



VICE PRESIDENT FOR UNIVERSITY ADVANCEMENT & ALUMNI ENGAGEMENT

CARLOW UNIVERSITY
Pittsburgh, Pennsylvania



THE OPPORTUNITY

Vice President for University Advancement & Alumni Engagement

Carlow University, located in Pittsburgh, Pennsylvania, seeks an accomplished Vice President for University Advancement & Alumni Engagement to provide strategic leadership at a consequential moment in the University's history. Reporting directly to President Kathy W. Humphrey, PhD, and serving as Carlow's Chief Advancement Officer and a member of the President's Cabinet, the Vice President will lead an enterprise whose impact reaches across the University and extends into the lives of the individuals, families, organizations, and communities Carlow serves. Philanthropic investment helps make possible the programs, partnerships, student opportunities, and community initiatives through which Carlow creates an impact disproportionate to its size – advancing social mobility, responding to consequential community needs, and extending its Mercy mission well beyond the boundaries of campus.

Carlow enters the search with genuine institutional and philanthropic momentum. Enrollment has grown 19.5% since Fall 2020; academic and community partnerships are expanding; and innovative programs responsive to workforce and community needs have strengthened the University's reach and relevance. Intentional work to clarify Carlow's identity and expand external engagement has also increased awareness of who Carlow is, whom it serves, and the impact of its work. Carlow has demonstrated that compelling ideas rooted in mission and responsive to human need can attract significant investment from individuals, foundations, corporations, government, and community partners. Its philanthropic case therefore extends well beyond a traditional alumni-centered fundraising model.

Carlow has already demonstrated its philanthropic potential.

The next Vice President will build the Advancement enterprise needed to bring greater strategy, discipline, scale, and sustainability to that work. Current vacancies provide meaningful latitude to assess organizational design, align talent and responsibilities with the capabilities Carlow needs, recruit strategically, and strengthen the systems and infrastructure required for increasingly sophisticated fundraising. Importantly, this work must occur while maintaining momentum in relationships, solicitations, campaign priorities, and philanthropic opportunities. The President and Board of Trustees recognize that Carlow's ambitions require corresponding investment and are committed to strengthening the people, technology, and resources necessary to support this work.

Central to the role will be a close strategic partnership with President Humphrey, an energetic, externally engaged, and respected leader who is prepared to be an active partner in advancing Carlow's philanthropic priorities. The Vice President will serve as the University's senior Advancement strategist: establishing priorities, determining where presidential, and other leadership, engagement can have the greatest impact, preparing the President for important donor and partner interactions, and driving cultivation and solicitation strategies forward. The Vice President will also engage trustees, academic leaders, and colleagues throughout Carlow, helping evaluate, prioritize, and translate the University's abundance of ideas and aspirations into focused and compelling opportunities for investment.

Pittsburgh provides a particularly fertile environment for this work. The region's longstanding culture of philanthropy and its concentration of foundations, healthcare organizations, financial institutions, corporations, nonprofit organizations, civic leaders, entrepreneurs, and other partners create a broad landscape for relationship development. Carlow already has meaningful connections across many of these sectors. Its more than 19,000 living alumni remain an important constituency, particularly in the Pittsburgh region, while representing one part of a much broader universe of prospective supporters and partners.

Success will require a leader with both fundraising depth and organizational range: an accomplished fundraiser personally comfortable cultivating, soliciting, and closing gifts at the million-dollar level and above; a strategist capable of establishing priorities within an innovative and entrepreneurial institution; a builder who can create a stronger, more sustainable Advancement enterprise and develop the people within it; and a hands-on, action-oriented executive who can translate strategy into action. Higher education experience may be valuable, but Carlow is equally interested in accomplished nonprofit and mission-driven fundraising leaders who know how to inspire significant investment around purpose and impact.

The next Vice President will have unusual agency to build something. enduring.

At Carlow, the work feels consequential because it is consequential. Its results are visible in the opportunities created for students, families, professionals, organizations, and communities. This role offers the opportunity to do more than raise money or complete a campaign. The next Vice President will have unusual agency to build something enduring: **an Advancement enterprise capable of expanding the resources available to Carlow and, through Carlow, extending the University's impact well into its second century.**

ABOUT CARLOW UNIVERSITY

Carlow University | An Institution of Purpose and Impact

Carlow University is a private, coeducational Catholic university in Pittsburgh, Pennsylvania, distinguished by an enduring commitment to education as a force for individual transformation and the greater good. Founded in 1929 by the Sisters of Mercy, Carlow combines the intellectual foundation of the liberal arts with strong professional preparation, experiential learning, and a values-centered education designed to prepare graduates for meaningful careers and for lives marked by leadership, service, and impact.

Nearly a century after its founding, Carlow continues the work begun by the Sisters of Mercy: responding to human need through education, compassion, service, and action. Today, that legacy is expressed through a diverse community of undergraduate and graduate learners preparing to become healthcare professionals, educators, scientists, business and community leaders, artists, advocates, and agents of change. Across disciplines, students develop professional expertise while considering the responsibility that accompanies it – to lead ethically, serve compassionately, and use their knowledge in ways that strengthen lives and communities.

This distinctive approach is reflected in Carlow's promise, Devoted to the Future of You, and in six pillars that connect learning with its ultimate impact: Healing, Expression, Discovery, Leadership, Service, and Transformation. Together, they describe how a Carlow education becomes action across professions and communities.

2,453

STUDENTS

14:1

UNDERGRADUATE STUDENT-
FACULTY RATIO

19.5%

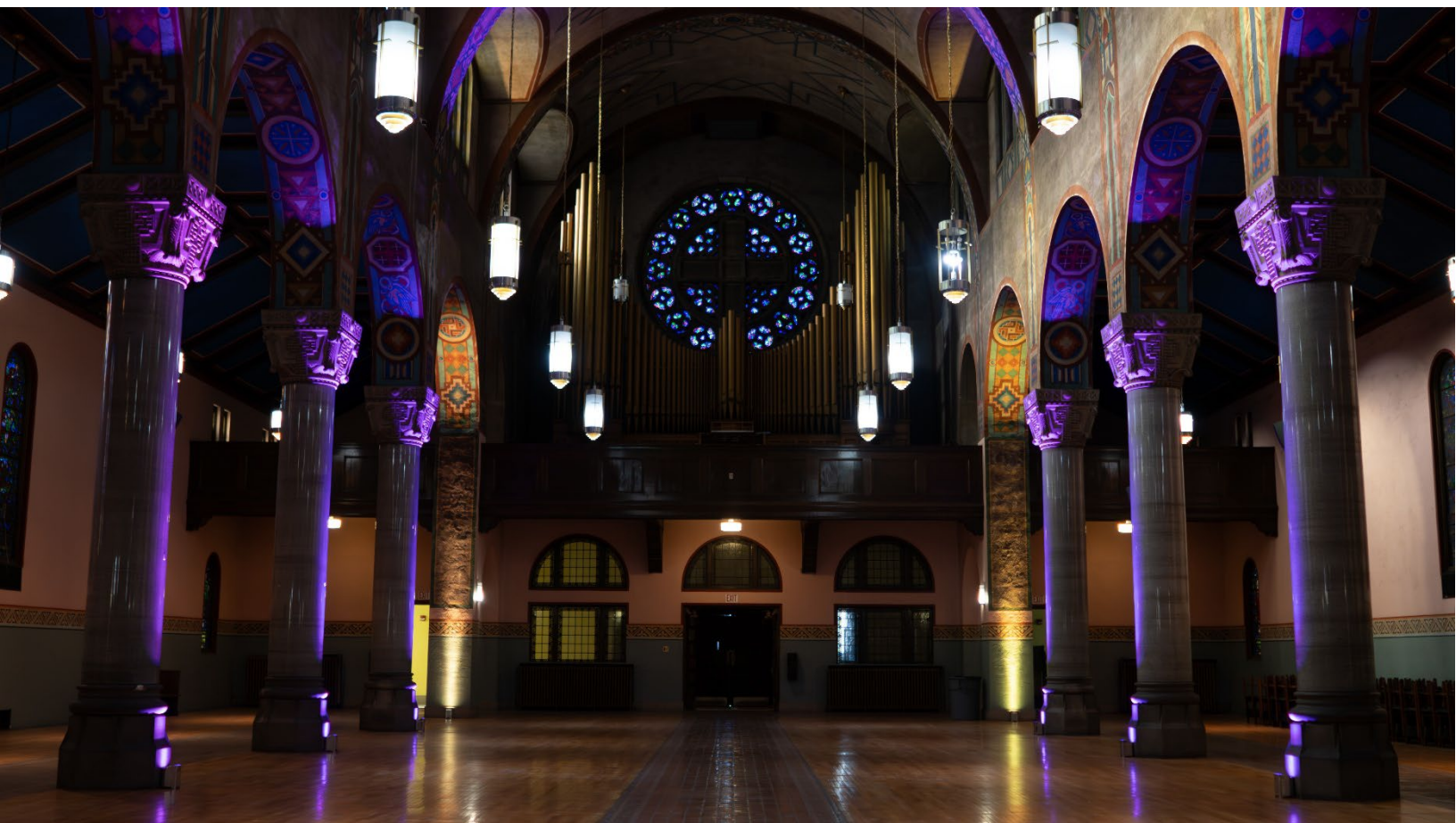
ENROLLMENT GROWTH SINCE
FALL 2020

Fall 2025 enrollment totaled 2,453 undergraduate and graduate students within a highly personalized academic environment, including a 14:1 undergraduate student-faculty ratio. More than half of undergraduates are first-generation college students, approximately half receive Pell Grants, and Carlow serves a substantial population of adult learners. These students arrive through different pathways and at different stages of life, united by an institution committed to helping them translate education into opportunity.

That commitment is producing measurable results. In 2025, Carlow was designated an Opportunity College and University by the Carnegie Classifications, recognizing institutions that provide broad access while producing strong earnings outcomes for graduates. The University has experienced 19.5% enrollment growth since Fall 2020, celebrated the largest graduating class in its history in 2025, and received reaffirmation of accreditation by the Middle States Commission on Higher Education through 2033.

Carlow's momentum is also visible in new programs, partnerships responsive to workforce and community needs, and external investment in ideas that extend the University's mission. Situated in Pittsburgh's Oakland neighborhood, amid a notable concentration of higher education, healthcare, research, cultural institutions, and innovation, Carlow is well positioned to connect academic expertise, student success, partnership, and community impact.

Yet Carlow's story is larger than any individual measure of success. Its graduates extend the University's impact into hospitals and health systems, schools and classrooms, businesses, nonprofit organizations, public agencies, laboratories, communities, and families. A broad alumni community forms a living legacy of an institution whose influence is multiplied through the lives and work of those it educates.



As Carlow approaches its centennial in 2029, the University is reflecting upon a century of achievement while defining the impact it intends to make in its second century. Guided by its Catholic identity, the heritage of the Sisters of Mercy, and an unwavering belief in the transformative potential of education, Carlow is advancing a future in which academic excellence, career readiness, ethical leadership, access, partnership, and service remain inseparable.

At its heart, Carlow's story is one of purpose translated into impact. It is an institution devoted to helping individuals realize their potential so that, through them, communities and lives are transformed.

A Mercy Heritage | Nearly Two Centuries of Impact

Carlow University's [story](#) begins long before its founding in 1929. Its roots extend to 1831 and the work of Catherine McAuley, who founded the Sisters of Mercy in Dublin, Ireland, with a commitment to serve those who were poor, sick, and without access to education. Her belief that mercy must be expressed through action established a tradition of responding directly and courageously to human need. That tradition would eventually cross an ocean and take root in Pittsburgh.

In 1843, seven Sisters of Mercy traveled from Carlow, Ireland, to Pittsburgh, establishing the first community of the Sisters of Mercy in the United States. They arrived with limited resources but an expansive sense of purpose. In the years that followed, the Sisters established and staffed schools, created an orphanage, and founded Mercy Hospital of Pittsburgh, the city's first hospital and the first Mercy hospital in the world. Their work crossed boundaries of circumstance and background, serving those in need through education, healthcare, compassion, and practical action.



Eighty-six years later, the Sisters again recognized an unmet need: greater access to higher education for Catholic women in Pittsburgh. In September 1929, as the nation stood on the brink of the Great Depression, they opened Mount Mercy College, the institution that would become Carlow University. The College began modestly, with five Sisters serving as faculty and just 26 students, but its founding reflected the same conviction that had brought the first Sisters to Pittsburgh generations earlier: when circumstances create barriers to human potential, education can create a path forward.

That pattern of seeing need and responding with purpose has continued to shape Carlow throughout its history. The institution has evolved from a women's college into a comprehensive, coeducational university; expanded from its liberal arts foundation into a broad portfolio of undergraduate, graduate, and doctoral professional programs; embraced new populations and modes of learning; and developed educational pathways responsive to the changing needs of students, employers, and communities. Yet the essential purpose underlying that evolution has remained remarkably consistent.

Today, Carlow describes the enduring spirit of the Sisters of Mercy as a willingness to walk boldly into the chaos of others: to enter difficult circumstances with empathy and compassion and remain engaged until meaningful change occurs. It is a powerful expression of Mercy, but also a useful lens through which to understand the University itself. At Carlow, Mercy is more than an institutional heritage to be remembered. It remains a call to action.

That call remains visible throughout the contemporary University: in healthcare professionals prepared to pair clinical excellence with compassion; educators equipped to remove barriers to learning; social workers and advocates confronting unmet human need; business leaders challenged to place ethics alongside performance; and students across disciplines learning that professional expertise carries a responsibility to contribute to something larger than themselves.

The connection between Carlow and the Sisters of Mercy also remains tangible. The Sisters continue to be part of University life, and Carlow intentionally integrates Mercy heritage, service, reflection, and social responsibility into the student experience. Mercy Service Day, for example, introduces first-year students to this tradition through service alongside organizations throughout southwestern Pennsylvania.



As a member of the Conference for Mercy Higher Education, Carlow is part of a broader network carrying forward the educational mission inspired by Catherine McAuley. Its distinctive place within that tradition, however, is inseparable from Pittsburgh. The Sisters who came from Carlow, Ireland, became part of the civic, educational, healthcare, and social fabric of the region, and the University that bears the name of their Irish home continues that work today.

As Carlow approaches its 100th anniversary, the University's Mercy heritage provides more than a connection to its past. It offers a framework for its future. The circumstances facing students and communities have changed dramatically since seven Sisters arrived in Pittsburgh in 1843, but the fundamental questions remain familiar: Where is there need? Where is there unrealized human potential? And how can education respond?

For nearly two centuries, the Mercy tradition has answered those questions through action. Carlow University is one expression of that enduring answer.

*"We must try to be
like those rivers
which enter into the
sea without losing
any of the sweetness
of the water."*

- Catherine McAuley



Mission, Vision & the Carlow Identity

Nearly two centuries of Mercy tradition shape how Carlow understands its purpose today. Rooted in its Catholic identity, the heritage of the Sisters of Mercy, and the Catholic Intellectual Tradition, Carlow approaches education as both an intellectual endeavor and a means of developing individuals capable of contributing meaningfully to the world around them.

At the center of that identity is a belief in the transformative power of education. Carlow brings together the liberal arts, professional preparation, ethical inquiry, experiential learning, and social responsibility to educate the whole person. Students are encouraged to develop knowledge and professional competence while also considering how their talents, choices, and future work can serve the greater good.

Mission

Carlow University, rooted in its Catholic identity and embodying the heritage and values of the Sisters of Mercy, offers transformational educational opportunities for a diverse community of learners and empowers them to excel in their chosen work and all their future endeavors as compassionate, ethical leaders in the creation of a just and merciful world.

Vision

Carlow University is a preeminent, innovative Catholic university, renowned for providing a transformational learning experience. Here, students can realize their full potential and become career-ready ethical leaders committed to a more just and merciful world.

Values

Mercy | Hospitality | Service | Discovery | Sacredness of Creation

Together, Carlow's Mission, Vision, and Values connect two dimensions of the student experience that are intentionally inseparable: preparing students to succeed in their chosen work and preparing them to exercise that success with compassion, ethics, and purpose.

The Carlow Identity

Carlow's Identity Philosophy further grounds this work in the Catholic Intellectual Tradition, affirming the transformative power of the liberal arts and a deep commitment to social responsibility. Undergraduate and graduate education are intended to inspire students to apply knowledge, professional expertise, creativity, and judgment in ways that contribute to the good of humankind.

The University brings that philosophy to life through six pillars that help define the contemporary Carlow educational experience: Healing | Expression | Discovery | Leadership | Service | Transformation.

Across disciplines, these pillars provide a common language for the ways a Carlow education becomes meaningful action – from compassionate healthcare and ethical leadership to creative expression, inquiry, service, and the personal and societal transformation education can make possible.

Together, they express something distinctive about Carlow's educational promise: career preparation and human purpose are not competing aims, but complementary outcomes of the same education.

It is this combination of professional preparation and human purpose that gives contemporary expression to Carlow's Mercy heritage, carrying the University's founding mission forward into the lives and work of each new generation.

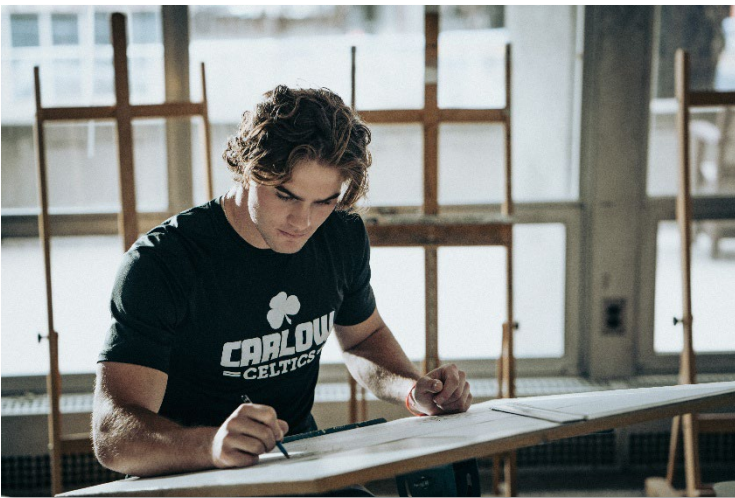
A Distinctively Carlow Education

Carlow's academic model puts this philosophy into practice through an intentional integration of the liberal arts and professional education. It reflects the belief that career preparation is strongest when professional expertise is accompanied by critical thinking, communication, ethical judgment, creativity, empathy, and an understanding of the human context in which one's work occurs. Guided by its strategic priorities, the University has restructured its academic enterprise around practice-focused liberal arts, creating greater flexibility, interdisciplinary collaboration, responsiveness to workforce needs, and opportunities for growth. Carlow offers associate, bachelor's, master's, and doctoral degrees, supported by 13 specialized accreditations and flexible on-campus, online, and hybrid learning options.



College of Health & Wellness

Healthcare education has long been a distinctive strength of Carlow. The College of Health & Wellness encompasses nursing and a broad range of allied health and graduate professional programs. Through clinical placements, simulation, laboratories, interprofessional learning, and partnerships with regional healthcare organizations, students develop technical expertise alongside the communication, teamwork, empathy, compassion, and ethical judgment central to Carlow's approach to healthcare education.



College of Arts & Sciences

The College of Arts & Sciences provides the liberal arts and disciplinary foundation of the University, encompassing the arts, humanities, business, natural sciences, and social sciences. Its programs develop intellectual curiosity, analytical reasoning, creativity, communication, scientific inquiry, and ethical decision-making while connecting those capabilities with contemporary professional opportunities.

College of Education & Social Work

Through education and social work, Carlow prepares professionals whose work directly influences individuals, families, schools, and communities. The College also provides particularly visible examples of the University's ability to identify consequential needs, bring academic expertise and community relationships together around solutions, and attract philanthropic investment to extend their reach.



The Western Pennsylvania Early Childhood Apprenticeship Hub enables working early childhood educators to pursue bachelor's degrees and teacher certification through a model designed to reduce financial and logistical barriers. Significant external investment, including a transformational endowed commitment, has helped make the work sustainable while creating pathways for educators to advance professionally with little or no student debt.

Carlow's work in literacy and dyslexia provides another example. Through the Peirce Dyslexia Center and related programming, the University combines graduate education, educator development, evidence-based literacy intervention, scholarships, and direct service to children and families. The work has attracted substantial philanthropic support while extending Carlow's impact throughout Western Pennsylvania.

Across all three colleges, Carlow increasingly connects academic expertise with needs beyond campus. Relationships with healthcare systems, schools, financial institutions, nonprofit organizations, community colleges, employers, and other partners create experiential opportunities for students while enabling the University to respond to regional workforce and community needs.

What distinguishes many of these efforts is Carlow's willingness to listen for need and build responsive solutions around it. Academic expertise, entrepreneurial thinking, institutional agility, partnership, and mission come together in ways that can simultaneously benefit students, employers, families, and communities.

Student Success | From Education to Impact

Carlow measures the value of education by what happens while students are enrolled and, ultimately, by what becomes possible because they were. Close faculty relationships, professional preparation, and extensive experiential learning help students connect education with meaningful work. Recent institutional reporting indicates that 95 percent of undergraduates are employed or pursuing graduate study within six months of graduation.

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Carlow's 95th Commencement in 2025 celebrated the largest graduating class in University history, with graduates entering and advancing in healthcare, education, counseling, business, social services, science, the arts, public service, and other fields throughout the region and beyond.

Yet Carlow's definition of success extends beyond employment. The University seeks to graduate individuals who bring competence and character to their work – professionals capable of ethical decision-making, compassionate leadership, collaboration, and service. The impact of a Carlow education is therefore multiplied through the patients cared for, students taught, organizations led, discoveries made, families strengthened, communities served, and lives touched by Carlow graduates.

Institutional Excellence & Recognition

Carlow's commitment to mission and student success is supported by evidence of academic and institutional quality. In 2025, the Middle States Commission on Higher Education reaffirmed the University's accreditation following a comprehensive multi-year self-study and peer evaluation. The new accreditation cycle extends through 2033, and Carlow maintains 13 specialized accreditations across its academic and professional portfolio.

ACCREDITED THROUGH 2033 | Middle States Commission on Higher Education | 13 Specialized Accreditations

Recent external recognition also affirms qualities central to Carlow's identity. Its 2025 designation as a Carnegie Opportunity College and University recognizes the combination of broad student access and strong graduate outcomes. Carlow's #23 national ranking for social mobility in the 2024 U.S. News & World Report rankings placed it highest in the Pittsburgh region. The University has also earned recognition as a Military Friendly institution.

CARNEGIE OPPORTUNITY COLLEGE & UNIVERSITY | #23 Nationally For Social Mobility | Military Friendly

Strategic Direction | Building Toward Carlow's Second Century

Carlow approaches its future with a clear understanding of its historic purpose and a willingness to evolve in response to changing student, workforce, and societal needs. The Carlow Commitment 2025 organized the University's strategic work around four interconnected pillars: Accelerate Growth | Optimize Learning | Create Collaborative Environments | Build Financial Health.

Although the original strategic-plan period concluded in 2025, Carlow's institutional self-study affirmed the continuing relevance of its central goals. President Humphrey subsequently convened a Strategic Plan Refinement Task Force to engage the University community in extending its strategic direction toward the centennial in 2029.

Carlow has continued to move forward while that work occurs. The University has launched new programs, expanded regional and academic partnerships, attracted significant external investment, celebrated its largest graduating class, and reaffirmed its Middle States accreditation. Intentional work to strengthen Carlow's identity, brand, outreach, and external engagement has also increased awareness across the region of who Carlow is, whom it serves, and the impact of its work.

This combination of momentum and entrepreneurial energy is an important part of contemporary Carlow. Leaders are encouraged to identify possibilities, respond to emerging needs, develop partnerships, and create new approaches that advance students, communities, and the institution. As Carlow approaches its 100th anniversary in 2029, the centennial creates both a moment to honor a remarkable legacy and an inflection point from which to define its aspirations for the decades ahead.

Carlow is approaching its second century with a consequential question:

What impact will Carlow make next?

Leadership for Carlow's Next Chapter

Carlow University is led by a highly engaged Board of Trustees and by Kathy W. Humphrey, PhD, its 11th president and a higher education leader whose career has focused on student opportunity, educational attainment, experiential learning, and the development of individuals prepared to contribute meaningfully to society. A Pell-eligible college student herself, President Humphrey has spoken personally about the transformative power of access to higher education and identifies closely with the students Carlow serves today.

Under her leadership, Carlow is strengthening the connection among its Mercy mission, academic innovation, career readiness, partnership, and regional impact. President Humphrey brings an energetic and outward-facing approach to leadership, encouraging the University to identify opportunities, build relationships, test ideas, and respond creatively to changing student and community needs.

That outward orientation extends well beyond campus. Relationships with employers, healthcare organizations, educational institutions, civic leaders, nonprofits, foundations, and community organizations increasingly connect Carlow's academic expertise with the needs and opportunities of greater Pittsburgh. President Humphrey has also become a visible convener of conversations about leadership, education, opportunity, service, and community impact through A More Just & Merciful World, her podcast and public conversation series.

As Carlow approaches its centennial, this combination of mission, momentum, partnership, greater external visibility, entrepreneurial energy, and ambition is positioning the University for its next chapter. For Advancement, it provides something equally important: an institution with a distinctive story to tell, demonstrable impact to build upon, and a President prepared to engage actively in expanding the relationships and philanthropic investment that can make even more possible.

PITTSBURGH & THE GREATER REGION

A Region Defined by Reinvention

Few American cities have transformed themselves as profoundly as Pittsburgh while retaining such a strong sense of place and identity. Once synonymous with steel and heavy industry, Pittsburgh has emerged as a diversified center of healthcare and life sciences, higher education, technology, advanced manufacturing, financial services, artificial intelligence, robotics, research, culture, and entrepreneurship.

The region's strength increasingly lies in the connections among these sectors. Healthcare intersects with technology; education connects with workforce development; research generates innovation and entrepreneurship; and foundations invest alongside businesses, nonprofits, civic organizations, and educational institutions. The result is substantial intellectual, corporate, philanthropic, and entrepreneurial capacity within a metropolitan region whose scale still allows individuals and organizations to become meaningfully connected to its professional and civic life.

A Knowledge-Rich Economy Built on Talent & Partnership

Higher education is an important part of Pittsburgh's economic and civic infrastructure. The broader region is home to 88 colleges and universities, anchored by major research enterprises at the University of Pittsburgh and Carnegie Mellon University. Healthcare is similarly consequential, with UPMC, Allegheny Health Network, Highmark Health, and an expanding network of life sciences and health technology organizations operating alongside strengths in financial services, advanced manufacturing, energy, technology, artificial intelligence, robotics, and entrepreneurship.

For Carlow, this environment creates opportunity. Employers need talent; healthcare organizations confront workforce and community needs; foundations seek meaningful and measurable impact; businesses invest in the communities in which they operate; and schools and nonprofits need partners capable of bringing expertise to persistent challenges.

Carlow's strengths in healthcare and wellness, education, social work, the liberal arts and sciences, professional preparation, access and social mobility, and ethical leadership align closely with many of those needs. In a region accustomed to collaboration among universities, employers, foundations, healthcare systems, government, and community organizations, Carlow is well positioned to be both an educational institution and an active partner.

A Culture of Philanthropy & Civic Investment

Pittsburgh offers an especially compelling environment for an Advancement leader. Generations of families, foundations, corporations, and civic leaders have invested in the institutions and initiatives that shape the region. The Carnegie, Mellon, Heinz, Hillman, and other philanthropic traditions helped build universities, hospitals, museums, libraries, parks, human-service organizations, and cultural institutions whose influence extends well beyond Pittsburgh.

That tradition remains active through major foundations, community foundations, family philanthropy, corporate giving, individual donors, donor-advised funds, and other forms of civic investment. Organizations including the Richard King Mellon Foundation, The Heinz Endowments, The Pittsburgh Foundation, Hillman Family Foundations, and others invest in priorities encompassing education, economic mobility, workforce development, health and well-being, arts and culture, entrepreneurship, conservation, and community and economic development.

Of particular relevance to Carlow, Pittsburgh's philanthropic community places significant emphasis on measurable impact, collaboration, community need, and sustainable solutions. Many of those priorities intersect naturally with the



University's mission, academic strengths, student population, and demonstrated ability to create programs in response to human and workforce needs.

Carlow is not approaching this philanthropic landscape from the outside. The University already has relationships with foundations, healthcare organizations, corporations, schools, nonprofits, community organizations, and individuals whose investments support students, academic programs, community initiatives, and institutional priorities.

Carlow can build upon those relationships and create new ones around shared interests. A healthcare organization may seek stronger workforce pathways; a foundation may prioritize educational access or economic mobility; a corporation may want to develop talent while deepening community impact; or a donor may see in Carlow's students and programs an opportunity to create change extending far beyond the University.

For an Advancement leader, Pittsburgh offers substantial philanthropic capacity within an environment where relationships, credibility, collaboration, and shared purpose matter.

Carlow & Pittsburgh | Relationships Create Opportunity

Carlow's relationship with Pittsburgh reaches back to 1843, when the first Sisters of Mercy arrived from Carlow, Ireland, and began responding to needs in education, healthcare, and human services. Their work became part of the institutional fabric of the region, and the University continues that tradition today.

Carlow's contemporary relationships extend across healthcare, education, business, philanthropy, nonprofits, and community organizations. Partnerships with organizations including UPMC and UPMC Mercy, Allegheny Health Network, Highmark Wholecare, Pittsburgh Mercy, Pittsburgh Public Schools, The Heinz Endowments, Pittsburgh Scholar House, regional community colleges, and others connect the University's academic expertise and Mercy mission with needs throughout the region.

HEALTHCARE | EDUCATION | BUSINESS | PHILANTHROPY |
NONPROFITS | COMMUNITY

The individual initiatives vary, but the underlying approach is distinctly Carlow: listen for need, identify where the University's capabilities can make a difference, and build a response with partners who share an interest in the outcome.

Within a region rich with large institutions, Carlow's size can be an advantage, enabling a personalized, mission-driven, entrepreneurial, and responsive approach to relationships. Its record demonstrates what can happen when academic expertise, community need, philanthropic investment, and committed partners come together around shared purpose.

For the next Vice President, that creates fertile ground. Carlow has relationships upon which to build, ideas capable of attracting investment, a mission that resonates beyond traditional alumni constituencies, and access to a region with considerable philanthropic, corporate, intellectual, and civic capacity.

A City with a Strong Sense of Place

For those considering Pittsburgh as a place to live, the city's appeal is found partly in its scale. It offers the cultural, educational, professional, healthcare, and recreational resources of a major metropolitan region while retaining the character and accessibility of a city defined by neighborhoods.

Pittsburgh's 90 neighborhoods offer remarkably different experiences within a relatively compact area. Oakland, where Carlow is located, is the region's academic and medical center. Nearby Shadyside and Squirrel Hill offer established residential communities, restaurants, shopping, and tree-lined streets. Lawrenceville and the Strip District combine historic architecture with restaurants, independent businesses, markets, residential development, and new enterprises. Beyond the city, communities throughout Allegheny County and the surrounding region offer everything from walkable towns and traditional suburban neighborhoods to more rural settings.

The region also offers substantial cultural depth through museums, galleries, music, theater, historic sites, architecture, independent arts organizations, and a diverse restaurant scene. For individuals and families relocating to Pittsburgh, the variety of neighborhoods, housing, schools, culture, and pace provides considerable flexibility in choosing a community that fits while remaining connected to the region's employment and cultural centers.

Sports, Recreation & Connections Beyond Pittsburgh

Professional sports are woven deeply into Pittsburgh's identity, while the city's rivers, riverfront trails, and substantial parks – including Schenley Park adjacent to Oakland – provide accessible opportunities for walking, running, cycling, and outdoor recreation. Beyond Pittsburgh, the Laurel Highlands, state parks, rivers, forests, and mountain communities of southwestern Pennsylvania extend those possibilities.

Pittsburgh is also well positioned geographically between the East Coast and Midwest. Interstate connections and Pittsburgh International Airport provide access to major domestic destinations and selected international markets – an important practical advantage for an executive whose work will include national relationship building and travel.

Carlow's Oakland location places the University close to downtown and within a relatively compact network of healthcare systems, universities, foundations, corporations, cultural organizations, nonprofits, and civic institutions. For an Advancement leader whose success will depend upon being present in the community and building relationships throughout the region, that proximity matters.



UNIVERSITY ADVANCEMENT & ALUMNI ENGAGEMENT

The Division of University Advancement & Alumni Engagement advances Carlow University's mission by building the philanthropic, alumni, corporate, foundation, government, and community relationships that expand the University's capacity to serve students and communities. Its portfolio encompasses major and planned gifts, annual giving, corporate and foundation relations, alumni engagement, government relations, special events, donor stewardship, and the systems and operations that support this work.

The division enters this leadership transition at an important point in Carlow's trajectory. Academic and community partnerships continue to expand, and Carlow has demonstrated that compelling ideas rooted in mission and responsive to human need can attract significant philanthropic investment. In FY2025, Carlow reported \$18.24 million in cash and pledges, which the University characterized as a record fundraising year. Current institutional information places the endowment at approximately \$67 million.

At the same time, Carlow is advancing *A Call to Build Beyond*, a \$100 million comprehensive campaign designed to strengthen the University's long-term future. The [campaign](#) is organized around three priorities: \$20 million for the restoration and reimagining of St. Agnes Church as a dynamic event and gathering space; \$30 million in endowment funding to support scholarships and financial aid, community engagement, faculty development, and institutional sustainability; and \$50 million in programs and projects funding supporting facilities and capital improvements, new and emerging academic and workforce programs, international student programming, seed funding for new initiatives, and other institutional priorities.

These conditions provide a strong foundation for the next stage of Carlow's philanthropic growth.



A Broad and Compelling Philanthropic Case

Carlow's case for support is unusually broad and compelling for an institution of its size and resources. The University's impact extends well beyond the number of students it enrolls or the boundaries of its campus. More than half of its undergraduates are first-generation college students, approximately half receive Pell Grants, and Carlow has earned national recognition for social mobility. Its academic programs and partnerships address consequential needs in healthcare, education, literacy, workforce development, and other areas affecting individuals, families, employers, and communities throughout the region.

In many respects, Carlow's impact is disproportionate to its size. That creates an unusually powerful philanthropic proposition: investment in Carlow can be multiplied through the students it educates, the families whose trajectories are changed, the professionals it prepares, the programs it creates, and the communities and organizations those efforts ultimately reach.

This creates a philanthropic story that extends well beyond traditional alumni giving. Carlow has built relationships with foundations, corporations, health systems, financial institutions, government entities, nonprofits, community organizations, and individual donors whose interests intersect with the University's mission and work.

The Western Pennsylvania Early Childhood Apprenticeship Hub provides a powerful example. Created to remove barriers to degree completion while strengthening and diversifying the early childhood workforce, the program became the beneficiary of a \$12 million endowment gift, the largest single grant in Carlow's history. The endowed model enables working early childhood educators to pursue a bachelor's degree and teacher certification with extensive academic and financial support while addressing a significant regional workforce need.

Other initiatives demonstrate the breadth of that potential. The Peirce Dyslexia Center attracted a \$4 million commitment to expand literacy intervention, educator preparation, graduate scholarships, and community-based programming. Carlow's Licensed Practical Nurse program has attracted at least \$1.5 million in philanthropic support while creating a particularly vivid example of education as economic mobility: most members of its first 20-student cohort moved from earnings of approximately \$23,000 before entering the program to \$55,000-\$60,000 after completing it and being recruited into healthcare positions. When the second cohort opened, 220 applicants sought 20 available places.

These examples illustrate something important about Carlow's philanthropic potential. The University does not lack ideas worth funding. Across Carlow, faculty and institutional leaders are identifying needs, creating programs, and building partnerships capable of producing meaningful human and community impact. Advancement has the opportunity to help assess and prioritize those ideas, shape compelling cases for support, connect them with the right philanthropic interests, and build relationships that sustain their impact over time.

For the next Vice President, the work is to bring strategic discipline to a growing base of ideas and relationships and build a sustainable model for converting Carlow's demonstrated potential into lasting institutional impact. At Carlow, philanthropic investment opens doors to education and opportunity, strengthens futures, and invests in the promise of students whose lives and work extend that investment into families, workplaces, and communities.





Donors, Alumni & Engagement

Carlow's donor community reflects both emerging momentum and significant opportunity for growth. The Circle of Mercy, recognizing donors who give \$10,000 or more annually, has grown from approximately 45 members in FY2023 to 75 in FY2026, evidence that Carlow is deepening relationships with higher-level donors. A small group has also demonstrated the capacity and willingness to make gifts at the million-dollar-plus level. Recent fundraising performance, including significant foundation and transformational gifts, demonstrates that Carlow's philanthropic reach is not dependent upon a large traditional alumni annual-giving base.

The University has more than 19,000 living alumni, with the greatest concentration in the Pittsburgh region and additional concentrations elsewhere in Pennsylvania and in Florida, California, and Arizona. Alumni engagement remains comparatively underdeveloped, creating significant potential to deepen lifelong relationships with the University and expand the network of alumni who serve as ambassadors, partners, volunteers, and donors.

Annual giving remains an important foundation for donor participation. Four direct-response campaigns annually, including Carlow's Day of Giving, generated approximately \$249,000 in the most recent year. Personalized follow-up has also demonstrated potential to deepen relationships and increase giving. Strengthening this work while developing a more sophisticated pipeline can move donors from participation to deeper engagement and major philanthropic investment.



Vice President for University Advancement & Alumni Engagement | Carlow University

Team, Operations & Infrastructure

Carlow's Advancement enterprise has produced meaningful philanthropic results despite an infrastructure that has not yet developed at the same pace as its external momentum. The division is operating with a lean staff and current vacancies in major gifts and alumni engagement. Existing team members have assumed responsibilities across multiple functions to ensure that essential work continues.

The incoming Vice President will have unusual flexibility to evaluate the organizational design, clarify roles and responsibilities, determine the capabilities required for the future, and build a team aligned with Carlow's philanthropic strategy. The focus will be on creating an Advancement organization with the expertise, confidence, accountability, and capacity to support the University's ambitions.

There are important strengths on which to build. Gift processing, pledges, donor records, acknowledgments, reporting, and related donor administration are supported through established processes using Raiser's Edge, integrated with the University's Colleague system. At the same time, Carlow currently operates without a dedicated Advancement data-management position, and Raiser's Edge is not yet being utilized to its full potential as a strategic fundraising platform.

The next stage of development will require stronger donor and prospect data, segmentation, prospect identification and research, portfolio development, moves management, reporting, stewardship systems, and the technology and analytical capacity necessary for sophisticated fundraising. A more coordinated approach to foundation and grant opportunities can likewise help identify the strongest ideas emerging across the University, align them with institutional priorities and potential funders, and sustain relationships through effective stewardship.

The work is both organizational and operational: build the right team, create the right systems, establish clear strategy and priorities, and enable talented people to work with greater focus and effectiveness.

Building Capacity for the Future

Carlow's leadership recognizes that philanthropic ambitions of this scale require corresponding investment in Advancement capacity. The President and Board of Trustees are committed to investing in the staffing, technology, and other resources necessary to strengthen the enterprise. At the same time, Carlow operates in a resource-conscious environment. The next Vice President will be expected to assess what is needed, establish priorities, demonstrate return on investment, make a compelling case for resources, and build capacity thoughtfully.

The President and Board of Trustees are committed to investing in the staffing, technology, and other resources necessary to strengthen the enterprise.

THE ROLE

Vice President for University Advancement & Alumni Engagement

Position Overview

The Vice President for University Advancement & Alumni Engagement serves as Carlow University's Chief Advancement Officer and reports directly to President Kathy W. Humphrey, PhD. As a member of the President's Cabinet, the Vice President is an institutional leader whose influence reaches across the University and into the philanthropic, corporate, foundation, alumni, civic, government, and community relationships that can advance Carlow's mission and future.

The Vice President provides strategic and executive leadership for a comprehensive Advancement enterprise encompassing annual giving, corporate and foundation relations, major and principal gifts, planned giving, endowment and campaign initiatives, alumni engagement, stewardship, government relations, Advancement communications, and the data, systems, gift administration, and operational functions that support this work. The mandate is both external and organizational: produce philanthropic results while building the team, strategy, systems, discipline, and capacity necessary to sustain and expand them.

These responsibilities must occur simultaneously. Carlow needs an experienced Advancement leader capable of assessing the environment quickly, establishing priorities, and strengthening the enterprise while continuing to move donor relationships, solicitations, campaign priorities, partnerships, and institutional opportunities forward. This is a hands-on executive role for a leader equally comfortable setting strategy and executing it.

A defining partnership will be with President Humphrey, an energetic, highly engaged, and respected leader prepared to invest her time, relationships, visibility, and influence fully in advancing Carlow's philanthropic priorities. The Vice President will serve as the University's fundraising strategist and expert: determining where presidential engagement will have the greatest impact, preparing the President for those interactions, and driving the cultivation, solicitation, and follow-through that move relationships toward meaningful philanthropic investment.

The Vice President will also be an active and accomplished fundraiser, personally cultivating, soliciting, closing, and stewarding major, principal, and planned gifts; leading Carlow's \$100 million comprehensive campaign and broader philanthropic strategy; and expanding relationships well beyond a traditional alumni-centered fundraising model. Success will require a leader who listens for shared interests, connects people and ideas, and translates Carlow's mission, academic strengths, student success, community impact, and innovative programs into compelling opportunities for philanthropic investment and partnership.

Carlow is an innovative, entrepreneurial institution where compelling ideas emerge quickly and leaders are expected to translate possibility into action, moving decisively from idea to strategy to execution. The Vice President must bring sufficient Advancement depth to get up to speed quickly, distinguish what matters most, and create order amid competing priorities. Success will require political and organizational savvy, humility, persistence, stamina, sound judgment, and an instinct for getting things done.

Scope of Leadership & Responsibilities

Institutional & Advancement Leadership

- Provide strategic leadership for University Advancement and Alumni Engagement in alignment with Carlow's mission, Mercy heritage, institutional priorities, and long-term goals. As a member of the President's Cabinet, contribute actively to leadership of the entire University and bring an Advancement perspective to institutional strategy and decision-making.
- Develop and execute a comprehensive Advancement strategic plan with clear priorities, goals, metrics, accountability, and disciplined follow-through across fundraising, alumni engagement, stewardship, external relations, and Advancement operations.
- Work across the University to identify, evaluate, and prioritize philanthropic opportunities. Translate Carlow's academic strengths, student outcomes, workforce initiatives, community impact, and institutional ambitions into compelling cases for investment, while helping colleagues distinguish among ideas based upon philanthropic potential and institutional priority.
- Help broaden a culture of philanthropy across Carlow, engaging faculty, staff, academic leaders, and other members of the University community in understanding their role in relationship building, identifying opportunities, and securing resources for the institution.
- Build strong, productive partnerships with academic leadership, Enrollment Management, Marketing and Communications, Finance, Athletics, and other areas whose expertise, programs, relationships, and communication are important to Advancement success. In partnership with Marketing and Communications, help shape effective Advancement messaging and donor communications that authentically articulate Carlow's case for support.

Philanthropic Leadership & Campaign Strategy

- Lead a comprehensive fundraising program encompassing annual giving, major and principal gifts, planned giving, corporate and foundation support, grants, endowment growth, stewardship, and campaign initiatives. Preserve effective existing relationships and programs while building the strategy and pipeline required for substantially greater philanthropic performance.
- Maintain and actively manage a personal portfolio of major and principal gift prospects and lead by example through direct cultivation, solicitation, closing, and stewardship. Bring demonstrated confidence and repeated success asking for and securing seven-figure gifts, along with experience cultivating and securing sophisticated planned and leadership gifts.
- Provide the strategy, urgency, and leadership required to advance Carlow's \$100 million comprehensive campaign and position the University for sustained philanthropic growth beyond the campaign. Develop disciplined campaign and prospect-management practices and strategically engage the President, trustees, academic leaders, volunteers, and other institutional partners.
- Expand fundraising beyond a traditional alumni-centered model. Develop philanthropic investment around mission, measurable impact, community and workforce needs, institutional priorities, and mutually beneficial relationships with individuals, foundations, corporations, healthcare organizations, businesses, government, and other external partners.
- Strengthen Carlow's capacity to identify and pursue foundation, corporate, and grant opportunities across the University, bringing greater coordination to promising ideas emerging from the colleges and other areas and

ensuring that cultivation, proposal development, reporting, and stewardship support long-term relationships rather than one-time transactions.

Presidential, Board & External Engagement

- Serve as the President's principal Advancement strategist and fundraising partner. Determine where and how presidential engagement can have the greatest impact, prepare the President for donor and partner interactions, establish clear next steps, and drive the processes that move important relationships forward.
- Develop strong working relationships with the Board of Trustees and provide effective staff leadership to the Board's Philanthropy, Alumni, and External Engagement Committee. Help trustees become increasingly effective donors, advocates, connectors, and fundraising partners, and work with the President to extend Carlow's reach through their relationships and networks.
- Strengthen relationships with foundations, corporations, healthcare organizations, financial institutions, businesses, civic and government leaders, nonprofit organizations, and community partners. Identify intersections between external priorities and Carlow's mission and capabilities and build creative partnerships that generate philanthropic support and broader institutional value.
- Represent Carlow as an articulate, credible, and energetic ambassador who is highly visible in the Pittsburgh region and beyond, willing to travel and meet people where they are, and consistently expanding the University's network of prospective supporters and partners. Maintain an active presence within the Advancement profession and strengthen Carlow's visibility among peers and philanthropic networks.

Alumni Engagement & Relationship Development

- Provide strategic leadership for alumni engagement and develop new approaches to strengthening alumni relationships with Carlow throughout their lives. Expand opportunities for alumni to participate as ambassadors, mentors, volunteers, connectors, advocates, and philanthropic partners.
- Develop a purposeful engagement strategy for Carlow's more than 19,000 living alumni, including the significant concentration in the Pittsburgh region, while creating appropriate opportunities to connect alumni in other geographic areas.
- Broaden and deepen the alumni pipeline while recognizing that Carlow's philanthropic future cannot depend upon alumni giving alone. Establish clear goals and measures for alumni engagement and create pathways that build pride, connection, participation, and long-term philanthropic relationships.

Team, Infrastructure & Advancement Operations

- Assess the current organizational structure and build a high-performing Advancement and Alumni Engagement team aligned with Carlow's strategy and future needs. Use current vacancies as an opportunity to put the right people in the right roles, align responsibilities with individual expertise and strengths, and recruit strategically to fill critical capability gaps.
- Build not only the team Carlow needs today, but its capacity for the future. Establish clear responsibilities and accountability while creating meaningful opportunities for staff to learn, grow, develop professionally, and assume greater responsibility. Provide coaching, feedback, support, and appropriate autonomy so talented people can work with confidence and continue developing their expertise.

- Create a culture characterized by clarity, confidence, urgency, transparency, accountability, initiative, communication, collaboration, and follow-through. Lead alongside the team when circumstances require it, set clear expectations, empower staff to act within a defined strategy, and address performance issues directly.
- Preserve and build upon effective gift administration, donor recordkeeping, acknowledgments, reporting, and related operational processes while strengthening the broader infrastructure required for sophisticated fundraising.
- Strengthen use of Raiser's Edge as an Advancement platform; improve data integrity, segmentation, prospect tracking, portfolio management, and reporting; and establish disciplined prospect identification, research, assignment, moves management, dashboards, and metrics that inform strategy and measure performance.
- Ensure appropriate donor confidentiality, charitable accounting compliance, ethical management of donor commitments, and coordination with Finance and other institutional partners. Lead annual planning and budgeting for Advancement and make a clear, evidence-based case for the staffing, technology, and resources required to achieve institutional goals.

Measures of Success

Success will be reflected in the Vice President's ability to strengthen the Advancement enterprise while producing meaningful philanthropic results. Over time, evidence of progress will include:

- A clear Advancement strategy is in place, understood across the University, and producing disciplined execution against defined priorities and measurable goals.
- The Advancement and Alumni Engagement team is thoughtfully structured, with the right capabilities in the right roles, critical positions filled with strong talent, clear accountability, and meaningful opportunities for professional development and growth. Staff demonstrate increasing confidence, expertise, collaboration, initiative, and follow-through.
- The major and principal gifts pipeline is larger, better qualified, and actively managed, with meaningful growth in personal visits, solicitations, seven-figure opportunities, planned gifts, and philanthropic commitments.
- Carlow's comprehensive campaign is progressing against established goals, with broader donor participation, strong stewardship, and a pipeline capable of sustaining fundraising beyond the campaign.
- The President and trustees are being deployed strategically and effectively in cultivation and solicitation, with clear preparation, defined roles, and consistent follow-through led by Advancement.
- Carlow has expanded and diversified its relationships with foundations, corporations, community and civic partners, alumni, and individual donors, producing both philanthropic support and strategic institutional partnerships.
- Alumni engagement is more intentional and measurable, with stronger participation, relationship development, volunteer and ambassador activity, and a growing pipeline for future philanthropic engagement.
- Raiser's Edge, donor and prospect data, research, moves management, reporting, and performance metrics provide a reliable operating foundation for sophisticated Advancement decision-making.
- The Advancement enterprise is demonstrably stronger and more sustainable: capable of supporting Carlow's ambitions and producing results without depending upon one individual, one relationship, or one extraordinary gift.

Qualifications & Experience

Carlow University seeks an accomplished, mission-driven Advancement executive with the fundraising record, strategic judgment, entrepreneurial mindset, relationship-building ability, and organizational leadership required to advance an ambitious philanthropic agenda. The successful candidate must bring sufficient depth and breadth of experience to contribute quickly and evidence of sustained fundraising achievement at a scale that demonstrates readiness to lead Carlow into its next stage of philanthropic growth.

- A master's degree is preferred; however, candidates with an equivalent combination of education and significant, progressively responsible Advancement leadership experience that provides equivalent preparation for the role will be considered.
- A minimum of eight years of progressively responsible senior-level Advancement or nonprofit fundraising experience, with demonstrated responsibility for comprehensive fundraising strategy, organizational leadership, and significant philanthropic results.
- Higher education Advancement experience is welcomed but is not required. Carlow is particularly interested in leaders who have demonstrated success generating philanthropic support for mission-driven organizations and who understand how to engage donors, foundations, corporations, and communities around work that meaningfully changes lives.
- A demonstrated record of personally cultivating, soliciting, closing, and stewarding major and principal gifts, with repeated success securing philanthropic investment at the million-dollar level and above and meaningful experience with planned giving.
- Significant leadership experience with comprehensive fundraising programs, campaigns, or philanthropic initiatives operating at the scale and level of sophistication required to advance Carlow's goals, with experience spanning major and principal gifts and, as appropriate, annual giving, planned giving, corporate and foundation relations, grants, endowment growth, stewardship, and donor engagement.
- Demonstrated success raising significant philanthropic support beyond a traditional alumni-based model, with the ability to build investment around mission, impact, community and workforce needs, institutional priorities, and mutually beneficial relationships with individuals, foundations, corporations, and other external partners.
- Demonstrated ability to enter a complex organization, assess opportunities and needs quickly, establish priorities, make sound decisions, and drive execution. The successful candidate will bring a record of moving significant initiatives forward while simultaneously strengthening the people, systems, and infrastructure necessary for sustained success.
- Experience serving as a strategic fundraising partner to a president, chief executive, or other senior leader, including the confidence and judgment to determine when executive involvement will have the greatest impact and to prepare, guide, and at times redirect that leader effectively.
- Demonstrated ability to design, build, organize, develop, empower, and hold accountable a high-performing team; align roles with expertise and organizational priorities; develop people; and strengthen organizational structure, operations, systems, data, and processes.
- Strong understanding of Advancement data, prospect research and management, moves management, metrics, and performance measurement, with the ability to use reliable information and technology to guide strategy and build accountability.
- Experience engaging governing boards, volunteers, senior leaders, academic or program leaders, faculty and staff, and external constituencies as active partners in fundraising and relationship development.

- A demonstrated commitment to mission-centered leadership and the ability to embrace and advance Carlow University's identity as a Catholic institution sponsored by the Sisters of Mercy. The successful candidate must be able to represent Carlow's values and heritage authentically with donors, alumni, colleagues, partners, and the broader community.
- A record of ethical leadership, sound judgment, discretion, responsible stewardship of institutional and donor resources, and the energy and willingness to travel and engage personally with prospective supporters and partners.

Leadership Characteristics

- **Hands-on and action-oriented.** Brings the experience to get up to speed quickly, make sound decisions without prolonged deliberation, and move from strategy to execution. Takes ownership, follows through, and is willing to work alongside the team and step directly into the work when needed to maintain momentum.
- **Accomplished and fearless fundraiser.** Is comfortable asking for significant gifts, enjoys being externally engaged, opens doors, and remains persistent when the first approach does not succeed.
- **Strategic and decisive.** Brings deep Advancement expertise, distinguishes among competing priorities, creates clarity from complexity, and communicates information, data, priorities, and recommendations clearly and succinctly. Gives others confidence in the path forward.
- **Builder and developer of people.** Recognizes talent, understands how to organize work around expertise and strengths, establishes clear expectations, and creates opportunities for people to learn, grow, and assume greater responsibility. Builds both individual capability and organizational capacity.
- **Confident without hubris.** Has the credibility and assertiveness to advise strong leaders and personalities while demonstrating humility and building trust across the University.
- **Politically and organizationally savvy.** Understands how to navigate competing priorities, relationships, personalities, and institutional dynamics without losing focus on strategy or mission.
- **Entrepreneurial and opportunity-minded.** Recognizes the philanthropic possibilities within Carlow's programs, partnerships, and community impact and can translate promising ideas into compelling opportunities for investment.
- **Mission-centered and relational.** Connects authentically with Carlow's Mercy heritage and values, understands the human impact behind the work, listens with genuine interest, connects people and ideas, and builds lasting relationships around shared purpose.
- **Resilient and energetic.** Brings urgency, stamina, optimism, and perseverance to ambitious work and is not easily discouraged by constraints, setbacks, or the complexity of building something new.

NOMINATIONS & APPLICATIONS

LeadExec is partnering with Carlow University in this national search. For inquiries, nominations, applications, and confidential conversations, please contact:

Lisa J. Marks, Founder & CEO
Leyla Kayi, Senior Search Consultant
413.335.6936
advancement@leadexec.com

This position is open until filled but only applications received by **Thursday, October 1, 2026**, can be assured full consideration. Applications should include a detailed letter of interest and a current curriculum vitae/resume.

LeadExec is a respected expert in retained executive search and organizational development.

We identify and engage leaders who make an impact and transform organizations.



Carlow University employees commit themselves to the highest standards of ethical conduct. They commit to act with integrity, treat others with respect and dignity, carefully steward the University's resources, avoid conflicts of interest or commitment, maintain confidentiality, and to comply with legal and professional obligations.

Carlow University is an Equal Opportunity/Affirmative Action Employer. We strive for a campus that reflects our urban setting and is inclusive of underrepresented groups to enhance our University community.

