



VICE CHANCELLOR FOR ADVANCEMENT



EXECUTIVE SUMMARY

UNC Charlotte seeks an accomplished, transformative and results-driven leader to serve as its next Vice Chancellor for Advancement. The incumbent will lead the next comprehensive campaign to champion and support the University's strategic plan, secure the involvement of alumni, students and parents, build the University's reputation and brand, and strengthen support for the University through philanthropy and other industrial and private-public partnerships.

ABOUT THE VICE CHANCELLOR FOR ADVANCEMENT POSITION

The incumbent will report to the Chancellor, serving as the chief advancement officer and primary advisor on all matters pertaining to the strategic management and operation of university development, alumni affairs, university communications, and external relations. As a member of the Chancellor's Cabinet, the incumbent will also serve as a strategic and collaborative partner and resource to other senior leaders.

The Vice Chancellor for Advancement leads and oversees all aspects of the Division of University Advancement, including Advancement Operations, Alumni Affairs, Development, External Relations and Partnerships, and University Communications, and University Events.

The Vice Chancellor for Advancement also serves as the president of the UNC Charlotte Foundation, working with an appointed 45-member board to enhance the University's ongoing base of private support. The Foundation advances UNC Charlotte as North Carolina's urban research university through active engagement, advocacy, fundraising and stewardship.



JOB DUTIES & RESPONSIBILITIES

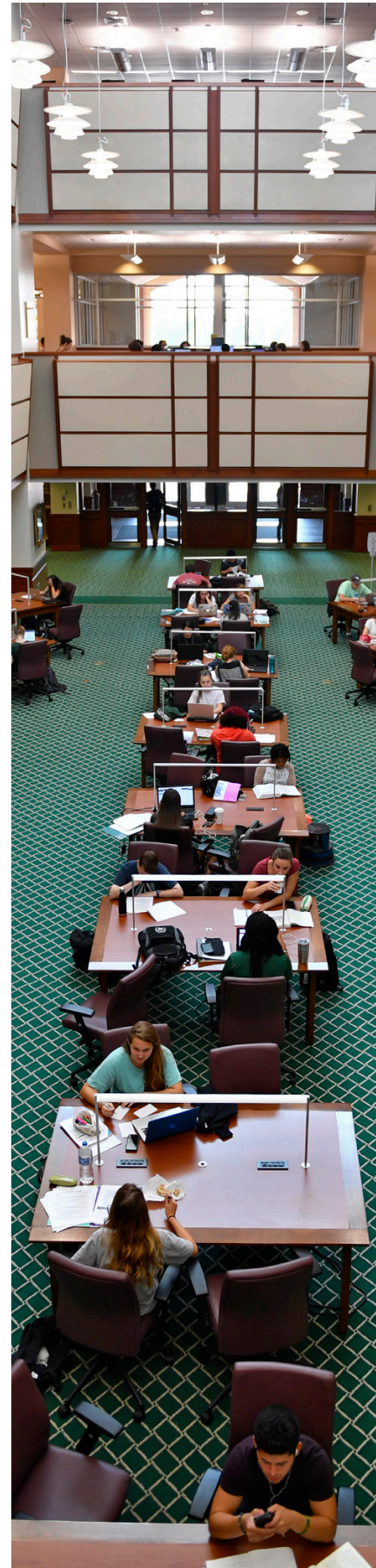
- Support the implementation of the University's strategic plan; provide counsel regarding the fundability of identified priorities and initiatives as well as new ideas; effectively operationalize those with the most potential
- Lead the planning, preparation and execution of a comprehensive fundraising campaign, ensuring an optimally deployed staff and an effective, efficient infrastructure that will support a successful campaign
- Cultivate strong working relationships with executive team peers, administrators, faculty and staff across the University, engendering trust through transparent communication and a clear motivation to work as a team
- Evaluate, strengthen and enhance the individual donor pipeline (annual, major, principal and planned) as well as institutional funding; develop and implement new innovative programs to effectively reach alumni; identify and acquire prospective donors; increase donor retention; and upgrade and renew existing donors
- Personally cultivate, solicit and steward a select portfolio of highest-level prospects
- Maintain a leadership style that is honest and transparent; support, mentor and optimally organize the university advancement team by setting clear direction and priorities, promoting excellence and impact through the implementation of best practices and accountability measures
- Ensure that all systems and processes from data capture to gift acceptances and processing; maximize available intelligence via reporting and follow sound budgetary, legal and accountancy practices; and further develop and integrate a stewardship program that provides regular and consistent communications with donors on the use and impact of their gifts
- Plan and carefully manage the advancement budget, ensuring that resources are deployed efficiently and effectively to support fundraising goals and objectives; and utilize contemporary analytics to project, measure and report on progress relative to goals
- Position oneself as an integral member of the local and University communities

PREFERRED QUALIFICATIONS

- Bachelor's degree
- Progressively responsible managerial leadership experience in one of the functions of the University Advancement Division, preferably, but not exclusively, fundraising and development

DESIRED QUALIFICATIONS

- The credibility, maturity and sound judgment required to effectively engage and leverage leadership, volunteers and other key constituents in the cultivation, solicitation and stewardship of key prospects and donors
- Demonstrated success in personally cultivating, soliciting and stewarding transformative principal gifts from individual and institutional donors
- Demonstrated leadership in strategic planning
- Track record of success in a complex organization; a demonstrated ability to plan, manage and successfully close a comprehensive campaign.
- Experience building upon an existing advancement program, including individual and institutional philanthropy, resulting in a transformative increase in philanthropic revenue for an organization; success increasing the effectiveness of an advancement program and its staff through established objectives and performance standards
- Proven management skills and experience establishing a culture that is collaborative and goal-oriented and empowers staff through clear communication and delegation and that builds confidence, promotes diversity of thought and celebrates achievement
- Exemplary written and oral communication skills
- A demonstrated commitment to the University's mission, vision and guiding commitments through past actionable steps
- Superior interpersonal and listening skills
- Impeccable attention to detail and follow-through
- Strong personal integrity, flexibility and work ethic coupled with a grounded approach and perspective
- A diplomatic, collaborative demeanor
- Political savvy to navigate a highly complex public institution, as well as sensitive issues
- A sharp eye for operational efficiency and the best use of resources, including a demonstrated understanding of budgets and the ability to manage them
- Knowledge of Charlotte and/or North Carolina advancement
- The personal flexibility to travel and work evenings and weekends as required



ABOUT THE UNIVERSITY OF NORTH CAROLINA AT CHARLOTTE

UNC Charlotte is North Carolina's urban research university and is located in one of America's fastest growing and most diverse cities. It leverages its location in the state's largest and most dynamic city to offer internationally competitive programs of research and creative activity, exemplary undergraduate, graduate, and professional programs, and impactful community engagement initiatives.

The history of the institution is important to understand its mission and evolution. Founded in 1946, the Charlotte Center of the University of North Carolina served the educational needs of returning World War II veterans. Three years later, the institution formally became the two-year Charlotte College, responding to the need for public higher education in the city. Later in 1965, an act of the State General Assembly transformed Charlotte College into UNC Charlotte, the fourth campus of the University of North Carolina System. The later addition of master's degree programs and in 1994, doctoral programs, allowed UNC Charlotte to become the city's only research and doctoral granting institution.

In the 75 years since its founding, UNC Charlotte has experienced tremendous expansion and growth. It is currently the third largest institution within the University of North Carolina System with an enrollment of 29,551 students. It comprises seven academic colleges offering 171 undergraduate majors in 77 programs leading to Bachelor's degrees, 65 Master's degrees, 24 Doctoral degrees, and 30 honors programs.

As UNC Charlotte has grown, so has the rich diversity of the student body. The campus community represents a diverse tapestry of backgrounds and cultures that help enrich the learning atmosphere and create an environment where all students feel that they belong. In fall 2022, UNC Charlotte enrollment was 29,551 students, encompassing 23,461 undergraduates and 6,090 graduate students. Students come from 49 U.S. states, with approximately 1,900 international students originating from 126 countries, and UNC Charlotte is home to many local, regional, non-traditional, returning students, and Veterans. Of the entire student body, 49 percent are female; 34 percent of new undergraduate students are first-generation college students; and 36 percent identify as an underrepresented minority race or ethnicity. Seventy-two percent of students receive financial aid and 39 percent of those students receive Pell Grants.

More than 1,100 full-time and almost 500 part-time faculty members account for an average 20:1 student to faculty ratio, providing personalized attention and teaching relationships that can persist for a lifetime. The number of staff members totals 2,500. UNC Charlotte faculty and staff are dedicated to academic excellence, cutting-edge research, community outreach and the growth and development of the University experience for all students.



LEADERSHIP

In July 2020, Sharon L. Gaber, Ph.D. became the fifth chancellor of UNC Charlotte. Officially the first woman to serve as chancellor of UNC Charlotte, Chancellor Gaber follows the trail blazed by founding educator Bonnie Cone, who led the institution from 1946-1966 through several stages of growth.

Prior to Chancellor Gaber's arrival at UNC Charlotte, she served for five years as the President of the University of Toledo. Earlier in her career, she served as provost and vice chancellor for academic affairs at the University of Arkansas. She has also served as interim provost and administrator at Auburn University and a faculty member and administrator for the University of Nebraska-Lincoln.

An academic with a background in city and regional planning, Chancellor Gaber has written numerous articles on regional and urban planning, public policy, and the social dynamics that affect community decision making. She is also co-author of a book on planning research methods.

In 2022, Gaber received the Career Mastered Distinguished Leadership Award and was named to The Charlotte Business Journal's inaugural Power 100 list, as one of the top 10 leaders who will drive Charlotte's next stage of growth. She has also been named to Business North Carolina's Power List for 2021, 2022 and 2023.

Deeply engaged in community and regional activities, she is a member of the Leading on Opportunity Council, the Charlotte Executive Leadership Council, Women Executives, and the International Women's Forum – Carolinas. She has also been tapped to serve on the Board of Directors of Project Kitty Hawk, and on the presidential working group for the ECMC/Aspen National Transfer Project for North Carolina. Chancellor Gaber also has served on multiple NCAA committees and is the first UNC System chancellor to serve as a member of Excelencia in Education's Presidents for Latino Student Success.



STRATEGIC FOCUS

In 2021, the UNC Charlotte Board of Trustees approved a new 10-year strategic plan, Shaping What's Next, 2021-31. In fall 2021, Chancellor Gaber named a 22-member Strategic Planning Committee composed of faculty, staff, administrators and students that worked diligently and intentionally for one year to shape the thousands of ideas, suggestions and feedback received from nearly 7,000 stakeholders. The emergent strategic plan is both aspirational and inspirational, setting the path for UNC Charlotte to achieve its vision to be a globally recognized, emerging top-tier research university driving discovery and innovation, while advancing student access and social mobility, nurturing talent, fostering excellence, and ensuring equity.

THE FOUR STRATEGIC FOCUS AREAS THAT SERVE AS THE FOUNDATION OF THE STRATEGIC PLAN ARE AS FOLLOWS:

- 1 Transform Students' Lives through Educational Opportunity and Excellence**
Student success is central to UNC Charlotte's mission. As the first strategic focus, the University will provide students with access to a high-quality and affordable educational experience, support them to ensure they are successful in their educational pursuits and prepare them to excel in their career and life choices.
- 2 Power the Future through Inquiry, Research, and Creative Discovery**
Expanding and strengthening our research is the second strategic focus. UNC Charlotte intends to become a top-tier research university as well as foster signature institutional research areas of national and international relevance.
- 3 Drive Progress for North Carolina and Beyond**
The third strategic focus is to fulfill UNC Charlotte's role as North Carolina's urban research university to advance solutions for cultural, economic, social, educational, environmental and health issues, as well as to be a talent developer to address workforce and community development needs.
- 4 Live our Guiding Commitments by Leading in Equity and Engagement**
The fourth strategic focus is to ensure that UNC Charlotte's campus is diverse, equitable and inclusive, as well as to increase the visibility and reputation of the University through the use of its externally facing assets and programs. One of the major goals in this focus area is to demonstrate national leadership in diversity, inclusion, and equity.



A VIBRANT CAMPUS

UNC Charlotte's main campus is in University City, approximately eight miles from uptown Charlotte and accessible via light rail. The picturesque campus sits on nearly 1,000 wooded acres with 10 acres of outdoor botanical gardens, hiking trails, the McMillan Greenhouse, and a tropical plant courtyard.

Approximately one quarter of UNC Charlotte students choose to live on campus and within walking distance to classes, labs, libraries, light rail, theaters, concerts, art galleries and sports facilities. Students have a choice of soon to be 18 residence halls, including Greek organization housing and learning communities. Personalized dining options offer the ultimate in choice and convenience with traditional dining halls and specialty restaurants.

UNC Charlotte has a permanent presence in Charlotte's Center City, a 143,000-square-foot facility with 25 classrooms and design studios, meeting and performance spaces, and an art gallery, adjacent to a four-acre city park. The Dubois Center at UNC Charlotte Center City is the only University of North Carolina building conceived and designed specifically to serve the people, organizations and businesses of an urban center. UNC Charlotte is an active participant in the city's business and cultural district, bringing the University's considerable intellectual resources to the heart of the Charlotte community. UNC Charlotte is connected by light rail to Center City and the Dubois Center is only 100 steps away from the train.

GOVERNANCE

UNC Charlotte is one of 17 constituent institutions comprising the University of North Carolina System. The System is overseen by a 24-member UNC Board of Governors, elected by the North Carolina General Assembly to four-year terms. The Board has the responsibility for policy-making, planning, management, and overall governance of the UNC System, and elects the System's president to serve as the chief administrative and executive officer. The Board also elects each institution's chancellor, upon the nomination of the president.

Each institution within the System also has its own Board of Trustees, which is delegated extensive authority and power over operations and academics on campus. UNC Charlotte has a 13-member Board of Trustees. Eight members are elected to four-year terms by the UNC Board of Governors, four members are appointed by the North Carolina General Assembly, and the president of the student body serves a one-year term as an ex officio member.

THE CITY OF CHARLOTTE

Charlotte is one of the fastest growing cities in the United States and is the country's 15th most populous city. Serving as a major center for the finance industry (Charlotte is the nation's second-largest center for banking and finance), as well as for the motorsports and energy industries, the region hosts headquarters for nine Fortune 500 and 16 Fortune 1000 companies. Among them are Bank of America, Centene, Lowe's, Honeywell International, Duke Energy, Nucor, Sonic Automotive and Sealed Air. Equally significant is the commitment of more than 200 additional Fortune 1000 companies that have placed one or more facilities within the Charlotte region.

Charlotte also is home to six major professional sports teams, including the NFL's Carolina Panthers and the NBA's Charlotte Hornets. It is also home to the NASCAR Hall of Fame. Charlotte Douglas International Airport, one of the busiest airports in the world based on passenger totals, provides easy access to domestic and overseas destinations.

Rated as the 30th best place to live in the U.S. by U.S. News & World report, the city also offers a range of cultural amenities, including the Charlotte Symphony, Bechtler Museum of Modern Art, Mint Museum, Harvey B. Gantt Center for African-American Arts + Culture, McColl Center, Blumenthal Performing Arts Center, Charlotte Ballet, a growing landscape of outstanding restaurants, and a dynamic, thriving private art gallery scene. For those who enjoy exploring the outdoors, Charlotte is a city known for its tree canopy and extensive system of creeks. The U.S. National Whitewater Center provides a range of activities, and Charlotte offers easy access to mountainous terrain to the west, as well as the Atlantic coast to the east. Mecklenburg County, home to Charlotte, has 21,000 acres of parks including 56 miles of developed greenway trails connecting people and places.

NOMINATION & APPLICATION PROCESS

**PLEASE DIRECT INQUIRIES, NOMINATIONS,
AND APPLICATION MATERIALS TO:**

Sharon McDade, Search Manager
sharonmcdade@greenwoodsearch.com

Ann Bailey, Search Consultant
annbailey@greenwoodsearch.com

The University of North Carolina at Charlotte is an equal opportunity employer and, in compliance with federal and state laws and University policy, is committed to providing equal educational and employment opportunities for all persons without regard to age, color, national origin, race, religion, disability, veteran status, sex, sexual orientation, or gender identity. Individuals from traditionally underrepresented populations are encouraged to apply.

