



**SENIOR DIRECTOR OF DEVELOPMENT
COLLEGE OF SCIENCE & ENGINEERING
SAN FRANCISCO STATE UNIVERSITY
San Francisco, California
[San Francisco State University](https://www.sfsu.edu)**



The Aspen Leadership Group is proud to partner with San Francisco State University in the search for a Senior Director of Development, College of Science & Engineering.

The Senior Director of Development for the College of Science & Engineering (CoSE) will plan, organize, and implement the college's major and principal gifts fundraising program. The Senior Director will build relationships with prominent alumni and other potential funders to secure gifts of \$25,000 to \$1 million and above. The Senior Director will work closely with the Dean of the College to increase philanthropic support for key fundraising priorities in both undergraduate and graduate programs, as well as engage with department chairs and faculty to build and deepen relationships that will help support the college. As a key focus, the Senior Director will expand the major gift pipeline and grow the major and principal gifts program for the College of Science & Engineering including leading fundraising efforts for the projected 150,000-square-foot science building that will provide innovative research and instructional spaces, developing a three-year strategy to expand the current donor base, and increasing private support for the college.

San Francisco State University, located in one of the world's most vibrant and beautiful cities, is a recognized leader in addressing issues both global and close to home. In the global arena, SF State ranks fourth in the nation among master's institutions that host international students and ranks first among U.S. universities for the number of students who study abroad for an academic year. With a diverse range of students from almost every state and nearly 100 countries, the university community is a perfect setting for learning to succeed in a pluralistic society and global economy. The campus was ranked third among all U.S. universities for diversity by the *Wall Street Journal*.

SF State's pioneering commitment to community and civic engagement is prevalent throughout the curriculum. More than 500 courses combine academic study with community involvement, and its location in a center of business, technology, and culture provides a laboratory for community-service projects, work-study opportunities, and internships. The university has been named by *Princeton Review* as a "College with a Conscience," classified as one of the Carnegie Foundation's "Community Engagement" institutions, and consistently receives the Presidential Award in the President's Higher Education Community Service Honor Roll, the highest federal recognition a college or university can receive for its commitment to community service.

THE COLLEGE OF SCIENCE & ENGINEERING

The College of Science & Engineering at San Francisco State University provides an encouraging environment to develop the intellectual capacity, critical thinking, creativity, and problem-solving ability of its students so that they may become honorable, contributing, and forward-thinking members of the science and engineering community of the San Francisco Bay Area and beyond, to foster a conducive environment for scholarly and creative activities so that new knowledge or solutions to problems are discovered or created, and to provide science education to all students at the university so that they may be equipped to succeed in the modern world.

CoSE is committed to offering students an academic experience of "thinking, learning and doing." The best way to provide this experience is through involving students in research and the solution of real world problems. Thus, teaching and research are mutually supportive and one cannot excel without the other. Faculty and students conduct research together in topics spanning a broad range of theoretical and applied topics on projects supported by a variety of funding sources, including foundations, companies, state and local governments, and a broad range of federal funding agencies.

CoSE is committed to serving a student population that reflects the diversity of the region and includes many international students. The college supports a number of programs designed to encourage and support all students to pursue careers in science and engineering. The college is committed to supporting and retaining a diverse group of faculty, staff, and students, both domestic and international.

CoSE is home to more than 400 faculty and staff members, including 182 tenured and tenure-track faculty, and more than 7,000 students in eight departments and one school. CoSE also provides foundational education to students crossing the entirety of San Francisco State University. A testament to the high caliber of CoSE faculty is their ability to continue to attract significant external funding. During the 2018-2019 academic year, faculty were awarded over \$12.5 million in new grants, with the largest number of grants coming from the National Science Foundation and the National Institutes of Health.

The college offers programs at both the undergraduate and the graduate levels in astronomy, atmospheric sciences, biology, chemistry, geology, biochemistry, computer science, physics, and mathematics through the eight departments of Biology, Chemistry and Biochemistry, Computer Science, Mathematics, Earth & Climate Sciences, Geography & Environment, Psychology, and Physics and Astronomy. Through the School of Engineering, the college offers Bachelor of Science degrees in Civil, Computer, Electrical, and Mechanical Engineering. At the graduate level, the school offers the Master of Science in Engineering. The College offers a Professional Science Master's in Biotechnology and Stem Cell Science through the Biology Department. The Professional Science Master's is an innovative degree designed to allow students to pursue advanced training in science or mathematics, while simultaneously developing workplace skills highly valued by employers. Finally, the college offers a multidisciplinary degree program in statistics drawing from courses in business, economics, and mathematics. The statistics program is listed in the Department of Mathematics.

Initiatives like the PINC (Promoting Inclusivity in Computing) and GOLD (Graduate Opportunities to Learn Data Science) programs, funded by NSF, as well as the SF BUILD program demonstrate the commitment of CoSE faculty and staff to making science more inclusive by improving the way students are taught and mentored in the programs. These efforts have paid off as San Francisco

State is among the top universities in the nation for awarding STEM degrees to underrepresented students across several departments.

REPORTING RELATIONSHIPS

The Senior Director of Development, College of Science & Engineering will report to the Associate Vice President for University Development. The Senior Director will supervise and mentor the Associate Director of Development for the College of Science & Engineering, including establishing fundraising and development action plan goals, overseeing proposals and strategies, and guiding the work of development for the college.

PRINCIPAL OPPORTUNITIES

As San Francisco State's first female and fourteenth President of the university, Lynn Mahoney, Ph.D. is dedicated to the values of diversity, equity, and inclusion. As a historian who earned her doctorate in History from Rutgers, President Mahoney weighs the past but looks to the future. Since her arrival on campus in July, 2019, Dr. Mahoney has provided visionary leadership enthusiastically embraced by students, faculty, and staff.

San Francisco State just completed its first comprehensive campaign—exceeding a \$150 million goal by raising more than \$156 million and the university did it one year ahead of schedule. The four-pronged *Bold Thinking* campaign raised funding to Empower Students, Champion Faculty, Energize Programs, and Modernize and Expand Facilities. The campaign had the full support and participation of faculty, staff, foundation board members, the community, and friends of the university.

Building on the success of the campaign, and with a funding feasibility study underway for a new Science Building, Development opportunities abound. Construction for the Science Replacement Building is scheduled to begin in June 2021. The state-of-the-art building will include the Engineering, Chemistry, bio-chemistry departments, and the College of Extended Learning. Additionally, the College of Science and Engineering just received a \$10.5 million grant, the largest ever made by Genentech for students as they prepare for careers in life sciences.

Working with the Dean of the College of Science and Engineering, the Associate Vice President for University Development, and others, this is an exciting opportunity for a successful candidate to lead fundraising efforts for both the college overall and the new Science building.

SF State offers the opportunity for innovation and creativity in development work. In recent decades SF State has moved from a nearly fully-funded state university to one that now receives approximately 50% in State of California funds and the balance of operating costs from tuition and fees. Philanthropic support provides additional revenue for student, faculty, and capital priorities. Nearly 40% of SF State graduates are the first in their family to graduate from college. There is great satisfaction in the work SFSU accomplishes on social and societal levels.

PRIMARY RESPONSIBILITIES

The Senior Director of Development, College of Science & Engineering will

- define and communicate specific needs and develop priorities for private support in coordination with the Dean and Associate Vice President;
- develop appropriate fundraising strategies including prospect identification, cultivation, solicitation, and stewardship activities;
- maintain a major gift portfolio of 110 prospects and donors to meet agreed upon philanthropic goals;
- maintain an active schedule of meaningful visits and contacts, solicitations, closing gifts, and stewardship;
- personally identify, cultivate, and solicit prospective donors for major and principal gifts;
- collaborate with other development officers and alumni relations and annual fund divisions through the prospect management system and contact reports to ensure coordination efforts with donors and prospects;
- develop an annual business plan based on development office and college priorities in coordination with the Dean and Associate Vice President;
- provide advice on fundraising related development programmatic to the Dean and college;
- work collaboratively with other fundraisers, volunteers, and academic leadership on campus;
- maintain a current understanding of priorities and programs relative to the college, SF State, and the region;
- support donor relations and stewardship programs; and
- attend and provide support to college or university related special events, and other community activities.

KEY COLLEAGUES



Lynn Mahoney, Ph.D.
President

Lynn Mahoney serves as the 14th President of San Francisco State University, one of the nation's premier urban comprehensive universities. She leads more than 3,900 faculty and staff as they serve a student population of nearly 30,000. The first woman appointed to serve as the university's President in a permanent capacity, Mahoney succeeded Leslie E. Wong, who retired in July 2019. Mahoney has spent her academic career working on issues related to enhancing student learning and faculty success and is committed to providing San Francisco State students with an exceptional educational experience.

Prior to her appointment at SF State, Mahoney served as Provost and Vice President for Academic Affairs at California State University, Los Angeles. Earlier in her career, she served as the Associate Vice President for Undergraduate Studies and Interim Vice Provost and Dean of Undergraduate Studies at California State University, Long Beach. Mahoney served in a variety of leadership roles at Purchase College, State University of New York, including Associate Provost for Integrative Learning and Vice President for Student Affairs.

President Mahoney has been recognized for her work in support of student success and academic excellence by the CSU Long Beach Office of Students with Disabilities, the Purchase College Student Government Association, and the United University Professions.

Mahoney received a bachelor's degree in American Studies from Stanford University and a Ph.D. in History from Rutgers University. She is the author of *Elizabeth Stoddard and the Boundaries of Bourgeois Culture* and has lectured extensively on the construction of whiteness in the U.S. and the construction of gender globally.



Carmen Domingo, Ph.D.

Dean, College of Science and Engineering

Carmen Domingo was appointed Dean of San Francisco State University's College of Science & Engineering in March 2019. The first woman to be appointed to the position, Domingo had been interim dean since August 2017 and a faculty member in the Department of Biology since 1997.

As a Latina scientist, Domingo is part of a select group nationwide: Only 3 percent of U.S. higher education administrators are Hispanic/Latino, according to a 2017 report by the College and University Professional Association for Human Resources.

Domingo's research focuses on how tissues form during embryo development. Over the past 20 years she has mentored more than 75 students in her lab while also leading numerous initiatives to improve student success in the sciences. A particular focus of Domingo's has been to build innovative grant-funded training programs to give students the opportunity to conduct scientific research and develop their professional skills. Collectively, these programs have brought over \$35 million to campus.

Domingo oversees more than 160 faculty members and serves a student body of more than 7,000 in which 48 percent are women and 71 percent are ethnic minorities, making it uniquely diverse in the sciences. With the university's focus on equity and CoSE's research strengths in a variety of subject areas, Domingo believes the college is poised to contribute to scientific solutions to some of the world's most pressing challenges.

Domingo obtained her bachelor's degree in biological sciences from the University of California, Irvine and earned her Ph.D. in molecular and cell biology from the University of California, Berkeley.



Jasmine Minato

Associate Director of Development

Jasmine Minato is the Associate Director of Development for the College of Science & Engineering. Minato began her career at SF State in August 2019. Her responsibilities include new donor acquisition strategies, cultivation and solicitation of leadership and select major donors to the college, coordination of gift solicitation tactics for planned giving & corporate gifts, and pipeline development of leadership level donors to key initiatives such as the Dean's Fund, academic department funds and scholarships. Prior to joining the staff at San Francisco State, Minato worked at Brown University in the Office of Advancement as a Development Associate and formerly worked for a political strategist and campaign finance firm in Oakland. Minato holds a B.A. in Political Science & Public Policy from the University of California, San Diego. Minato is a

native of San Francisco and serves on the Board of Directors for the San Francisco Women's Political Committee. Minato's professional development goals include a CFRE certification and attending conferences on diversity and women's philanthropy. Minato hopes the next Senior Director is a coffee aficionado.

PREFERRED QUALIFICATIONS

San Francisco State University seeks a Senior Director of Development, College of Science & Engineering with

- a demonstrated track record of successful in-person solicitations, cultivation, and closing of major gifts of \$25,000 - \$1 million or more;
- demonstrated experience and effectiveness in cold-calling, prospect identification, and an ability to build relationships with major gift prospects and donors;
- proven experience in successfully developing and implementing cultivation and solicitation strategies for major gifts, including the preparation of proposals and related materials;
- an ability to manage time and priorities, to respond to and meet deadlines;
- outstanding organizational and analytical skills;
- excellent oral and presentation skills, writing, and editing skills;
- an ability to interact effectively with a broad range of constituents, inspiring donors, faculty, and others to take action and ensuring a rewarding experience;
- deep appreciation and understanding of the university and the ability to articulate academic goals and values with an ethnically and culturally diverse community; and
- knowledge of fundraising databases and Microsoft Office suite.

A bachelor's degree is required for this position as is at least seven years of proven fundraising experience. A master's degree is preferred.

DIVERSITY, EQUITY, AND INCLUSION

As part of the California State University System, San Francisco State University is committed to fostering a vibrant community of diverse students, faculty, staff, and administrators..

Widely recognized for its inclusive policies and outreach, the CSU System is home to an incredibly diverse student body across all its campuses. Likewise, the system employs faculty and staff of every race, ethnicity, gender, age and background. The average age of all CSU employees (including full time and part time) is 47.8 years, and 43.4 percent of all employees are over 50 years old. Forty-two percent of all employees and 46 percent of full-time employees are minorities. A continued increase in the hiring of female professors has created a rich talent pool of full-time faculty that is now more than 49 percent female. The university seeks to invest in talented people across the entire spectrum of backgrounds and experiences; in doing so, it can increase the range of perspectives available to students in the classroom. Expanding diversity at the CSU serves to expand the horizons of its students, support their academic success, and better prepare them to be part of a globalized workforce.

SALARY & BENEFITS

San Francisco State University offers a competitive salary and benefits package.

LOCATION

This position is located in San Francisco, California.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of San Francisco State University.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit:

[Senior Director of Development, College of Science & Engineering, San Francisco State University.](#)

To nominate a candidate, please contact Anne Johnson:

annejohnson@aspenleadershipgroup.com.

All inquiries will be held in confidence.