 Valparaiso University alumni around the world, there is a strong network of Valpo graduates to offer their time, talent, and treasure in support of students and the institution.

As a faith-based school, Valparaiso University works towards a mission that focuses on both the academic and spiritual journeys of its students. Valpo provides a community of learning dedicated to excellence and grounded in the Lutheran tradition of scholarship, freedom, and faith—preparing students to lead and serve in both church and society. It prides itself on being a welcoming community for all faiths, built on values of mutual respect, positive regard, and academic freedom. The University also strives to foster a lifelong commitment to the search for truth in its students and has a student-initiated honor system. It maintains a collaborative system of university governance which assigns students considerable responsibility for residential and social life.

As an institution that sets high standards for its students and faculty, Valparaiso University consistently achieves national recognition for best teaching and value and as one of the best universities in the Midwest. The *Princeton Review* ranked Valpo number five for best green MBA in 2022. *U.S. News & World Report* has ranked it one of the top ten regional universities in the Midwest and it is currently listed among the best nationally ranked colleges. The same publication named the University as the number one best value and number five for best undergraduate teaching in the Midwest in 2019. Valpo regularly appears in *Forbes* “America’s Top Colleges” list. It is also listed as one of the best colleges in Indiana by *Niche.com*.

Valpo students and recent alumni have been honored with prestigious awards, such as the Fulbright Fellowship, IEEE Fellowship, Gilman International Scholarship, National Science Foundation Graduate Research Fellowship, and the National Defense Science and Engineering Graduate Fellowship. Valpo ranks second among U.S. master’s degree institutions in producing winners of prestigious Fulbright awards for international study, research, and teaching. The faculty are also nationally recognized. Professors have recently been granted research grants from the National Science Foundation, the National Endowment for the Humanities, the Andrew W. Mellon Foundation, and the Luther Institute. Valpo professors have also been honored with the National Book Award, membership in the President’s Council on Bioethics, and recognition as Chevalier in France’s *Ordre des Palmes académiques*.

REPORTING RELATIONSHIPS

The Vice President for Advancement will report to the President, José D. Padilla, J.D. The Vice President will serve as a member of the President's Cabinet and will oversee a division comprised of approximately 25 staff.

FROM PRESIDENT PADILLA

The new Vice President for Advancement will be riding a wave when they join Valparaiso University. The wave began on July 30, 2022, when the University’s Board approved an ambitious five-year strategic plan, [Uplift Valpo](#), that will have Valpo looking different by its end. Uplift Valpo has the following Advancement priorities: 1. capital campaigns for two new complexes—a. an athletic arena for basketball and volleyball and a new turf field, all of which will doubly serve as a community magnet for concerts, conventions, and our recently merged offices of alumni and career services; and b. a single home for the College of Nursing and Health Professions which will ideally host a third party health care provider, such as an orthopedic or physical therapy practice; 2. a much smaller campaign to renovate at least one and possibly two freshmen dorms in order to grow freshmen residential students; and 3. support for key program priorities in the strategic plan, such as becoming an Hispanic Serving Institution, sustaining our new two year associate’s degree college, and launching Valpo Connect, an incubator for cutting-edge interdisciplinary academic programs.

The role of Vice President for Advancement is not for the faint of heart or the faint of imagination. The selected candidate will be breaking a sweat and not be coasting. This is not a retirement job, but that is what should be exciting to a candidate who is climbing through their profession. The Vice President will arrive at Valpo while it is on the cusp of a renaissance and will be part of the newly created executive team which will cement that renaissance. (After the new Vice President is hired, the President’s ten-person Cabinet will have only one holdover from the previous President’s Cabinet.) The successful candidate will be courageous enough to shape and build the Advancement Office in their own image in order to achieve the goals of Uplift Valpo and other initiatives. The Vice President will be cunning enough to meld together traditional fundraising orthodoxies and innovative fundraising strategies for the 21st century.

And above all, the incoming Vice President will be scrappy and tenacious and will internalize the persona of this small yet mighty University that punches above its weight. They should know that they will have the President as their partner in this fight to succeed.

—José D. Padilla, J.D., President

PRIMARY RESPONSIBILITIES

As the chief philanthropic officer of the University, the Vice President for Advancement will utilize exceptional fundraising and management skills to nurture, support, engage, and celebrate the people and traditions that define Valparaiso University. The Vice President will provide leadership for all advancement programs in support of the University's mission and goals, and work collaboratively with the President, Board of Directors, donors at all levels, alumni, and friends of the University to develop both long-term and short-term strategies and programs for engagement, cultivation, solicitation, and stewardship of constituents in all matters pertaining to the advancement and philanthropic support of the University.

Furthermore, the Vice President for Advancement will

- lead and manage the institutional advancement office and a merged office of alumni relations and career services;
- develop and implement cutting edge on-line and other fundraising strategies for the 21st Century;
- oversee the planning, implementation, and measurement of all programs and activities designed to enhance philanthropic support of the University by establishing office-wide goals and metrics for all areas and by directing the strategic implementation and assessment of fundraising and engagement strategies to achieve these goals;
- engage and enhance the culture of philanthropy both on and off campus by cultivating strong working relationships;
- plan and support all fundraising and constituent activities of the President, academic leaders, other departments, alumni volunteers, and faculty;
- coordinate with the Provost, academic deans, and athletic director to advise, encourage, and oversee their own fundraising efforts in pursuit of the University's goals;
- engage faculty in fundraising to support research and professional development;
- build relationships with the student body and engage them as future alumni from day one;
- work with the Board of Directors and Committee on Advancement, Enrollment, and Marketing and other leaders on the Board to ensure coordination and continued progress of all fundraising and constituent engagement activities;
- represent the University at events, to volunteer groups, and in the community with the goal of increasing the visibility of the University's fundraising priorities and needs;
- ensure that all programs and activities of the advancement office are consistent with diversity, equity, and inclusion principles and with the University's DEI policies and practices;
- oversee Homecoming and evaluate engagement and programming; and
- fully utilize the benefits of a combined alumni and career office.

VALPARAISO UNIVERSITY'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

Valparaiso University has a long history of being a university that strives to exemplify its Lutheran values by its commitment to diversity and inclusion. This commitment is highlighted by several diversity and inclusion trainings, the infrastructural commitment, the Office of Multicultural Programs, the Office of International Programs, and the University's continuous work of diversifying its student, faculty, and staff communities. It is also shown by the Action Agenda adopted by the Board of Directors in 2020 and implemented by the Assistant Vice President for Diversity Equity and Inclusion (AVP for DEI.) That AVP reports to the President and is a member of his cabinet.

DEI is reflected in Valpo's leadership. The President is a Mexican-American and his cabinet includes two Latinas and a member of the LGBTQ+ community. Finally, the Board of Directors recently added its first African American female as well as its first Latino as members. Prior to this year, the Board already included two African American men and a member of the LGBTQ+ community.

Valparaiso University strives to boldly include all individuals and groups who contribute to the life of the campus in a mutually beneficial way. Difference is a strength and reason for celebration, and Valpo affirms that it is most inclusive when it brings groups together to make decisions in collaborative, equitable ways.

LEADERSHIP

José D. Padilla, J.D.

President

On Dec. 2, 2020, José D. Padilla, J.D., was announced as Valparaiso University's 19th President. A dynamic thinker, and natural leader, President Padilla brings many skills, experiences, and accomplishments in higher education that are ideally suited to the University's needs today and in the future.

President Padilla is a strong believer in service and regularly puts his faith into action. He combines service and faith with wisdom to ensure that Valpo graduates are learned and spiritual men and women who become force multipliers in their professions and communities.

President Padilla joined Valpo as the culmination of a long and successful career in higher education. He served as Vice President, University Counsel, and Secretary of the University of Colorado System. Previously he served 15 years in senior leadership roles at DePaul University in Chicago, the most recent as Vice President, General Counsel, and Secretary. He began his career practicing law, but found his vocation to serve his country, fellow citizens, and university students through his roles in higher education. He also performed public service in Washington, D.C. He served as a legislative assistant to United States Senator Lloyd Bentsen (D-TX) and as a senior political appointee in the administration of President Bill Clinton.

President Padilla received his Bachelor of Education in elementary education from The University of Toledo and his Juris Doctorate from the University of Michigan Law School.

He currently is the Chair of the Board of Directors of the Missouri Valley Conference and is a member of the boards of The National Association of Independent Colleges and Universities; Campus Compact; and One Region (Indiana). President Padilla's professional affiliations include the D.C. Bar Association and the National Association of College and University Attorneys where he was Chairman of the Board of Directors. He previously sat on the Board of Trustees for St. Thomas Aquinas College in Sparkhill, New York which awarded him an honorary degree.

He was named to the Notable General Counsels list by Crain’s Chicago Business in 2019, which recognized those who made a significant impact within the Chicago business community. President Padilla was also included in the “Who Is Who in Hispanic Chicago” list of *Negocios Now* in 2016, 2017, and 2019. In 2010, he was named one of 100 influential Hispanics in Hispanic Business magazine.

PREFERRED COMPETENCIES AND QUALIFICATIONS

Valparaiso University seeks a Vice President for Advancement with

- a commitment to the mission of Valparaiso University as a community of learning dedicated to excellence and grounded in the Lutheran tradition of scholarship, freedom, and faith, preparing students to lead and serve in both church and society;
- experience as a successful fundraiser and relationship-builder in a complex and dynamic environment (higher education preferred);
- the capability to successfully serve as an architect, champion, and leader of the University’s comprehensive campaign;
- the ability to capitalize on the recently merged office of Alumni Engagement and Career Services and use their services to cultivate, serve, and grow the affinity of the next generation of alumni;
- fluency in online and corporate fundraising—an ability to engage emerging philanthropists;
- experience managing people, preferably fundraisers, including providing effective mentorship, support, coaching, and supervision;
- an ability to identify and advance the President’s fundraising priorities of the strategic plan;
- a collaborative and inspiring approach that is supported by data-centered rigor and a strong emphasis on accountability;
- experience working with a Chief Financial Officer to set financial goals;
- entrepreneurial and innovative thinking;
- a leadership presence that is effective with diverse constituencies including the Board of Directors, cabinet members, alumni, and faculty;
- highly refined listening, change management, and relationship-building skills; and
- an ability to successfully achieve both short- and long-term goals.

A bachelor's degree or an equivalent combination of education and experience is required for this position as is at least seven years of progressive responsibility and leadership in institutional advancement.

SALARY AND BENEFITS

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

LOCATION

Valparaiso University is located in Valparaiso, Indiana, approximately an hour from Chicago, near Lake Michigan and Indiana State Dunes National Park.

APPLICATION INSTRUCTIONS

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

To apply for this position, visit:

[Vice President for Advancement, Valparaiso University.](#)

To nominate a candidate, please contact Don Hasseltine, donhasseltine@aspenleadershipgroup.com or Tom Herbert, tomherbert@aspenleadershipgroup.com.