VICE PRESIDENT FOR ADVANCEMENT SEARCH ANNOUNCEMENT
Olivet College announces its search for a vice president for advancement (VPA). Reporting directly to the president, the VPA is the chief development officer and is responsible for designing and implementing comprehensive and coordinated advancement programs. Particular responsibility and emphasis toward significantly increasing constituent involvement and fundraising outcomes and maintaining close working relationships and partnerships with key college constituencies. The position serves as a member of the president's executive council and cabinet.

The VPA will have responsibility for all areas of fundraising including annual, major and planned giving, endowment, capital and special gift campaigns, corporate and foundation relations, alumni relations, advancement services, donor stewardship, and recruiting and developing talented advancement team members. In addition, the VPA provides the leadership and management for working with the president, Board of Trustees, Resources Committee, volunteers, senior leadership, faculty and staff to advance the college’s philanthropic programs and activities. The College seeks a VPA who not only wants to make a mark on this great college, but who will do so with a passion for its mission and students.

The primary goals for 2020-2022 are to sustain current fundraising results, increase overall annual giving, increase alumni giving participation, secure new major gifts, advance the College's alumni engagement efforts, and to prepare for the College’s next comprehensive campaign shortly thereafter.
THE MISSION OF OLIVET COLLEGE

To make available to a diverse campus community, an education which will enrich lives intellectually, morally and spiritually. Having gained these qualities through the educational experiences at Olivet, our hope is that our graduates will embody the “divine art and science of doing good to others” as stated by the founding fathers of Olivet College in 1844.

THE OLIVET COLLEGE COMPACT

To give further definition to Olivet College’s institutional mission and vision, the following set of seven principles about what it means to be a responsible member of this college community were developed. They serve as a guide and inspiration to Olivet’s students, faculty, staff, administrators and trustees alike.

I AM RESPONSIBLE FOR...

• my own learning and personal development.

• contributing to the learning of others.

• service to Olivet College and the larger community.

• contributing to the quality of the physical environment.

• treating all people with respect.

• behaving and communicating with honesty and integrity.

• the development and growth of Olivet College.

Olivet College was founded in 1844 on the principle that the future of humanity rests in the hands, hearts and minds of those who will take responsibility for themselves and others in an increasingly diverse society. Open since its founding 176 years ago to all regardless of race, gender or ability to pay, Olivet College was founded as the first college in Michigan to admit women and persons of color on a co-equal basis with white men and proudly defines itself by who it includes, rather than who it excludes. As such, it is one of the most diverse private liberal arts institutions in the state and actively seeks diversity in its students and employees.

As part of the academic vision of Education for Individual and Social Responsibility, faculty, staff and students commit themselves to the Olivet College Compact, a series of statements that define the tenets of what it means to live and learn as a responsible member of the Olivet College community and the larger world. Olivet College faculty and staff are committed to providing personalized, individualized attention for students who seek academic and personal success.

The College is located in Olivet, an intimate college town in south central Michigan, which provides students with an ability to focus on their college experience away from distractions but only 20-30 minutes from the urban centers of Battle Creek and the capital city of Lansing. Located on I-69 within a few miles of the I-94 interchange, the College is centrally located between Detroit and Chicago and conveniently situated to the major population centers of Michigan, greater Chicago, northern Indiana-Indianapolis, and northern Ohio.
The new vice president for advancement will join the College at an exciting and opportune time. Under the nine-year tenure of President Steven M. Corey, Ph.D., the College has just successfully completed a record-setting comprehensive campaign that exceeded its goals. The campaign enabled the successful completion of the College’s strategic plan, Charting the Course to 2020 and Beyond, that has demonstrated significant accomplishments in enrollment, the addition of new academic and co-curricular programs, new construction and major renovation projects, expanded program support, and increasing fiscal health and endowment. The first half of 2020 will see the development of a new strategic plan which will guide the College’s priorities in the decade ahead. The new VPA will have an opportunity to shape the new plan and to align and secure resources in support of the new plan and the College’s success in the years ahead.

The College recently completed its historic $44M comprehensive campaign Responsible Learners - Responsible Leaders, by raising over $47.1M. During the campaign, the College secured seven gifts of $1M or greater, including a record gift of $17.5M, identified several new $1M prospects for the future and set successive records of giving each year. The campaign launched in 2015 with a primary directive to help achieve many of the elements of the College’s strategic plan, Charting the Course for 2020 and Beyond. The Office of Advancement has expanded and grown during the campaign and will continue to serve a primary role in ensuring the college’s ultimate success in the years to come. The VPA will play a pivotal role in continuing strong fundraising performance as the College transitions out of the campaign and into initiatives to fund several essential projects to support the College’s continued growth. The VPA will also prepare the College for its next campaign, anticipated to begin within in the next few years.
PERCENT OF ALUMNI WHO GAVE BY DECADE

- 1940s: 15%
- 1950s: 25%
- 1960s: 24%
- 1970s: 18%
- 1980s: 12%
- 1990s: 10%
- 2000s: 9%
- 2010s: 10%

ENDOWMENT GIFT VALUES

- ENDOWMENT VALUE JUNE 30, 2010: $8,241,908
- ENDOWMENT VALUE JUNE 30, 2019: $18,430,008
- FUTURE ENDOWMENT — GIFTS FROM CAMPAIGN: $18,684,696
- TOTAL CURRENT AND FUTURE VALUE OF THE ENDOWMENT: $37,114,704

CAMPAIGN IMPACT

1999 to 2015: $61,954,578.21 (16 years)
2015 to 2019: $47,194,633.59 (4 years)
Total raised during the past 20 years: $109,149,211.80

CAMPAIGN FUNDING CATEGORIES

<table>
<thead>
<tr>
<th>CAMPAIGN FUNDING CATEGORIES</th>
<th>DOLLARS RAISED</th>
<th>PROJECTS INCLUDED</th>
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<tbody>
<tr>
<td>Enriching the Student Experience</td>
<td>$20,438,766.52</td>
<td>Student Center, Mott Academic Center Renovations, Roznowski Learning Commons, Gruen Engagement Center, Hosford History Center and Lawrence Archives, Academic Program Expansion and Enhancement</td>
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<tr>
<td>Learning to Lead on the Playing Field</td>
<td>$1,221,947.26</td>
<td>Pyne Pavilion, Football Locker Room Renovation, Athletic Programs Expansion and Enhancement</td>
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<tr>
<td>A Vibrant Campus and Community</td>
<td>$1,867,085.06</td>
<td>Dole Hall Welcome Center, Greek Housing Renovations, Land Acquisition</td>
</tr>
<tr>
<td>OC Beyond 2020 — Endowment</td>
<td>$21,429,697.27</td>
<td>Gifts to the Endowment</td>
</tr>
<tr>
<td>College Operations</td>
<td>$2,237,137.48</td>
<td>Olivet Fund and Program Fund Support</td>
</tr>
<tr>
<td>TOTAL</td>
<td>$47,194,633.59</td>
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Olivet College enrolls students in 31 majors and 26 minors across the liberal arts, sciences, and professional programs at the baccalaureate and master’s level. This includes a highly regarded baccalaureate and master’s program in insurance and risk management, ranked in the top three nationally alongside much larger institutions such as Temple, Cornell, Tulane and others. The Global Citizen Honors Program provides opportunities for high achieving students to investigate global, interdisciplinary issues by inquiring into the theories and philosophical underpinnings of complex social issues. Enrolling over 120 students, this experiential program engages students in not only the problems they are investigating but with each other and the world around them.

Academic program innovation has been extensive with the launch of over 10 new academic programs since 2010. While historically limited to a traditional campus-based undergraduate market, the College has also expanded into adult professional programs with the launch of a degree completion program in criminal justice and an RN-to-BSN program, both within the past two years. A long-standing MBA in Insurance program is being revised and expanded to add a general MBA with additional areas of concentration, expected to enroll their first classes in early 2021. Work is also underway to launch new master’s programs in counseling/psychology and nursing education, as well as the College’s first doctoral program in nursing practice within the next 12-24 months. These and other revised and new programs at the undergraduate, adult professional and graduate level will diversify the College’s enrollment portfolio and define it as a more comprehensive institution in the years ahead.

The undergraduate student body of 1,000 is composed of a strong mixture of first-generation, urban and rural students from all socioeconomic backgrounds, with approximately half qualifying annually for Federal Pell Grants; approximately 30 percent are students of color. The past decade has seen four of the five largest entering classes in college history and a doubling of the diversity of the student body. The rapidly developing adult professional and graduate programs enroll approximately 100 students in several delivery modes, including in-classroom, synchronously online via video and asynchronous online learning. In some programs, students may move flexibly across modes from session to session, selecting the mode that best suits their learning and lifestyle. These highly innovative programs are unique in their delivery offerings and extend the College’s commitment to a high-tech, high-touch, relationship-based educational experience to an adult professional and graduate market at a distance.

Frequently ranked by Washington Monthly in the top quartile of colleges contributing to the public good, Olivet College has also been recognized with the third-lowest average student debt per graduate in the State of Michigan, and lowest among Michigan’s private institutions.
ESSENTIAL DUTIES and RESPONSIBILITIES
OLIVET COLLEGE VICE PRESIDENT OF ADVANCEMENT

• Serve as a senior executive officer of the College, working with the president and as a member of the President’s Executive Council and President’s Cabinet to provide leadership and oversight of college-wide initiatives.

• Provide direction, supervision and oversight to the Office of Advancement, which includes: development, alumni engagement, annual giving, and corporate and foundation engagement.

• Provide reliable guidance to the president, cabinet members and other campus leadership by serving as the institution’s chief fundraiser, to cultivate and secure transformational gifts.

• Serve as executive liaison in support of the Board of Trustees Resource Committee in its work related to advancement.

• Develop and implement large-scale campaigns designed to raise significant funds and elevate the college’s position within the region, state, and nation. Lead teams to identify compelling major funding opportunities and match them with existing and potential donors. Provide exceptional leadership in the planning, preparation and execution of a future comprehensive campaign.

• Lead teams to cultivate an alumni base and engage them in institutional initiatives which will maintain and build dynamic portfolios of high net-worth individuals and secure major, capital and planned gifts, as well as advanced annual gifts and endowment support.
• Manage a portfolio with a minimum of 50 high net-worth prospective donors to secure six and seven-figure gifts in support of operations, program expansion, capital projects and endowment.

• Oversee and continuously improve a prospect management system that includes “moves management.”

• Serve as an exemplary college advocate in the community, partnering with local leaders, elected officials, faith-based, business and corporate organizations, to build relationships that closely link the community and the College.

• Advance the mission, vision, and short-and long-term goals of Olivet College in concert with the president and the senior leadership team.

• Successfully seek out and implement best practices in the management and execution of advancement goals within a higher education organization.

• Ensure that all members and units comprising advancement are seen as collaborative and proactive partners able to professionally address both opportunities and concerns.

• Create challenging roles, responsibilities, and developmental assignments for advancement personnel that leverage and grow talent to meet college needs, while fostering a positive and collaborative work environment.

• Hire, train, inspire and guide direct reports and the entire advancement team towards accountable, goal-oriented outcomes that encourage each person’s contributions to the team.

• Demonstrate strong interpersonal and team building skills including, but not limited to, managing conflict.
POSITION QUALIFICATIONS

The successful candidate will display a record of leadership and accomplishment in advancement with a proven record of accomplishment of fundraising success, especially with major gift solicitation and annual and campaign planning and execution. Other important characteristics include strong work ethic, effective relationship building, management skills, competitive nature, personal integrity, emotional intelligence, a sense of humor, excellent communication, and an aptitude for strategic thinking and planning. Evidence of a commitment to professional learning and growth is also required.

**Education and Experience:** A bachelor’s degree and at least eight years of experience is required in progressively responsible positions in advancement, preferably development.

**Skills:** Strong oral, written communication and presentation skills, excellent leadership and interpersonal skills, and an ability to collaborate with a broad range of constituents is required. Effective management skills, in particular strategic and operational planning, budgeting, data-analysis, evaluation, and supervision are essential.
APPLICATION PROCESS

Confidential applications, inquiries and nominations are now being accepted. Consideration of candidates will begin immediately and continue until the position is filled. For best consideration, materials should be submitted by February 14, 2020.

To be fully considered, submit your profile, cover letter, CV or resume here: Career Center.

The cover letter should address the candidate’s specific interest in the position and the skills and experience that directly relates to this position (as described above). References will be required of finalists.

Confidential inquiries can also be made by contacting Terri Glasgow, director of human resources, at tglasgow@olivetcollege.edu or 269-749-7623.

All application materials, including references, will be maintained in confidence until the later stages of the search process and with permission of the candidate.
Founded in 1844, Olivet College was the first college by charter in Michigan to admit women and people of color. As part of its commitment to a values-based mission of Education for Individual and Social Responsibility, the College actively seeks diversity in its students, faculty and staff. Women and members of historically underrepresented groups are strongly encouraged to apply. Olivet College is an equal opportunity employer and does take affirmative steps to employ women and minorities.