



Associate Vice President for Individual Giving Leadership Profile

August 2025



WittKieffer

Executive Summary

Colgate University seeks a dynamic development leader to serve as its Associate Vice President for Individual Giving (AVP). Reporting to the Vice President for Advancement, Kim Harris, the new AVP will embrace the University's mission and core values to advance Colgate's philanthropic goals for today and the future.

Colgate University is a leading liberal arts institution located in Hamilton, New York. Founded in 1819, Colgate is known for its rigorous academics, close-knit campus community, and commitment to cultivating thoughtful, engaged global citizens. With approximately 3,200 undergraduate students and a student-to-faculty ratio of 9:1, Colgate offers a highly personalized and intellectually rich experience.

WittKieffer is proud to partner with Colgate University as it enhances the advancement team to fulfill Colgate's current \$1 billion *Campaign for the Third Century*. The Associate Vice President for Individual Giving is responsible for providing effective management to motivate, direct, and inspire core components of the frontline team, as well as an emphasis on building the pipeline of future donors for the University. This leader will have an oversight of leadership gifts, major gifts, athletics fundraising and engagement, and prospect management.

This is a highly visible leadership role within the Advancement Division, critical to sustaining Colgate's momentum in raising more than \$100 million annually in new gifts and commitments in support of the university's strategic priorities and long-term institutional ambitions. The AVP will serve on the Vice President's senior team, and will work closely with advancement leadership, Colgate University senior leaders, and university volunteers to realize the successful completion of the current, *Campaign for the Third Century*, comprehensive campaign. The campaign priorities are informed by the *Third Century Plan*.

The new AVP will lead and coordinate a highly effective program for prospect qualification, tracking, management, and strategy. The AVP will demonstrate exceptional leadership qualities and will have an open, creative problem-solving approach and a strong orientation toward teams and collaboration, with experience in using metrics and tracking systems to motivate good work and program progress. The AVP must have experience managing teams and experience in successful leadership in a campaign setting. This leader will also have a mission orientation and high integrity.

To submit a nomination or express personal interest in this position, please see Procedure for Candidacy at the end of the document.

Role of the Associate Vice President for Individual Giving

Colgate University, a highly selective liberal arts institution with a global reputation for academic excellence, seeks a strategic and experienced advancement leader to serve as Associate Vice President (AVP) for Individual Giving. Reporting to the Vice President for Advancement, the AVP plays a pivotal role in the university's \$1 billion *Campaign for the Third Century*, which has already secured over \$745 million in gifts and commitments.

The AVP oversees a spectrum of individual giving programs, including major and leadership gifts, prospect management and research, athletic fundraising, and engagement. The AVP will lead, coach, and inspire a talented team of four directors while partnering closely with the Vice President for Advancement and other division leaders to build a sustainable culture of philanthropy.

Key responsibilities include:

- Provide vision, direction, and oversight for Colgate's individual giving program to advance campaign goals and long-term philanthropic growth.
- Serve as a key member of the Advancement leadership team and advisor to the Vice President on individual giving strategy.
- Lead integration and alignment across major gifts, leadership gifts, prospect management, and athletic fundraising.
- Supervise a dynamic team of fundraising professionals and provide mentorship, clear direction, and performance management.
- Promote a culture of high expectations, accountability, continuous learning, and collaborative problem-solving.
- Ensure team efforts are well-coordinated with annual giving, planned giving, alumni engagement, donor relations, and advancement operations.
- Develop and implement strategies for identifying, cultivating, soliciting, and stewarding individual donors with capacity for five- to seven-figure gifts.
- Personally manage a portfolio of prospects and donors.
- Direct the prospect management and research team to build and maintain a robust pipeline of prospects.
- Guide the use of data, analytics, and performance metrics to inform decisions and strengthen fundraising strategy and outcomes.

Opportunities and Expectations for Leadership

The Associate Vice President will be a creative, entrepreneurial, and collaborative leader who can capitalize on institutional momentum to broaden and strengthen Colgate's individual giving program. A primary indicator of success will be the establishment and nurturing of relationships that lead to new levels of philanthropic investment.

This is a significant opportunity to serve as the Associate Vice President at one of the nation's premier liberal arts universities. Partnering closely with an outstanding team and passionate and engaged alumni, the AVP will be a major leader of and contributor to the execution of a dynamic philanthropic vision that will contribute to the continued success of this outstanding institution.

In addition, the Associate Vice President for Individual Giving will be expected to:

- **Develop strong and productive relationships in support of Colgate's philanthropic goals:**

The AVP will serve as a leader, team builder, and mentor to the individual giving program. This position will partner with the Vice President and other division leaders to ensure that the philanthropic vision of the *Campaign for the Third Century* is moving forward ambitiously.

- **Broaden support for development and fundraising:**

This leader will manage metrics and measurement standards for front-line staff and set ambitious goals. The AVP will provide leadership on leadership giving strategy growing annual support, major gift cultivation, solicitation strategies, and provide regular performance evaluations. They will work to ensure the successful achievement of aggressive fundraising goals in line with the comprehensive campaign, engaging alumni, friends, parents, and influential leaders in support of the effort.

Serving as relationship facilitator for a significant portfolio comprising leadership and major gift prospects will be a priority for the AVP. This work will entail substantial direct contact with donors.

Colgate is seeking a highly talented leader who can articulate and implement a cohesive, clear, and forward-thinking strategic plan for leadership and major giving. The AVP will bring together the team) within a paradigm that will optimize their efforts regarding leadership and major gifts, while providing mentorship and support for their efforts. The AVP will be a true collaborator, creating strong relationships with the senior development team.

Professional Qualifications and Personal Qualities

Qualifications:

- Bachelor's degree required.
- At least 10 years of progressive fundraising experience with demonstrated success in individual and campaign fundraising, ideally in higher education.
- Proven record of managing and mentoring fundraising teams to exceed ambitious goals.
- Exceptional communication, interpersonal, and leadership skills, with the ability to influence and inspire across a wide range of stakeholders.
- Strategic thinker with strong analytical skills and a commitment to data-informed decision-making.
- Experience with advancement related CRMs is required. Familiarity with Raiser's Edge NXT is a plus.

About Colgate University

Overview

Colgate University is a leading liberal arts institution located in Hamilton, New York. Founded in 1819, Colgate is known for its rigorous academics, close-knit campus community, and commitment to cultivating thoughtful, engaged global citizens. With approximately 3,200 undergraduate students and a student-to-faculty ratio of 9:1, Colgate offers a highly personalized and intellectually rich experience.

Mission

Colgate's mission is to provide a demanding, expansive educational experience that fosters critical thinking, creativity, and ethical leadership. The University values academic excellence, inclusive collaboration, and a sense of shared purpose that extends beyond the classroom.

Campus & Community

- Located in the scenic village of Hamilton, Colgate's 575-acre campus features state-of-the-art facilities, historic architecture, and a strong connection to the surrounding community.
- The University is committed to sustainability through environmentally responsible campus operations. Colgate was the first institution of higher education in New York State to reduce its net carbon emissions to zero.
- Colgate fosters a vibrant campus life with over 200 student clubs and organizations, NCAA Division I athletics, and rich traditions.
- Colgate strives to create a community where all individuals feel valued, respected, and empowered. The university actively supports diverse perspectives and backgrounds through campus programs, affinity spaces, and institutional commitments to equity.

Working at Colgate

Employees at Colgate join a community that values intellectual curiosity, personal growth, and meaningful impact. Staff and faculty are supported through:

- Competitive compensation and benefits.
- Professional development opportunities.
- A strong sense of mission and collegiality.

- A beautiful and welcoming campus setting.

Explore More

To learn more about Colgate University, visit www.colgate.edu.

Campaign Background

Colgate's Third-Century Plan is a long-term roadmap to guide actions and resources across all parts of the University in service of a significant transformation of Colgate. It sets out a strategy for the University to achieve several academic and financial goals in addition to transforming its physical campus and improving students' overall collegiate experience.

Under the Plan, Colgate will enhance its academic program, complete its campus, attract and support new levels of talent, and fully realize Colgate's potential to become a national leader.

Launched in 2022 with a \$1 billion goal, *The Campaign for the Third Century* will help finance the Plan. Currently, Colgate has raised over \$745 million in support of this effort.

The goal of the Campaign is to help support the advancement of four key pillars, which are outlined below:

PILLAR I

Attracting and Supporting Outstanding Students, Faculty, and Staff

PILLAR II

Strengthening Colgate's Academic Enterprise

PILLAR III

Enriching the Student Experience

PILLAR IV

Improving the Campus and Its Environs

Leadership



Kim Harris, Vice President for Advancement

Kim Harris began her role as Vice President for Advancement at Colgate on March 1, 2025.

Harris is a seasoned advancement professional. She began her academic fundraising career at the University of Kentucky, where she served in the colleges of Dentistry, Fine Arts, and Medicine during a 14-year tenure. She joined Colgate's Advancement Office on October 25, 2021, as Associate Vice President of Major Gifts. Upon the launch of the campaign in 2022, Harris added Campaign Director to her title and began to manage teams that have been vital to the University's current fundraising success. She was then promoted

to Senior Associate Vice President for Advancement and Campaign Director prior to her appointment as Vice President.



Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as two separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting Colgate University in this search, which will remain open until an appointment is made.

Application materials should be submitted using WittKieffer's [candidate portal](#).

Nominations and inquiries can be directed to:

Mercedes Chacón Vance and Jevon Walton

ColgateAVP-IG@wittkieffer.com

Compensation and Benefit Information

Compensation range: \$180,000 - \$200,000

Benefits: Colgate University provides a wide range of benefits for its employees. Information on University benefits programs, including eligibility, is available at <https://www.colgate.edu/about/offices-centers-institutes/finance-and-administration/human-resources/employee-benefits>.

It is the policy of Colgate University not to discriminate against any employee or applicant for employment on the basis of their race, color, creed, religion, age, sex, pregnancy, national origin, marital status, disability, protected Veterans status, sexual orientation, gender identity or expression, genetic information, being or having been victims of domestic violence or stalking, familial status, or any other categories covered by law. Colgate is an Equal Opportunity/Affirmative Action employer.