



The Collyer Vice President for Advancement

Position Information

Skidmore College invites applications and nominations for the Collyer Vice President for Advancement. The Vice President for Advancement will be a proven leader in the advancement field with the ability to connect their passion for fundraising and alumni engagement to the College's mission and values.

Skidmore College: An Overview

Skidmore is a highly selective, nationally ranked liberal arts college, currently enrolling approximately 2,500 students in roughly 40 degree programs, including programs in both traditional liberal arts and pre-professional disciplines. The College's principal mission is the education of predominantly full-time undergraduates, a diverse population of talented students who are eager to engage in the learning process. Skidmore's faculty and staff create a challenging yet supportive environment that cultivates students' intellectual and personal excellence, encouraging them to expand their expectations of themselves while they learn. In keeping with the College's founding principle of linking theoretical with applied learning – and its more recent expression, "Creative Thought Matters" – the Skidmore curriculum balances a commitment to the liberal arts with preparation for professions, careers, and community leadership.

Skidmore is ranked 38th nationally among prestigious liberal arts colleges by *U.S. News & World Report*, with highlights including its Number 12 ranking in the category of strong commitment to undergraduate teaching and its overall ranking as 29th by high school guidance counselors. The College has also received a wide variety of accolades from media sources including *College Choice*, which places Skidmore at 30th among national liberal arts colleges. Skidmore has also been named a high-value college in *Kiplinger's* "Best Value in Liberal Arts", *Princeton Review's* "Colleges That Pay You Back", and *Money Magazine's* "Schools Where a Liberal Arts Degree Can Pay Off Big", in 2015. *Forbes* recently named Skidmore as one of "America's Most Entrepreneurial Colleges", ranking it seventh overall. In addition, Skidmore was recently ranked 7th among the top 20 baccalaureate institutions for the number of students studying abroad for a semester (data was compiled by the Institute for International Education), and it is also ranked regularly among the top colleges for the quality of its student residences, its dining quality, and its attractive campus.

The history of Skidmore reflects a tradition of dynamic leadership, high aspiration, and corresponding achievement. Founded in 1903 by Lucy Skidmore Scribner as the Young Women's Industrial Club of Saratoga to provide a practical education for women that would also be infused with the liberal arts, the school rapidly developed into a thriving enterprise: it was chartered in 1911 by the New York Board of Regents as the Skidmore School of Arts and then in 1922 as

Skidmore College. In 1971, Skidmore became one of the first women's colleges to make a successful conversion to coeducation.

Skidmore's campus is located in what was, at the turn of the twentieth century, a beautiful park of summer homes in Saratoga Springs, New York. The College's campus encompasses more than 750 acres of wooded land a short walk from downtown. While contemporary in architectural style, the campus buildings honor their environment and reflect Skidmore's Victorian heritage in numerous aesthetic details. Among the College's more recent construction projects are the new Arthur Zankel Music Center, which opened in 2010 and has received two awards from the American Institute of Architects; and the Frances Young Tang '62 Teaching Museum and Art Gallery, which opened in 2000. The College also has committed significant resources to student housing; the completion of the Northwoods Apartments in 2006 and replacement of the Scribner Village apartment complex, with Sussman Village completed in 2013, enhance the College's outstanding residential facilities, allowing approximately 90% of Skidmore students to live on campus. These residences, as well as several other newly constructed and renovated buildings, reflect the College's commitment to sustainability by utilizing geothermal heating and cooling systems. The Lucy Scribner Library's 2012 renovation adding 250 seats, including 12 new study carrels and 13 new group study rooms. Additionally, the department of Information Technology was relocated to the Library, along with the College Writing Center and the newly created Documentary Studies lab. The College also has invested in its athletic facilities and has recently completed a new Athletic Facilities Master Plan.

The College is closely aligned with the city in which it is located. Saratoga Springs is the recipient of numerous national awards for its quality of life and vibrant downtown and was named one of the best college towns in the nation (No. 12 on a list of the top 22) based on the area's attractions by *Travel + Leisure* magazine in December 2013. A ten minute walk from Skidmore puts you in the heart of galleries, clubs, boutiques, and restaurants. The city is also known for its famed mineral waters, an historically significant Revolutionary War battlefield, and the nation's oldest thoroughbred racetrack. Among many other cultural venues at Skidmore and around the region, the Saratoga Performing Arts Center serves as the summer home to the New York City Ballet and the Philadelphia Orchestra and as a venue for top rock and jazz musicians. Set in the foothills of the Adirondack Mountains, Saratoga Springs is a half-hour drive from the tri-city area of Albany, Schenectady, and Troy and a three-hour drive from New York City, Boston, and Montreal. The Adirondacks, Berkshires, and Green Mountains are in easy driving distance.

Institutional Philosophy

Skidmore is deeply committed to the first principle of liberal education—the importance of educating the mind to liberate the soul. The goal of any good college like Skidmore is to educate students who will contribute meaningfully to the world and who understand the importance of intellectual humility, responsible citizenship, and altruism.

Creative thought matters: every life, every career, every profession, is made more profound with creative ability at its core. At Skidmore, the theme of creativity carries throughout and across all disciplines. The goal is to encourage creativity in every area of the Skidmore curriculum, where it

matters just as much in science or mathematics or government or management as it does in theatre or dance or the visual arts.

Academic Program

Featured in Newsweek (2010) as one of “America’s 25 new elite ‘Ivies’”, the College enjoys tremendous momentum. Indeed, the Skidmore curriculum provides a creative intellectual foundation for every student to live a life of professional success, civic responsibility, and personal fulfillment. Specifically, the College is firmly committed to providing its students with a superior grounding in the arts, humanities, physical and life sciences, and social sciences, along with the opportunity to pursue career-specific fields such as business, education, exercise science, and social work. The cross-disciplinary, highly sophisticated environment of the College, coupled with skilled faculty guidance, results in a transformational educational experience that promotes a lifelong commitment to learning. Students pursue connections among an unusually wide range of disciplinary and interdisciplinary perspectives, embarking on their careers well prepared to take full advantage of the challenges and opportunities they will encounter in the complex modern world.

The members of the Skidmore faculty are well known for the quality of education, research, and experience they bring to the classroom. Skidmore faculty have earned national and international recognition including Guggenheim, MacArthur, Pulitzer, and Emmy awards, and major fellowships and grants from Fulbright, Getty, NEH, NIH, NSF, and the Andy Warhol Foundation. In addition, approximately \$7 million has been awarded from the Department of Homeland Security and the Federal Emergency Management Agency which speaks to the increasingly visible role and accomplishments Skidmore has taken in the sciences. Though the faculty are accomplished scholars and artists, their emphasis is always on teaching, on translating the richness of their disciplinary and professional experiences into meaningful learning and inspiring their students. Currently 317 full-time faculty members afford an 8:1 student-faculty ratio on campus. Skidmore's faculty represents many of the top graduate schools in the nation and the world. Over 87 percent of Skidmore’s tenured and tenure-track faculty members hold the Ph.D. or the terminal degree in their field. The annual teaching load is five courses.

With more than 40 majors and approximately 40 minors, the flexibility of Skidmore’s curriculum allows students to major and minor in multiple fields, pursue an interdepartmental major combining two disciplines, design self-determined majors, and include extensive off-campus learning opportunities as part of their degree programs. Students are encouraged to test their interests and develop their skills through credit- and non-credit bearing internships across the curriculum. The Office of Off-Campus Study and Exchanges organizes a wide range of opportunities abroad for students and faculty members in many regions of the world, and approximately 60% of students study abroad during their Skidmore career. Students also may take advantage of various joint programs in business administration, engineering, and health and allied health.

Skidmore students engage in a multitude of co-curricular activities, including a competitive NCAA Division III intercollegiate athletics program. There are approximately 130 student clubs and organizations. The Skidmore campus is active year-round, and many of the public events are

particularly popular in the summer, including the nationally recognized New York State Summer Writers Institute, the Skidmore Jazz Institute, the Storytellers' Institute, and residencies of major dance companies. The College's Summer Programs draw diverse participants and audiences throughout the season and add significantly to the cultural and arts offerings of the region. Beyond the campus, the quarterly journal of the humanities and social sciences *Salmagundi* represents Skidmore within the arena of influential public debate and the arts.

Lucy Scribner Library cultivates rich local primary and secondary collections and puts a world of resources into the hands of our students and faculty through a statewide consortium, interlibrary loan, open access publishing, and other resource sharing initiatives.

The Frances Young Tang Teaching Museum and Gallery invites curiosity and collaborative learning through active engagement with ideas, artworks, and exhibitions. Programming tailored to foster formative connections between contemporary art and students of all ages is central. Critical to this end are direct experiential opportunities for Skidmore students to participate in integral aspects of museum practice. The Tang Museum collects works of art, which by their preservation and display, provide opportunity for further study. A vigorous publication program serves as a learning tool and will join regular traveling exhibitions as important means of outreach.

President



Dr. Philip A. Glotzbach became the seventh President of Skidmore in 2003. A philosopher, academic administrator, and spokesperson on issues of higher education, he joined the College following eleven years at the University of Redlands in southern California. President Glotzbach is an articulate spokesperson on the issue of science literacy within a liberal arts education and is leading the charge at Skidmore for exciting new initiatives in science education. He also has lectured on effective academic administration and the deep connection between liberal education and responsible citizenship.

During President Glotzbach's tenure, the College has added new academic programs, instituted a new first-year experience, greatly increased both the academic strength and diversity of the student body, significantly enhanced the College's commitment to financial aid, and opened a number of impressive new facilities that have increased the vitality of the College's living-learning environment. In addition, Skidmore has made major strides in sustainability, including significant investments in geothermal heating and cooling and solar energy. Throughout this time, President Glotzbach has placed major emphasis on building and sustaining a campus educational community based on respect and a commitment to excellence. This work has been guided by *Engaged Liberal Learning: The Plan for Skidmore 2005-15*. President Glotzbach is now leading the implementation of a new and energizing strategic plan, [Creating Pathways to Excellence: The Plan for Skidmore College, 2015-2025](#), focused on completing the building of the Center for Integrated Sciences and more fully integrating the curriculum, among other strategic objectives.

Finances

During President Glotzbach's fourteen years at Skidmore, the College has enjoyed improved diversity and academic preparation of entering classes, increasing student enrollments, rising donor support, steadily increasing net assets, and balanced operating budgets. Investment in the College's physical plant and infrastructure has exceeded \$200 million. In the near future, the College will break ground on a new science building, projected to cost approximately \$125 million. The building will be Skidmore's largest capital project since the College moved campuses (representing Skidmore's commitment to the STEM fields and the importance of science in a liberal education). The College has made significant investments in its academic programs and particularly faculty, and currently enjoys a favorable student-faculty ratio of 8:1. The College's endowment market value is approximately \$350 million, with an annual operating budget of approximately \$160 million. The endowment is fundamental to the College's ability to plan for the long term and to manage the ups and downs of the economy. It provides a steady and significant source of income to support our most critical operations, and is one of the reasons we continue to earn a solid A1 bond rating from Moody's Investors Service.

Governance

Skidmore College is governed by its 35-member Board of Trustees. In addition to the President of the College, designated members include the President of the Alumni Association and four other alumni representatives. Skidmore is committed to the principle of shared governance. The rights and responsibilities of the faculty, along with descriptions of the role of faculty, student, and all-College governance, are set forth in the *Faculty Handbook* and *Student Handbook*.

The central deliberative body for all-College governance is the Institutional Policy and Planning Committee (IPPC), a group chaired by the President, with a faculty member as vice-chair. Membership includes cabinet members, faculty, staff, and students. The IPPC advises the President with regard to strategic planning and policy matters, taking into account a comprehensive view of significant issues affecting the College. As shared governance is extremely important at Skidmore, decisions requiring a vote of the faculty are considered at the monthly Faculty Meeting, which are typically well-attended and rich with robust conversation.

Fiscal Year 2015/16 Endowment Report: [Skidmore's Endowment Report PDF](#)

The Office of Advancement

The Office of Advancement staff engage and solicit support from the College's core constituencies: alumni, parents, friends, foundations, the local and regional community, corporations, and government organizations, and work to manage and strengthen the College's brand and reputation. The team consists of three core functions within the advancement office – advancement services, alumni relations and college events, and development, and includes 58 professional and support staff members and nearly 1,000 volunteers. The Advancement team as well as all of the faculty, staff and administrators of Skidmore have made its mark by “making no small plans,” by defying convention and exceeding expectations in creative and entrepreneurial ways.

Annually, the College secures between \$20-\$25 million in philanthropic support and engages 30,000+ alumni in a myriad of social, volunteer and service activities. Alumni giving participation rate averages 22%. The total operating budget is approximately \$7.5million.

The Campaign

In 2013, Skidmore launched the campaign, *Creating Our Future: The Campaign for Skidmore*, which will go public in November 2017 and has a goal of raising \$200 million.

Every goal of the *Creating Our Future* campaign is dedicated to the principles of creativity, opportunity and independence. The goals include greater student, faculty and staff diversity, accessibility and affordability, a stronger financial foundation, a higher level of scientific literacy, better preparation for entering the professional world, a ground-breaking, creativity-infused curriculum emphasizing integrated learning, a more welcoming introduction to campus for prospective students, improved athletic and extracurricular opportunities, stronger connections among all members of the Skidmore community, and a continued rise in Skidmore’s reputation.

Funding priorities that will support these goals are the creation of a groundbreaking Center for Integrated Sciences, increased endowment support for financial aid, expanded student internships and collaborative research, and support for new programs at the Tang Museum.

The vision is that Skidmore will be acknowledged as one of the finest liberal arts colleges in the country with a commitment to integrating creative energy into everything they do. Skidmore will be the place where talented students tap into their imaginations to become remarkable scholars and groundbreaking entrepreneurs. Graduates will be sought for their talent and their substance, and Skidmore will be equated with excellence and innovation.

**CREATING
OUR FUTURE**

The CAMPAIGN for SKIDMORE

<p>The CENTER FOR INTEGRATED SCIENCES will bring all ten physical and life science disciplines under one roof in a state-of-the-art facility equipped with flexible teaching, research, and study spaces to spark connections and foster creativity.</p> <p>SCHOLARSHIP FUNDS will make Skidmore more accessible than ever to talented students who have the drive and ambition to succeed regardless of their financial circumstances.</p>	<p>The SKIDMORE FUND will drive innovation across the campus while helping the College to weather the inevitable ups and downs of the larger economy.</p> <p>The TRANSITIONS AND TRANSFORMATIONS initiative will create opportunities for students to apply what they learn in the classroom to a range of real-world contexts including internships, study-abroad seminars, or independent research.</p>	<p>Phase one of the ATHLETICS MASTER PLAN will significantly expand opportunities and increase support for both varsity athletes and any students interested in developing a healthy lifestyle. Highlights include a renovated boathouse, and an expanded fitness center, weight rooms, and locker rooms.</p> <p>Investments in the FRANCES YOUNG TANG TEACHING MUSEUM AND ART GALLERY endowment will make that facility self-sustaining by 2020, enabling it to continue its preeminence as a model for curricular and programmatic innovation.</p>
---	---	--

Skidmore’s previous fundraising campaign, *Creative Thought Bold Promise*, concluded successfully in 2010 by raising \$216.5 million (having exceeded the goal of \$200 million).

The Position: The Collyer Vice President for Advancement

Reporting to the President, the Collyer Vice President for Advancement will provide strategic leadership and direction for all aspects of the College's fundraising and alumni engagement efforts and serve as a key member of the President's cabinet.

The Vice President will build and sustain strong and sincere interpersonal relationships both internally and externally, will demonstrate a track record of major and principal gift fundraising success, and will possess the leadership and managerial acumen necessary to inspire and motivate an ambitious, highly-integrated advancement team and program.

Opportunities and Challenges

Skidmore is dedicated to preparing talented women and men to make a difference in every field of human endeavor. Donor support gives students the opportunity to develop and grow, the inspiration to challenge themselves and each other, and the capacity to imagine and create a better future for themselves, their communities and the world. The generosity of donors also allows the advancement efforts to move forward and make an impact on the lives of faculty and students. The new Collyer Vice President for Advancement will:

Collaborate closely with an experienced president who is committed to the success of advancement efforts. In his 14-year tenure, President Glotzbach has overseen a range of initiatives that have enhanced both the College's academic offerings and physical landscape. He headed the College's most ambitious campaign in history and is a strong leader of the current campaign. The Vice President will be a dynamic, strategic partner to the President, Board and other senior staff members, providing active leadership and guidance to increase Skidmore's institutional capacity and effectiveness.

Provide vision and leadership for the campaign: *Creating Our Future: The Campaign for Skidmore*, which is nearing the public phase. The Vice President will provide strategic leadership and direction around completion of the Campaign as well as post-campaign analytics, reporting and follow-up. The Campaign is two-thirds of the way to its goal and scheduled to launch publicly in November. To date 67% of the goal has been attained with \$135M raised.

Formulate and articulate a clear strategic vision and future fundraising plan for the College that accounts for new donor acquisition, pipeline development, and increased alumni participation. The Vice President will build on a solid base of donors, alumni, parents and friends to develop a plan to attract continued College support, while also broadening the College's base of support. A particular focus on young alumni, mid-career alumni, and principal donors will be required to grow the pipeline and increase Skidmore's overall fundraising capabilities.

Enhance philanthropic culture through increased alumni participation and engagement. The Vice President will strengthen the culture of philanthropy within and outside of the institution and, in particular, with alumni by addressing their unique interests, expectations and motivations. The Vice President will lead in developing

innovative practices in alumni participation and engagement, a dynamic and evolving area within higher education.

Strengthen and support a seasoned advancement staff. The Vice President will be a strong manager who will provide creative and decisive leadership while also empowering the experienced and talented staff and fostering strategic collaboration within and across all departments. The Vice President will inspire, mentor, connect, and provide the vision for the collaborative and collegial team. To be most successful, the Vice President will work to develop a strong and diverse team, whose members share a clear vision and work to fulfill measurable goals.

Personal Attributes, Qualifications and Experience

The next Vice President will be a proven leader who values innovation and creativity, and is well-versed in current relationship-driven fundraising and alumni engagement strategies and tactics. The ideal candidate will have the ability to articulate passionately the mission, values, and goals of the College. Candidates from both academic and non-academic environments are welcome; a bachelor's degree is required.

The successful candidate will also possess many of the following attributes:

- Strong management and leadership experience and a creative leadership style that celebrates innovation and outside-of-the-box thinking;
- A passionate commitment to the mission of liberal education and the capacity to articulate its value;
- The ability to advocate persuasively for the mission and priorities of advancement;
- Experience in comprehensive campaign planning, implementation, and completion;
- Experience developing and articulating a strategic vision with measurable goals;
- Demonstrated success with soliciting and closing principal gifts;
- Experience enhancing alumni engagement and proven success in building and leveraging relationships to increase giving and engagement activity;
- Experience in successfully recruiting, developing, and retaining top-tier talent and a strong and demonstrated commitment to diversity and inclusion;
- Experience being a trusted leader and able to serve as reliable counsel to the Board, President, and other staff;
- Ability to serve as an institution-wide partner with the President, other members of the President's Cabinet, and others across the College.
- Outstanding oral and written communication skills;
- Outstanding interpersonal skills, including an ability and commitment to listening and problem-solving, an ability to earn respect and trust across all levels of the institution; and
- Experience leveraging faculty experts to further advancement efforts and institutional priorities.

NOMINATIONS AND APPLICATIONS

Review of application materials will begin immediately and will continue until the position is filled. Applicants from historically underrepresented groups are encouraged to apply.

Nominations, inquiries and applications, including letter of interest and curriculum vitae, should be forwarded, in confidence, to:

Susan VanGilder, Partner
Kenna Boyd, Associate
Storbeck / Pimentel & Associates, LP
SkidmoreVPA@storbecksearch.com

For more information about Skidmore College and its programs, please visit: www.skidmore.edu.

Skidmore College is committed to being an inclusive campus community and, as an Equal Opportunity Employer, does not discriminate in its hiring or employment practices on the race, color, creed, religion, gender, age, national or ethnic origin, physical or mental disability, military or veteran status, marital status, sex, sexual orientation, genetic information, predisposition or carrier status, domestic violence victim status, familial status or any other characteristic protected by applicable federal, state, or local laws.