

**SUMMARY**

Collaborative leader who empowers teams, organizations, and communities to previously unforeseen levels of accomplishment. Chief Advancement Officer with expertise in organizational and community development complemented by a tested ability to navigate complexity. Emotionally fluent communicator, facilitator, and champion of continuous improvement and equity.

**Expertise in:**

- Growing Gift, Grant, and Earned-income Revenue
- Leading Systems-level Change and Improving Operations
- Facilitating Strategic Planning and Collective Action
- Engaging Internal and External Stakeholders as Partners
- Establishing Metric-based Systems and Practices
- Coaching Staff and Volunteers to Optimal Achievement

**PROFESSIONAL EXPERIENCE**

KENTS HILL SCHOOL, Readfield, ME

2020 – 2022

**Director of Advancement**

- Rebuilt the advancement program at one of the oldest co-educational boarding schools in the U.S., and within 20 months (and with half the previous staff), grew annual philanthropic revenue from \$911,000 and 464 donors (FY20) to \$3.4 million and 600+ donors (FY22) through the effective use of technology to increase stakeholder engagement.
- Designed and helped lead a strategic plan's implementation to demonstrate how a secondary school's curriculum can be responsive to the workforce development needs of Maine's leading industries while creating the systems and infrastructure to engage employers and an 8,000+ alumni and parent network in supporting the college and career aspirations of students.

WILLIAM JAMES COLLEGE, Newton, MA

2017 – 2020

**Vice President of Institutional Advancement**

- Developed and implemented a fundraising plan that engaged internal and external stakeholders in helping to increase gifts and grant revenue from \$1.25 million annually to more than \$5 million.
- Partnered with employers, funders, and community colleges to implement a Behavioral Health Career Pipeline that engaged underrepresented students and incumbent employees to diversify and grow the mental health workforce.
- Partnered with marketing and communications team to increase the college's visibility through traditional and social media.

ONLINE COMPUTER LIBRARY CENTER, INC., Dublin, OH and Seattle, WA (working remotely from VT)

2014 – 2017

**Advancement Officer**

- Guided a project-oriented team on the creation of a national, institutional grants program capable of sustaining operations.
- Designed and implemented a grants program that secured more than \$1.5 million annually to replace the legacy funder.
- Developed two national initiatives, built partnerships, and secured funding required to help U.S. public libraries remain relevant in the digital age through programs like Health Happens in Libraries & Wikipedia + Libraries: Better Together.

LYNDON STATE COLLEGE, Lyndonville, VT

2005 – 2014

**Dean of Institutional Advancement**

**Adjunct Faculty, English**

- Led 13 full-time-equivalent (FTE) staff and managed \$1 million budget. Served on College's executive leadership team.
- Planned and completed the largest fundraising campaign in Vermont State College System's history (at the time), surpassing \$10 million goal, raising 20 times more than Lyndon State College's only other campaign effort.
  - Engaged volunteers and donors in the life of the College, increasing the average gift size 300%.
  - Grew and strengthened LSC Foundation to double the size of the Annual Fund and Endowment.
  - Established a major and leadership gifts portfolio of prospects that led to first \$1 million gifts.
- Led expansion of the marketing and communications operation from 0.5 FTE to 3 FTE to increase LSC's visibility.
- Co-chaired "Project Compass" initiative to transform systems in support of first-generation, low-income, and minority students; increased LSC's year-to-year recruitment and retention rates; and helped achieve record-high enrollment numbers.
- Partnered with faculty and employers to create and fund the Incubator without Walls, Manufacturing Training, and Center for Rural Entrepreneurship programs to better align regional economic development with educational improvement efforts.

- Established the Patrick and Marcelle Leahy Center for Rural Students and initiated a longitudinal research study to better understand the post-secondary aspirations and decisions of rural, first-generation, middle and high school students.
- Designed and implemented a college-wide, participatory strategic planning process.

UTAH SYMPHONY & OPERA, Salt Lake City, UT

2004 – 2005

#### **Director of Foundations & Planned Giving**

- Led a three-person team to develop a relationship management system that grew annual revenue from corporate and foundation funding sources to more than \$2 million.
- Initiated a staff-trustee liaison program enabling company to exceed \$6 million fundraising goal by 8%.
- Established a trustee-led planned giving committee to grow number of pledged planned gifts from 20 to 30.

WESTMINSTER COLLEGE, Salt Lake City, UT

2002 – 2004

#### **Associate Director of Foundation & Corporate Relations**

- Led project and grant development activities with foundation, corporate, and government funding sources.
- Established partnership between the University of Utah and Salt Lake Community College, establishing Utah's only Ronald E. McNair program for first-generation and low-income, or underrepresented students.
- Collaborated with STEM faculty and won more than \$300,000 in grants to create an undergraduate research program.
- Led a 10-year strategic planning task force that provided a framework for including inquiry-based learning, interdisciplinary learning, and experiential education into academic programs.

#### **Adjunct Faculty, English (2004 – 2005)**

ASPEN RANCH, Loa, UT

2000 – 2001

#### **Human Resource Director**

- Led a two-person team. Served on and coached executive leadership team in adoption of proactive management practices that increased effectiveness of 100+ FTE personnel.
- Recruited, hired, and retained dependable staff capable of achieving and sustaining 120% enrollment growth target in context of severely limited talent pool in a rural region.

APPALACHIAN TRAIL, Mt. Springer, GA – to – Mt. Katahdin, ME

2000

#### **Thru-Hiker**

- Completed 2,167-mile hike. Chronicled hike through monthly articles in the Albuquerque Journal.

YMCA OF ALBUQUERQUE, Jemez Springs, NM

1995 – 1999

#### **Camping Services Director**

- Led four FTEs, 30+ seasonal staff, a volunteer advisory board, and comprehensive fundraising effort to transform a 30-acre summer camp facility into a self-sustaining, year-round community program and to create an Alumni Relations program.

## **E D U C A T I O N**

**Doctoral of Education**, Organizational Leadership, NORTHEASTERN UNIVERSITY, Boston, MA

**Master of Science**, English, UTAH STATE UNIVERSITY, Logan, UT

**Bachelor of Arts**, Government, FRANKLIN & MARSHALL COLLEGE, Lancaster, PA

## **A D D I T I O N A L   A C T I V I T I E S   &   A C C O M P L I S H M E N T S**

- Vermont Public Radio (VPR) [Commentator](#), 2017; Featured on VPR's Vermont Edition broadcast: [Shaping Future Growth in The Kingdom](#), December 8, 2010
- President Lyndonville Rotary Club, 2012 – 2013, member 2005 – 2014, Rotary Club of Newton member 2018 – 2020
- Co-authored articles for The New England Journal of Higher Education, December 2013 & March 2009
- Participated in the White House Forum on Regional Innovation in Rural America, 2012
- Presenter, 2nd National Summit on the Role of Education in Economic Development in Rural America 2012
- Next Generation Science Standards Reviewer for Vermont Department of Education, 2011 – 2012
- Completed 20+ marathons and qualified to run in 2019 Boston Marathon