

ASPEN LEADERSHIP GROUP

VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

CLAFLIN UNIVERSITY

ORANGEBURG, SOUTH CAROLINA



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

The Vice President for Institutional Advancement will articulate and implement a bold, coherent strategy for significant growth in fundraising and alumni engagement. The Vice President will lead the university's efforts to secure the resources necessary to achieve its vision and mission, focusing on major gifts, capital campaigns, and sustainable alumni giving. The Vice President will work closely with a variety of stakeholders to foster a culture of philanthropy throughout the university.

The world needs visionaries—those who are able to imagine what's possible and chart a course to get there. More than 150 years ago, Claflin University broke down barriers in higher education as the first South Carolina university open to all regardless of race. Today, Claflin continues to welcome exemplary students of all races and genders who demonstrate a passion to change not only their own circumstances, but to change the world as well. Claflin University is a comprehensive institution of higher education affiliated with the United Methodist Church. A historically black university founded in 1869, Claflin is committed to providing students with access to exemplary educational opportunities in its undergraduate, graduate, and continuing education programs. Located on 50-acres in Orangeburg, South Carolina, Claflin University is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award baccalaureate and master's degrees. Claflin offers 38 undergraduate majors and five graduate majors to nearly 2,000 students. The university fields 11 varsity teams in NCAA Division II competition and offers more than 80 clubs and organizations for students to become involved outside the classroom.

Claflin University was founded in 1869 and named in honor of Lee Claflin, a prominent Methodist layman from Boston and his son, William Claflin, then governor of Massachusetts. With "the only admission requirements for prospective students being the possession of good moral character and a conscientious desire to learn," Claflin University offered, for the first time in South Carolina, quality higher education for men and women "regardless of race, complexion, or religious opinion." Claflin continues its dedication to providing a student-centered, liberal arts education grounded in cutting-edge research, experiential learning, state-of-the-art technology, community service, and life-long personal and professional fulfillment. Claflin is a diverse and inclusive community of students, faculty, staff, and administrators who work to cultivate practical wisdom, judgment, knowledge, skills, and character needed for globally engaged citizenship and effective leadership.

U.S. News & World Report ranks Claflin University as the top HBCU in South Carolina and #1 for annual alumni giving among all HBCUs. Claflin is also ranked the ninth HBCU nationally and fourteenth among top performers on social mobility by the publication. Claflin was recently named 2023 “Best College” by *Money.com*, which offers a practical analysis of more than 700 four-year colleges using data in three main categories: quality, affordability, and student outcomes.

Claflin University believes that most leaders are made, not born. Furthermore, it believes that students with passion, integrity, and a willingness to work hard have an innate capacity to become visionary leaders. Claflin students are challenged to realize their full potential, leaving with an unparalleled education that will serve them well in graduate school, in a career, and in life.

REPORTING RELATIONSHIPS

The Vice President for Institutional Advancement will report to the President, Dwaun J. Warmack and will serve on the President's Senior Management Team. The Vice President will oversee a team of 16 staff.

FROM THE PRESIDENT

My five years at the helm of Claflin University have marked a historic journey of "elevation and transformation." For over 154 years, Claflin has stood as a model of excellence, with our great past consistent with current successes. The evidence of our progress is compelling: a consistent top ten HBCU ranking by U.S. News & World Report for the past 13 years, and a \$90 million investment in state-of-the-art construction and renovations. These advancements include a new student center, biotech and nursing buildings, and a renovated 40,000 square foot center dedicated to workforce development initiatives, supported by both the university and the community. All this is achieved alongside welcoming incoming classes with an average GPA of 3.6, and graduating cohorts that boast an 86% placement rate post-graduation.

We are thrilled to offer the chance to collaborate with someone who personifies Claflin's philosophy—dynamic, intelligent, and innovative, with an impressive record in campaign leadership and philanthropic expansion. This role is crucial in guiding Claflin toward the triumphant realization of a \$100 million Student Success Capital Campaign. These efforts will reinforce our dedication to cultivating tomorrow's leaders. The ideal candidate for this distinguished role will leverage Claflin's robust alumni support, evidenced by a giving rate exceeding 40%. This reflects the profound, steadfast bond we maintain with our community and alumni network. As the new Vice President for Institutional Advancement, you will be a custodian of this cherished relationship, entrusted to build upon our success and reputation. We seek an individual who is not just fitting into the fabric of Claflin but is ready to weave their own thread into our story of “elevation and transformation”. If you are prepared to answer this call and to lead with passion, purpose, and perseverance, Claflin University awaits you.

—Dwaun J. Warmack, President

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

When it was established in 1869, Claflin University broke down barriers in higher education as the first South Carolina university open to all regardless of race. Currently, Claflin continues to welcome exemplary students of all races and genders who demonstrate a passion to change not only their own circumstances, but to change the world as well. As a historically Black institution, Claflin University understands the importance of diversity in all its forms.

It is committed to providing an inclusive campus where all students have equal opportunities to thrive academically, intellectually, and socially, and it celebrates the power of diversity in creating a vibrant academic environment that prepares students for success in an increasingly interconnected world. Claflin University reaffirms its dedication to the principles of diversity, equity, and inclusion as it continues to cultivate an environment where all individuals can reach their full potential, irrespective of their background.

PRIMARY RESPONSIBILITIES

Strategic Leadership and Vision

The Vice President for Institutional Advancement will

- craft and execute a comprehensive advancement strategy that aligns with Claflin University's mission and long-term objectives; and
- provide visionary leadership that inspires and mobilizes the advancement team, volunteers, and the broader university community towards achieving fundraising goals.

Fundraising and Development

The Vice President for Institutional Advancement will

- accelerate the momentum of fundraising efforts by identifying, cultivating, and securing major gifts of \$500,000 or more;
- lead capital campaigns, coordinating efforts that involve detailed planning, persuasive communication, and persistent follow-through; and
- develop and enhance the alumni giving program to ensure a sustainable increase in the alumni giving rate and foster lifelong relationships.

Alumni Relations and Engagement

The Vice President for Institutional Advancement will

- strengthen and expand alumni networks, creating strategies that engage alumni in the life of the university and encourage alumni support; and
- organize alumni events and communications that build a strong sense of community and loyalty to Claflin University.

Marketing and Communications

The Vice President for Institutional Advancement will

- oversee the development of marketing and communication strategies that effectively promote the university's advancement goals to potential donors and alumni; and
- ensure that messaging is consistent, targeted, and reflects the university's values and aspirations.

Volunteer Management and Engagement

The Vice President for Institutional Advancement will

- enhance the senior volunteer structure, including boards, councils, and committees, by recruiting and training high-level volunteers to assist with advancement activities; and
- cultivate strong relationships with volunteers and provide them with the tools and information necessary to successfully advocate for and support the university.

Performance Measurement and Improvement

The Vice President for Institutional Advancement will

- employ a data-driven approach to assess the effectiveness of fundraising campaigns and engagement initiatives; and
- continuously refine strategies based on outcomes, best practices, and industry trends to improve the effectiveness and efficiency of the advancement function.

Resource Management

The Vice President for Institutional Advancement will

- steward the human and financial resources of the advancement office, ensuring that both are aligned with strategic priorities and utilized to maximum effect; and
- prepare and manage the advancement budget, ensuring fiscal responsibility and strategic allocation of funds.

Institutional Collaboration

The Vice President for Institutional Advancement will

- partner with the university's senior leadership to integrate advancement considerations into broader strategic planning; and
- work closely with academic and administrative leaders to identify funding priorities and opportunities that align with donor interests.

Governance and Compliance

The Vice President for Institutional Advancement will

- ensure that all advancement activities operate in compliance with university policies and relevant laws and regulations; and
- maintain transparency and accountability in all fundraising practices and donor relations.

LEADERSHIP

Dr. Dwaun J. Warmack President

Dr. Dwaun J. Warmack began his tenure as the ninth president of Clafin University on August 1, 2019. Dr. Warmack was selected by the Clafin University Board of Trustees based on his commitment to academic integration and the holistic development of students. He is committed to developing programs that promote diversity, pluralism, and cultural competency. Throughout his career, he has championed inclusion, academic excellence, and the retention of underrepresented students.

Prior to his current appointment, Dr. Warmack served as President of Harris-Stowe State University for five years. He has more than 20 years of progressive administrative experience in higher education at five distinct institutions. Dr. Warmack provided leadership to more than 450 full and part-time faculty and staff and had oversight of a budget in excess of \$32 million.

Under his tenure, Harris-Stowe witnessed a transformation, unheralded in its 160-year history. Dr. Warmack shepherded more than \$15 million in external funding to the institution, including a \$5 million grant, the largest in the institution's history.

A visionary with a unique understanding and appreciation for today's Generation Z students, Dr. Warmack provides a brand of leadership that is characterized by an unqualified insistence on data driven decision-making and a commitment to higher education's current best practices.

To bolster his executive acumen, Dr. Warmack has participated in a variety of professional development opportunities, including the American Association of State Colleges and Universities' (AASCU) Millennium Leadership Initiative (MLI), and Hampton University's "On The Road to the Presidency: Executive Leadership Summit." In 2019, Dr. Warmack was selected and conducted global research as an Eisenhower Fellow.

Dr. Warmack was named the Delta State University “Black Alumnus of the Year” and was inducted into the institution’s Hall of Fame. Other awards and recognitions for his work in higher education and the community include but are not limited to, *Delux Magazine* Power 100 “Trailblazer Award” Recipient, *St. Louis Business Journal* “40 under 40,” *St. Louis American* “Salute to Excellence Young Leader Award,” The Rickey Smiley Foundation “Trailblazer Award,” Who’s Who in Color Most Intriguing People, and “Ten Most Dominant HBCU Leaders of 2018.”

Dr. Warmack earned a bachelor’s degree in education and master’s degree in sociology from Delta State University. He earned his doctorate in educational leadership with a specialization in higher education from Union University in Jackson, Tennessee, and his post-doctoral studies in educational leadership at Harvard University School of Education.

PREFERRED COMPETENCIES AND QUALIFICATIONS

Claflin University seeks a Vice President for Institutional Advancement with

- a commitment to the mission of Claflin University—to provide students with access to exemplary educational opportunities in undergraduate, graduate, and continuing education programs and provide a student-centered, liberal arts education grounded in cutting-edge research, experiential learning, state-of-the art technology, community service, and life-long personal and professional fulfillment;
- experience developing, implementing, and assessing comprehensive advancement strategies that align with institutional missions and strategic objectives;
- experience across the breadth of fundraising revenue streams including major and principal individual giving, corporate and foundation giving, planned giving, and capital campaigns, preferably within a higher education environment;
- strategic thinking and planning skills, and a history of advancing program performance;
- an ability to work effectively with diverse constituencies within a university environment;
- an ability to work productively with volunteers, boards, committees, and other stakeholders;
- a deep understanding of alumni engagement strategies and an ability to develop and grow alumni programs that increase alumni giving and engagement;
- an understanding of industry best practices and emerging trends in higher education philanthropy;
- a strong work ethic, personal integrity, and a high degree of emotional intelligence;
- excellent communication skills across platforms including strong verbal and written communication skills and superior listening skills; and
- an ability to serve as an effective leader of staff, building, inspiring, mentoring, and retaining successful teams while achieving ambitious fundraising goals.

A bachelor’s degree or an equivalent combination of education and experience and at least ten years of experience as a senior level advancement professional in higher education is preferred for this role. Claflin University will consider candidates with a broad range of backgrounds. If you are excited about this role and feel that you can contribute to the university, but your experience does not exactly align with every qualification listed above, we encourage you to apply.

SALARY AND BENEFITS

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

LOCATION

This position is in Orangeburg, South Carolina.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and resume. ***Cover letters should be responsive to the mission of Claflin 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: [Vice President for Institutional Advancement, Claflin University](#).

To nominate a candidate, please contact Dick Walker, dickwalker@aspenleadershipgroup.com, or Ron Schiller, ronschiller@aspenleadershipgroup.com.

All inquiries will be held in confidence.