



EXECUTIVE DIRECTOR OF DEVELOPMENT, JACOBS SCHOOL OF ENGINEERING
UNIVERSITY OF CALIFORNIA SAN DIEGO
San Diego, California



The Aspen Leadership Group is proud to partner with University of California San Diego in the search for an Executive Director of Development, Jacobs School of Engineering.

The Executive Director of Development will lead, design, and implement comprehensive fundraising initiatives to benefit the Jacobs School of Engineering. The Executive Director will effectively administer and supervise a complex and multi-faceted unit, including the leadership and building out of a high performing team, implementing complex donor strategies, allocating and monitoring budget resources, maintaining and updating all data relating to the department's financial achievements, campaign tracking, prospect management, and proposal development. The Executive Director will provide leadership and oversight for all fundraising programs for the school, including principal and major gifts, annual giving programs, and volunteer activities, working directly with the Senior Executive Director of Development, Dean, faculty, and staff to identify programs and donors for funding opportunities, strategizing and facilitating opportunities for principal and major gift fundraising, and creating environments that will enhance communication and encourage collaboration across the entire campus.

The Executive Director will manage the Jacobs School's most capable and generous donors in considering transformational gifts. The Executive Director will strategically design and lead the principal and major gift programs resulting in philanthropic support through the identification, cultivation, solicitation, and stewardship of high-level prospects, and will create a customer centered development operation that is responsive to Jacobs School faculty and staff as well as to donors, prospects, and development colleagues campus-wide. The Executive Director will maintain a personal portfolio and provide leadership, mentoring, and effective evaluation for Jacobs School development staff.

UC San Diego was founded in 1960 as a forward-thinking research institution for graduate and undergraduate study. Scripps Institution of Oceanography, established in 1903 and now a division of the university, served as a catalyst for UC San Diego's initial growth. Today, the campus has evolved to encompass six academic divisions and six graduate and professional schools. In addition, all undergraduates enroll in one of seven colleges—each with distinct neighborhoods, residence facilities, staff, traditions, and general education requirements.

A \$1.5 billion research enterprise, UC San Diego is situated in the heart of one of the most densely concentrated innovation hubs in the nation. UC San Diego is a unique place where fresh ideas are translated into solutions that nurture the physical and economic well-being of the planet—from wireless health technologies and unlocking the mysteries of the human brain to developing sustainable methods of food and energy production. Entrepreneurism thrives with nearly a dozen incubator resource centers on campus. UC San Diego's research has helped launch licensed start-ups—more than 1,000 companies around the world use or have used technology created there, providing hundreds of jobs and fueling acquisitions by tech giants like Cisco and Apple. UC San Diego is the nation's 4th strongest university in start-up creation and provides \$16.5 billion in total annual economic impact in California.

At UC San Diego, challenging convention is its most cherished tradition. Through the *Campaign for UC San Diego*—a university-wide comprehensive fundraising effort concluding in 2022—UC San Diego is enhancing student support, ensuring student success, transforming its campus, connecting to its community, and redefining education on a global scale.

UC San Diego's nontraditional approach is making waves for tomorrow's technology leaders. The Jacobs School of Engineering trains more aspiring engineers than any other California university — more than 1,600 graduates enter the workforce each year — with an emphasis on innovation and instructional excellence. Its world-class faculty, staff, and students are catalyzing solutions in six departments: Bioengineering, Computer Science, Electrical Engineering, Mechanical/Aerospace, NanoEngineering, and Structural Engineering. The Jacobs School's epic vision is engineering for a digital future. In the coming decades, no sphere of human activity will be untouched by cascading changes in digital technology, so as it nourishes the creativity and inquisitiveness of its students, the Jacobs School reinforces basic engineering education and student support, emphasizing hands-on, immersive experiences. The school supplies the collaborative, innovative environments, both real and intangible, required for research to beget breakthroughs. And it breaks down disciplinary boundaries as it works to solve the globe's greatest challenges.

REPORTING RELATIONSHIPS

The Executive Director of Development, Jacobs School of Engineering will report to the Senior Executive Director of Development, Rebecca Tseng Smith and work closely with the Dean of the Jacobs School of Engineering, Albert P. Pisano. The Executive Director will participate as a member of the Associate Vice Chancellor, University Development's Management Team, and oversee a team of eight.

FROM THE ASSOCIATE VICE CHANCELLOR

Thank you for your interest in the Executive Director of Development, Jacobs School of Engineering position and in becoming a member of the UC San Diego Advancement team. The Executive Director fulfills an impactful leadership role in Advancement, serving as a valued development professional at UC San Diego that positions the university for philanthropic success as we close our historic \$2 billion+ Campaign for UC San Diego and begin planning for the next exciting endeavor. The successful candidate will work closely with Dean Al Pisano to lead philanthropic efforts on behalf of the Jacobs School of Engineering and build on our current strengths to achieve an inclusive, collaborative, inter-disciplinary, and fully integrated approach to transformative fundraising. In addition to leveraging a personal portfolio of major and principal gift fundraising opportunities, the Executive Director will lead and develop a vibrant team of talented development professionals to amplify what is possible when the art and science of fundraising come together in one remarkable place.

With an Advancement team of nearly 300 dedicated professionals, the ability to work across multiple functional lines to maximize impact while honoring individual expertise will position the successful candidate for long term success. UC San Diego prides itself on challenging convention; since its inception the university has been shaped by exceptional scholars who aren't afraid to take risks and redefine conventional wisdom. The Executive Director will embody this approach and will join us in charting a course for the future grounded in our mission to transform the student experience, our campus and, ultimately, the world. We are confident that this opportunity will be a challenging and rewarding professional experience, and we look forward to beginning conversations with highly qualified candidates.

—Drew Hunsinger, Associate Vice Chancellor, University Development

UNIVERSITY OF CALIFORNIA SAN DIEGO'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

The University of California, San Diego is dedicated to learning, teaching, and serving society through education, research, and public service. Its international reputation for excellence is due in large part to the cooperative and entrepreneurial nature of the UC San Diego community. UC San Diego faculty, staff, and students are encouraged to be creative and are rewarded for individual as well as collaborative achievements. To foster the best possible working and learning environment, UC San Diego strives to maintain a climate of fairness, cooperation, and professionalism. These principles of community are vital to the success of the university and the well-being of its constituents. UC San Diego faculty, staff, and students are expected to practice these basic principles as individuals and in groups.

The university values each member of the UC San Diego community for their individual and unique talents, and applauds all efforts to enhance the quality of campus life. It recognizes that each individual's effort is vital to achieving the goals of the university. It affirms each individual's right to dignity and strives to maintain a climate of justice marked by mutual respect for each other. It values the cultural diversity of UC San Diego because it enriches lives and the university. It celebrates this diversity and supports respect for all cultures, by both individuals and the university as a whole.

UC San Diego is a university that adapts responsibly to cultural differences among the faculty, staff, students, and community. It acknowledges that society carries historical and divisive biases based on race, ethnicity, sex, gender identity, age, disability, sexual orientation, religion, and political beliefs. Therefore, it seeks to foster understanding and tolerance among individuals and groups, and it promotes awareness through education and constructive strategies for resolving conflict.

The university takes an active approach to cultivating a welcoming environment for all because excellence is only attainable when everyone is included, respected, and empowered. It is committed to providing a workplace free of discrimination and harassment.

To foster the best possible working environment in alignment with the [UC San Diego Principles of Community](#), Advancement employees strive to cultivate a rich and diverse environment, inclusive of varying social, cultural, economic, and ethnic backgrounds, and those with disabilities. It also encourages the opportunity to build a network of peers through the [UC San Diego Staff Associations](#) network.

The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, age, protected veteran status, gender identity or sexual orientation. For the complete University of California nondiscrimination and affirmative action policy, see: [Nondiscrimination and Affirmative Action Policy Regarding Academic and Staff Employment](#).

PRIMARY RESPONSIBILITIES

Fundraising

The Executive Director of Development, Jacobs School of Engineering will

- provide leadership and direction for a comprehensive Jacobs School fundraising program;
- maintain a personal prospect/donor portfolio of major gift and principal gift prospects, personally identifying, qualifying, cultivating, soliciting, and providing stewardship for individuals, corporations, and foundations capable of contributing major and principal gifts in excess of \$1M;
- develop, create, write, implement, and evaluate individualized marketing plans and strategies for cultivation and solicitation of major gifts, gift planning or corporate/foundation prospects;

- oversee the recruiting and training of volunteers to assist in appropriate capacities in the fundraising program, and supervise the management of programs implemented to engage volunteers and donors in activities benefiting the Jacobs School;
- provide leadership and supervision for professional Jacobs School development staff, soliciting major gifts, special gifts, planned gifts, and annual gifts;
- work cooperatively with other development officers, faculty, and administrative personnel to coordinate successful cultivation and solicitation efforts;
- present formal fundraising proposals and presentations to major donors and prospects or prepare senior management for the presentation of proposals;
- with the Dean and Senior Executive Director, set fundraising priorities and solicitation strategies for programs and projects initiated by Jacobs School administration and faculty;
- analyze needs and create strategic and long-range plans for fundraising and other advancement programs and make commitments and precedent-setting decisions regarding program design, development, and procedures;
- attend functions and meetings and serve on internal/external committees as a representative of the Jacobs School; and
- maintain and manage portfolios of senior campus leadership including the Chancellor and Vice Chancellor.

Administration and Supervision

The Executive Director of Development, Jacobs School of Engineering will

- provide leadership and management to the Jacobs School development team;
- serve as part of a team to provide leadership, supervision, and mentoring to development directors and support responsible management of programs for the Jacobs School;
- identify and analyze issues and concerns and work with the Senior Executive Director to develop final solutions;
- serve as resource for the Jacobs School of Engineering, interacting with prospects, donors, staff, and outside professionals to provide information, advice, and counsel regarding assigned specialized programs;
- participate in the review, analysis, and creation of University Development policies and procedures;
- participate in Advancement activities including serving as member of the Associate Vice Chancellor, University Development's management team;
- manage the Jacobs School's development fiscal/budgetary activities including continual assessment of budgetary and staff requirements, ensuring compliance with all University policies and procedures, and in coordination with appropriate business offices in University Development and Advancement; and
- oversee the work of professional and support staff.

Program Management

The Executive Director of Development, Jacobs School of Engineering will

- ensure that predetermined fundraising goals are met, designing and implementing highly specialized program activities to achieve these goals;
- demonstrate accountable leadership in working in a collaborative, donor-centric, metrics-based environment;
- oversee development operations that provide proactive philanthropic collaboration to all Jacobs School centers and departments;
- work with the Senior Executive Director to set goals and benchmarks for the Jacobs School development team;

- utilize the services of the central University Development and Advancement colleagues to maximize effectiveness of the Jacobs School development programs;
- provide leadership and practical experience in marketing, research, and development outreach and guide staff to develop effective strategies necessary to produce quality materials and inspire sustainable philanthropic support;
- create, establish, and evaluate methods for building/maintaining prospect and volunteer constituencies and identify, recruit, and direct the activities of high-level volunteers;
- communicate to leadership, faculty, and staff regarding Jacobs School Development activities and programs;
- prepare an annual work plan and cultivation and solicitation plans in partnership with University Development and Jacobs School leadership;
- supervise the management of programs implemented to engage volunteers and donors in activities benefiting UC San Diego and the Jacobs School;
- develop and/or review all fundraising proposals and feasibility studies for proposed fundraising programs, for review by University Development leadership;
- create and provide an organizational model for capital programs in order to produce funds for activities not funded through appropriations such as endowments and physical facilities; and
- serve as an advocate and strategic partner to the Dean on behalf of development staff.

KEY COLLEAGUES

Drew C. Hunsinger, JD

Associate Vice Chancellor, University Development

Vice President, UC San Diego Foundation

Drew Hunsinger is the Associate Vice Chancellor for UC San Diego University Development. As the leader of University Development, Drew is responsible for all aspects of advancement for UC San Diego's general campus and Scripps Institution of Oceanography. His primary responsibilities include leading fundraising strategy and a team of more than 50 development professionals. The University Development team secures transformative, principal and major gifts, while working collaboratively with faculty, campus and volunteer leadership to coordinate fundraising efforts to benefit the Divisions and Schools across UC San Diego.

Drew joined UC San Diego in January 2017 following over 14 years at Oregon Health & Science University Foundation (OHSUF), most recently serving as Vice President of Development. At OHSUF, Drew helped the organization achieve transformational growth in fundraising for OHSU, created and lead and worked on many of OHSUF's largest gifts. As a member of the OHSU Foundation senior management team, Drew co-led a redesign and rollout of the OHSU ONWARD comprehensive campaign, which secured more than \$1.4B in just over three years.

Rebecca Tseng Smith

Senior Executive Director of Development

Rebecca Tseng Smith is the Senior Executive Director of Development for the University of California San Diego. Previously, she served as Vice President of Development for the University of Hawai'i Foundation and Associate Dean for External Relations at Stanford University's School of Education. Rebecca believes that the ideas of relational fundraising, as described by David R. Dunlop, provide the best principles to guide our practice, and she has had an opportunity to put these ideas to work at each of the universities she has served.

At Cornell University, she worked in the major and principal gift programs and later served as Assistant Dean for Alumni Affairs and Development in the College of Agriculture and Life Sciences. Cornell's \$1

billion campaign for endowment was launched and completed during her years there and she participated in many different aspects of it, from developing strategies for the solicitations of lead givers and recruiting and motivating campaign volunteers to celebrating in the College of Agriculture when they completed the campaign at 45 percent over goal. In 1997, she joined the major gift program at Harvard University where she worked with alumni in New York City and Washington, D.C., and assisted with Harvard's campaign to raise \$2.1 billion. At Stanford University she led the School of Education's participation in *The Stanford Challenge*, which raised new funds directed toward solving complex problems, like K-12 school reform. Smith served on the American Cancer Society's National Blue-Ribbon Advisory Committee, which studied and advised the society on its fundraising practices and long-term goals.

Rebecca earned a bachelor's degree in English literature and a master's degree in theology at Boston University. She spent her first undergraduate years at Eckerd College, a small liberal arts college in Florida.

Albert P. Pisano

Professor and Dean of the Jacobs School of Engineering

Albert P. Pisano joined the Jacobs School of as Professor and Dean in 2013. He holds the Walter J. Zable Chair in Engineering. Pisano is a highly accomplished mechanical engineer who, in 2001, was elected to the National Academy of Engineering for contributions to the design, fabrication, commercialization, and educational aspects of microelectromechanical systems (MEMS). A self-described technology polymath, Pisano's research is driven by his passion for developing, mastering, and advancing technologies in order to solve problems. At UC San Diego, Pisano holds faculty appointments in the departments of mechanical and aerospace engineering and electrical and computer engineering.

PREFERRED COMPETENCIES AND QUALIFICATIONS

University of California San Diego seeks an Executive Director of Development, Jacobs School of Engineering with

- success as a development officer in a highly sophisticated donor-centered fundraising environment;
- working knowledge of all aspects of fundraising, donor relations, and public relations concepts, principles, procedures, and techniques;
- experience in the full spectrum of development functions including gift policies, solicitations, stewardship, donor recognition, and administration;
- a history of securing principal level gifts, staffing senior-level administrators, and closing gifts with significant institutional impact from individuals, corporations, and foundations, both local and national;
- expert written and interpersonal communication skills, including the political acumen needed to establish and maintain good working relationships throughout the organization and with outside constituencies;
- expert skills in making persuasive and compelling presentations as well as writing proposals for a significant project and gifts directed to individuals and foundations/corporations;
- an ability to communicate effectively one-on-one or in group settings, taking into account differences in social, cultural, professional, and educational backgrounds;
- experience in hiring, training, supervising, coaching, mentoring, evaluating, and disciplining staff;
- expert organizational, analytical, and critical thinking skills;

- expert project/program management skills, including skills in setting and meeting program/project goals and objectives within budget and time constraints;
- expert level skills in maintaining confidentiality;
- a strong sense of ethical conduct that will inspire confidence and motivation with an ability to persuade colleagues and donor prospects, while maintaining confidentiality in all matters as they relate to sensitive donor relations issues;
- a commitment to equity, diversity, and inclusion, and an understanding of the importance of ensuring an equitable, inclusive, and diverse working environment, with the ability to work as a part of a diverse and collaborative team;
- excellent communication skills including effective and persuasive writing, public speaking, and interpersonal skills;
- an ability to maintain consistent and positive communication with Advancement and campus leadership;
- an understanding of the philosophy of quality services and the group process with proven aptitude for working as part of a highly collaborative team;
- an ability to develop and implement persuasive cultivation ideas and techniques and provide critical analysis, using sound judgment with realistic expectations for prospects and donors;
- knowledge of principles and practices of developing and utilizing volunteer leadership and organizing and maintaining volunteer support organizations; and
- skill in the technique of donor prospect research with the ability to extract pertinent/critical information from various documents.

A bachelor's degree is required for this position as is at least eight years of frontline fundraising experience.

SALARY & BENEFITS

The University of California San Diego offers a competitive and comprehensive salary and package of [employee benefits](#).

LOCATION

The University of California San Diego occupies 2,141 acres near the Pacific Ocean in the La Jolla neighborhood of San Diego, California.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of the University of California San Diego and the responsibilities and qualifications stated in the prospectus.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit:

[Executive Director of Development, Jacobs School of Engineering, University of California San Diego.](#)

To nominate a candidate, please contact Anne Johnson:

annejohnson@aspingleadershipgroup.com.

All inquiries will be held in confidence.