



## Vice President for University Advancement

Duquesne University of the Holy Spirit seeks a seasoned and talented fundraising professional with a proven track record of success to serve as its next Vice President for University Advancement. The Vice President for University Advancement is Duquesne's chief fundraising strategist and advisor to the President regarding donor cultivation and stewardship. The Vice President will have the opportunity to advance Duquesne's successful advancement portfolio and lead a dedicated team of gift officers and advancement professionals.

### ABOUT DUQUESNE

Duquesne University (Pittsburgh, PA) offers nationally recognized academic programs, a strong financial position, a beautiful urban campus, an entrepreneurial approach to new curricular and co-curricular development, a talented and committed community, a close connection to one of the most dynamic cities in the country, and an exceptional record of service to the world. Duquesne's solid institutional foundation, coupled with its impressive momentum, characterizes an outstanding leadership opportunity.

Duquesne was founded in 1878 by the Spiritans as a Catholic college for Pittsburgh's poor immigrants. In 1911, it became the state's first Catholic university. For the early part of its history, Duquesne was defined by its Pittsburgh campus and retained the character of a locally focused, primarily undergraduate institution. Today, Duquesne is recognized on the national stage as a comprehensive research institution of excellent quality offering a strong core of the sciences and liberal arts combined with a robust array of professional school offerings, including a new college of osteopathic medicine. Duquesne ranked in the top tier of schools for the 15th consecutive year in the annual *U.S. News & World Report* Best National Universities rankings at 165<sup>th</sup> for 2025. *Money*, *Forbes*, and *U.S. News* consistently rank Duquesne as a best-value institution. For a comprehensive listing of recent accolades, please visit [www.duq.edu/about/fast-facts](http://www.duq.edu/about/fast-facts).

The University embraces a broad mission and serves a variety of learners in multiple contexts. This private institution with a current total enrollment of more than 8,200 students (over 5,200 undergraduate and nearly 3,000 graduate and professional students) educates traditional and non-traditional students through small classes, innovative instruction, and rigorous coursework. Through its ten schools, the University offers degree programs at the baccalaureate, professional, master's, and doctoral levels while also supporting an ambitious research profile.

Duquesne is among the top institutions of higher education in Pittsburgh and is vital to its knowledge-based regional economy. The Duquesne difference represents a close connection with faculty who are committed to guiding students through transformative research. Research is supported by the federal and state governments, foundations, and corporate partners. Duquesne's mission of service is embedded in research that enables new discoveries in science and health which can improve society at large, economic development through public-private collaborations such as the Citizen Science Lab and Uptown Eco-innovation Zone, and spin-off companies and technologies that create jobs and opportunities.

## DUQUESNE'S CATHOLIC IDENTITY AND SPIRITAN MISSION

As America's only Catholic and Spiritan University, Duquesne bears a singular responsibility to reflect the distinctive charism of its sponsoring congregation. The Catholic and Spiritan call emphasizes education as a path to empowerment, service to the poor and underserved, commitment to justice in all forms, and interreligious understanding that embraces individuals of all faiths and backgrounds. As the priorities of the Catholic and Spiritan traditions evolve in response to a changing world, Duquesne has adapted to embrace more fully those emerging imperatives. Global outreach, as well as the preservation of God's creations through enhanced environmental stewardship, are chief among them. On-campus efforts to support sustainability practices abound, as do robust academic programs in environmentally related studies.

## DUQUESNE UNIVERSITY MISSION STATEMENT

Duquesne University of the Holy Spirit is a Catholic university founded by members of the Congregation of the Holy Spirit, the Spiritans, and sustained through a partnership of laity and religious.

Duquesne serves God by serving students through:

- Commitment to excellence in liberal and professional education
- Profound concern for moral and spiritual values
- Maintaining an ecumenical atmosphere open to diversity
- Service to the Church, the community, the nation, and the world

## LEADERSHIP

**President Kenneth G. Gormley** became the 13th President of Duquesne in July 2016. He is an inspirational leader who recognizes and advocates that central to the University's goals and aspirations is Duquesne's Catholic, Spiritan mission of serving God by serving students so that they, in turn, can serve others. He and his leadership team have worked diligently to move the University forward as a premier institution of higher education, a transformative community partner, and a place where students, faculty, and staff have opportunities to grow and develop in meaningful ways.

President Gormley came to Duquesne in 1994 and was appointed Interim Dean in 2008 and then Dean of what is now the Thomas R. Kline School of Law of Duquesne University in March 2010. He is an internationally recognized scholar and a highly sought expert on the workings of the Supreme Court of the United States. Under his leadership, the School ascended to the top tier of law schools as ranked by *U.S. News*, climbing 25 spots in two years, realized significant gains in fundraising, witnessed a dramatic increase in scholarly output from the faculty, and underwent a curricular transformation.

## UNIVERSITY'S STRATEGIC PLAN

In October 2024, President Gormley presented The State of the University address, sharing the announcement of "[VISION 150: Continuing the Momentum](#)" Strategic Plan 2024-2028, which is a revised, updated strategic plan with new and bigger goals, building off of the Strategic Plan 2018-2023 "**Reimagining Duquesne's Spiritan Legacy for A New Era.**" The re-imagined strategic plan, Vision 150, reflects ways to build on the impressive successes envisioned in the previous versions. Vision 150 builds on the longstanding strategic imperatives outlined in 2018, to advance Duquesne's historic mission of providing an education for the mind, the heart, and the spirit. The five strategic imperatives are:

1. Identify bold pathways to offer students the knowledge and skills they will need for productive and fulfilling lives and careers in the decades ahead.
2. Become the region's flagship institution for community engagement through mutually beneficial partnerships that advance the city, the region, and the world.
3. Develop and sustain academic programs that will transcend traditional boundaries, positioning the University as a leader in interdisciplinary and interprofessional programs.
4. Create a vibrant community that fosters the achievements of its talented students, faculty, and staff.
5. Encourage entrepreneurial spirit that will allow Duquesne to creatively steward University assets, adapt to changing environments, and enhance its financial vitality to fulfill its mission for a new era.

## AN ENGAGED FACULTY AND STAFF

Duquesne students are taught and mentored by more than 800 talented and award-winning faculty members. The Duquesne community deeply values the teacher-scholar model where faculty members are committed to achieving excellence in both arenas. Nearly two dozen faculty members have been named fellows or the equivalent by their fields' respective national academies.

The Carnegie Foundation has classified Duquesne as one of only seven Catholic universities in the nation with a "research university with high research activity" distinction. Duquesne faculty members are active in scholarship and research activity as well as in the supervision of student research.

Duquesne community members are frequently sought out by the media to offer expert opinions. In this last year, more than 200 faculty and senior administrators appeared in the media in outlets including *The Chronicle of Higher Education*, *Forbes*, *U.S. News & World Report*, *The New York Times*, *The Guardian UK*, *The Smithsonian*, *The Wall Street Journal*, *The Washington Post*, NBC News, NPR, and Catholic News Service.

At the same time, a sustained primary commitment to personalized teaching and learning permeates campus culture. Duquesne's student-to-faculty ratio is 14:1, and the institution prides itself on offering small classes. Lively and frequent interaction between students and faculty is a hallmark of the Duquesne experience.

A staff of 1,128 make up the University's dedicated workforce. Staff members are perceived as partners in the academic enterprise at Duquesne and embrace their roles as co-educators. A number of Duquesne's own graduates have returned to their alma mater to build their careers, and that sense of institutional history is deeply valued.

## DUQUESNE STUDENTS

Duquesne enrolls just over 80 percent of its students from the Mid-Atlantic region. National and international outreach is significant. Nearly all 50 states and nearly 70 countries are represented in the student body, with six percent of the students identifying as international. Sixty-four percent of Duquesne students identify as women, and thirty-six percent identify as men.

Utilization of online and hybrid pedagogies is on the rise at Duquesne. Opportunities for community members to benefit from associate campuses in Rome, Italy, and Dublin, Ireland, are also noteworthy. One-third of Duquesne students participate in international experiences of some kind. Study-abroad programs offer Duquesne students semester-long and short-term study options in Africa, Asia, Central America, and Europe. Affiliate agreements offer other viable options for study outside of the U.S.

Ecumenical in spirit and welcoming of all, Duquesne benefits from a diverse student body. Sixteen percent of Duquesne's undergraduate student population is composed of underrepresented populations. All faiths are

welcomed, and many are represented on campus. Recognized for its commitment to educating the nation's servicemembers, Duquesne has experienced a significant increase in military and veteran students. Duquesne is an eager participant in the Yellow Ribbon GI Education Enhancement Program. First-generation college students have been welcomed and supported for decades on the campus as well. Duquesne has been, and will continue to be, a university of opportunity.

Student outcomes are impressive. In a recent survey of Duquesne graduates, roughly 70 percent were professionally employed, and approximately 30 percent were enrolled in graduate school within a year of commencement. Five undergraduate students were recently named winners of prestigious Goldwater Scholarship Awards. Students in the School of Nursing's BSN program achieved a 96 percent NCLEX-RN pass rate most recently, and students in the family nurse practitioner program achieved a 100 percent certification pass rate this year. Students in the Rangos School achieved a 100 percent pass rate on a recent national certifying exam in athletic training, and well over 90 percent in the physician assistant, occupational therapy, and physical therapy exams. The Thomas R. Kline School of Law of Duquesne University regularly achieves solid results on the Pennsylvania Bar Exam, with a first-time pass rate of 88 percent. Students in the School of Pharmacy achieved a 98 percent NAPLEX pass rate.

Duquesne competes at the NCAA Division I level in the Atlantic 10 Conference in all sports with the exception of football, which competes in the Northeast Conference. Its 19 sports teams include men's and women's basketball, cross-country, soccer, tennis, and indoor/outdoor track and field teams; men's football; and women's acrobatics and tumbling, lacrosse, rowing, swimming and diving, rowing, bowling, triathlon, and volleyball teams. The University's varsity athletes are known as the Dukes.

## FINANCES AND PHILANTHROPY

The Duquesne community has benefitted from strong fiscal stewardship. Duquesne's Fiscal Year 2024 operating revenues stand at \$336 million (net of \$145 million of financial aid); its endowment, inclusive of other long-term investments, was valued at \$655 million as of December 31, 2023; its A2 bond rating with Moody's Investor Service and A rating with Standard & Poor's Ratings Services were both reaffirmed in fall 2023. Reflective of Duquesne's commitment to social justice, the University has established a minimum wage of \$16 per hour.

The University has embarked on the most ambitious and comprehensive campaign in Duquesne's history, [IGNITE: Forging the Future](#), with the goal to raise \$333 million to ensure the resources necessary to realize the full promise and potential of Duquesne to serve its students and the world. The IGNITE campaign leads with the imperatives to Invest in the Future, Illuminate the Mind, Inspire the Soul, and Integrate Health Care.

To date, the IGNITE campaign has raised over \$308 million, from more than 22,000 donors. The campaign funds will support a variety of strategic priorities, including investing in scholarships and financial aid for students, advancing academic initiatives and innovations, invigorating the student experience, and reinvesting in the campus community.

As part of the campaign, in 2022, Thomas R. Kline committed \$50 million to Duquesne's law school. Now named for his gift, the Thomas R. Kline School of Law is supported by Kline's gift through student scholarships, faculty grants, program support, community engagements, and resources for additional transformational priorities.

Of the four major campaign imperatives, Integrate Health Care advanced an initiative to bring a College of Osteopathic Medicine to Duquesne. With a proven track record of impactful health care education success across the schools of Health Sciences, Nursing, and Pharmacy, the University raised over \$44 million towards the new college that will train the next generation of practitioners, directly impact local communities and hospitals, and strengthen health care education across the University by building a medical school of the future.

## THE CAMPUS

Duquesne's urban campus of striking beauty lays claim to nearly 50 acres with spectacular views of the city's skyline, famous three rivers, and Mount Washington. It is composed of more than 50 structures totaling more than four million square feet and well-maintained grounds dotted with trees, flowers, and wrought-iron gates. Small groves tucked in between buildings, many featuring beautiful religiously themed sculptures and murals, grace the landscape and allow space for quiet meditation.

In the last 20 years, Duquesne has invested \$555 million in new facilities and improvements to the campus. The new College of Osteopathic Medicine's home is a \$151 million, 80,000 square-foot state-of-the-art medical school. In 2024, an 11-story, 556-bed student apartment building was added to Duquesne's array of housing choices. A \$44 million renovation to the University's athletic facility was completed in late 2020. A \$15 million renovation, coupled with upgrades to infrastructure and technology, was recently completed in Rockwell Hall, home to the business school. The Genesis Theater, a \$6.3 million project, was completed in 2015, creating the campus's first stand-alone performing arts venue. Duquesne constructed a remarkable \$35.7 million LEED Gold-certified residence hall in 2012. The LEED Gold certification reflects Duquesne's significant commitment to sustainability, a tenet of the Catholic tradition and Spiritan mission. Indeed, all new campus construction strives to meet LEED certification thresholds. The University is named by the Princeton Review Green Colleges list as one of America's most environmentally friendly schools.

Duquesne is sound on the technology and information resources front. The campus is fully wireless and lays claim to an array of advanced hardware and software. SMART and FlexTech classrooms are scattered throughout the campus as are computer labs. Moreover, the Gumberg Library, the main campus library, holds extensive print and electronic collections.

## LOCATION

Duquesne is situated in a beautiful setting on a bluff overlooking downtown Pittsburgh, a vibrant metropolitan region of 2.3 million people that has been recognized worldwide for its livability, welcoming atmosphere, and professional opportunities. The campus is a short walk from downtown and only 30 minutes from the Pittsburgh International Airport.

[Pittsburgh](#) has long been cited as an exemplar of urban transformation. It has converted its manufacturing-based profile into a diversified economy that features financial services, technology, and distribution offerings. A mix of Fortune 50, 500, and 1000 companies—Alcoa, BNY Mellon, Bayer, Consol Energy, Dick's Sporting Goods, Federated Investors, H.J. Heinz, Koppers, PNC Financial Services, PPG Industries, and U.S. Steel among them—call the city home. Pittsburgh also lays claim to superlative education and healthcare centers and has a well-earned reputation as a destination for "eds and meds." Leading hospital networks such as the Allegheny Health Network and the University of Pittsburgh Medical Centers (UPMC) as well as more than two dozen colleges and universities are situated in the region. Moreover, the Pittsburgh Bar is a very collegial and close group of practitioners. A surprisingly large number of Duquesne graduates are represented in Pittsburgh law firms and on the bench.

World-class museums, orchestras, theatre, and dance troupes add to the richness of the region's offerings. Pittsburgh is also recognized as a sports center because of its successful professional franchises including the NFL's Steelers, MLB's Pirates, and the NHL's Penguins. The PPG Paints Arena, immediately adjacent to Duquesne's campus, is the Penguins' home rink. Pittsburgh was recently ranked 5<sup>th</sup> on *USA Today's* "The 10 Best American Riverfronts" list and has set a global standard for best practices in riverfront development and utilization.

## THE ROLE OF VICE PRESIDENT FOR UNIVERSITY ADVANCEMENT

Reporting to the President and serving on the President's Cabinet, the Vice President for University Advancement (VPUA) serves as the University's Chief Development Officer and provides overall strategic vision, direction, policy, and leadership for the comprehensive Advancement team. The University's fifth strategic plan imperative stresses "to creatively steward University assets, adapt to changing environments, and enhance Duquesne's financial vitality to fulfill its mission for a new era," thereby making the work of University Advancement a top priority.

Led by the VPUA, the Office of University Advancement includes Donors Relations, Alumni Engagement, Major Gifts and Planned Giving, Advancement Communications, Conferences and Event Services, Advancement Services, and Advancement Research. With direct reports including the Senior Associate Vice President for University Advancement Operations, the VPUA leads the Office with vision, accountability, and engaged philanthropy cultivation.

The successful candidate also will serve as the University's principal gift officer and is expected to manage the University's most philanthropically promising relationships, on their own and in close partnership with the President, Provost, and deans, in order to maximize annual philanthropic support for Duquesne.

## OPPORTUNITIES AND CHALLENGES FOR THE VICE PRESIDENT FOR UNIVERSITY ADVANCEMENT

The University seeks a true steward of advancement, and a leader who brings a track record of significant gift acquisitions and substantial philanthropic achievements through donor cultivation. Among the top priorities for the new VPUA include the following:

### **Lead, enhance, and sustain Duquesne's advancement efforts and the University Advancement Office:**

The new VPUA will have the opportunity to design and execute a comprehensive institutional advancement program and develop a high-functioning, collaborative advancement team, focused on targeted, sustained increases in constituent engagement and fundraising outcomes to achieve the long-term viability of the University, in alignment the University's strategic plan. The next VPUA will be responsible for developing a high-performing advancement operation focused on donor cultivation, alumni engagement, and revenue generation across its operations. The VPUA will have the opportunity to develop and strengthen the promise in a team of advancement and administrative professionals and will be responsible for setting the policies, ensuring best practices, and assessing the operations for accountability, innovations, and growth opportunities.

### **Develop deep donor cultivation through personal engagement and authentic philanthropic leadership:**

The VPUA will be expected to be out of the office and engaged with donors and prospective donors more than fifty-percent of their time, as part of their principal role of building and implementing effective strategies that lead to mutually-beneficial long-term relationships with, and significant philanthropic support from, the University's most generous stakeholders. The new VPUA will be a flexible person, eager to meet donors where they are across the region and nationally. The VPUA will engage donors, future givers and alumni, in an authentic way, and ensure a vision and purpose for philanthropic investment is customized and personalized for those engagements.

### **Bring innovative ideas that inspire individuals to become University givers:**

The VPUA will have the opportunity to design and implement the overall strategic vision, policy, and direction for all aspects of the University's fundraising enterprise. By bringing best practices and alignment of the Spiritan mission to the advancement work for Duquesne, the VPUA will implement innovations and improvements across Alumni Engagement, Advancement Communications, Conference and Event Services, Advancement Research, and Advancement Services. Innovation and growth across these areas will allow the VPUA to further enhance constituent engagement, improve efficiencies, deepen the advancement capabilities of the team, and elevate financial resources for the University.

### **Collaborate and motivate internal constituencies:**

The VPUA will collaborate with academic and non-academic units across campus to understand the needs and desires for resources and to create a system to centralize and prioritize outreach efforts. The VPUA will also work with, train, and empower academic and administrative leadership and key faculty members to identify and steward prospective and current donors. The VPUA will also be a thoughtful, strategic partner to the President and Board of Directors in providing active leadership and guidance to increase Duquesne's institutional capacity and effectiveness in its advancement efforts.

## **QUALIFICATIONS AND DESIRED CHARACTERISTICS**

The successful candidate will have a bachelor's degree, with an advanced degree preferred, and will bring extensive experience in constituent engagement fundraising and communication. The ideal candidate will be inspired by the opportunity to promote Duquesne's mission as a Catholic, Spiritan university.

Additionally, the successful VPUA candidate will be:

- A senior level advancement executive, with a proven track record of accomplishment in the areas of capital campaign, principal, major and planned giving, and alumni engagement;
- A visionary leader with outstanding managerial and administrative skills;
- Experienced in managing a complex organization across a variety of units;
- A creative and strategic driver of results;
- An inspiring and motivating presence for donors, staff, and volunteers;
- A highly relationship-driven person, who brings authenticity to donor cultivation;
- A professional with an exceptional work ethic, who is invigorated by the opportunities and endless possibilities for advancement at Duquesne;
- A collaborative, cooperative, and collegial leader across the Advancement team, senior leadership, and the University;
- A high-energy level person with a passion for using the development function to significantly promote and contribute to the University's strategic priorities;
- A person of deep integrity, with a good sense of humor and humility; and
- A leader eager to embrace and represent the University's mission and its Spiritan Catholic identity.

## **COMPENSATION**

This is a full-time position that will be based on-site in Pennsylvania. Salary is competitive and commensurate with experience and includes a generous benefits package.

## **THE PROCESS OF CANDIDACY**

Nominations and applications should be submitted electronically as soon as possible. President Gormley and Duquesne's VPUA Search Committee will evaluate applications on a rolling basis.

Applications should include a letter of interest that responds to the agenda for leadership and the desired attributes for the new VPUA expressed in this search prospectus and a curriculum vitae/resumé. All materials will be considered in full confidence.

To express interest in this role please submit materials directly through the [Talent Profile](#). If you wish to nominate a

prospective candidate or inquire regarding the role, please use [DuquesneVPUA@storbecksearch.com](mailto:DuquesneVPUA@storbecksearch.com).



Julie E. Tea, Managing Director  
Kate Phillips, Senior Associate  
[DuquesneVPUA@storbecksearch.com](mailto:DuquesneVPUA@storbecksearch.com)

*Duquesne University was founded in 1878 by its sponsoring religious community, the Congregation of the Holy Spirit. Duquesne University is Catholic in its mission and ecumenical in spirit. Motivated by its Catholic identity, Duquesne values equality of opportunity both as an educational institution and as an employer.*