



Vice President of Advancement

St. Norbert College

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St. Norbert College seeks a mission-focused, results-driven Vice President of Advancement to oversee the College's robust Advancement Division.

About St. Norbert College

Founded in 1898 and recognized as one of the most highly regarded Catholic liberal arts colleges in the country, St. Norbert College (SNC) is the world's only Norbertine college. Its idyllic campus sits along a bend of the Fox River in De Pere, WI (a suburb of Green Bay).

At the center of a St. Norbert education are three core traditions: Catholic, Norbertine, and liberal arts.

First, as a Catholic college, SNC is guided by the rich Catholic Intellectual Tradition developed over centuries, as well as Catholic Social Teaching that establishes principles for human engagement in the world of relationships and service to, for, and among others.

The Catholic tradition furthermore calls the institution to uphold the sacred dignity of all persons, seek truth through an ongoing dialogue among faith, reason, and culture, and utilize knowledge to promote a Gospel vision of justice.



Secondly, the Norbertine identity of the College revolves around four pillars of Norbertine spirituality: *actio* or action, *contemplatio* or contemplation, *stabilitas* or stability, and *communio* or communion. The values of action and stability call the institution to respond to and serve the needs of both the local and global communities, while the College practices contemplation by praying and reflecting communally and individually, welcoming all to participate, and seeking peace and reconciliation in the spirit of St. Norbert. The College embraces the aspirational ideal of *communio*, a community united as one on the way to God. In practice, *communio* is experienced as a deep sense of community that supports an educational environment fostering intellectual, spiritual, social, and personal development, both inside and outside the classroom. *Communio* challenges the entire campus community to engage in open dialogue, consultation, and collaboration and urges all members to show respect, mutual esteem, trust, sincerity, faith, and responsibility.

Finally, the liberal arts tradition calls the institution to: dialogue with diverse cultures, perspectives, and beliefs; cultivate a love of lifelong learning inspired by excellent teaching; think critically as responsible members of society; and integrate knowledge across the disciplines (i.e., arts, humanities, natural sciences, and social sciences). SNC promotes the development of the whole person by cultivating practices of study, reflection, prayer, wellness, play, and action.

St. Norbert College's commitment to excellence is reflected in its national recognition. According to the most recent *U.S. News and World Report*, SNC ranks 90th among all national liberal arts colleges, and it is among both the top 40 colleges for social mobility and the top 70 best-value colleges. The College is known for its:

- integration of Catholic, Norbertine, and liberal arts traditions throughout campus
- academic excellence
- engaged students, talented faculty, and dedicated staff
- high-impact educational practices (i.e., research, service, and leadership opportunities)
- robust college-to-career planning and pathways

- winning athletic tradition
- vibrant partnerships
- the success of its graduates

With approximately 1,600 students currently, SNC has successfully recruited incoming classes that are more diverse and academically talented each year. The College continues to build on its strong foundation of excellence, while responding to 21st century student needs. Like many higher-education institutions, SNC has recently completed a comprehensive right-sizing initiative to ensure that its legacy is preserved. To learn more about the College's Shared Promise of Stewardship in 2025, please visit <https://www.snc.edu/about/leadership/preserving-legacy.html>.



For more information about St. Norbert College, please visit <https://www.snc.edu/>.

About Philanthropy at St. Norbert College

St. Norbert College has experienced remarkable institutional and philanthropic growth during the last decade, resulting in one of the most beautiful and modern campuses in the upper Midwest.



More than \$150 million in new construction and renovation has resulted in seven state-of-the-art facilities (the Gehl-Mulva Science Center; the Cassandra Voss Center; the Miriam B. and James J. Mulva Library; Dudley Birder Hall; Michels Commons; Schneider Stadium; and the Mulva Family Fitness & Sports Center). Additionally, the College broke ground in May 2024 on its new Donald & Patricia Schneider Family Hall, with a lead gift from the Schneider family. The 45,000-square-foot, multi-use facility will be home to the College's undergraduate and graduate business and economics programs, including data analytics and a new sports management program.

St. Norbert College's *Support What Matters* campaign concluded successfully in 2024 and exceeded its \$125 million goal, securing \$128 million from 16,711 donors. The campaign was timed to align with the College's 125th anniversary. SNC celebrated the triumphant completion of this eight-year campaign in the fall of 2024 in coordination with the inauguration of President Laurie M. Joyner.

The College's endowment is another source of financial stability – it has grown from \$38 million in 1998 to nearly \$200 million currently. Additionally, annual giving continues to thrive. In March 2025, SNC's annual giving day (A Day to uKnight) included approximately 250 donors and raised more than \$545,000. SNC expects to close out this post-campaign fiscal year having secured more than \$7 million in total fundraising.

With campaign momentum still strong and a new Strategic Plan on the horizon, the College will now shift its fundraising efforts away from capital projects to focus on securing critical scholarship support, endowment dollars, and unrestricted operating funds.

About the Position

St. Norbert College seeks a dynamic and proven advancement leader to build upon SNC's recent fundraising success and shape its next chapter as Vice President of Advancement (VPA). Successful candidates will enthusiastically support St. Norbert Colleges' Catholic, Norbertine, and liberal arts values, as well as embrace its unique mission as a compelling opportunity to elevate and amplify SNC through increased support.

The VPA will report to President Laurie M. Joyner, Ph.D., who has a distinguished career in academia, a wealth of experience, a proven track record of success, and a demonstrated ability to guide institutions through challenging economic times, implementing strategies that not only overcome obstacles but also achieve long-term growth and prosperity. As the President's lead partner in strengthening the College's advancement efforts, the VPA will also serve on the President's Cabinet and as a member of key institutional committees. Close collaboration with the President's Advisory Committee, the Alumni Board, and the campus community will be essential.

The Vice President of Advancement will benefit from the support of an active and engaged Board of Trustees (30 members), as well as a talented and innovative team comprised of four direct reports and 16 total staff. The Advancement team currently includes 14 dedicated team members and four open positions. The VPA will have the opportunity to leverage the expertise and institutional knowledge of the existing team and rethink, recruit, and hire new staff.

This role requires a seasoned fundraising professional with a demonstrated track record as a major and/or principal gift fundraiser. The VPA will also have deep experience as a leader and manager of people, projects, and budgets. Comprehensive campaign experience is necessary, as are superior communication and relationship-building skills.

Key Responsibilities

The VPA will oversee all fundraising, alumni, and donor stewardship programs to ensure alignment with the College's mission and strategic vision. They will be responsible for leading all advancement programs, including:

- The St. Norbert Fund
- Major Giving
- Capital Campaigns
- Endowment and Planned Giving
- Alumni and Constituent Engagement
- Corporate and Foundation Relations



Key areas of responsibility include:

Strategic Leadership and Fundraising Execution

- Develop and execute a multi-year, long-term advancement strategy aligned with institutional priorities.
- Lead campaign planning and execution to ensure fundraising targets are met.
- Maintain a dynamic portfolio of major and principal gift donors and secure transformational philanthropic investments.

- Partner with the President, the Board, and Senior leaders to enhance philanthropic engagement.

Operational and Team Leadership

- Oversee staff development, team performance, and resource allocation, including developing annual plans and budgets.
- Establish KPIs to track fundraising success and donor impact.
- Implement efficient fundraising operations, data management, and stewardship programs.

Alumni and Constituent Engagement

- Expand alumni engagement programs to foster lifelong relationships.
- Leverage the alumni network for mentorship, career development, and institutional support.
- Maintain strong relationships with faculty, coaches, and campus departments and continue to build a culture of philanthropy.

External Relations and Institutional Representation

- Represent SNC at national, regional, and community events.
- Develop compelling advancement messaging in partnership with the Office of Marketing & Communications.
- Cultivate relationships with donors, corporate partners, and civic leaders.

Key Qualifications

- At least 10 years of experience in progressively responsible positions in advancement, preferably in higher education
- Demonstrated experience in all areas of fundraising
- Strong oral and written communication skills
- Management skills, in particular, goal setting, staff supervision, budgeting, and evaluation
- Ability to develop, cultivate, and maintain purposeful relationships
- A successful record of fundraising and cultivating donors
- Experience working with and/or leading volunteers, including foundation, campaign, and alumni boards
- Bachelor's degree



Compensation

The salary for this position is \$150,000 to \$200,000 per year, commensurate with experience. The College recruits a diverse, mission-focused workforce by providing competitive pay and [attractive benefits](#).

St. Norbert College (SNC), a Catholic, Norbertine, and liberal arts college, provides an educational environment that fosters intellectual, spiritual, and personal development. As the only Norbertine institution of higher learning in the world, our roots, traditions, and commitments create a unique and enriching educational experience for our students, faculty, and staff.

At SNC, the commitment to *communio*—the Norbertine ideal of a community united as one—is grounded in the principles of dignity, truth, and justice. Consistent with these principles, St. Norbert is proud to provide equal employment opportunities to all employees and applicants.

St. Norbert College seeks those who will embrace its religious and educational mission and commitment to building a vibrant, diverse, and spiritually-engaged community (snc.edu/mission/gettingtoknow). Applications from members of underrepresented groups are strongly encouraged.

To express interest, please submit your cover letter, resume, and references in confidence [here](#). References will not be contacted without your permission.

For more information, please visit www.developmentguild.com.

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About Development Guild DDI

For 45 years, Development Guild DDI has consulted to leaders across the nonprofit spectrum. We have successfully collaborated with more than 650 clients nationwide in the sectors of health & science, education, environment, the arts, and social justice. We are experts in executive search and fundraising and are at the forefront of delivering best practice in these services.

With each engagement, we work in teams tailored to a client's particular needs, providing sector-specific intelligence, cross-sector insight, and hands-on functional expertise. We combine our perspective on nonprofit leadership with our knowledge and experience in both fundraising and executive search. This distinct perspective enables us to deliver the most strategic and measurable impact.

