



TUSKEGEE UNIVERSITY
FOUNDED 1881



Inviting Applications and Nominations for
**Executive Vice President of
Advancement and Development**

Executive Vice President of Advancement and Development at Tuskegee University

Tuskegee University, a national, independent, and state-related institution of higher learning in Alabama, invites applications and nominations for its national search for an experienced fundraising administrator to serve as **Executive Vice President of Advancement and Development**. This senior administrator reports to the President and serves as the chief advancement officer of the University.

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The Opportunity

As one of the nation's leading historically black institutions of higher learning, Tuskegee University has been providing educational excellence for its students since 1881. The University has distinctive strengths in the sciences, architecture, business, engineering, health, and other professions, all structured on solid foundations in the liberal arts.

President Brian Johnson is committed to Tuskegee University becoming an "Outcomes-Oriented University." The Executive Vice President of Advancement and Development (Executive Vice President) will have a key role in achieving this goal. The Executive Vice President will use his or her expertise to assist in the University's efforts to be a sustainable academic organization committed to excellence.

Essential Job Duties and Responsibilities

- Develops the annual Institutional Development Plan that aligns with the University's Strategic Plan.
- Develops an annual budget and recommends funding goals linked to University priorities.
- Plans and directs all fundraising and development activities.
- Manages the University's integrated advancement units, which include fundraising, development, alumni relations, marketing, and communications.
- Assists in the orchestration of the University's comprehensive capital campaign, cultivation and solicitation of major gifts, prospect research and management, and alumni relations.
- Works closely with campus



constituencies to develop and implement a vision consistent with the University's strategic plan.

- Focuses on the continued development of relationships with both potential and existing key donors; develops and executes a partnership strategy to increase the University's visibility and donor impact.
- Diversifies the institution's donor base/pipeline; works intensively and

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GOALS OF THE FIVE-YEAR (2015-2020) STRATEGIC PLAN

GOAL 1: Creating a student-centered culture: student success, student engagement, and parent-student satisfaction

GOAL 2: Fully Inaugurating 21st century higher education at Tuskegee University: (through) innovative online and expanded academic programming and instruction, infrastructure, and technology

GOAL 3: Administering efficient resource management: data-informed decision making and effective human resource management

GOAL 4: Obtaining a marked and increased (bftc) enrollment: recruitment, retention, and persistence

GOAL 5: Fostering a culture of advancement and development: diverse portfolio of fundraising

For additional information on the Five-Year (2015-2020) Strategic Plan, visit <http://www.tuskegee.edu/strategicplan>

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builds a culture of philanthropy in the community.

Minimum Qualifications

Candidates must have a bachelor's degree, with an advanced degree in an appropriate field strongly preferred, and a minimum of 10 years of full-time, progressively more responsible management experience in institutional advancement. Significant service in a successful capital campaign and demonstrated experience in supervising professional staff, including the development of administrative skills and the building of professional support staff competencies, are required.

Other required qualifications include:

- Demonstrated ability to maintain and foster productive relationships with external stakeholders

- Demonstrated ability to raise and secure funds from a variety of sources
- Demonstrated ability to coordinate, attract, and close major gift funding support for a university or large non-profit organization

Recent gifts and grants to the University include:

- *\$7.1 million to veterinary education*
- *\$50,000 to the President's Men and Women Leadership Program*
- *\$600,000 community engagement award from Lily Endowment*
- *\$100,000 from the United Negro College Fund for Benny Andrews artwork*
- *\$500,000 for living-learning facility from an alumni family*

- Demonstrated knowledge of and successful experience in planned giving, donor cultivation, and solicitation

- Demonstrated senior leadership experience with strategic and budget planning in a complex organization; the ability to define a vision, set goals, and strengthen the institution's culture of philanthropy
- Demonstrated ability to be a team player
- Excellent customer service skills along with a courteous manner

Advancement and Development by the Numbers

Tuskegee University's fundraising efforts gained momentum and demonstrative progress during fiscal year 2015-2016. Through the support of foundations, corporations, friends of the University, and loyal alumni, total overall giving continued to see a marked increase. Strides made in alumni giving are

President Brian L. Johnson



Dr. Brian L. Johnson is the seventh President of Tuskegee University. He has held administrative and academic posts in the following capacities: Vice President for Strategic Planning & Institutional Effectiveness, Assistant Provost for Academic Affairs, Associate Vice President for Academic Affairs, Chief of Staff, Director, Coordinator and Associate and Assistant Professor of English. He received a Ph.D. in 17th-19th Century American literature at The University of South Carolina at Columbia (2003), a M.A. in English from The University of Wisconsin-Madison (1998) and a B.A. in English from Johnson C. Smith University (1995).

Signal accomplishments reflecting Tuskegee University's tradition and trajectory under President Johnson include, but are not limited to, the following: online degree programs, enhanced infrastructure and technology including a new Analytics platform, a new electronic employee evaluation system, new outcomes, accreditation, budget, planning and student co-curricular

modules, online transcripts, putting the "A" in STEM with a new Music and Visual Arts Program and Lyceum Speakers Series, new student engagement initiatives including common-reading first-year experience, President's Men and Women Leaders Program, university-wide honors program and President's scholars cohort experience, world-renowned Commencement Speakers, including First Lady of the United States Michelle Obama, Phylcia Rashad, and Tyler Perry, and, finally, a re-invigorated and diverse portfolio of fundraising with six-figure gifts from capable alumni, the first-ever online appeals for campus improvements and renewed foundation relations and grants received from organizations such as Thurgood Marshall Foundation, Andrew W. Mellon Foundation, Lilly Endowment, Arthur Vining Davis Foundation, Robert Wood Johnson Foundation, and the Lumina Foundation.

In 2016, Mercy College conferred President Johnson his first honorary degree, and Simmons College awarded President Johnson with the George Washington Carver medal. *Ebony Magazine* (September 2016 Issue) named President Johnson one of five HBCU presidents as part of its "Leaders of the New School," and President Johnson organized a historic convening of foundations and corporations on behalf of Tuskegee University at the Indiana University Lilly Family School of Philanthropy. The President and Mrs. Johnson also created a \$100,000 endowed scholarship for Tuskegee University students in 2014.

Additional information is available at <http://www.tuskegee.edu/bjb.aspx>

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overwhelmingly noteworthy and are directly attributable to this increase. As the University continues its cultivation of meaningful relationships with key partners, such as the Lily Endowment, Arthur Vining Davis Foundations, and Andrew J. Mellon Foundation, the University's progress will continue to build in FY2016-2017.

Figures for FY2015-2016

- Total Giving - \$7.78 million
- General Fund - \$1.4 million
- Alumni Giving - \$2.3 million

Tuskegee University

Founded by Booker T. Washington in 1881, Tuskegee University has held a prominent place among educational institutions throughout its history. Today, the University continues on its trajectory of successfully preparing graduates for the work and responsibilities of the 21st century and beyond.

Tuskegee is rooted in a history of successfully educating African Americans to understand themselves and their society against the background of their total cultural heritage and the promise of their individual and collective future. The University is dedicated to serving

its students, purposely nurturing and challenging them to grow to their fullest potential. The entire institution seeks to prepare students whose technical, scientific, and professional prowess is not only rigorously honed, but also sensitively oriented in ways that produce public-spirited graduates who are both competent and morally committed

In the U.S. News & World Report's 2017 edition of Best Colleges, Tuskegee University' is ranked 24th among Regional Universities South and 4th among Historically Black Colleges and Universities.

to public service with integrity and excellence.

It is the only historically black college or university to be privately controlled yet to have state land-grant status.

Tuskegee University's student body is coeducational as well as racially, ethnically, and religiously diverse. With a strong orientation toward disciplines that highlight the relationship between education and workforce preparation in the sciences, professions, and technical areas, the University emphasizes the importance of the liberal arts as a foundation for careers in all areas.

More than 3,000 undergraduate and graduate students are enrolled in academic programs across eight colleges and schools: the College of Agriculture, Environment and Nutrition Sciences; the College of Arts and Sciences; the Brimmer College of Business and Information Science; the College of Engineering; the College of Veterinary Medicine; the Taylor School of Architecture and Construction Science; the School of Education; and the School of Nursing and Allied Health.

The University has approximately 900 faculty and support personnel. The student-faculty ratio is 14:1, and 57 percent of classes have fewer than 20 students. The average freshman retention rate is 76 percent.

Known for its groundbreaking research and innovation, the University especially attracts students to its programs in Engineering, Psychology, Biological and Biomedical Sciences, and Health Professions. The University offers 49 degrees, including 35 Bachelor's, 11 Master's, a Doctor of Philosophy in Engineering and Materials Science, a Doctor of Philosophy in Integrative Biosciences, and the Doctor of Veterinary Medicine.

The University is accredited by the Southern Association of Colleges and Schools. Several programs also are accredited by national agencies: Architecture, Business, Education, Engineering, Clinical Laboratory Science, Nursing, Occupational Therapy, Social Work, and Veterinary Medicine.

Tuskegee University is the only private, historically black university with four engineering programs that are nationally accredited by the Accreditation Board of Engineering and Technology (ABET), the major accrediting body for the

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FAST FACTS

POINTS OF DISTINCTION

- Originator and producer of the famous "Tuskegee Airmen," in partnership with the U.S. Army Air Corps
- Producer of the first African-American four-star general: Daniel "Chappie" James
- The producer of the first African-American winner of the National Book Award, Ralph Ellison for his book, *Invisible Man*
- Number one producer of African-American aerospace science engineers in the nation
- A leading producer in the country of African-American engineering graduates in chemical, electrical, and mechanical engineering
- The top producer of African-American Ph.D. holders in Materials Science and Engineering in the U.S.
- The only historically black college or university with a fully accredited College of Veterinary Medicine that offers the Doctoral Degree and produces over 75 percent of the African-American veterinarians in the world
- The only historically black college or university in the nation designated as the location for National Center for Bioethics in Research and Health Care
- The first nursing baccalaureate program in Alabama and one of the oldest in the United States
- The only college or university campus in the nation to be designated a National Historic Site by the U.S. Congress
- Produced more African-American general officers in the military than any other institution, including the service academies
- The largest producer of African-Americans with baccalaureate degrees in Math, Science, and Engineering in Alabama
- A center for Plant Biotechnology Research, which is training U.S. scientists and students, as well as scientists from Ghana, China, Nigeria, South Africa, Uganda, Egypt, and Tanzania, to continue work of Dr. George Washington Carver in today's cutting edge science and technology
- One of two centers funded by NASA to develop a technology for growing food in space during human space missions
- The only historically black college or university and one of only 11 universities in the world funded and authorized by the W. K. Kellogg Foundation to establish and operate a Kellogg Conference Center, which is the technologically sophisticated hub of Continuing Education and Hospitality/Tourism Management Training
- The offspring of two of America's most distinguished educators, Booker T. Washington and George Washington Carver
- The only historically black college or university to maintain academic excellence while supporting a football program exceeding a 611-win career record and many conference titles including 4 consecutive SIAC Conference Football Championships.

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engineering sciences. Also, the chemistry program is one of only a few among Historically Black Colleges and Universities that is approved by the American Chemical Society.

Physical facilities include more than 5,000 acres of forestry, and the campus has more than 100 major buildings and structures. The campus of Tuskegee is the only historically black college or university campus in the nation to be designated a National Historic Site. Total land, forestry, and facilities are valued in excess of \$500 million.

Freshmen and sophomores are required to live on campus and can elect to live off campus their junior and senior years. Students have more than 100 groups and organizations on campus, as well as a popular Greek life.

The Tuskegee University Golden Tigers compete in the Southern Intercollegiate Athletic Conference in the NCAA Division II. The University fields 10 varsity teams: five men's teams called the "Golden Tigers" and five women's teams called the "Tigerettes."

Tuskegee has many notable alumni, including syndicated radio host Tom Joyner, author Ralph Ellison, and singer Lionel Richie.

Tuskegee, Alabama

The University is located in Tuskegee, Alabama, which is 35 miles east of Montgomery, the state capital. With a population of approximately 10,000, the city offers history, heritage, and hospitality. The beautiful landscape includes rolling hills, spruce pines, lakes, and meadows. Residents enjoy museums, historical sites, parks, national forest, hiking trails, and festivals. The city is within easy driving distance to Birmingham, Alabama, and Atlanta, Georgia.



Application and Nomination Process

Confidential inquiries are welcomed and nominations are invited.

1. To Apply - Application packets must include:

- A letter of interest
- Current resume
- At least five references with full contact information, including email addresses (References will not be contacted without consent from applicants.)
- Answers to the questions at www.myersmcrac.com/skins/userfiles/file/MMQuestions.pdf

2. Submit applications to Tuskegee-EVP-Adv@myersmcrac.com

Submit nominations to Tuskegee-EVP-Adv-nominate@myersmcrac.com

Nominations should include full contact information, including email addresses, for the individual being nominated.

Review of materials begins immediately. For best consideration, application materials should be received by **April 3, 2017**.

Alan Medders, President of **Myers McRae Executive Search and Consulting**, is assisting Tuskegee University with this search.



515 Mulberry Street, Suite 200
Macon, Georgia 31201
(478) 330-6222 | www.myersmcrac.com

Equal Employment Opportunity Employer-Male/Female/Veteran/Disabled Federal law requires identity and employment eligibility verifications on Form I-9 within three (3) business days of employment. Must be able to pass a drug screen and background check.