



CHIEF ADVANCEMENT OFFICER, COLLEGE OF FINE ARTS

[CARNEGIE MELLON UNIVERSITY](#)

PITTSBURGH, PENNSYLVANIA

## Carnegie Mellon University

Aspen Leadership Group is proud to partner with Carnegie Mellon University in its search for a Chief Advancement Officer, College of Fine Arts, who will help lead the effort to develop the philanthropic support that will enable CMU and its academic units to fulfill their potential and continue their ascent. The Chief Advancement Officer will join the organization as CMU strives to elevate its Advancement program and build on the success of *Make Possible: The Campaign for Carnegie Mellon University*.

The Chief Advancement Officer will partner with the Dean of the College of Fine Arts to set a strategic advancement vision for the college, with oversight of a broad range of unit-level advancement functions encompassing major gifts, donor relations, annual giving, events, alumni and constituent engagement, and management of the unit's advisory board. The Chief Advancement Officer also will serve as a member of the Dean's leadership team. The Chief Advancement Officer will be a senior leader within the Division of University Advancement and serve as a member of the CMU Advancement Leadership Council.

The Chief Advancement Officer will manage the advancement staff assigned to their academic unit and will carry a portfolio of the unit's top prospects, executing cultivation and solicitation strategies and securing major, leadership, and principal gifts. They also will be responsible for identifying, refining, and articulating their unit's fundraising needs, communicating those needs to internal and external audiences, and generating excitement for the Dean's top priorities while ensuring that frontline fundraisers across the university are equipped to advocate for their vision.

University Advancement at CMU is a matrixed and distributed organization, with staff based in central units and in the academic units. The Chief Advancement Officer is key to integrating college level advancement operations with centrally based advancement programs and resources. The Chief Advancement Officer will collaborate with fundraisers across CMU's schools, colleges, and centrally based units to develop cultivation and engagement strategies to achieve maximum impact across the institution. The Chief Advancement Officer will also partner closely with Advancement Information Services to define, measure, and report on their unit's success.

In the context of the momentum of CMU's continued ascent, it seeks a Chief Advancement Officer with the skills to ensure that the College of Fine Arts plays a defining role in the continued evolution of the disciplines, and in the future of Carnegie Mellon.

## ABOUT CARNEGIE MELLON UNIVERSITY

It is an exciting moment to join the Carnegie Mellon community. Founded by industrialist and philanthropist Andrew Carnegie, Carnegie Mellon University has been a birthplace of innovation since its founding as an engineering and fine arts school in 1900. It has soared to national and international leadership in higher education and research, particularly since 1967 when the Carnegie Institute of Technology merged with the Mellon Institute for Industrial Research to form Carnegie Mellon University.

Today, Carnegie Mellon University is a global, research-intensive university with more than 14,000 students, more than 120,000 alumni, and approximately 5,000 faculty and staff. In 2023, *U.S. News & World Report* ranked CMU #24 among national universities, #4 in terms of Most Innovative Schools, and in 2024, *Times Higher Education World University* ranked CMU as #24 among global research universities in the world. Many of CMU's seven schools and colleges and their departments maintain top national and international rankings in computer science, computer engineering, cybersecurity, artificial intelligence, engineering, business, drama, art, and music, among others. CMU is also one of a small number of academic institutions in the nation boasting a fully-fledged Federally Funded Research and Development Center, the Software Engineering Institute. CMU's confluence of scholarly excellence, robust federal and industry interface, and heritage of innovation has consistently placed it among the world's most dynamic and impactful research institutions.

Renowned for its blend of technical rigor and creativity, its commitment to solving real-world problems, and its strength in interdisciplinary collaboration, roughly 7,400 undergraduate and 8,300 graduate students are drawn to the university's commitment to innovative education and training and its outstanding programs across its seven schools and colleges. CMU faculty are known for inspiring students and alumni to think creatively, interpret with insight, and solve major societal, scientific, and technological challenges. Current and former CMU faculty and alumni have earned distinction from around the globe, including 20 Nobel Laureates, 79 members of the National Academies, and 13 Turing Awardees. In the arts, CMU faculty and alumni have been recognized with 13 Academy Awards, 142 Emmy Awards, and 58 Tony Awards.

Beyond its Pittsburgh campus, Carnegie Mellon University's global presence includes campuses in Silicon Valley, Qatar, and Rwanda, and degree-granting locations in Los Angeles, New York City, Washington, D.C., and Portugal. With more than a dozen degree-granting locations, as well as a growing number of research and educational partnerships around the world, CMU is truly a global institution.

CMU's 10<sup>th</sup> President, Farnam Jahanian, was appointed in 2018. Prior to his appointment, he served as the university's Vice President for Research, then as Provost, and later as Interim President. He is a nationally recognized computer scientist, entrepreneur, public servant, and leader in higher education. The top priorities for his administration include "Driving the Future of Education," "Enhancing the CMU Experience," "Leading at the Nexus of Science, Technology, and Society," and "Broadening CMU's Societal, Cultural, and Economic Impact."

President Jahanian was reappointed to a second term as President by the Board of Trustees in 2023.

## THE COLLEGE OF FINE ARTS

Founded in 1905, the College of Fine Arts (CFA) was one of the first comprehensive arts teaching institutes in the United States. Quickly, Carnegie Mellon University's CFA became one of the nation's—and the world's—leaders in architecture, art, design, drama, and music. Today, CFA alumni make a difference in their fields daily.

Well into its second century, CFA continues to set the standards for excellence in professional education within a top-tier research university setting. Every day, students, faculty, and staff bring a special energy to Carnegie Mellon, the region, the nation, and the world with projects and performances of beauty and power. The entire university takes great pride in the creative contributions of CFA students, faculty, staff, and alumni to the arts, architecture, and design in America and around the world.

The College of Fine Arts encourages critical inquiry and creative innovation as a key part of Carnegie Mellon University's interaction with society and culture. CFA cultivates a community of nationally and internationally recognized artists and professionals within its five schools (Architecture, Art, Design, Drama, and Music) and its associated programs (BXA Intercollege Degree Programs, ICA Pittsburgh, and the Frank-Ratchye STUDIO for Creative Inquiry).

CFA enhances and integrates the excellence and distinction of its five schools with the strengths of the university, establishing the college's position of international leadership. Students are prepared to engage successfully with local and international communities and are empowered to transform their professions.

CFA is internationally renowned for its unique multidisciplinary capabilities and distinctive pedagogical approaches, for the success and influence of its students and alumni, and for its visionary leadership in the development and transformation of the professions.

The five schools within the College of Fine Arts at Carnegie Mellon University are all nationally ranked. The School of Architecture is ranked in the top 10 in nine of twelve focus areas by *Designintelligence*, as well as ninth nationwide for "Most Hired from Architecture Schools" and eleventh among accredited B.Arch. programs in the nation. *U.S. News and World Report* ranked the School of Art top for "Program in Time-Based and New Media" and listed the school's MFA Program as seventh in the country. The School of Design has been ranked a top five school by the same publication for over a decade. The School of Drama is the oldest drama school in a U.S. university setting, having been founded in 1914. CFA alumni have won 142 Emmy Awards and 58 Tony Awards. *Fiske Guide to Colleges and Universities* has named the School of Music as a top ten music school in the nation.

The broad range of fundraising priorities across CFA includes the perpetual need for attracting and retaining faculty through endowed professorships and improving student access through graduate fellowships. Current, more immediate priorities include support for AI and the Arts Initiative and the [ICA Pittsburgh's](#) campaign for both capital and endowment funding.

## UNIVERSITY ADVANCEMENT

University Advancement supports Carnegie Mellon University's incredible growth and momentum and the vision of having a transformative impact on society through continual innovation in education, research, creativity, and entrepreneurship by championing its mission, building relationships with its various constituencies, and securing critical industry sponsorship and private philanthropic support.

The division provides leadership, partnership, and coordination for advancement and alumni relations staff, collaborating with other offices, colleges, schools, and departments. Advancement specialists help to articulate and highlight the distinctive excellence of CMU and its broad and deep impact on the world. With its world-leading strengths at the intersection of technology and humanity, CMU research, innovation, and creativity will help shape the 21<sup>st</sup> century.

Carnegie Mellon is enjoying its most productive fundraising years in its history, surpassing the initial fundraising goal for its \$2 billion *Make Possible* campaign more than 18 months ahead of schedule. The campaign is now slated to continue until June 2025, culminating in the celebration of the university's 125<sup>th</sup> anniversary.

### **REPORTING RELATIONSHIPS**

The Chief Advancement Officer, College of Fine Arts will report to the Dean of the College of Fine Arts, Mary Ellen Poole, with a secondary reporting line to the Associate Vice President for Development, Matt Weinstein. The Chief Advancement Officer will oversee a team of five staff.

### **FROM THE DEAN**

*The arts have been at the heart of CMU since the beginning and are the source of its institutional uniqueness today. What other university balances and synthesizes creative and technological innovations as we have done? I would like to think that Andrew Carnegie himself sensed an important truth: art is more than decoration, more than entertainment. Artists express the conscience of society and call us to action.*

*The paradigm-shifting work of our faculty, staff, students, and alumni insists upon connection in an increasingly fragmented world. It creates tools that make us more mindful, able to make better decisions in everything from the rehearsal process to the selection of building materials. These projects link personal and social histories, and demand that we reflect on that interaction. These initiatives give voice to those without power, and their artistic activism breathes life into our values.*

*Three years ago, I was attracted to CFA at Carnegie Mellon for precisely those reasons. Its audacious creativity deserves generous support and deserves my best efforts toward that goal. I seek a partner and co-conspirator who will push me out of my comfort zone. I seek a leader who will galvanize and energize colleagues and donors alike, who can understand and eloquently interpret the work of the five schools and three units, who will build on the strong foundation already laid to help us reach for the transformational gifts that will determine the future of the next generation of art makers.*

—Mary Ellen Poole, Stanley and Marcia Gumberg Dean of the College of Fine Arts

### **CARNEGIE MELLON UNIVERSITY'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION**

Carnegie Mellon University is a richly varied community, united in the pursuit of excellence with a wealth of perspectives, identities, backgrounds, and cultures. CMU is committed to fostering an environment where all members of the community have a sense of belonging. This commitment drives its pursuit of creating a space where every voice can be heard. The university seeks to cultivate diverse populations and perspectives and promote equity and inclusion.

Its devotion to these ideals springs from a core belief in the power of education to be a transformative and enriching force for every person, irrespective of their background, identity, or life circumstances. Inclusion and belonging are intricately interwoven into the very essence of the university, helping to shape its values, policies, and practices.

Diversity, equity, inclusion, and belonging are not only central to the university's ethos but also indispensable to its pursuit of academic excellence and innovation. As a community devoted to rigorous analysis and creative approaches to real-world problems, CMU has both the tools and the responsibility to address these challenges. It continues to cultivate a welcoming culture, improve programs, recruit and retain world-class talent, and become a leader and champion for best practices.

### **PRIMARY RESPONSIBILITIES**

The Chief Advancement Officer, College of Fine Arts will

- provide leadership, inspiration for, and management of all advancement-related activities in the college;
- serve as a senior member of the Dean's leadership team, as well as a member of the CMU Advancement Leadership Council;
- identify and articulate fundraising priorities for assigned areas in support of strategic objectives;
- set the strategy for and support development activity for the Dean, the five Heads of Schools, leading faculty members, key administrators, and other essential stakeholders;
- serve as the primary leadership point of contact with members of the CFA Dean's Council, an enthusiastic and growing advocacy group that meets twice yearly, as well as collaborate with the Dean and advancement staff to ensure engaging, meaningful programming for the Council;
- coordinate fundraising activities with colleagues in corporate relations, foundation relations, and other advancement offices across the university;
- collaborate with University Advancement departments, including donor relations, alumni relations, and advancement services;
- report on the results of all advancement activities;
- personally manage a portfolio of high-capacity donors and prospects for the College of Fine Arts;
- be accountable for reaching unit-based fundraising goals;
- travel domestically and possibly internationally;
- develop and manage a budget to support advancement activities;
- lead, coach, and evaluate the performance of assigned staff;
- create an environment that rewards excellence, creativity, integrity, and teamwork; and
- help maximize effectiveness across all levels of the organization through additional assignments.

### **ACADEMIC LEADERSHIP**

**Mary Ellen Poole**

**Stanley and Marcia Gumberg Dean, College of Fine Arts**

Mary Ellen Poole, Ph.D., is the Stanley and Marcia Gumberg Dean of the College of Fine Arts. She also holds a faculty appointment as Professor of Music. She joined Carnegie Mellon University and CFA in August 2021.

Dr. Poole is a musicologist who most recently served as the Director of the Sarah and Ernest Butler School of Music in the College of Fine Arts at The University of Texas at Austin, where she also held the Florence Thelma Hall Centennial Chair in musicology.

Under Dr. Poole's leadership, the Butler School of Music attracted world-renowned faculty, expanded its donor base, funded facility updates, and led and facilitated community conversations promoting diversity, equity, and inclusion. Throughout her career, she has consistently advocated for non-traditional opportunities for student performers and initiatives that will bring music to a broader audience.

Prior to her post at Butler, Dr. Poole served as the Dean of the San Francisco Conservatory of Music for a decade. There she increased enrollment, recruited exceptional faculty, and supervised construction of an \$80 million facility in the city's arts district. As a musicologist, her research has focused on fin-de-siècle Paris: cabaret chansons and chansonniers, music as political propaganda during the Radical Republic, and the ideology of teaching music to the working class.

## **UNIVERSITY ADVANCEMENT LEADERSHIP**

### **Pamela Eager**

#### **Interim Vice President for University Advancement**

Prior to her current role as Interim Vice President for University Advancement, Pam Eager served as the Senior Associate Vice President for University Advancement at Carnegie Mellon. Her responsibilities have included oversight of principal gifts fundraising and leading the foundation relations and strategic philanthropic priorities programs. Since joining the university in 1991, Eager has served in a number of roles including Director of Development for the College of Engineering, Director of Major Gifts, Assistant Vice President for Individual Giving, and Senior Associate Vice President for Development. Prior to joining the staff at CMU, Eager worked at BASF Corporation, an international chemicals producer, in market development, product management, and corporate strategic planning. Eager holds a B.S in chemical engineering and an M.B.A. both from Carnegie Mellon.

### **Matt Weinstein**

#### **Associate Vice President, Development, University Advancement**

Matt Weinstein is the Associate Vice President of Development at Carnegie Mellon University. His responsibilities include overseeing the teams of international fundraising, planned giving, university priorities, and constituent development. In addition, Weinstein partners with all seven schools and colleges and university libraries to help supervise their advancement operations.

Prior to joining CMU in 2015, Weinstein was the Senior Executive Director for Advancement at the Swanson School of Engineering at the University of Pittsburgh. He has nearly 25 years of experience in higher education development having also been part of the fundraising operations at Brandeis University and Muhlenberg College.

Weinstein earned his Ph.D. in political science at the University of Pittsburgh. His research was primarily focused on the relationship between state government and higher education. He has also earned degrees from Lehigh University, Clark University, and the London School of Economics.

## **PREFERRED QUALIFICATIONS**

Carnegie Mellon University seeks a Chief Advancement Officer, College of Fine Arts with

- advanced knowledge of and experience with major gift fundraising and capital campaigns;
- demonstrated success in developing and managing relationships with deans, volunteer

- leadership, and major donors and prospects;
- management experience including the ability to lead and inspire teams to achieve goals;
  - cultural sensitivity in interacting with a diverse alumni population, both domestically and internationally;
  - the ability to initiate, analyze, monitor, evaluate, and update strategic development plans;
  - excellent writing, analytical, and organizational skills;
  - excellent interpersonal skills and a commitment to collaboration;
  - energy, self-motivation, flexibility, and adaptability;
  - a healthy sense of humor;
  - some knowledge of and experience with one or more art forms; and
  - a commitment to Carnegie Mellon University's mission.

A bachelor's degree is required for this position. A master's degree or equivalent combination of training and experience is preferred. At least 10 years of progressively responsible development experience is required for this position; experience leading and supervising teams for at least three to five years is preferred. Experience in a campaign environment is desirable.

### **SALARY AND BENEFITS**

Carnegie Mellon University offers a competitive salary and a wide variety of benefits and programs designed to meet the needs of its faculty and staff members. From its health and welfare plan offerings to tuition benefits and competitive retirement plans, CMU is committed to providing benefits that support its staff through every stage of their career at CMU. You may learn more about CMU benefits [here](#).

### **LOCATION**

This position is based in Pittsburgh, Pennsylvania.

### **APPLICATION INSTRUCTIONS**

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of Carnegie Mellon University as well as the responsibilities and qualifications stated in the position prospectus.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position visit: [Chief Advancement Officer for the College of Fine Arts, Carnegie Mellon University](#).

To nominate a candidate, please contact Gregory Leet: [gregoryleet@aspenleadershipgroup.com](mailto:gregoryleet@aspenleadershipgroup.com).

Carnegie Mellon University is an Equal Opportunity Employer/Disability/Veteran and offers a diverse environment with a flexible benefits package, including a generous retirement plan, tuition remission, and paid time off policy, as well as many professional development, health, and wellness opportunities. A background check is required.

*All inquiries will be held in confidence.*