



Senior Vice President of Philanthropy and Alumni Engagement

Embry-Riddle Aeronautical University invites nominations and applications for the position of Senior Vice President of Philanthropy and Alumni Engagement.

The Senior Vice President of Philanthropy and Alumni Engagement will provide leadership and direction for Embry-Riddle's philanthropy and alumni engagement programs, building upon a strong foundation to articulate a vision for advancement at the University and playing a leading role in the development of major and principal gifts. They will be an advancement professional with a history of success driving major and principal giving and demonstrated experience in managing and leading a high performing, geographically distributed team. They will join an institution already at the top of its game academically that is poised to attain those same levels of excellence in its pursuit of philanthropic investment in its world-class programs.

Embry-Riddle Aeronautical University is the foremost institution in the nation focusing on aviation and aerospace, offering more than 100 associate, bachelor's, master's, and doctoral degree programs through the College of Arts & Sciences, the College of Aviation, the College of Business, and the College of Engineering. With campuses in Daytona Beach, Florida, and Prescott, Arizona, as well as a Worldwide campus that provides instruction to students through top-ranked online learning and in classrooms at more than 130 centers across the U.S., in Europe, Asia, and South America, Embry-Riddle is a visionary model for the future of higher education.

PHILANTHROPY AND ALUMNI ENGAGEMENT

Philanthropy and Alumni Engagement builds relationships that foster advocacy, support, and investment in Embry-Riddle.

Organizational Structure

All University fundraising is led by the Senior Vice President, who oversees a team responsible for fundraising for athletics, all campuses' colleges, and special initiatives.

Alumni Engagement is led by the Executive Director, who oversees a team responsible for engaging Embry-Riddle's alumni through events and activities, volunteer opportunities, and regular communications. The University has 150,000 alumni, with 24,851 alumni in Florida and alumni concentrations across the country as follows:

DC-VA-MD-WV, Washington-Arlington-Alexandria (Metropolitan)	5016
FL, Deltona-Daytona Beach-Ormond Beach (Metropolitan)	4657
TX, Dallas-Fort Worth-Arlington (Metropolitan)	4630
AZ, Phoenix-Mesa-Chandler (Metropolitan)	3918
FL, Miami-Fort Lauderdale-Pompano Beach (Metropolitan)	3815
GA, Atlanta-Sandy Springs-Alpharetta (Metropolitan)	3810
WA, Seattle-Tacoma-Bellevue (Metropolitan)	3386
CA, Los Angeles-Long Beach-Anaheim (Metropolitan)	3134
FL, Orlando-Kissimmee-Sanford (Metropolitan)	2846
NY-NJ-PA, New York-Newark-Jersey City (Metropolitan)	2550

Annual Fund and Planned Giving are led by the Executive Director, Gift Planning, who oversees a team that supports both the annual fund and gift planning university-wide.

Philanthropy and Alumni Engagement Operations are led by an Executive Director who oversees a team responsible for communications, prospect research, donor stewardship, data, gift administration, and reporting. This area is undergoing an internal operational efficiency review to address challenges and opportunities.

Fundraising Trends

Annual fundraising results have ranged from \$19.29 million to \$8.45 million over the past three years.

FY 21: \$8.45M total fundraising; \$5.4M individuals, \$1.85M corporations, \$1.2M foundations
 FY 20: \$9.50M total fundraising; \$3.89M individuals, \$4.19M corporations, \$0.7M foundations
 FY 19: \$19.29M total fundraising; \$16.67M individuals, \$1.33M corporations, \$1.29M foundations

As of June 30, 2021, Embry-Riddle's endowment was valued at \$242 million (\$242,820,000) of which \$80 million (\$80,700,000) is held in donor restricted funds.

Budget

The current Philanthropy and Alumni Engagement budget is approximately \$650,000 exclusive of salaries. The Senior Vice President will have the budgetary resources to build the team with strategic talent hires as needed and aligned with the growth of the philanthropic program.

LEADERSHIP OPPORTUNITIES

Foster a Strong Culture of Philanthropy

The Senior Vice President will foster a strong culture of philanthropy that will facilitate increased support into the future from alumni, parents, and friends. They will develop effective means to help the Embry-Riddle community better understand the ways in which they can share their success with current students and the University and provide impact through philanthropic support.

Build and Empower Alumni Connections and Commitment

The Senior Vice President of Philanthropy and Alumni Engagement will understand the role of alumni in building a forward-looking, sustainable advancement program and will prioritize the

strengthening of alumni engagement to build long-term connections and commitments to Embry-Riddle with the goal of increasing alumni involvement, pride, volunteerism, and giving. While alumni have made important contributions to Embry-Riddle, they constitute a key resource that the University can and must tap more effectively as the Senior Vice President leverages all assets to grow and expand the advancement program. The Senior Vice President will understand how to engage alumni of the residential campuses as well as the global alumni of Embry-Riddle Worldwide.

Build a Broader Base of Philanthropic Support

The Senior Vice President of Philanthropy and Alumni Engagement will build a broader base of support for Embry-Riddle with the expansion of robust major gifts, corporate and foundation relations, planned giving, and donor relations programs. The Senior Vice President will lead efforts to expand Embry-Riddle's philanthropic revenue by implementing plans for the strategic identification, cultivation, and solicitation of both alumni and non-affiliated prospects, including individuals and institutions who may be motivated to invest in the University because of its mission, important programs and initiatives, community impact, or other factors. The Senior Vice President will lead by example in the execution of advancement initiatives and fundraising activities.

Serve as a Strategic Partner for President Butler and his Leadership Team

The Senior Vice President will be a visionary advancement leader capable of reinvigorating Philanthropy and Alumni Engagement around both a commitment to unprecedented philanthropic results and exemplary performance. They will provide experienced support and strategic advice to President Butler, who is committed to building an exceptional advancement program and one that will facilitate Embry-Riddle's robust agenda for the future. The Senior Vice President will furthermore be an integral and contributing member of President Butler's leadership team and generate transparent, collaborative, and supportive partnerships with other presidential leadership team members.

Strengthen and Support the Philanthropy and Alumni Engagement Team

The Senior Vice President will strengthen and support the Philanthropy and Alumni Engagement team with a collaborative, collegial, and open leadership style that develops and empowers the staff and ensures accountability through clearly defined goals, priorities, and metrics. They will inspire the team to grow professionally and embrace an ambitious fundraising platform by articulating and disseminating a clear vision and plan for Philanthropy and Alumni Engagement, and by fostering a departmental culture that embraces nationally recognized best practices and excellence in performance. They will assess the Philanthropy and Alumni Engagement staff to ensure that their skills and experience are well matched to their roles and responsibilities and provide the professional development they may need to achieve their full potential. They will also oversee the hiring and development of new staff necessary to meet the goals of Philanthropy and Alumni Engagement. The Senior Vice President will be an advocate of data, analytics, and information technology to support a sophisticated advancement of infrastructure and operation.

Plan and Execute Embry-Riddle's Next Campaign

The Senior Vice President will have the exciting opportunity to plan for and execute Embry-Riddle's next campaign that will fund programmatic initiatives, research, faculty support, and scholarships. They will develop the capacity of Philanthropy and Alumni Engagement to sustain a major campaign, work closely with and develop the volunteer leadership for the campaign, reach across divisional and disciplinary lines to ensure communications and messaging are consistent and resonate with the University's strategic plan and priorities, and provide enthusiastic leadership for all phases of the campaign.

Support the Board's Leadership of Philanthropy Efforts

The Senior Vice President will support the efforts of the current Board members as they engage in philanthropic activities, including donor cultivation and stewardship. In addition, they will communicate and engage with former members to keep them intimately involved with Embry-Riddle.

Facilitate Enhanced Support from Business and Industry

Embry-Riddle is well-positioned to create symbiotic relationships with a wide range of industries and corporations that benefit from the University's people and discoveries. Because such support is likely to take many forms — research support, sponsorships, programmatic support, and, of course, philanthropy — corporate relationships extend across the institution and include substantial numbers of faculty members and administrators. The Senior Vice President of Philanthropy and Alumni Engagement will play a central role in the establishment and optimization of corporate contacts, working in concert with colleagues from across the institution and assisting with cross-campus collaborations to cultivate strategic and effective relationships with key corporate stakeholders.

SENIOR VICE PRESIDENT OF PHILANTHROPY AND ALUMNI ENGAGEMENT

Embry-Riddle Aeronautical University's new Senior Vice President of Philanthropy and Alumni Engagement will be an advancement professional of considerable experience in one or more programs operating at the level of best practices. Operating at both the strategic and tactical levels, the Senior Vice President will lead by word and deed, both creating plans and playing a direct role in their fulfillment. Accomplishing this requires a thorough-going advancement professional with the full range of interpersonal, communications, and relationship-building skills that typify outstanding advancement professionals at the top of their game.

Minimum Requirements

- A bachelor's degree is required; an advanced degree is preferred, as is CFRE or other fundraising certification.
- A personal record of accomplishment as a major/principal gift fundraiser.
- Demonstrated experience providing leadership and direction for a team, including mentoring employees, managing workflow, evaluating performance, and supporting professional development.

Preferred Attributes

- Personal appreciation for Embry-Riddle's mission, values, and strong and distinctive aerospace and aviation tradition.
- Holistic understanding of all aspects of advancement, including prospect research, annual giving, major and principal gifts, planned giving, corporate and foundation relations, alumni engagement, stewardship, advancement infrastructure and operations, and volunteer leadership.
- Experience with STEM or research fundraising.
- Demonstrated capacity to develop and nurture relationships culminating in transformative gifts.
- Experience with a comprehensive or capital campaign.
- Strong organizational and administrative skills with the ability to balance competing priorities, myriad tasks and responsibilities, and multiple constituencies simultaneously.

- Understanding of academic culture with the ability to work collegially with academic leadership and faculty.
- Exceptional interpersonal skills that enable effective engagement with a wide range of internal and external constituents in a variety of settings and which build trust, inspire confidence, motivate others, and create meaningful relationships.
- An effective public presence and exemplary written and verbal communication skills, including excellent presentation capabilities and active listening skills.
- Strong strategist who is entrepreneurial, innovative, and creative.
- Confidence, high energy, and enthusiasm for fundraising.
- Consensus builder who seeks input and perspectives from others to make informed decisions and set strategic courses of action.
- Ability to make important decisions about the advancement organization and resource-deployment choices based on a combination of logic, data, analysis, and experience.
- Understanding of and commitment to the legal and ethical aspects of fundraising and obligations to donors and their interests, as well as proper alignment with university goals, priorities, and decisions.
- Demonstrated understanding of current and emerging advancement best practices, as well as a keen sense of the current and developing trends in higher education advancement.
- Commitment to the values of diversity, inclusion, innovation, and sustainability.

EMBRY-RIDDLE AERONAUTICAL UNIVERSITY: AN OVERVIEW

Embry-Riddle Aeronautical University is the leader in aviation and aerospace higher education. Its mission is to teach the science, practice, and business necessary to prepare students for productive careers and leadership roles in business, government agencies, and the military.

The University was founded in 1926, not long after the Wright Brothers' first flight, when T. Higbee Embry and John Paul Riddle formed the Embry-Riddle Company at Lunken Airport in Cincinnati, Ohio. The following spring, the company opened the Embry-Riddle Flying School.

In 1939, Riddle joined John and Isabel McKay to establish the Embry-Riddle School of Aviation. They partnered with the University of Miami to provide flight training under the Civilian Pilot Training Program. Embry-Riddle experienced a period of decline in the 1930s but was revitalized with the outbreak of World War II in Europe and an increased demand for aviators and mechanics. Allied nations sent more than 25,000 young men to Embry-Riddle's Florida centers to become pilots and aviation technicians.

Following World War II, the Embry-Riddle Aeronautical Institute (ERAI) continued to train pilots. The first president of ERAI, Jack R. Hunt, was named in 1963. In 1965, he consolidated Embry-Riddle's flight training, ground school, and technical training programs and moved the campus to Daytona Beach, FL, signaling the rebirth of Embry-Riddle and the start of its journey to world-class status. Within three years of the move, the institution was accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). Two years later, in 1970, Embry-Riddle gained university status and was renamed Embry-Riddle Aeronautical University.

Today, the university is dedicated to education, outreach and engagement, and knowledge discovery across a wide range of academic disciplines and is a place for the debate of scientific, technological, and social issues. Embry-Riddle is committed to teaching excellence that reflects creative thought and innovation, giving its students the knowledge and experience for personal fulfillment and professional success. Like the aviation and aerospace industries it serves, Embry-

Riddle is dynamic and constantly evolving to serve the educational needs of those who will be future industry, academic, and policy leaders.

Embry-Riddle continues to pioneer industry-responsive degree programs and specialized courses, such as undergraduate degrees in spaceflight operations, unmanned aircraft systems, and aerospace physiology. The university grants an MBA and Ph.D. in aviation. It is the first in the country to offer a course in hybrid and urban air mobility. Within the College of Engineering, Embry-Riddle offers three doctoral degrees: Aerospace Engineering, Electrical Engineering & Computer Science, and Mechanical Engineering. For 16 consecutive years, the Bachelor of Science in Aerospace Engineering program held the top ranking in the nation among schools whose highest degree is a master's, according to the *U.S. News and World Report's America's Best Colleges Guide*. Once the program began offering doctorate degrees, it quickly moved to the No. 5 ranking within its new category, as of 2021.

The University offers advanced degrees in multiple areas, including all aspects of aviation, unmanned systems, cybersecurity engineering and management, business, human factors, project management, and occupational safety management.

Unifying and defining Embry-Riddle's students, faculty, administration, and alumni is a shared passion for aviation and aerospace. The global reach and increasing complexity of these industries put Embry-Riddle in an enviable position—poised for growth and increased capacity for sponsored research. Nearly 90 percent of students engage in research, internships, or capstone projects that provide hands-on experience and an opportunity to apply what they learn in classrooms, labs, and on the flight line.

Embry-Riddle is also a research center, developing solutions to real-world problems in partnership with the aerospace industry, other universities, and government agencies. Faculty members conduct research and mentor student-researchers in all colleges. Signature research focuses on aviation cybersecurity, aviation data science and business analytics, flight research, unmanned aerial systems, and autonomous systems.

ONE UNIVERSITY, THREE CAMPUSES

There are three Embry-Riddle campuses and satellite locations across the world, but Embry-Riddle is defined by a common purpose and dedication to student success. Integrating resources and programs across campuses is a priority that allows the university to leverage competitive advantages. Embry-Riddle has a unique opportunity between Daytona Beach, Prescott, and Worldwide to optimize strengths and distinctions.

Daytona Beach, Florida Campus

Embry-Riddle's 185-acre eastern campus is located along Central Florida's I-4 corridor, a short drive from Orlando and the Space Coast.

Serving more than 6,700 undergraduate and 800 graduate students from 50 states and nearly 100 countries, the Daytona Beach Campus is also home to the university's administrative headquarters. Adjacent to Daytona Beach International Airport, the campus offers undergraduate and graduate degrees from four colleges: Arts and Sciences, Aviation, David B. O'Maley College of Business, and Engineering.

The striking new Mori Hosseini Student Union, at the heart of campus, has become an iconic image representing Embry-Riddle's spirit of ingenuity. Daytona Beach is also home to the University's

research park, the John Mica Engineering and Aerospace Innovation Complex (MicaPlex). This state-of-the-art building is a 50,000-square foot innovation hub with ten specialized labs and a nearby subsonic wind tunnel. The MicaPlex is the site of research companies and disruptive technology start-ups focused on space, engineering, unmanned systems, and sustainable energy. The research park is nearly at full occupancy. Students and faculty work with tenants on design and test efforts.

Prescott, Arizona Campus

Embry-Riddle's campus in Prescott, Arizona, 100 miles north of Phoenix, currently serves just over 3,000 students and has graduated more than 10,000 students since opening its doors in 1978. The campus is an integral part of the Prescott community and is becoming known as Arizona's STEM university. The campus has a rolling, seven-year strategic plan that aligns with and supports the University's five-year plan.

This campus covers more than 500 acres of scenic western terrain. Campus life is centered in a one-square-mile area that centralizes academic, residential, and recreational resources.

Over the past several years, Prescott has experienced significant growth and record enrollment. The average class size is 25. The average GPA and standardized test scores for its incoming class are among the highest of any institution in Arizona. Women account for 25 percent of the student body.

The highest enrollment is in engineering programs, followed by aviation programs. Almost 20 percent of students are pursuing degrees in space physics, meteorology, forensics, gaming and simulation, air traffic management, and unmanned aerial systems. Security and intelligence programs attract almost 17 percent of the current enrollment. A School of Business opened in 2018 and new programs continue to be added in strategic areas.

Worldwide

Embry-Riddle Worldwide was established in 1970. Today it serves more than 23,000 students online and in classrooms globally. Approximately 110 locations and online courses deliver flexibility to students across the country and the world.

Led by a Chancellor, the campus offers more than 50 undergraduate degrees, graduate degrees, and certificate programs. Degree programs include aviation, business, communication, computer science, emergency services, engineering, human factors, management, safety, security, logistics, and unmanned systems.

These diverse and dynamic programs support and connect students in a virtual learning community through web-based support groups and online forums. Embry-Riddle Worldwide also offers professional education programs to ensure the workforce builds critical skills.

In recognition of the quality of education and level of student engagement, *U.S. News & World Report* ranked Embry-Riddle 1st (tied with the University of Florida) in their 2022 list of Best Online Bachelor's Degrees. Undergraduate degree programs offered through our Worldwide Campus were also once again named Best for Veterans.

P. Barry Butler, President



In 2017, P. Barry Butler became the sixth president of Embry-Riddle Aeronautical University. Under his presidency, Embry-Riddle continues to expand discovery-driven degree programs, and its research park is home to new aerospace patents, technology transfer, and startups. Butler has encouraged collaboration with industry, resulting in expedited hiring initiatives with leading aviation and aerospace industries. He is expanding the University's interest in aviation cybersecurity, aviation data analytics, and autonomous vehicles. The University also created new partnerships to prime the aviation/aerospace pipeline.

Previously, Butler was Executive Vice President and Provost of the University of Iowa. He was responsible for more than 100 academic programs in 11 colleges. For ten years, he served as Dean of the College of Engineering. Butler is on the board of the Hoover Presidential Foundation and The Wings Club. He is a member of The Civic League of the Halifax Area. He is a private and glider pilot. He earned three degrees from the University of Illinois at Urbana-Champaign: a bachelor's in Aeronautical Engineering, a master's in Astronautical Engineering, and a Ph.D. in Mechanical Engineering.

STRATEGIC PLAN

Through a 10-month collaboration between students, faculty, staff, administration, and community stakeholders, Embry-Riddle created a Strategic Plan (2018-2023) that will help the institution stay true to its mission, advance its vision, and honor its values.

Following a series of internal assessments, analysis of best practices, and review of current opportunities, core teams proposed various strategic foci and critical tasks aligned with five key pillars. All University stakeholders were invited to provide feedback through open forums and digital response platforms. The plan was endorsed by Embry-Riddle's Board of Trustees in March 2018.

Each of the five key pillars is supported by a Strategic Implementation Team (SIT) tasked with the ongoing identification of best practices, key goals, success metrics, and next steps. These teams remain responsible for implementing these goals within the timelines and budgets they established.

DAYTONA BEACH, FLORIDA

More than 60,000 residents and 8 million annual visitors enjoy year-round moderate weather, quality educational choices, recreational activities, an active arts community, family-friendly beaches, and professional sports, including NASCAR's premiere track, Daytona International Speedway, and the LPGA headquarters.

Daytona Beach, located on Florida's east coast in Volusia County, is internationally known for its beaches and its automobile racing roots but it also boasts historical properties, an aggressive redevelopment strategy, exciting residential and economic development opportunities, and thriving business establishments.

Situated along Central Florida's I-4 corridor, Daytona Beach is just an hour's drive from Orlando and major theme parks and within three hours of Florida's west coast.

To learn more about the greater Daytona Beach area, please visit www.daytonachamber.com.

APPLICATIONS, NOMINATIONS and EXPRESSIONS OF INTEREST

AGB Search is pleased to assist Embry-Riddle Aeronautical University with this leadership search. To apply for the Senior Vice President of Philanthropy and Alumni Engagement position, candidates are requested to submit the following: (i) a resume or curriculum vitae; (ii) a letter of interest that addresses the leadership opportunities in the profile; and (iii) contact information for four references (to be contacted with candidate's permission at a later date). **Application materials should be sent to ERAU_SVP_PAE@agbsearch.com by August 26, 2022 for best consideration.** The search will remain open until an appointment is made.

Nominations and expressions of interest in the Senior Vice President of Philanthropy and Alumni Engagement position are encouraged. Please direct them to ERAU_SVP_PAE@agbsearch.com or to the AGB search consultants listed below:

Kimberly Templeton, JD, Principal
kimberly.templeton@agbsearch.com; 540.761.9494

Joy Yablonsky, Executive Search Consultant
joy.yablonsky@agbsearch.com; 215.934.1386

Anne Hoffman, Executive Search Associate
anne.hoffman@agbsearch.com; 805.490.9161

AGB
SEARCH

Advancing Higher Education Leadership

Embry-Riddle Aeronautical University is committed to being a global leader in diversity and inclusion in higher education. We continually strive to recognize, respect, and celebrate the differences and cultural identities among individuals as we recruit, support, and embrace our diverse community. We work to provide a safe environment where self-expression is welcome. We strive to create a campus climate free of discrimination where networks, partnerships, and cultural competency are fostered through leadership, integrity, care, and respect.