



## Associate Vice Dean for Advancement *Philadelphia, PA*

University of Pennsylvania School of Arts & Sciences (Penn SAS) seeks an empowering, strategic, and inclusive Associate Vice Dean for Advancement (AVD) to lead fundraising and alumni engagement activities with an approach that will maximize and integrate advancement capabilities and seize upon the creative potential of this moment of transition, renewal, and excitement for Penn's new strategic framework, *In Principle and Practice*. The next AVD will think and operate on a global scale, reflecting the immense impact of Penn and its valued network of generous alumni who demonstrate the full possibilities of the liberal arts and sciences.

A community of more than 500 faculty and 6,400 students, SAS is the foundational underpinning of Penn's educational and research excellence in the humanities, natural, and social sciences. As innovative teachers and outstanding scholars, SAS faculty members advance how one thinks about the world's biggest questions, lead the way in transformative discoveries, and invent new directions in interdisciplinary inquiry. These synergistic avenues of study manifest in curricula, programs, and centers that specialize in the study of everything from climate and big data to the arts, democracy, and dialogue. With more than 120,000 alumni, SAS is the largest School within Penn. Positioned at the center of Penn's intellectual universe, Penn SAS is preserving the vitality of the liberal arts and ensuring its continued relevance for a new era.

In partnership with Vice Dean for Advancement Deborah Rhebergen, the AVD will be chiefly responsible for managing the fundraising and alumni engagement strategy for SAS and will manage the College External Advisory Board in partnership with the Dean of the College. Serving as a member of the SAS Advancement senior leadership team, the AVD will be an active thought partner and deputy designate for the Vice Dean. As such, the AVD will mentor and manage approximately ten staff members in individual giving, corporate and foundation relations, and alumni engagement. Leading by example, the AVD will maintain a portfolio of principal and major gift prospects.

The successful candidate will be an inspiring leader and an effective liberal arts champion with all constituents, embracing open dialogue. The AVD will work closely with other school- and centrally based colleagues to execute a comprehensive fundraising and engagement strategy for the School. The AVD will maintain the strong partnership between SAS and centrally based staff, encouraging a culture of coordination, collaboration, and cooperation.

The successful candidate will have at least ten years of directly applicable experience, including at least five years of management of a development team, ideally within a complex academic setting. The Associate Vice Dean will possess a collaborative and collegial style, strong work ethic, intellectual curiosity, and enthusiasm for the mission and goals of SAS and the broader University. A bachelor's degree is required. In accordance with its core values and mission, Penn is especially interested in recruiting members of diverse communities and individuals with a commitment to multiculturalism.

## School of Arts & Sciences

SAS teaches students across all 12 Penn schools, and its 28 academic departments span the reach from Anthropology and Biology to Sociology and South Asian Studies. Members of the Penn Arts & Sciences faculty are leaders in creating new knowledge in their disciplines and are engaged in nearly every area of interdisciplinary innovation. They are regularly recognized with academia's highest honors, including membership in prestigious societies like the National Academy of Sciences, the American Association for the Advancement of Science, the American Academy of Arts and Sciences, and the American Philosophical Society, as well as significant prizes such as MacArthur and Guggenheim Fellowships.

The educational experience offered by Penn Arts & Sciences is likewise recognized for its excellence. The School's three educational divisions fulfill different missions, united by a broader commitment to providing students with an unrivaled education in the liberal arts. The College of Arts & Sciences is the academic home of the majority of Penn undergraduates and provides 60 percent of the courses taken by students in Penn's undergraduate professional schools; the Graduate Division offers doctoral training to over 1,300 candidates in 34 graduate programs; and the College of Liberal and Professional Studies provides a range of educational opportunities for lifelong learners and working professionals, with options for high school, undergraduate, post-baccalaureate, graduate, online studies, and more.

To learn more about Penn Arts & Sciences, visit: [www.sas.upenn.edu](http://www.sas.upenn.edu). Interested individuals may also access the School's [funding priorities](#).

## Penn's New Strategic Framework

### [In Principle and Practice: Penn's Focus on Tomorrow](#)

Announced in November 2023, Penn's new strategic framework is grounded in University founder Benjamin Franklin's ethos centered on discovery, dissemination, and knowledge. The Penn community was asked to consider two essential questions: (1) What does the world need from Penn? (2) How do we cultivate a community that will rise to that challenge? With these questions as guideposts, Penn launched the [Tomorrow, Together](#) process, led by the Red and Blue Advisory Committee for which SAS Dean Steve Fluharty served as vice chair.

[In Principle and Practice: Penn's Focus on Tomorrow](#) captures what the world needs from Penn and how the University will cultivate a community that rises to the challenge. With its principles focused on an anchored, interwoven, inventive, and engaged University, Penn's strategic practices directly support and strengthen its core educational mission. These practices include:

- Accelerate interdisciplinary pursuits
- Lead on great challenges of our time
- Grow opportunity and strengthen community
- Deepen connection with neighbors and the world
- Foster leadership and service

These practices serve as a guide for Penn, and each one will be pursued as comprehensively as possible through the University's schools, centers, and people. Many of the topics identified in the framework align closely with the goals of the SAS [strategic plan](#), *Our Foundations and Frontiers*, for which the School continues to make progress.

## Development & Alumni Relations at Penn

Since October 2022, DAR has been led by [Vice President of Development & Alumni Relations Jim Husson](#), who brings more than 35 years of experience working on behalf of some of the country's leading universities and secondary schools.

Fundraising and alumni engagement responsibilities at Penn are shared among the University's twelve schools, six centers, and centrally based staff in an overall department structure that emphasizes cooperation, coordination, and collaboration. DAR's 600+ staff members encourage alumni—who number more than 300,000 and form the core of the University's philanthropic and volunteer network—to participate in university activities, both on and off campus.

During the last capital campaign that concluded in 2021, *The Power of Penn*, the University exceeded its initial goal and raised more than \$5.4 billion, raising gifts from 389,535 donors and engaging more than 6,500 volunteers. In addition to bolstering access and opportunities for students, donors to the campaign endowed 186 new positions for faculty and staff and fueled new facilities and renovations that have enhanced the campus living and learning environment.

## Penn Arts & Sciences Office of Advancement

The Office of Advancement at Penn Arts & Sciences comprises 37 professionals across marketing and communications, news and PR, stewardship and donor relations, individual giving (major, planned, and principal gifts in regional, parents, and international programs), global alumni engagement, corporate and foundation relations, annual giving, and research and operations.

The SAS advancement team works in collaboration with development and alumni relations colleagues in schools and colleges across the university and in the central DAR office. The SAS exceeded its \$550 million goal by raising \$565.6 million as part of the *Power of Penn* campaign. With an annual run rate of approximately \$65 million, SAS Advancement achieved another record-breaking fundraising year in FY24.

The office actively manages several high-level volunteer boards. The Board of Advisors of the School of Arts and Sciences is an advisory body to the Dean of the School and his administrative cabinet and serves as a vital channel of communication with the President and the Trustees on the activities of the School. The College of Arts & Sciences External Advisory Board is a newly created advisory body to the Dean of the College of Arts and Sciences and their administrative and academic leadership. The Arts & Sciences Ambassador Council works with the Advancement team to create value for students on campus and alumni across the globe through volunteer involvement, intellectual engagement, and philanthropy.

In addition, the office provides advisory support, as needed, to various volunteer groups established in support of affinity groups, centers, institutes, and departments across the School.

## Associate Vice Dean for Advancement

Reporting to the Vice Dean for Advancement, the Associate Vice Dean for Advancement (AVD) for Penn Arts & Sciences will serve as a member of the senior leadership team for the School's Advancement Office and provide leadership for the Penn Arts & Sciences major gifts and parents programs, corporate and foundation relations, planned giving, and alumni engagement initiatives in support of the School of Arts and Sciences. The

AVD will manage and provide strategic guidance to a team of ten professional and administrative staff. Leading by example, the AVD will maintain a portfolio of principal and major gift prospects.

The AVD will work closely with other school- and centrally based colleagues, including Principal Gifts, Major Gifts, Gift Planning, Alumni Relations, Annual Fund, Corporate & Foundation Relations, and Donor Relations and Stewardship to execute a comprehensive fundraising and engagement strategy for the School. The successful candidate will be an inspiring leader and an effective advocate for the value of the liberal arts with all constituents.

## Essential Duties

- Work with the Vice Dean, Dean, Vice President, and other senior leadership to establish strategic direction for the School's advancement efforts, develop comprehensive annual plans, and set aspirational goals for direct reports.
- Coordinate closely with central staff in the University's Development and Alumni Relations (DAR) division with respect to the prospect planning process across the University. Collaborate with colleagues across Penn to identify and explore ways to enhance individual gift fundraising efforts at SAS and beyond.
- Provide leadership for the ongoing execution of the School of Arts & Sciences strategic fundraising efforts; clearly articulate the School's fundraising priorities internally and externally; and work closely with the Vice Dean, SAS, and central staff to develop strategies, approaches, and programs to ensure the success of fundraising and alumni engagement goals.
- Provide strategic oversight and direction for the School's parents, planned giving, corporate and foundation relations, and alumni engagement programs. Develop a strong sense of teamwork, and an environment of mentoring and support.
- Lead, in coordination with the Vice Dean and Central and School colleagues, the planning and preparation for the upcoming university campaign and initiatives built from the University strategic framework, *In Principle and Practice*.
- Build strong personal and professional relationships with the entire SAS community, including alumni, faculty, staff, and volunteers. Proactively work to understand and maintain an in-depth knowledge of SAS programs, key faculty, research, notable alumni, and student initiatives; serve as a resource, advocate, and spokesperson for the SAS Advancement Office and programs.
- Represent SAS and the Advancement Office on University-wide committees as needed.
- Support the Vice Dean in her work with the SAS Board of Advisors and develop personal working relationships with members and other senior volunteers.
- Serve as strategic lead working closely with the Dean of the College in growing and managing the College of Arts & Sciences External Advisory Board.
- Serve as the delegate for the Vice Dean as needed with the 36 staff in the Advancement Office, the broader development community at Penn, and with academic and volunteer leaders as needed.

- Manage major gifts, corporate and foundation relations, and alumni engagement staff as well as an administrative assistant. Develop and implement performance metrics and assessment tools for the Advancement Office both individually and overall; devise and implement strategies to provide professional development for staff and to encourage their highest level of performance.
- Personally cultivate, solicit, and steward a select portfolio of high-level donors and prospects. Achieve personal annual fundraising goals.
- Develop strategies to increase gift revenue, maintain and strengthen relationships with key volunteers, enhance volunteer engagement, and ensure that volunteer resources and tools are robust and effective. Lead efforts to identify and cultivate new donors and volunteers.
- Identify priorities for events, development communications, and donor relations.

## Experience and Qualifications

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

- Bachelor's degree required.
- At least 10 years of progressively responsible development experience, including at least five years of supervisory experience.
- Experience in an academic setting is strongly preferred, as is work in a campaign environment.
- Strong record of success soliciting major and principal gifts (\$5 million and above) from individual donors and directing alumni engagement.
- Excellent management skills; the ability to set objectives and performance standards, provide constructive feedback, and achieve established program goals.
- Excellent written and oral communication skills.
- Ability to work effectively in a large, complex institutional setting and develop and sustain productive and effective relationships with donors, faculty, colleagues, and departmental senior management.
- Intellectual curiosity and commitment to the goals of a liberal arts education is essential, as is the ability to articulate the case for support.
- Comfort with ambiguity and change.
- Demonstrated tact, sensitivity, maturity, and good judgment.
- Proven record of professionalism, entrepreneurialism, organization, and creativity.
- Extensive travel, nights and weekends required.

## Affirmative Action Statement

Penn adheres to a policy that prohibits discrimination on the basis of race, color, sex, sexual orientation, gender identity, religion, creed, national or ethnic origin, citizenship status, age, disability, veteran status, or any other legally protected class.



## Special Requirements

Background check required after a conditional job offer is made. Consideration of the background check will be tailored to the requirements of the job.

## Location and Schedule

This is a Philadelphia-based position. The University is situated on a beautiful urban campus, with easy access to a range of educational, cultural, and recreational activities. Philadelphia is the nation's sixth largest metropolitan area. A vibrant and accessible city of neighborhoods, Philadelphia offers a uniquely rich quality of life: fascinating museums, vibrant parks, national historic sites, ample public transit, and one of the nation's most vibrant and diverse restaurant scenes. A dynamic array of colleges and universities, including Penn—the city's largest private employer—call Philadelphia home. Ideally located just a short train ride from New York City and Washington, D.C., Philadelphia is known for its affordability in the regional landscape.

Penn 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 per week, with Tuesday preferred as one of their in-person work days.

## Compensation

Compensation is highly competitive and budgeted in the range of \$230,000 – 260,000 annually. Salary offers are made based on the candidate's qualifications, experience, skills, and education as they directly relate to the requirements of the position, as well as internal and market factors and grade profile. University of Pennsylvania offers a comprehensive [benefits package](#), which adds significantly to the employee's total compensation.

## Interested in Learning More?

The University of Pennsylvania School of Arts & Sciences has partnered with Talent Citizen to assist in this recruitment. Please contact President Tracy D. Welsh, Managing Associate Rachel K. Partin, and Associate José Cisneros to share your resume and cover letter via email at: [pennsas-avda@talentcitizen.com](mailto:pennsas-avda@talentcitizen.com).

## Leadership Profiles

### Dr. Steven J. Fluharty

Dean of the School and Thomas S. Gates, Jr. Professor of Psychology, Pharmacology, and Neuroscience

Steven J. Fluharty was appointed Dean of the School of Arts & Sciences and Thomas S. Gates, Jr. Professor in July 2013. A member of the Penn faculty since 1986, he holds primary appointments in the Department of Psychology in the School of Arts & Sciences and in Pharmacology in the School of Veterinary Medicine's Department of Animal Biology. He also has secondary appointments in Neuroscience and Pharmacology in the Perelman School of Medicine.

Prior to his appointment as Penn Arts & Sciences Dean, Fluharty served as Penn's Senior Vice Provost for Research. In this capacity he shaped policy and advanced administrative initiatives for the University's billion-dollar research enterprise, including leading strategic planning for research and administering the development of new research facilities. Fluharty also helped to oversee campus-wide research planning efforts, linkages between the University and industry, and the transfer of technologies from University laboratories to the public sector.

Fluharty served as director of the School's undergraduate Biological Basis of Behavior program from 1994 to 2005. He has a strong personal record of funded research and also served for ten years as the director of a University-wide program project grant and institutional training grant in behavioral neuroscience from the National Institutes of Health. In addition, he was Associate Director of the Institute of Neurological Sciences from 1995 to 2003. Fluharty is the recipient of numerous honors and awards for his investigative discoveries, including the Louis Flexner Prize in Neuroscience, the Beecham Award for Research Excellence, and designation as an Astra Merck Scholar by the American Heart Association. He has received multiple teaching awards at Penn.

Fluharty earned his three degrees from Penn as a University Scholar; his B.A. in psychology in 1979, graduating summa cum laude; his M.A. in psychobiology in 1979; and his Ph.D. in psychobiology in 1981.

### Dr. Peter Struck

Stephen A. Levin Family Dean of the College and Vartan Gregorian Professor of the Humanities

Peter Struck, Vartan Gregorian Professor of the Humanities in the Department of Classical Studies, has been named the Stephen A. Levin Family Dean of the College of Arts & Sciences, effective August 1, 2024. From 2009 to 2023, Struck was director of the Benjamin Franklin Scholars (BFS). Struck served as chair of the Department of Classical Studies from 2016 to 2022. Other leadership roles have included chairing the School of Arts & Sciences Curriculum Committee and the School of Arts & Sciences Continuing Education Committee.

Struck's award-winning teaching has taken many forms. He was one of the first Penn Arts & Sciences faculty to engage in online instruction and has continued to teach a summer online course via the College of Liberal & Professional Studies. His Greek and Roman Mythology massive open online course on Coursera has enrolled nearly 250,000 students to date. He has also taught Integrated Studies courses, including, most recently, Curiosity: Ancient and Modern Thinking About Thinking, co-taught with bioengineering professor Dani S. Bassett. For his teaching, Struck has earned the University's Lindback Award, the School of Arts & Sciences Dean's Award for Innovation in Teaching, and the College of General Studies Distinguished Teaching Award.

Struck, whose scholarship centers on Greek and Roman history of ideas, philosophy, and myth, has published many works, including *Birth of the Symbol: Ancient Readers at the Limits of Their Texts*, and *Divination and Human Nature: A Cognitive History of Intuition in Antiquity*, both of which received the prestigious Charles J. Goodwin Award of Merit for best book in classical studies. In 2023, he co-edited *A Cultural History of Ideas: Volumes 1–6*, with Sophia Rosenfeld, Walter H. Annenberg Professor and chair of the Department of History. The acclaimed work, which spans 2,800 years, addresses questions like how the nature of ideas evolved over time. It won the 2023 Prose Award for Best Humanities Reference Work from the American Association of Publishers. From 2009 to 2012, Struck founded and co-directed the National Forum on the Future of Liberal Education, which worked to advance leadership in the humanities among early career faculty.

## Deborah Rhebergen

### Vice Dean for Advancement

Deb Rhebergen has responsibility for external relations and fundraising for Penn Arts & Sciences and is directly responsible for the planning and implementation of a comprehensive advancement program of alumni relations, fundraising, and public relations on behalf of the School. Reporting directly to the Dean with a dual reporting line to the University's Vice President for Development and Alumni Relations, she also serves as a member of the Vice President's senior management team, working closely with members of the administration, trustees, and advisors.

Rhebergen joined Penn as Associate Vice Dean for Advancement in Arts & Sciences in November 2019. In that role she led the Arts and Sciences major gifts team to the successful conclusion of the *Power of Penn Arts and Sciences* Campaign. Prior to coming to Penn, she was Assistant Dean of Development and External Relations at the University of Maryland College of Behavioral and Social Sciences, where she oversaw fundraising and outreach efforts for more than 80,000 alumni and other constituents, as well as marketing and communication. She is a graduate of Lafayette College and holds a master's degree in education leadership and policy studies from the University of Maryland.



## About University of Pennsylvania

Penn traces its origins to 1740 when a trust was formed to establish the Charity School of Philadelphia. Later, in 1749, Benjamin Franklin presented his vision for a new type of learning institution that, unlike other American Colonial colleges, would not focus on education for the clergy, but would instead prepare students for lives of business and public service. The proposed program of study would become the nation's first modern, non-sectarian liberal arts curriculum.

More than 270 years later, Penn continues to blaze trails in education and is a leader in the arts and humanities, the social sciences, architecture, business, law, medicine, communications, and education, among other disciplines. Penn is also home to the nation's first medical school, the first associated university hospital, the first collegiate school of business (The Wharton School), the first student union, the second school of veterinary medicine, the world's first electronic, large-scale, general-purpose computer (ENIAC), and the country's first double-decker college football stadium.

In addition to ushering in new ideas, Penn has welcomed countless leaders through its doors. Nine signers of the Declaration of Independence and eleven signers of the Constitution are associated with the University. Penn appointed the first woman president of an Ivy League institution (Judith Rodin, inaugurated in 1994). Rodin was succeeded by Amy Gutmann, inaugurated in 2004, and then M. Elizabeth "Liz" Magill, inaugurated in 2022. Since 1923, 23 Penn scholars have been awarded Nobel Prizes.

Penn is home to a diverse undergraduate student body of more than 10,600 students who come from every state in the union, and all around the globe. Nearly 13,000 students are enrolled in Penn's graduate and professional schools, which are national leaders in their fields. More than 23 percent of Penn's student population is composed of international students.

In addition to the School of Arts & Sciences, the University of Pennsylvania includes 11 other schools: School of Engineering and Applied Science, School of Nursing, The Wharton School, Annenberg School for Communication, Graduate School of Education, Weitzman School of Design, School of Dental Medicine, Carey Law School, Perelman School of Medicine, School of Social Policy and Practice, and School of Veterinary Medicine.

With an annual budget of more than \$14.4 billion, Penn is the largest private employer in the city of Philadelphia and the second largest in the Commonwealth of Pennsylvania. As of 2023, Penn had a total regular work force of more 20,700 faculty and staff.

Located in West Philadelphia, only a short distance from Philadelphia's Center City and historic district, Penn's 12 schools are clustered on one beautiful, urban, 299-acre campus with more than 220 buildings. This unique geographic unity supports and fosters Penn's interdisciplinary approach to education, scholarship, and research.

Penn's commitment to civic engagement has helped promote a renaissance in its West Philadelphia neighborhood, with thriving local businesses, investment in education, growing employment, and a vibrant real estate market. Nearly 14,000 University students, faculty, and staff participate in more than 300 Penn volunteer and community service programs and more than 70 academically based community service courses that are taught each year.

To learn more about the University of Pennsylvania, visit: [www.upenn.edu](http://www.upenn.edu).