



Search for the Philanthropic Advisor

Harvey Mudd College

Claremont, California

THE SEARCH

Harvey Mudd College (HMC), a top-ranked liberal arts college of science and engineering, seeks a strategic, collaborative, and experienced fundraiser to serve as a philanthropic advisor (PA). This individual will develop and implement comprehensive fundraising strategies for securing increased philanthropic support to advance HMC's mission and its renowned excellence in a unified STEM and liberal arts ecosystem. The PA will join HMC at a pivotal moment as the college implements a new strategic plan and prepares for ambitious fundraising endeavors.

The appointment of President Harriet B. Nembhard in 2023 has brought tremendous invigoration and energy to the college. With a new strategic plan, *STEM for a Better World*, HMC is entering an exciting period that will set the course for the next decade. To support the plan's success, President Nembhard and HMC's trustees have committed to investing in a first-rate advancement enterprise, led by Vice President for Advancement Jennifer Eccles, who joined HMC in November of 2024. Under Eccles' leadership, a comprehensive assessment of the division was conducted to establish a road map for long-term growth and programmatic elevation. The division is being transformed by setting elevated yet achievable goals, increasing transparency and accountability, and focusing on improved collaboration and team integration across all advancement functions.

As a key member of the Development team, the PA will play a crucial role in discovering, qualifying, soliciting, and engaging prospective donors at major giving levels, as well as renewing relationships with lapsed donors. The advisor will serve as an inspiring advocate and liaison for HMC, highlighting its unique legacy and promising future. A central focus of the PA's efforts will be to fundraise for designated strategic plan priorities and forthcoming fundraising initiatives. With a growing presence of HMC graduates in Silicon Valley and across the country, the PA will be instrumental in leveraging untapped philanthropic opportunities among alumni and non-affiliated individuals in the tech industry. The PA will collaborate effectively with HMC's community of alumni, faculty, staff, parents, and volunteers to build productive partnerships and promote a donor-centric fundraising approach.

The successful candidate will bring at least five years of major gift fundraising experience, preferably in higher education and a campaign environment. The ideal candidate will possess a keen understanding of best practices in fundraising and a proven track record of securing gifts at the six- and seven-figure level. Experience working with engineers or individuals in STEM fields is a plus. A bachelor's degree is required.

Harvey Mudd College has retained Ms. Rachel Ellenport of the national executive search firm Isaacson, Miller to assist in conducting this important recruitment. All inquiries, nominations, and applications should be directed to the search firm as indicated at the end of this document and will be held in the strictest confidence.

PHILANTHROPIC ADVISOR

Reporting to the assistant vice president for development, the philanthropic advisor (PA) will develop and implement a comprehensive fundraising strategy to secure support from a portfolio of approximately 100-125 major gift prospects. They will support the college's top priorities and fundraising initiatives, focusing on regional fundraising through a donor-centric model for sustained success. The advisor will encourage new ideas, foster interaction and teamwork, and promote integration across HMC's community in preparing for the college's most aspirational and fundraising trajectory.

The ideal candidate will excel at building productive relationships with diverse constituents, including alumni, parents, and friends of the college. Proven experience in cultivating and soliciting major gifts is essential, with campaign experience being highly desirable. The philanthropic advisor should be well-versed in all fundraising concepts and demonstrate a strong command of industry standards and procedures. This role requires sound judgment and the ability to work independently to achieve annual goals while developing a sustainable donor pipeline.

Essential Functions

- Develop and execute strategies to identify, qualify, cultivate, solicit, and manage a select portfolio of 100-125 high-capacity donors and prospects capable of outright and deferred gifts of \$100,000 or more, setting a personal example of success and teamwork in frontline fundraising.
- Foster relationships with assigned prospects through in-person meetings, written communications, and digital channels while employing a donor-centric approach.
- Set sights and achieve annual fundraising goals and performance metrics. Craft proposals and prioritize solicitations.
- Serve as philanthropic liaisons and counsel to Harvey Mudd College's academic faculty and chairs to help identify, establish, and execute fundraising priorities that tie into broader advancement initiatives; proactively work to understand and maintain an in-depth knowledge of HMC programs.
- Build strong collaborative relationships with the Harvey Mudd College community, including alumni, faculty, staff, students, parents, and volunteers, to enhance fundraising efforts. Formulate

creative cultivation plans, successful solicitation strategies, and effective stewardship efforts to maximize lifetime engagement and support for the college's mission.

- Rely on past experience in the field and remain current with evolving trends in philanthropy.
- Work collaboratively with colleagues across all functional areas within the Advancement division. Seek opportunities to partner with Alumni and Parent Relations staff to strengthen alumni giving opportunities.
- Ensure compliance with all college fundraising policies, goals, and procedures, including following all protocols for prospect and donor management established and implemented by Harvey Mudd College Advancement.
- Perform other related duties as assigned or requested.

Skills and Qualifications

- An ability to be an effective advocate for the value of a liberal arts and STEM education with all constituents.
- At least five years of demonstrable experience in leadership and major gifts fundraising in a medium-to-large development operation. Experience in an academic setting and in a campaign environment is strongly preferred.
- A record of successfully soliciting and closing six- and seven-figure gifts.
- Demonstrable knowledge of fundraising best practices in higher education.
- Success in personally qualifying, cultivating, soliciting, and stewarding gifts with significant institutional impact.
- A high degree of comfort and effectiveness working with high-net-worth individuals, domestically and internationally.
- An ability to monitor performance to achieve personal fundraising and metric goals.
- An ability to work effectively in a complex institutional setting and maintain effective relationships with donors, volunteers, faculty, staff, colleagues, and senior management.
- Self-confidence, optimism, personal resilience, and the ability to function at peak levels in a high-expectation environment.
- Excellent critical thinking and listening skills; excellent written and verbal communication skills.
- An ability to handle highly confidential information with patience, discretion, good judgment, courtesy, and tact while working with people from a wide variety of backgrounds.
- Exceptional organizational and time management skills.
- An ability and willingness to travel and work evenings and weekends, as needed, to meet philanthropic partners or otherwise represent HMC at fundraising events.
- A bachelor's degree is required.

COMPENSATION AND LOCATION

Harvey Mudd College is located in the city of Claremont, CA, 35 miles east of Los Angeles. The city, with a population of more than 35,000, features sidewalk cafes, specialty shops, tree-lined streets, and bungalow homes. Claremont was recently ranked the 5th most desirable town in the United States, and housing prices are more affordable than many areas in Southern California. With stunning views of the San Gabriel Mountains, Claremont is less than an hour away from downtown Los Angeles and from mountains, desert, and beaches.

The anticipated compensation range is **\$135,000-\$150,000**, commensurate with the successful candidate's experience. Harvey Mudd College offers hybrid flexibility.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website:

<https://www.imsearch.com/open-searches/harvey-mudd-college/philanthropic-advisor>

Rachel Ellenport, Partner
Christina Garrison, Senior Associate
Rebecca Lyons, Senior Search Coordinator

Harvey Mudd College is an Affirmative Action/Equal Opportunity Employer. Qualified applicants will be given consideration for employment without regard to age, race, gender, national origin, sexual orientation, protected veteran's status, disability, or any other characteristics protected by applicable law.

This document has been prepared based on the information provided by Harvey Mudd College. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by Harvey Mudd College would supersede any conflicting information in this document.

ADDENDUM

HARVEY MUDD COLLEGE

Born from a vision to support undergraduate science and engineering education, Harvey Mudd College traces its aspirational roots to the 1950s. At a historical moment when the space race made technical education a priority in the United States, HMC's founders' goal was to attract the nation's brightest students and offer them a rigorous scientific and technological education coupled with a strong curricular emphasis in the humanities and social sciences. Opening its doors in 1957, HMC welcomed 48 students to the newest college of The Claremont Colleges consortium. From its beginnings of humble size but lofty goals, HMC has become the nation's top liberal arts college of engineering, science and mathematics, with nearly 100 tenured and tenure-track faculty serving approximately 900 students in a highly selective and supportive environment.

HMC's unique space in academia as a private, co-educational, non-sectarian, undergraduate-only, engineering, science and mathematics college is reflected in the college's mission, which "seeks to educate engineers, scientists, and mathematicians, well versed in all of these areas and in the humanities and the social sciences so that they may assume leadership in their fields with a clear understanding of the impact of their work on society." At HMC, the words of the mission are deeply felt by the community, and they guide and shape the culture of the college.

HMC has been a leader in experiential learning since its inception. This includes a commitment that all students participate in a capstone project involving either a research thesis or Clinic Project (depending on academic major) as well as a vibrant summer research program wherein students work in paid positions with faculty conducting hands-on research as undergraduates. Nearly 200 students conduct summer research with faculty on campus each year, while others seek research opportunities on other campuses and within industry. Additionally, HMC has been a leader among STEM institutions in developing its Clinic Program, which allows student teams to solve complex problems posed by sponsoring industry, government, and nonprofit organizations.

Harvey Mudd has an impressive network of alumni who work in a wide variety of STEM careers, and many go on to pursue master's and PhD degrees at top institutions. Our alumni also pursue careers in law, medicine and the arts. Harvey Mudd's nearly 8,000 living alumni are dispersed across all 50 U.S. states, the District of Columbia, two U.S. territories and over 46 countries outside the U.S.

Strategic Planning and Campaign Planning

The Harvey Mudd College community began a comprehensive strategic planning process in November 2023. The strategic planning steering committee is chaired by the president and includes representatives from the board of trustees, faculty, staff, alumni, and students. As a result of collaborative Strengths, Opportunities, Aspirations and Results (SOAR) sessions, and strong working group and steering committee

efforts, Harvey Mudd College unveiled [HMC Strategy 2025-2035: STEM for a Better World](#), which was approved by the Board of Trustees in January 2025. Four strategic goals have been identified:

- Innovative Education
- Transformative Partnerships
- An Evolving Institution
- A Thriving Community

STEM for a Better World embodies Harvey Mudd College's commitment to continuous innovation and impactful contributions, solidifying its reputation as a global leader in liberal arts STEM education. Harvey Mudd College's mission, vision of *STEM for a Better World*, guiding statements, and strategic goals aim to propel innovation in a world that greatly needs Harvey Mudd.

Guided by the strategic plan, the college is taking preliminary steps toward readiness for its next comprehensive fundraising campaign.

Financial and Advancement Overview

At the beginning of FY 23-24, HMC's endowment stood at \$413 million. The FY 23-24 operating budget payout was \$14.3 million, and \$23.2 million was budgeted for student financial aid. The college has a need-blind admission policy and a commitment to meet all demonstrated financial need for all domestic students. Growing the endowment is a necessity to expand access to and affordability of a Harvey Mudd education as well as to support our strategic initiatives for future innovation.

The Campaign for Harvey Mudd College was the largest and most successful comprehensive campaign in HMC's history. The campaign began in July 2011, publicly launched in February 2014 and concluded in December 2018, raising more than \$175 million. Funds raised during the campaign supported new endowed faculty positions; annual and endowed scholarships funds; new facilities, including a computer science building, a center for teaching and learning, and a residence hall; renovated spaces; student summer research positions; student health and wellness programs; and community engagement opportunities for students.

In FY 22-23, HMC raised \$27 million in new gifts and new pledges, which includes \$4.6 million in unrestricted support through the Annual Fund. Recent fundraising priorities have included securing support for the Hixon Center for Climate and the Environment, an interdisciplinary and impact-based curricular initiative; The Makerspace, an 8,000 square foot, student-run facility for providing access to tools, equipment, and resources to work on personal and academic projects; and faculty and student support for conducting summer research projects

LEADERSHIP AT HARVEY MUDD COLLEGE

Harriett B. Nembhard, President

Harriet B. Nembhard is a collaborative academic leader who has a passion for strengthening the role of education and innovation in meeting the needs of society.

She has served as Harvey Mudd College's sixth president, chief executive officer, trustee, and professor of the college since July 1, 2023. She is a nationally recognized leader in the field of industrial and operations engineering, an expert in healthcare systems, a voice on the national level for transforming undergraduate STEM education, and a champion for Harvey Mudd's mission. President Nembhard is leading the development of an ambitious strategic plan to strengthen and extend Harvey Mudd's standing as a distinctive liberal arts college for science, engineering and mathematics.

Prior to her appointment at Harvey Mudd, she served as dean of engineering at the University of Iowa and had previously held leadership positions at Oregon State and Penn State universities. She also served on the Claremont McKenna College Board of Trustees as a member of the College Advancement Committee and Student Affairs Committee. In these roles, she consistently raised the institutional profile, built pathways for stronger fundraising and expanded partnerships. Moreover, she has advanced a community of inclusive excellence where diversity, equity and equal opportunity create a welcoming environment that enables everyone to thrive.

President Nembhard began her college career at 16, studying management-engineering at Claremont McKenna College and industrial engineering at Arizona State University, before attaining her PhD in industrial and operations engineering at University of Michigan. She displayed an early interest in engineering management as evidenced by the types of questions she asked as a child to her father, a pilot, when they visited airports. She was curious about how the luggage made it to the right airplane, how flight crews were assigned and why smaller airplanes were parked on the side of the airport; in short, asking systems questions at a young age.

This interest in systems engineering led to a life of scholarship in applied statistics and operations research in which President Nembhard has taken a multidisciplinary approach to improve complex systems across manufacturing and healthcare. Her work has led to many advances, including simulation tools for assessing emergency department patient flow, a patented manufacturing process for small-scale medical devices, and a sensor-based system to conduct early screening of Parkinson's disease. These contributions helped improve quality of care for thousands of patients and framed a ground-breaking co-authored textbook, *Healthcare Systems Engineering*.

President Nembhard is an elected Fellow of the American Society for Quality, Institute of Industrial and Systems Engineers, and American Institute for Medical and Biological Engineering. She is widely published in leading professional journals, has served in several journal editorships and has mentored numerous

students and faculty. Many of her former PhD students and postdocs hold significant positions in industry and academia around the world.

To learn more about President Nembhard, visit: www.hmc.edu/presidents-office.

Jennifer Eccles, Vice President for Advancement

Jennifer Eccles joined Harvey Mudd College as the vice president for advancement in October 2024. Prior to her appointment, she served as the vice president for development at the Giant Magellan Telescope Corporation in Pasadena, California, an international consortium dedicated to building one of the world's most powerful observatories. There, she supported the \$2.5 billion observatory with funding initiatives that helped raise over \$250 million, securing significant contributions from academic institutions, private donors, and federal partners.

Throughout her career, Eccles has demonstrated exceptional leadership in campaign planning and donor engagement. From guiding large-scale fundraising initiatives to developing joint donor councils, she has consistently exceeded fundraising goals while fostering collaboration across diverse institutions. A key aspect of Eccles' approach has been the creation of engaging donor experiences and salons, which have helped cultivate meaningful relationships with supporters. At the University of Southern California, where she previously served in senior advancement roles, Eccles played a central role in securing major gifts, including a \$50 million naming gift for the Sol Price School of Public Policy.

Eccles began her career in higher education advancement as a student worker at the University of Idaho Foundation. Since then, she has held development roles at the University of Washington, Washington State University, and the University of Southern California, where she spent a decade leading fundraising initiatives at the Sol Price School of Public Policy and USC Libraries.

Eccles holds a bachelor's degree in public communication from the University of Idaho and a master's degree in executive leadership from the University of Southern California's Sol Price School of Public Policy. In her spare time, Eccles enjoys hiking, birdwatching, and spending time with her family.

Board of Trustees

The [Harvey Mudd College Board of Trustees](#) is the ultimate governing body of Harvey Mudd. In its fiduciary role, the board holds title to the college's properties and manages and allocates funds to fulfill the college's educational mission and provide for its future. The board is responsible for determining the broad policies under which Harvey Mudd operates, approving operating plans proposed by the president, granting degrees, and for the appointment of academic officers and tenured faculty.

The members of the board are drawn from the alumni body, current and past parents and from leaders from across the country. More than half of the current trustees are alumni of the college, with six seats

specifically reserved for recent graduate alumni and one seat reserved for the immediate past president of the Alumni Association Board of Governors. The president holds a seat on the board.

The board has an active program of trustee annual giving, with participation by 100 percent of the trustees. In addition to annual giving, the trustees, both individually and as a group, have been generous supporters of recent fundraising campaigns.

THE CLAREMONT COLLEGES AND THE CONSORTIUM

The Claremont Colleges is a consortium of five undergraduate liberal arts colleges and two graduate institutions. The undergraduate colleges, in order of founding, are Pomona College, Scripps College, Claremont McKenna College, Harvey Mudd College, and Pitzer College. The two graduate institutions are Claremont Graduate University and the Keck Graduate Institute. The Claremont Colleges was founded in 1925, prior to the founding of all but Pomona College and Claremont Graduate University. The organization borrowed from the Oxford model, maintaining a set of small colleges around a shared library and other common facilities. Each institution is a separate corporation, with its own campus, board, students, faculty, and distinctive mission. Undergraduate students may choose from over 2,000 courses offered each year across the colleges. Overall, the colleges have over 8,500 students and 3,200 faculty and staff, located on more than 540 acres of land.

Originally established in 1925 as part of Claremont University Center, the Claremont University Consortium became a freestanding, tax-exempt organization in 2000 and was later renamed The Claremont Colleges Services (TCCS) in January 2018. With an annual budget of over \$40 million, TCCS provides vital services and programs for The Claremont Colleges, including operating the programs and central facilities on behalf of the member colleges. Some of the 28 different services provided to the institutions include campus safety, a central library, health and counseling services, ethnic centers, a central bookstore, physical plant and facilities support, payroll and accounting, information technology, human resources, real estate, risk management, and employee benefits.

Additional functions of TCCS include advancing The Claremont Colleges, founding additional institutions, and promoting cooperation among members to enhance educational excellence. TCCS also holds title to land for future institutions, central programs and services, and all central facilities operated on behalf of the members.

HMC students benefit tremendously from membership in the consortium. Through this alliance, they can register for courses away from their home college, interact closely through coursework and activities with students who have very different backgrounds and interests from their own, and enjoy the extensive facilities and cultural programming that the consortium affords. HMC faculty members also benefit from working with faculty colleagues at the other Claremont colleges and participating in shared programs.