



Director of Constituent Relations
Needham, MA

Franklin W. Olin College of Engineering (Olin), a recognized leader in the transformation of engineering education, seeks a relationship-focused and highly collaborative Director of Constituent Relations (Director) to provide an innovative yet purposeful approach to cultivating mutually reinforcing relationships with Olin alumni, students, parents, and key stakeholders, enlisting them in authentic and delightful ways as broadcasters, life-long learners, champions, active participants, and financial supporters of the College's transformational work as it broadens its ambitions to advance engineering as a bridge to equity, opportunity, and progress for humanity on a global scale.

Founded by a visionary \$460 million grant from the F.W. Olin Foundation in 1997, with the first class of students matriculating in 2002, Olin College of Engineering was always "intended to be different...to be a constant contributor to the advancement of engineering education in America and throughout the world, and through its graduates, to do good for humankind." These foundational goals remain paramount as Olin evolves in its third decade of existence. Recently ranked number two in the nation for undergraduate engineering education by *U.S. News & World Report*, the College's new [strategic plan](#) outlines a clear vision: *Engineering for Everyone*, meaning that engineering education needs to be for everyone and that engineering as a profession must serve everyone. As the College launches a series of new strategic initiatives, reinvigorating Olin's fundraising and constituent relations are key components of Olin's new strategy. A relatively young College with a gender diverse alumni base of 1,300 people, the oldest of whom is 40 years old, Olin has the potential for outsized impact as it fosters a values-driven spirit of innovation that is embraced by a vibrant community of thinkers and doers including leadership, faculty, students, parents, alumni, and friends who serve as enthusiastic ambassadors for the College.

Olin is educating the next generation of engineering innovators and shifting the definition of engineering. Not only do Olin students ask, "Who are we designing this for, and what are their values?" They also ask questions about the impact of their work on society. As Olin evolves under the leadership of President Gilda Barabino, it seeks to become a more diverse and aware community, a place where everyone is a learner and where everyone is an educator. Olin will become a place where experimentation—including making and learning from mistakes—will be embraced across the institution, not just in the classroom. Olin is a very small community, characterized by collaboration, experimentation, and interdisciplinarity across the institution. Collaboration is key to Olin's curriculum and culture, and everyone works intentionally to reinforce the [core values](#) and culture to which the Olin community aspires. Olin is a community that thrives on being together; mutual trust is a shared value and a constant practice. The College supports teams to collaboratively decide how they can best do their work, display a commitment to the community, all while providing individuals with overall work-life flexibility.

It's time to further accelerate this vision. In support of these bold endeavors, the Director will have primary responsibility for designing and implementing a yearly plan for constituent engagement that takes a data-driven approach to developing and achieving key performance indicators (KPIs) with clearly stated goals and objectives for alumni, parents, and friends. Taking an innovative approach to creating experiences for Olin's constituencies that inspires connection and motivates a philanthropic mindset is central to this role.



Meaningful constituent engagement fuels positive impact across the College from enrollment to student experience, to the development of new revenue and strengthened partner relationships, and elevation of the Olin brand. The Director, as a member of the Office of Strategic Communications, will work collaboratively within this team and across campus to help create alignment of efforts in building strong, lifelong relationships with Olin's constituent groups while matching their philanthropic interests with the College's aspirations and priorities. This position will work closely with the Office of External Programs and Partnerships, which has a role in developing alumni programming, to coordinate relationship building efforts. The Director of the Olin Fund will be a close partner to this person to ensure that annual giving and engagement communications are coordinated, consistent, and encourage meaningful, personalized opportunities and modes of connection and support at all levels. This is a unique opportunity to be at the intersection of all the facets of Olin's community while having a significant impact in achieving institutional goals.

Successful candidates will understand how to create contextually relevant content and experiences for segmented audiences (e.g., families, alumni, donors, volunteers, affinity stakeholders) that inspire action and philanthropic support, as well as experience in employing analytics and omnichannel platforms to identify trends or new audiences, pilot new programs, improve operating performance, and evaluate success.

This position requires at least seven years of relevant leadership experience in a fundraising or resource generation frame with value-driven membership or affinity-based outreach, programming, and stewardship in a mission-driven environment. Exemplary interpersonal skills, the ability to work in a complex and rapidly evolving environment, and a deep understanding of how to orchestrate the activities of staff and volunteers are critical.

A collaborative and accessible leadership style, well-suited to working within a distributed model of institutional advancement, is a prerequisite, as is the creativity, energy, and political savvy needed to prioritize and champion new ideas. In accordance with its core values and mission, Olin is especially interested in recruiting members of diverse communities and individuals with a commitment to anti-racism.

Dr. Gilda A. Barabino

[President, Olin College of Engineering](#)

[Professor of Biomedical and Chemical Engineering](#)

Gilda A. Barabino is the second president of Olin College of Engineering. A chemical engineer by training, with broad interests in global health and interdisciplinary research and education, Dr. Barabino has pioneered new engineering approaches to problems in medicine. Her seminal research in sickle cell disease has informed current technologies and formed the basis for novel therapies. She is a passionate advocate for health equity and leads national efforts to engage engineers in the development of solutions to health disparities.

Prior to becoming president of Olin College, Dr. Barabino served as Dean of the Grove School of Engineering at the City College of New York and held appointments in the Departments of Biomedical Engineering and Chemical Engineering as well as at the City University of New York School of Medicine. There she established the Master's in Translational Medicine program, which addresses unmet clinical needs through the integration of engineering, medical innovation, and entrepreneurship.

Dr. Barabino has also held academic and administrative appointments at Georgia Institute of Technology, Emory University, and Northeastern University. At Georgia Tech, she served as the inaugural vice provost for



academic diversity, and at Northeastern, she served as vice provost for undergraduate education. She is an internationally recognized thought leader and highly sought-after speaker and consultant on race/ethnicity and gender in science and engineering, with a particular focus on creating cultures and climates that support a sense of belonging. She has led a number of initiatives in these areas, including serving as the founder and executive director of the National Institute for Faculty Equity.

In recognition of her visionary leadership and outstanding professional achievement, Dr. Barabino has received many of the highest honors in academia. In 2021, she was elected to the American Academy of Arts and Sciences. She is also an elected member of the National Academy of Engineering and the National Academy of Medicine. She is a fellow of the American Association for the Advancement of Science, the American Institute of Chemical Engineers, the American Institute for Medical and Biological Engineering, and the Biomedical Engineering Society.

Dr. Barabino leads on a global stage. She is the president of the American Association for the Advancement of Science (AAAS), the world's largest interdisciplinary scientific society. In advancing science, engineering, and innovation, she and AAAS are committed to science for and by all and engineering for everyone.

As the second president in Olin's history, Barabino is leading the College into its next chapter as it continues its mission to transform engineering education around the world.

Dr. Barabino received a B.S. from Xavier University of Louisiana and a Ph.D. from Rice University. She is married to Joseph Barabino, and they have a son, Jori Barabino.

Anne-Marie Dorning

Vice President for Marketing and Communication

Anne-Marie Dorning was named Vice President for Marketing and Communication in July 2021. She joined the College in 2013 and has held various positions since that time, including Director of Content Development and Interim Chief Marketing Officer. Dorning, together with the team in the [Office of Strategic Communications](#), has overall responsibility for the College's internal and external communications and marketing efforts, including enrollment marketing, community and government relations, media relations, and external affairs.

Before transitioning to education, Dorning worked as a journalist, managing international and domestic news stories from field locations for ABC News and other national networks. Over her career she won 5 Emmy awards for her coverage of news events. She is the co-author of [New England's General Stores: Exploring an American Classic](#), which was released in 2017 by Globe Pequot Press. She brings to her role at Olin 20 years' experience in communications, writing, and advancing strong and compelling narratives. Dorning received her bachelor's degree in political science from the University of Toronto and her MA in Journalism from Northeastern University.

Philanthropy at Olin

Olin College is just 25 years old. It graduates 90 students every year and currently has an alumni base of 1,300 people, the oldest of whom are just under 40 years old. In the 2021-22 fiscal year, Olin instituted a bold new operational model for institutional advancement. Building on the institution's success in developing cross-



functional approaches to advance Olin’s strategic vision, three offices now share responsibility for fundraising and revenue generation: the Office of the President (major and principal gifts), the Office of Strategic Communications (annual giving, constituent relations, stewardship), and the Office of External Programs and Partnerships (philanthropic support and earned revenue from corporate, academic, and other external partners). These teams work together to develop a culture of philanthropy and a dedication to revenue generation throughout the College that will ensure the long-term sustainability of the College and have a positive impact on past, present, and future Olin engineers.

Olin distinguishes itself by consistently achieving industry-leading participation rates among alumni, parents, and friends. In FY 2022, the participation rate was 39 percent for alumni and 41 percent for parents. A remarkable 20 percent of parents continue their giving to the College after their children have graduated. This loyalty, pride, and commitment to Olin provide ripe ground for pipeline growth to major and principal giving. In FY 2022, Olin raised \$3.5 million in philanthropic support, including more than \$1 million in unrestricted giving to the Olin Fund.

The 16-member Board of Trustees leads by example with a 100-percent giving rate, including the 2022 establishment of the Presidential Strategic Initiatives Fund of more than \$1 million in seed funding to begin the work of implementing the strategic plan.

Olin is also supported by a 20-member Parent Leadership Council that contributes vital philanthropic and volunteer resources, including dedicated calling hours for the annual phone-a-thon fundraising effort.

Given its long-term ties to industry and translational education programs, Olin enjoys robust support from corporate and foundation sponsors, including renowned national and global organizations. Private foundation grants have provided seed funding for various projects, including faculty development, scholarships, curricular design, faculty research, and other academic programming. Corporations also provide modest support for the senior capstone class (SCOPE) and other faculty/student research projects.

Director of Constituent Relations

The Director of Constituent Relations will report to the Vice President for Marketing and Communication, Anne-Marie Dorning. As a key member of the Office of Strategic Communications, the Director will lead a new initiative to build a more robust and creative constituent engagement program. The successful candidate will have their finger on the pulse of Olin’s donor communities, including alumni, families, and others, enabling them to create messaging, experiences, events, and other engagement efforts that bolster commitment and financial support for Olin’s mission of *Engineering for Everyone*.

The Director of Constituent Relations will have demonstrated development program and events success, and excitement for working in a nontraditional fundraising structure for a mission-focused educational nonprofit organization, and a strong posture toward collaborative work. The Director will focus on cultivation, stewardship, and solicitation, with primary emphasis on Olin families through stewardship of the Parent Leadership Council and alumni in partnership with the Office of External Programs and Partnership.

Essential Duties

- Develop and execute both a multiyear strategic plan and annual operating plans for constituent engagement, including goals and programs/tactics.
- Collaborate with the Office of External Programs and Partnerships to help ensure alumni programs support philanthropic goals.
- Serve as the primary liaison for engagement with Olin parents through the Parent Leadership Council, direct communications, volunteer opportunities, and other means.
- Strategically plan and execute major fundraising events on campus such as Olin’s annual Giving Day in collaboration with the Director, Olin Fund, and other staff.
- Communicate goals, metrics, and results on a quarterly, calendar year-end, and fiscal year-end schedule including progress to KPIs.
- Develop and implement strategy to cultivate donors through Olin’s Continuum Club and Leadership Giving Circles.
- Partner with the Director of the Olin Fund to ensure that annual giving and engagement communication and outreach is coordinated and consistent.
- Plan and execute key in-person events such as Family Weekend, Alumni Weekend, and summer parties, while continuing to find ways to celebrate philanthropy across the campus.
- Promote an environment and relationships within the campus community that will reflect inclusion and respect for diversity and equitable practices.
- Collaborate with the Office of the President on engagement and communication with major donors, key volunteers, and other VIPs.

Experience and Qualifications

The ideal candidate will bring many of the following professional qualities and experiences:

- A Bachelor’s degree is required.
- 7-10 years of experience in advancement/development in a mission-driven nonprofit or higher education institution, including demonstrated success in working with volunteers, cultivation, and stewardship.
- Experience with developing marketing and communications programs to support fundraising efforts and stewardship events at a mission-driven organization, nonprofit, college, or other large-scale institution of similar size and complexity.
- Superior written and verbal communication skills while adhering to deadlines and production schedules.
- A self-starter with a clear sense of priorities and the ability to adapt to changing circumstances.
- Demonstrated computer skills and familiarity with data management systems and computer software, e.g., Microsoft Office, JX.
- High level of organization and ability to handle multiple tasks simultaneously.
- Demonstrated interpersonal skills working with colleagues and volunteers.
- Ability to work both as a team member, across departments, and to work independently on assigned tasks.



Location, Schedule, and Compensation

Olin College offers a competitive total compensation package. Information about the benefits package is available [online](#).

This is a Needham-based position. Olin is offering a hybrid working schedule for most employees, which allows employees to work in the office or remotely. Candidates should expect to work on campus at least two days a week on a regular basis.

Olin College is situated on 75 acres in Needham, Massachusetts, a verdant, close-in suburb of Boston. Needham is well served by public transportation; Olin's campus is located just one mile from the MBTA Commuter Rail train station and approximately four miles from the Woodland Station for the MBTA Green Line. There is ample free parking on campus. Needham's fine schools and public services have contributed to the town's emergence as one of the more desirable suburbs of Boston. Today, Needham is primarily a residential community with easy access to Boston. A strong school system and sense of community keep the town vibrant and growing as it approaches its 300th anniversary.

Interested in Learning More?

Olin College of Engineering has partnered with Talent Citizen to assist in this recruitment. Please reach out to President Tracy D. Welsh and Senior Associate Eva Kotilinek to share your resume and cover letter via email at: ocoe-dcr@talentcitizen.com.

Olin College is dedicated to building a diverse, inclusive, and authentic workplace. If you're excited about the role and have relevant experience, but your work history doesn't align perfectly with every qualification in the job description, we would nevertheless welcome hearing from you.

We especially welcome applications from candidates belonging to groups that have been historically underrepresented in higher education, including women, racial and ethnic minorities, LGBTQIA people, and people with disabilities. Olin College is an Equal Opportunity Employer.