



Senior Director of Global Alumni Engagement

Philadelphia, PA

University of Pennsylvania School of Arts & Sciences (Penn SAS) seeks a collegial, entrepreneurial, and inclusive Senior Director of Global Alumni Engagement (Senior Director) who will be responsible for the strategic planning, creation, delivery, and maintenance of a comprehensive suite of alumni programs, communications, services, and volunteer opportunities meant to enhance philanthropic support and increase alumni connection and engagement. The Senior Director will think and operate on a global scale, reflecting the immense impact of Penn and its valued network of 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 the Associate Vice Dean for Advancement, the Senior Director will be chiefly responsible for managing the alumni engagement strategy for SAS and will manage the Arts and Sciences Ambassador Council. The successful candidate will develop, measure, and promote a range of engagement opportunities, expand a regional approach to catalyzing participation, and build connection with and among alumni groups, while ensuring a cohesive strategy across the team. The Senior Director will maintain a strong focus on fostering a high level of involvement and a culture of philanthropy that reflects Penn's history and distinctions, championing an integrated and collaborative approach to inspiring philanthropic support, volunteer leadership, and engaged networks. The Senior Director will be an active thought partner with the Associate Vice Dean and will mentor and manage four staff members.

The successful candidate will be an inspiring leader and an effective liberal arts champion with all constituents, embracing open dialogue. The Senior Director 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 seven to ten years of directly applicable experience, including staff management experience, ideally within a complex academic setting. The Senior Director 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. Interested individuals may also access the School's [funding priorities](#).

Penn's 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 former 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

Fundraising and alumni engagement responsibilities at Penn are shared among the University's twelve schools, six centers, and centrally based Development and Alumni Relations (DAR) 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 40 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.

Chad Newill

Associate Vice Dean for Advancement

Chad Newill leads a team of professionals responsible for major and principal gift fundraising, corporate and foundation relations, and alumni engagement on behalf of Penn Arts & Sciences. Reporting Vice Dean for Advancement Deb Rhebergen, he serves as a member of the SAS Advancement senior leadership team and works closely with the Dean of the College, members of the faculty, and the College External Advisory Board.

Chad joined Penn in 2024 from Johns Hopkins University School of Medicine, where he served as Senior Director of Development since 2016 and led a comprehensive development and alumni relations program for

the school. Chad was a key architect of the School of Medicine's \$200 million debt-free medical education initiative and was a critical member of the team that secured a transformational \$1 billion gift for financial aid from Bloomberg Philanthropies.

Prior to Johns Hopkins Medicine, Chad served as Campaign Director for the United States Naval Academy Foundation, and previously held roles at the University of Maryland Medical System Foundation and at Johns Hopkins University and its School of Education. He earned a Bachelor of Arts in International Studies from Towson University.

Senior Director of Global Alumni Engagement

Reporting to the Associate Vice Dean for Advancement, the Senior Director of Global Alumni Engagement is responsible for the strategy, execution, and quality of a comprehensive Penn Arts and Sciences alumni engagement program, both domestically and internationally. They will be responsible for conceptualizing, implementing, and managing programs/initiatives that engage alumni, build affinity for Arts and Sciences, and benefit alumni and current students. The Senior Director will provide strategic direction and management of the Arts & Sciences Ambassador Council (ASAC) and other volunteer boards and the School's comprehensive volunteer pipeline initiatives. The Senior Director will design and lead strategy and implementation for initiatives to support Department, Center, and Program alumni outreach in close partnership with faculty leaders. They will be creative, strategic, and collaborative in their approach to constituency engagement, working with colleagues across campus and alumni volunteers to advance the mission of Penn Arts & Sciences. The Director will supervise four alumni engagement staff members who will support this work.

Essential Duties

- Develop vision and oversee execution of a strategic alumni engagement plan for the School, including conceptualizing and creating new programmatic initiatives, as well as having top-line responsibility for ongoing programs and participating in campaign planning.
- Manage a team of four professional alumni engagement staff, establishing annual goals, developing performance metrics, and leading vision and planning.
- Manage strategic direction, volunteer pipeline, and programs and initiatives of the Arts & Sciences Ambassador Council leadership group. Manage staff leadership of other existing volunteer engagement opportunities including the Professional Women's Alliance and Center, Department, and Program boards. In consultation with the Associate Vice Dean, plan meeting agendas, manage a pipeline of potential volunteers for new volunteer leadership, and proactively identify new prospective volunteers, including identifying leadership advisory board candidates.
- Design and implement new volunteer engagement opportunities. Serve as relationship manager with regional volunteer leaders to manage and support programmatic strategy. Lead efforts to establish a new series of events and initiatives focused on connectedness and belonging at Penn.
- Develop and lead a comprehensive strategy and implementation for initiatives to support Department, Center, and Program alumni outreach, in close partnership with faculty leaders. Lead strategy for School Department/Center/Program volunteer engagement. Establish best practices, create policy and data requirements, and provide guidance to all SAS Center/Program/Department volunteer boards.

- Provide oversight and management for key alumni engagement events and programming, both on-campus and regionally, including signature programs such as Ben Talks, Salon gatherings, and Alumni Weekend events. As part of this effort, staff School and University academic leaders, faculty members, SAS board members, and other volunteers as needed.
- Work closely with the School of Arts & Sciences Office of Advancement (SASOA) leaders, gift officers, DAR colleagues, and data analytics teams, to establish a systematic and ongoing approach to best utilize the constituent database to identify and evaluate alumni and constituent volunteers for new and unfilled volunteer needs, developing engagement plans and creating strategic metrics and reporting tools.
- Maintain and expand the inventory of engagement opportunities by deepening partnership with DAR Alumni Relations, Career Services, the College, and select academic programs; serve as primary liaison between these groups and DAR major gifts, principal gifts, and international programs to create new pathways for alumni participation.
- Collaborate with the SASOA communications team to engage alumni through social media and digital branding for Penn Arts & Sciences programming and develop a strategic alumni communications strategy.
- Partner with Director of Annual Giving to leverage alumni engagement programs and initiatives to drive annual fund participation.
- Create mechanisms and means for assessing quality and impact of programs.

Experience and Qualifications

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

- Bachelor's degree required.
- 7-10 years of experience in a related field, with demonstrated ability in managing, mentoring, and motivating staff.
- Ability to work effectively in a large, complex institutional setting. Experience in a complex higher education institution preferred.
- Maturity and diplomacy to navigate relationships with the cultural fluency, interpersonal, and networking skills necessary to build relationships with external (donors, prospects, board members, volunteers, friends) and internal constituents (deans, faculty, staff, colleagues).
- Experience developing strategic plans and vision for initiatives, goal setting, and developing metrics and evaluation tools.
- Proactively collaborative approach that takes initiative and actively seeks to deepen internal and external relationships.
- Proven success in events, project, and/or conference management.
- Enthusiasm, ability to take risks, intelligence, insight, initiative, resilience, and a pioneering spirit. Tact, sensitivity, and mature judgment. Ability to manage ambiguity and change.
- Proficient in Salesforce, or a similar relationship management system. Familiarity with web-based communications tools.
- Excellent written and oral communication skills.

- Highly detail-oriented and well organized.
- Successful candidates will also reflect the core operating values of the SAS Office of Advancement, which include: demonstrated mutual commitment to excellence; professionalism, creativity, and adaptability; respect for the roles and responsibilities of individual members of the SASOA team; a collaborative and collegial style, and transparency in communication.
- Must be willing to travel domestically and internationally and work evenings and weekends as needed; a valid driver's license is required.

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 \$100,000 – 120,000 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. Penn 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-sdgae@talentcitizen.com.

Equal Opportunity 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.

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 than 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.