



VP of Advancement absent come June

Hartford says the search is on for Dittmann's replacement

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Last week the *Herald* broke the news that the vice president of Institutional Advancement will leave the College by June 2002--only a year and four months after she began her tenure.

News of Jane Dittmann's resignation came as a surprise to administration, faculty and students last week considering the administration's announcement this past September of an estimated \$2,000 tuition increase per year until 2004.

Dittmann will leave Meredith and relocate to London, England following her marriage this summer.

She joined the College administration in February 2001 at a juncture she then described as "an exciting time in the history of Meredith College."

It was then that the College was only in the preliminary stages of preparing an aggressive fundraising campaign.

She was hired to replace the former vice president of Institutional Advancement Dr. Murphy Osborne who retired from the position after 13 years.

During her time at the College, Dittmann has served on the Senior Management Team, a body composed of the vice presidents of the six main offices on campus and the President of the College. Her primary responsibilities included implementing new fundraising initiatives by working with alumnae, parents, foundations and corporations.

Dittmann also organized seven ad hoc planning committees composed of faculty, volunteers and administrators to tackle preparations for the launch of the

capital campaign.

She built the Meredith Fund, hired seven new staff persons to assist with financial endeavours in her office and developed a detailed, tiered gift-giving plan for outside donors.

Yet her preparation may not be enough to completely dispel the fears of students and faculty who question possible instability after Dittmann's departure.

Dittmann and many of the administration contend that the fundraising campaign will not suffer after she leaves.

"My feeling is to take the role of leadership seriously--and I do," said Dittmann, "but empowering the people below you is key."

Dittmann, a self-described "process person," has made it her personal goal to build layers of leadership in her office.

"If you put the processes in place, the work is going to continue at a very high level," she said.

Dr. Maureen Hartford, president of the College, said that Dittmann had "put together a very strong team."

"They have a vision," she said.

Dittmann, meanwhile, is confident that the team can go

on without her. She believes her whole purpose in serving as vice president of Institutional Advancement was in "positioning [the] office for a major campaign."

The administration and staff

the planning stage of a campaign.

Dittmann said that a standard campaign takes 5 to 7 years, and the College will approach its "nucleus phase" at the beginning of July in which

She feels that her efforts in reorganizing the office will prepare the College for the next phase.

Dittmann, who formerly served as the associate dean for advancement in Duke's Trinity College of arts and sciences, left the college during the "public phase" of its \$400 million campaign in which 78% of the money had been raised.

Colleen Fitzpatrick, replaced Dittmann at Trinity, said that Dittmann "established the groundwork" for the \$400 million campaign.

As for now, the process of filling Dittmann's vacancy has begun. Dittmann is working with Hartford to identify possible candidates.

However, there will be one major difference from the last time the College sought to fill this position.

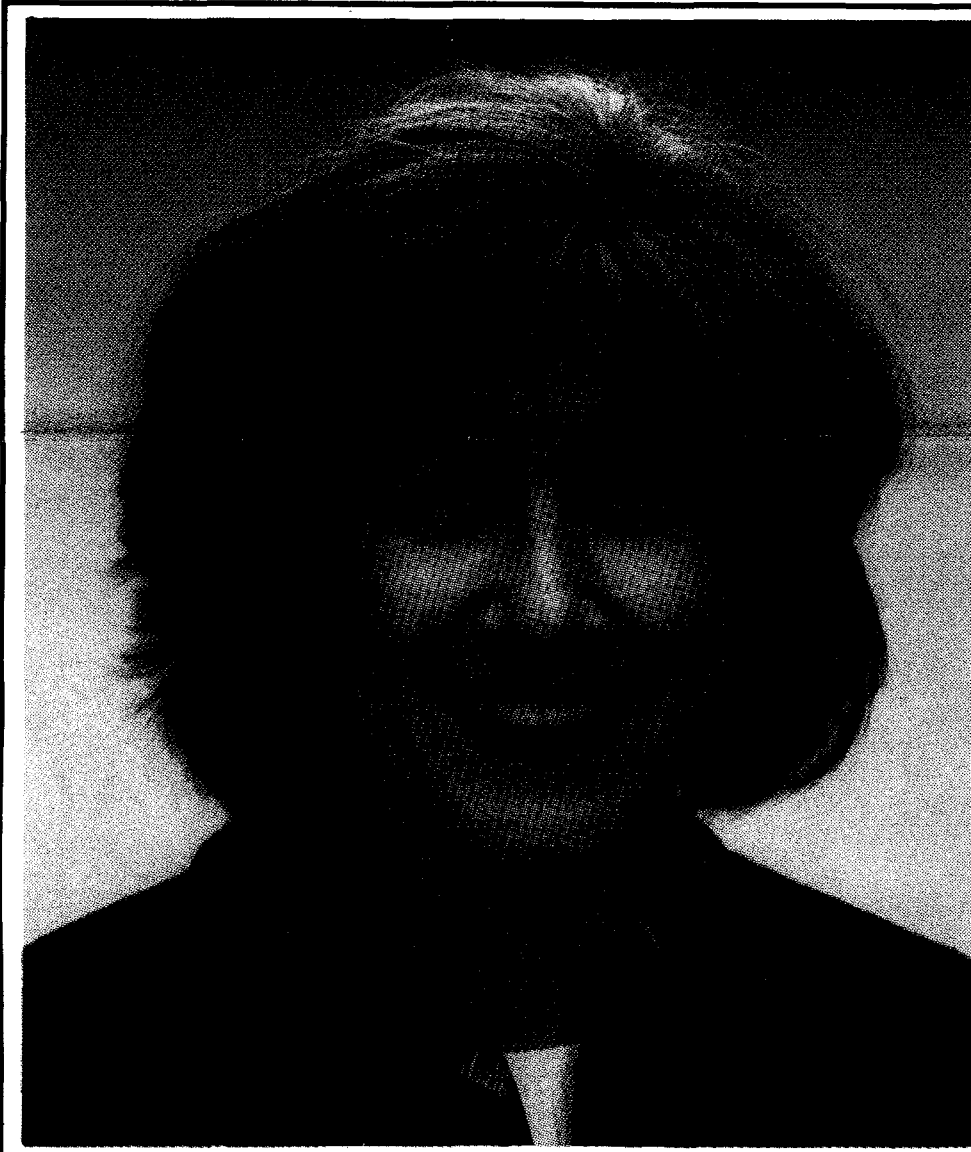
"We are not going to go through the full national process that we went through with Jane," said Hartford. "It takes a long time."

Instead, administrators will gather names of prospects and organize a campus search committee.

Hartford said that a candidate from within the College was possible.

Hartford hopes to have a new vice president of Institutional Advancement by the time Dittmann leaves.

Dittmann will fulfill her one-year contract before leaving the College.



Dittmann will leave her position as vice president of Institutional Advancement in June 2002.

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are "entirely capable of functioning whether I am here or not," she said.

Dittmann will leave the fundraising campaign during its "quiet phase," a term used by professionals in the field for

it will begin raising a significant amount of money. She projects the College will enter its "public phase," a stage in which it will announce its specific financial goal for the community, by the fall of 2004.



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