

Trinity College

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Senior Philanthropic Advisor Trinity College

THE SEARCH

Trinity College, one of the nation's preeminent historic liberal arts colleges, seeks a strategic, accomplished, and deeply relationship-driven fundraiser to serve as Senior Philanthropic Advisor (SPA). This position reports directly to new Vice President (VP) for Advancement [Ben Anderson](#) as a member of the advancement leadership team and as serves as a senior fundraiser for the College. The SPA will join Trinity at an exciting moment marked by the arrival of President Daniel G. Lugo on July 1, 2025, and the completion the *All In* campaign, which closed on June 30, 2025, having raised \$425 million.

Trinity's Board of Trustees has embraced the need for a transformative approach to alumni engagement and philanthropy. The SPA will play a key role in raising the sights and engagement of Trinity graduates who have the capacity to make a significant difference in the future of the College. In partnership with the VP and other senior leaders, the SPA will build and set strategy for principal giving at Trinity and generate significant revenue to support the College's most critical strategic priorities and future campaign goals. As a highly experienced and expertly skilled frontline leader, the SPA will cultivate Trinity prospects with the capacity to make seven- and eight-figure gifts. The SPA will support a well-integrated principal gifts program that fosters a comprehensive and collaborative approach to identifying, engaging, and cultivating the College's highest capacity alumni, parents, families, and friends.

In addition to a proven track record of securing principal gifts at a prior institution, the ideal candidate will possess superb judgment; excellent written and oral communication skills; intellectual rigor and curiosity; and deep knowledge about the business model and governance structures of higher education. The candidate will demonstrate the ability to work collaboratively with senior leaders to creatively assess institutional strengths and needs, and craft visionary investment opportunities; to formulate creative cultivation plans that raise sights and lead to successful solicitation strategies; and to implement effective stewardship efforts that maximize the lifetime engagement and support of Trinity's most generous donors. Importantly, the successful candidate will lead by influence, establishing trust and serving as a collaborative partner and advisor across Trinity Advancement and the College at large.

Located in the capital city of Hartford, Connecticut, Trinity offers students and faculty an unrivaled opportunity to gain a broad learning experience on the campus and in its neighborhood. With a deeply engaged faculty and an increasingly talented student body, Trinity continues to evolve its strong liberal arts program by integrating more experiential learning to meet the changing needs of today's students.

Trinity's accomplished faculty are dedicated mentors and recognized scholars who foster intellectual curiosity, creativity, and civic responsibility in their students. This is a campus where students curate their learning and experiences to meet the ambitious mission of the College. Their passion for the institution carries through as an engaged alumni community, continually championing the ambitions of Trinity.

Trinity College has retained Jack Gorman of the national executive search firm, Isaacson, Miller, to assist in this important recruitment. Confidential inquiries, nominations, and applications should be directed to the search firm as indicated at the end of this document.

ABOUT TRINITY COLLEGE

Founded in 1823 in Connecticut's capital city of Hartford, Trinity College is the preeminent liberal arts college in an urban setting. The second oldest institution of higher education in Connecticut, Trinity prepares students to be bold, independent thinkers who lead transformative lives.

Trinity's vibrant and historic campus is home to approximately 2,150 students who represent 49 states and 86 countries. The campus has been widely recognized for its iconic architecture and was named one of "[The 64 Most Beautiful College Campuses in America](#)" by Architectural Digest in 2024. To complete the yearlong [Bicentennial](#) celebration, Trinity announced that the historic Long Walk district, which includes buildings surrounding the main quad and the Chapel, was named to the National Register of Historic Places in April 2024.

Now in its third century, Trinity carries forward an enriched liberal arts tradition with a forward-looking focus on educating students to lead with passion and to turn ideas into actions. For more information on the College, please see the addendum of this document and visit www.trincoll.edu.

LEADERSHIP

Daniel G. Lugo, J.D. **Incoming President**

In December 2024, Trinity College announced the appointment of Daniel G. Lugo as its 23rd president. Currently president of Queens University of Charlotte, Lugo brings with him a wealth of expertise and years of academic leadership. He assumed his new role on July 1, 2025.

Under Lugo's presidency since 2019, Queens University developed an ambitious strategic framework with goals to deepen its connection with the local community of Charlotte, to reshape and develop new multidisciplinary academic programs, to support the holistic wellness and well-being of the university community, and to create an integrated approach to diversity, equity, and inclusion that begins on campus and extends into the surrounding area.

Most notably, Lugo led efforts to strengthen Queens' branding and enrollment efforts, which have yielded a 50 percent increase in undergraduate applications; executed a \$25 million capital improvement plan to

address long-standing deferred maintenance opportunities; and reclassified the university's 25 NCAA sports to Division I competition. He was nominated by Queens employees and selected in 2021 as one of Charlotte's "Most Admired CEOs" by the *Charlotte Business Journal*. The same year, he received a Distinguished Achievement Award from the Carleton College Alumni Association. Prior to his tenure at Queens, Lugo served in key leadership roles at three prominent liberal arts colleges—Colby, Franklin & Marshall, and Carleton.

As the vice president of college advancement at Colby from 2015 to 2019, Lugo oversaw the ambitious and successful \$750 million *Dare Northward* comprehensive campaign, the largest of its kind for any liberal arts college. Colby subsequently has increased the campaign goal to \$1 billion. Lugo led strategies to build alumni engagement and to deepen connections between the campus and alumni, including introducing technology and programs for alumni to mentor students and to enhance philanthropy for the student experience. Lugo also co-chaired the diversity, equity, and inclusion task force, partnering with faculty members on the college's inclusivity efforts.

Lugo brings deep expertise in enrollment and admissions. As the vice president and dean of admissions and financial aid at Franklin & Marshall from 2011 to 2015, Lugo led a global talent strategy that resulted in a 45 percent increase in applications that yielded a more academically talented and diverse class. While at Carleton earlier in his career, Lugo supervised the admissions process and enrollment marketing strategy as associate dean of admissions and helped to develop cultivation and solicitation strategies for leadership donors.

A first-generation college graduate, Lugo earned a B.A. in political science from Carleton and a J.D. from the University of Minnesota Law School, where he was an editor of the *Minnesota Journal of Law & Inequality*.

Formerly an intellectual property and entertainment attorney, Lugo changed his professional trajectory because he believed strongly in the transformative power of higher education. He serves on the boards of the Charlotte Executive Leadership Council, North Carolina Independent Colleges & Universities (NCICU), New American Colleges and Universities (NACU), and the Charlotte Regional Business Alliance. He and his wife, TinaMarie, are the proud parents of two adult children, Michael and Amanda.

Ben Anderson

Incoming Vice President for Advancement

Trinity College has appointed Ben Anderson as the next vice president for advancement. He will join the Trinity community on September 2, 2025.

Anderson has worked in advancement at Boston College (BC) for 13 years. Since 2022, he has served as associate vice president (AVP) for principal giving and campaign direction of *Soaring Higher: The Campaign for Boston College*, an initiative with goals of raising \$3 billion and 60 percent alumni participation. Under Anderson's direction, the campaign has reached \$1.8 billion so far thanks to the participation of more

than 82,000 alumni. In the decade prior to his current position, he was promoted to several roles at BC including AVP for major gifts and director of parent development.

Before his time at BC, Anderson was a leadership giving officer at Habitat for Humanity International from 2010 to 2012. Stewarding more than 120 donors, he enjoyed bringing philanthropy to bear on the growth and impact of the organization. From 2006 to 2010, he worked at Skidmore College, serving as a gift officer and coordinator of the Friends of Skidmore Athletics.

A graduate of Bates College, Anderson majored in economics with a concentration in Spanish and served as captain of the men's lacrosse team.

Please click [here](#) to read Trinity's full press release.

ADVANCEMENT AT TRINITY

The Trinity College community has a rich tradition of philanthropy, powered by generous donors. Every gift, large or small, helps to shape the future of the College. Trinity's 47-person advancement team supports these efforts through alumni and parent engagement; frontline fundraising (principal, leadership, planned, family giving, and the Trinity College Fund, including reunion fundraising); donor relations and events; advancement operations and research. In Fiscal Year 2024, the College raised \$42 million. As of June 30, 2024 its endowment stood at more than \$800 million.

All In Campaign

On June 30, 2025, Trinity concluded its \$425 million [All In](#) campaign, the most ambitious campaign achievement in the College's history. Trinity's campaign supported growth in endowed financial aid, including a new middle-income initiative and resources that continue to bolster academic distinction. This summer, Trinity will also complete construction for a \$30 million state-of-the-art Wellness and Recreation Center, named the [Scully Center](#) in honor of Marlynn GP'28, '29 and Bill Scully '61, H'18, GP'28, '29, lead donors to the project and lifelong supporters of the College.

SENIOR PHILANTHROPIC ADVISOR

Reporting to the Vice President for Advancement (VP), the Senior Philanthropic Advisor (SPA) will serve as a lead strategist in identifying, cultivating, and soliciting individuals with the capacity to make contributions of \$1 million or more to Trinity College. Working to enhance engagement among these individuals, the SPA will take a comprehensive approach to the philanthropy of each donor, making current use giving an annual priority, and working to raise the maximum commitment possible through capital and planned gift opportunities.

KEY OPPORTUNITIES AND RESPONSIBILITIES

Frontline Fundraising Leadership

- Manage a select portfolio of principal gift prospects through identification, qualification, cultivation, solicitation, and stewardship cycles; forge relationships with a broad population that will lead to significant principal gifts; set a personal example of frontline fundraising success, teamwork, communication, and professionalism for the entire team; monitor and report on progress of donor-related activities and gift solicitations through contact reports and communications with colleagues throughout Advancement.
- Work collaboratively with Advancement colleagues and campus partners to formulate creative cultivation plans, successful solicitation strategies, and effective stewardship efforts to maximize the lifetime engagement and support of Trinity's most generous supporters, and to ensure that they feel actively and meaningfully engaged in the life of the College.
- Implement a holistic and comprehensive approach to principal gift solicitation and engagement, maximizing gifts towards current use purposes for the Trinity College Fund, capital commitments and endowment funds. Employ creative strategies to maximize donor capacity across outright, blended, planned, and complex giving vehicles.
- Staff, at the request of the VP, high-level volunteer groups.
- Travel nationally and internationally to visit prospects, as needed, sometimes in tandem with senior officers of the College, work proactively to bring prospects to campus for substantive visits and engagements.

Executive Strategy and Support

- Serve as a trusted advisor to the VP and other College and Advancement senior staff; build effective partnerships that both enhance the College's overall fundraising results and help leaders meet the goals of their individual programs.
- Play a role in advising the philanthropic work of the President, Dean of Faculty, and the Board of Trustees.
- In partnership with the VP and other senior leaders, devise a strategic plan and programmatic goals for the principal gifts area, utilizing data-informed methods for the timely evaluation of program performance and forecasting.
- Assist in efforts to enhance institutional image and visibility; communicate a strong and consistent message about Trinity to its constituencies; strengthen internal and external relationships and partnerships to benefit the College.

Internal Collaboration and Administration

- Serve as a resource and role model to staff on matters of high-net-worth prospect strategy and offer new approaches and techniques; seek to provide creative solutions to complex solicitations; draw upon effective past experience in the field and remain current with evolving trends in philanthropy.
- Identify opportunities to advance the cultivation of prospects through their involvement with College activities and events.
- Prepare funding proposals, talking points and strategies, assessments of potential support, and briefings for senior leaders and Trustees; oversee stewardship reports for all assigned prospects; ensure that all interested parties are involved in key efforts focused on specific prospects; document all substantive prospect contacts.
- Recommend prospects for service on the College's Board of Trustees; interface, as appropriate, with current and past Trustees to support engagement, solicitation, and ongoing recruitment efforts.

QUALIFICATIONS AND CHARACTERISTICS

The SPA will bring many, if not all, of the following professional qualifications, skills, and experiences:

- A minimum of 10 years of professional work experience in principal gifts frontline donor cultivation and solicitation.
- Demonstrated success cultivating, soliciting, and stewarding individual donors at the seven-figure level; the ability to inspire high-net-worth individuals to provide significant financial support to an institution.
- A deep understanding of and appreciation for the philanthropic process and individual giving behaviors combined with direct solicitation experience.
- Ability to raise donor sights, articulate aspirational goals, set priorities, present philanthropic opportunities, and close gifts.
- Creative, professional, and entrepreneurial spirit; strong intellectual curiosity.
- Excellent written and verbal communication skills with demonstrated presentation abilities.
- Strong interpersonal skills and the ability to work across a complex organization.
- Ability to work independently as well as collegially and collaboratively in a team setting.

- Demonstrated analytical and strategic thinking capabilities; ability to embrace challenges and thrive in a fast-paced environment.
- Ability to manage confidential information with discretion and tact.
- Flexible and adaptable to new programs in an emerging and changing environment.
- Strong knowledge of planned giving, financial, and/or estate planning concepts.
- Experience working with faculty, senior leadership, Trustees, and fellow fundraising professionals.
- An appreciation for the history, mission, achievements, and contribution of Trinity College, and the ability to effectively articulate those to alumni, friends, students, staff, and faculty of the institution.
- Personal flexibility and willingness to travel domestically and internationally, as necessary, and work evenings and weekends, as required.
- Bachelor's degree required; advanced degree preferred.

LOCATION

This position is based in Hartford, Connecticut. Located in the Connecticut River Valley, [Hartford](#) has many cultural gems hidden amid rolling hills and wooded neighborhoods. In the centuries since its founding, Hartford has been home to several notable historical figures, including renowned authors Mark Twain and Harriet Beecher Stowe. Today, Hartford's central business district is home to several historical attractions and entertainment venues, along with nearby vineyards, state parks, and ski slopes, which provide plenty of recreational opportunities throughout the year.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and resumes should be sent via the Isaacson, Miller [website](#).

Jack Gorman, Partner
Grace Zakim, Managing Associate
Sandeep Kaur, Senior Search Coordinator

Trinity is a highly selective, independent, nonsectarian liberal arts institution located in the capital city of Hartford, Connecticut. The college maintains a rigorous academic profile complemented by a vibrant co-curricular program. With more than 2,100 full-time undergraduate students, representing forty-three states and ninety-one countries, we consider our location in a culturally and socioeconomically diverse capital city to be among Trinity's most distinctive assets; and we cultivate strong connections with our surrounding neighbors and with institutions and organizations throughout Hartford and the region. As a preeminent liberal arts college in an urban setting, Trinity College prepares students to be bold, independent thinkers who lead transformative lives.

ADDENDUM

Trinity Principles

Trinity supports its mission through three core principles:

Engage. Trinity fosters critical, reflective engagement with scholarship and the creative arts, as well as with one another and the wider world. The College's location in Connecticut's capital offers excellent opportunities for engagement beyond the classroom in internships, student research, and community learning.

Connect. Trinity places students in the company of world-class faculty and staff to form a diverse campus community. The connections of Hartford and the College engage students as global citizens in the wider world and a network of devoted alumni provides lifelong opportunities for Trinity graduates.

Transform. Trinity combines the liberal arts with life in a diverse city, enabling students to learn what they love, to build confidence, and to become leaders and innovators.

Faculty

The core of Trinity's liberal arts education is its connected community. Trinity's 9:1 student-to-faculty ratio enable faculty members to teach closely and to provide meaningful mentorship that fosters deeper learning. With many notable experts in their fields and often pushing the boundaries of current knowledge for the greater good, the faculty is dedicated to student success and is passionate about the synergies between teaching and research. Each year, faculty receive numerous national and international recognitions, from prestigious grants and fellowships to teaching and career awards from professional societies.

Faculty-student research, both on and off campus, plays a crucial role in the College's academic, student-centered mission. Emphasizing quality and excellence, research opportunities span various disciplines, including distinctive programs such as engineering, neuroscience, and urban studies. Notably, the College is home to the first human rights program at a liberal arts institution in the United States. Across programs, Trinity's faculty enacted in 2023 [core learning goals](#). The College today offers more than 900 courses and 41 majors, enabling students to pursue what interests them most, often finding interdisciplinary approaches to learning and problem-solving.

Student Experience

Trinity teaches students to grow intellectually and to cultivate leadership skills as determined doers. Stewarded by the faculty, the Trinity Plus curriculum pairs the core liberal arts education with opportunities for real-world learning experiences, many of which count for credit through [30 experiential certificates](#).

Built for the 21st century, Trinity Plus strongly supports learning through internships, research, community engagement, and practical coursework. A [wellness requirement](#) also encourages students to balance their personal well-being with care for social, cultural, and world matters. Additionally, the College offers a portfolio of study-away programs located in urban and global sites in key locations around the world, including Cape Town, New York City, Shanghai, Vienna, and its signature Rome campus.

As one of the only liberal arts colleges in an urban setting, Trinity's dynamic location offers students opportunities to engage differently with the world. The city of Hartford plays a vital role in the Trinity experience and fosters academic collaborations through local partnerships. Programs include civic engagement opportunities through the Center for Hartford Engagement and Research and the long-standing Legislative Internship Program at the State Capitol. The Center for Urban and Global Studies helps to advance urban and global education at Trinity, in Hartford, and across the world.

Trinity launched the Entrepreneurship Center in 2022 to provide students with opportunities to learn about design thinking, to practice techniques of innovation, and to gain confidence in how to turn ideas into businesses. The center provides connections to faculty, alumni, and world-class entrepreneurs and innovators from around the globe. It also increases Trinity's visibility and allows the college community to partner more effectively with Hartford's innovation and entrepreneurship ecosystem.

The student experience is supported and strengthened by talented, hardworking staff who are skilled in their craft. Students engage in extracurricular activities that matter most to them by participating in more than 155 student clubs and organizations, including Greek life. With 30 varsity sports, Trinity competes in Division III and in the New England Small College Athletic Conference. More than one-third of Trinity students compete as Bantams as varsity scholar-athletes, and many teams compete at the top of their league. During the 2023–24 academic year, 13 teams qualified for national championship tournaments.

Trinity is deeply invested in student success. To support student wellness, Trinity partners with Hartford HealthCare to provide expanded access to a coordinated system of high-quality care and resources, including general care, counseling and psychological wellness services and support, sports medicine, and athletic training services. Trinity's postgraduation success rate is high; data from the Class of 2023 showed that within six months of graduating, 96 percent of alumni report that they are either employed full-time, accepted to graduate school, or have entered into another service program that's tied to their professional development. Students enter a prominent alumni body, which include Fulbright and Watson Scholars, MacArthur Fellows, and Pulitzer Prize winners, among other renowned leaders across industries and disciplines.

Trinity's commitment to fostering an inclusive and welcoming campus community is a critical component of achieving academic excellence and of enhancing learning through diverse perspectives and a supportive campus culture. In 2023, Trinity proudly earned its first [Higher Education Excellence in Diversity](#) (HEED) award, further illustrating its commitment to equity and leading an inclusive, intellectually rigorous learning environment that prepares students for the diverse and interconnected world they will enter after graduation.

Governance

While the Trinity charter vests the legal authority and responsibility for the College in the Board of Trustees, the College believes in shared governance among many constituencies. Faculty and staff have important roles to play in planning and decision-making, and their work, together with that of the administration and the Board, moves Trinity steadily toward its vision for the future of the College. This work is premised on a strong shared commitment to academic freedom and free expression as core values.

With a focus on elevating its reputation and expanding its national profile, Trinity College is poised to lead its third century with an unwavering commitment to excellence.

For more information about Trinity, please visit www.trincoll.edu.