



**DIRECTOR OF DEVELOPMENT, SCHOOL OF LEADERSHIP AND EDUCATION SCIENCES  
UNIVERSITY OF SAN DIEGO**

**San Diego, California**

[University of San Diego](http://www.sandiego.edu)



The Aspen Leadership Group is proud to partner with the University of San Diego in the search for a Director of Development, School of Leadership and Education Sciences.

The Director of Development, School of Leadership and Education Sciences will be responsible for major gift fundraising duties for the School and university-wide priorities. Working with the Associate Vice President and the Dean, the Director will develop a comprehensive fundraising program for private support from faculty, staff, alumni, parents, friends, corporations, foundations, and individuals in the San Diego community and across the country at all levels of giving to the university but with particular emphasis on major gifts of \$25,000 or more.

The University of San Diego is set at the edge of an international gateway on a campus that's consistently ranked among the nation's most beautiful. Its focus on academic excellence — inspired by faith, infused with contemporary Catholic values and nurtured in a warm, community environment — empowers innovative, confident, original thinkers to make positive contributions by confronting humanity's urgent challenges in places near and far. San Diego's proximity to the U.S./Mexico border, where communities and cultures converge, provides its students and faculty members with unique opportunities to learn, to put theory into action, and to find new ways to lead purposeful lives.

With more than 8,000 students from 85 countries and 50 states, the University of San Diego is the youngest independent institution on the *U.S. News & World Report* list of top 100 universities in the United States. Its small class sizes, compassionate culture, unique learning opportunities, study-abroad opportunities, and state-of-the-art resources ensure that graduates of its undergraduate and graduate programs succeed after graduation and throughout their lives.

The University of San Diego is a Roman Catholic institution committed to advancing academic excellence, expanding liberal and professional knowledge, creating a diverse and inclusive community, and preparing leaders who are dedicated to ethical conduct and compassionate service. The University of San Diego expresses its Catholic identity by witnessing and probing the Christian message as proclaimed by the Roman Catholic Church. The university promotes the intellectual exploration of religious faith, recruits persons and develops programs supporting the university's mission, and cultivates an active faith community. It is committed to the dignity and fullest development of the whole person. The Catholic tradition of the university provides the foundation upon which the core values listed below support the mission.

As a Catholic institution, the University of San Diego seeks to represent the diversity and beauty of God's creation as a way to understand and work to eliminate injustices on its campus, in its local community, and around the world. The university is committed to creating a welcoming, inclusive, and collaborative community and values students, faculty, and staff from different backgrounds and faith traditions. As a university committed to academic excellence, it strives to include diverse perspectives as a way of maximizing the transformative potential of learning, teaching, and scholarship.

## **SCHOOL OF LEADERSHIP AND EDUCATION SCIENCES**

The School of Leadership and Education Sciences at the University of San Diego believes in academic excellence, innovation, and a strong commitment to equity and inclusion. It educates, engages, models, mentors, and challenges the campus community to promote social justice and ignite meaningful change in a diverse society. The School of Leadership and Education Sciences is rooted in social justice, led by compassion, inspired by curiosity, and driven by this shared vision.

Mother Rosalie Hill Hall on the University of San Diego campus is home to the School of Leadership and Education Sciences' vibrant and vision-driven collective of academic departments, centers, and institutes. The School combines innovation with introspection, academics with real-world application, and study with social impact.

Its nationally-accredited programs span the realms of leadership, teaching, and counseling, both at graduate and undergraduate levels. All are approached with an emphasis on social justice, multiculturalism, and a determination to forge a better world together.

The School of Leadership and Education Sciences is currently ranked by *US News and World Report* as one of the Top 100 Graduate Education Programs, as well as in the top 50 Best Online Graduate Education Program nationally. The second-oldest academic unit at the university, the School stays true to its original mission to combine educational equity and compassionate service. The School includes four academic departments, ten degree programs, two institutes, two centers, and seven credential and certificate programs—as well as nearly a thousand students. Its departments now offer ten degree programs with multiple specializations, as well as seven credential programs and seven certificate programs. It also offers undergraduate minors in Leadership Studies, Education, and Naval Sciences.

## **REPORTING RELATIONSHIPS**

The Director of Development, School of Leadership and Education Sciences will report to the Associate Vice President, Sandra Ciallella, J.D., and have a dotted reporting line to the Interim Dean, Dr. Joi Spencer.

## **FROM THE ASSOCIATE VICE PRESIDENT**

*The University of San Diego sets the standard for an engaged, contemporary Catholic university where innovative changemaking is our north star. It is incredibly exciting and inspiring to be working at a university that fosters a university-wide ecosystem that strengthens the collective capacity of our students, faculty, staff, and community partners to address humanity's most urgent challenges through meaningful, sustainable, and innovative collaborations to advance USD's mission. Members of the university development team are uniquely positioned to be a part of changemaking every day as they work with numerous constituencies within the university community as well as our engaged alumni, parents, and friends.*

*The School of Leadership and Education Sciences (SOLES) shapes the future by educating and empowering professionals to enact social justice, enhance human dignity, and improve the quality of life of diverse individuals, families, and communities. SOLES has the unique privilege of educating the next generation of equity-minded nonprofit leaders, educators, therapists, and counselors. Professionals trained in SOLES will go on to impact the world in profound ways. SOLES graduates go on to serve some of our most vulnerable communities and individuals. Their expertise will strengthen schools and universities, increase and improve mental health options for underserved communities, and build stronger nonprofit organizations.*

*SOLES is an open, collaborative, welcoming, and growth-centered organization. Members of the SOLES community are highly engaged, active, and responsive to the needs of local and global communities. This high engagement makes SOLES an ideal place to work, design impactful initiatives, and to create change. The Director of Development will play a central role by making SOLES' high quality educational opportunities accessible to many deserving and diverse students.*

*SOLES has nationally recognized faculty, programs, centers, and Institutes who actively conduct research, participate in grant competition,s and design and deliver transformative, student-focused, curriculum and instruction.*

*Established in 2002, the Nonprofit Institute (NPI) was conceived in recognition of the need to build an MBA-type program tailored to nonprofit professionals, to support and strengthen the growing field of nonprofits and philanthropy across the San Diego region. NPI is committed to providing education, training, and research to build leaders and strengthen organizations that help meet critical community needs. It envisions a world where ethical, compassionate leaders and strong organizations are working together toward a more inclusive, just society and healthy planet.*

*As NPI approaches its 20th anniversary in 2022, its goal is to grow its endowment. The Eichen Challenge, established by NPI graduate Paul Eichen and his wife, Susan Flieder, provides matching funds up to \$2.5 million to build the NPI endowment. Some may call it getting the biggest bang for your buck. Others may call it being a force multiplier. At USD, when we have the chance to expand the difference we're making — with one person or millions of people — we call it being Changemakers. The Director of Development, working with the NPI Executive Director, will help lead this challenge to its successful conclusion.*

*Another exciting institute at SOLES is the Jacobs Institute for Innovation in Education, established by Irwin Jacobs, founder of Qualcomm, and his wife Joan. The Jacobs Institute is a non-profit R&D institute powering inclusive innovation and leadership in education. The institute engages in pioneering research and evaluation, development of innovative curriculum and technologies, and supports professional learning grounded in the learning sciences. Over the past eight years, the Jacobs Institute has established itself as a credible and important voice in education, particularly in advancing innovation and equity in our schools.*

*As a Director of Development, there are countless ways to make an impact at SOLES. The Director of Development will have the opportunity to work closely with the Dean, institute leaders, faculty, researchers, and students.*

—Sandra Ciallella, J.D., Associate Vice President

## **PRIMARY RESPONSIBILITIES**

The Director of Development, School of Leadership and Education Sciences will

- initiate, cultivate, solicit, and steward annual, special, major gift, deferred and estate gift prospects for all fundraising priorities for the School and the university;
- work closely with the Offices of Advancement Services, Alumni Relations, Parent and Family Relations, and other directors of development throughout the university to identify new qualified major gift prospect alums, parents, friends, faculty, corporations, and foundations;
- work closely with the Office of Foundation Relations to assess, research, clear, and identify foundation prospects for the School's priorities;
- draft proposals for major gift requests for capital project naming opportunities, scholarships, Centers and Institutes, Chairs and Professorships, and other priorities;

- work with the Dean to identify and cultivate advisory board members;
- work closely with University Events and Partnerships to cultivate sponsorship opportunities and plan special events;
- work closely with central University Marketing and Communications to plan and coordinate fundraising communications, publications, and brochures;
- communicate with stakeholders regarding the availability and restrictions of funds;
- serve as the project manager for the School's development budget, developing and managing the annual operating plan;
- identify and coordinate the efforts of volunteers and other staff members to be involved in the cultivation and solicitation process; and
- oversee the day-to-day administration of the School's Office of Development.

### KEY COLLEAGUES



**Sandra Ciallella, J.D.**

**Associate Vice President**

Sandra Ciallella is currently the Associate Vice President for Development in the University Relations Division at the University of San Diego, a position she took in September 2004. Ciallella's role at USD is to work with high net worth alums, parents, and friends of the university to secure major and planned gifts. She is responsible for the management of the offices of Planned Giving, Foundation Relations, and Parent and Family Relations as well as central and school-based major gift officers.

Prior to joining USD, Ciallella worked for nine years at Scripps Foundation for Medicine of Science where she began her development career as Associate Director of Gift Planning. At the time that she left Scripps to join USD, she held the position of Senior Vice President for System Development. In that role she was responsible for not only the management of the Scripps' gift planning program but also oversight of the development officers assigned to four hospitals and the Scripps Cancer Center for Scripps Health.

Prior to embarking on her development career, Ciallella practiced law in the areas of estate planning and probate, real estate and business transactions, and tax dispute and planning.

Ciallella received her B.S. in Accounting from Penn State University and her J.D. from the University of San Diego School of Law.



**Joi Spencer, PhD**

**Interim Dean & Professor, School of Leadership and Education Sciences**

Dr. Joi Spencer is Interim Dean and Professor in the School of Leadership and Education Sciences at the University of San Diego. Her work sits at the intersection of mathematics education, teacher education, and educational equity and seeks to interrogate, investigate, and improve the mathematics learning opportunities of African American and other minoritized youth. Towards this end, Dr. Spencer, along with colleagues Perla Myers and Odesma Dalrymple, design and run STEAM Academy, an interactive summer experience for middle and high school students from under-served, minority communities in San Diego. Dr. Spencer is also currently

CO-PI on NSF's Informal Science Learning Grant, "Bridging the World of Work and Informal STEM

Education." This study seeks to understand how culturally responsive and sustaining STEM learning experiences can be built for Latinx students. Dr. Spencer recently chaired the Editorial Board for the *Journal for Research in Mathematics Education (JRME)* and is the President of the California Association of Mathematics Teacher Educators (CAMTE). In addition to her work in mathematics education, Dr. Spencer developed the PhD in Education for Social Justice program at University of San Diego, which welcomed its first cohort in Fall 2019. Her most recent publication, *Access, Power and Participation in Mathematics Classrooms* captures the role of observation in advancing equity in the teaching and learning of mathematics.



**Richard P. Virgin**

**Vice President, University Advancement**

Richard P. Virgin (Rick) became the Vice President for University Advancement at the University of San Diego on August 1, 2018. His previous leadership position was as Vice President of University Relations at Creighton University in Omaha, Nebraska, where he served as the chief fundraiser and philanthropic strategist. Virgin led the successful *Ignite the Greatness* campaign that culminated in the first named college at Creighton, the Heider College of Business. He has a solid reputation for creating high-performing teams, establishing strong relationships with boards and senior leadership, and coaching and mentoring staff at all levels.

He has more than 20 years of development leadership experience spearheading successful fundraising campaigns and establishing a significant record of accomplishment securing major and transformational gifts at Creighton University, George Mason University, and The George Washington University. As a member of Hispanics in Philanthropy and Board of Trustee's member of Partnership 4 Kids, Virgin also brings with him a commitment to community service.

Rick, his wife Kathleen Rapp, their daughter Kennedy, and a puppy named Scout, now reside in San Diego not far from the beach.

## **PREFERRED COMPETENCIES AND QUALIFICATIONS**

The University of San Diego seeks a Director of Development, School of Leadership and Education Sciences with

- an ability to write and apply for private foundation grants;
- knowledge in the full spectrum of philanthropic fund development, including special gifts, major gifts, capital campaigns, annual giving, special events, prospect research, proposal development, and gift planning;
- an ability to cultivate, solicit, close, and steward major gifts (\$25+);
- cultural competency and sensitivity as well as an ability to understand different cultural contexts and viewpoints, demonstrate respect for others, adapt to different cultural settings; and accept cultural differences;
- a commitment to diversity, inclusion, and social justice;
- excellent oral and written communication skills, including public speaking, and an ability to communicate positively and effectively with a diverse audience including faculty, advancement professionals, academic administrators, senior executives, volunteers, and trustees;
- an ability to recruit, organize, and manage salaried or volunteer personnel as well as direct any individuals or committees of influence and affluence in fundraising protocols and competencies;
- a commitment to working as a member of a team and collaborating with colleagues;

- managerial and leadership skills and an ability to inspire confidence, to motivate, and to persuade;
- knowledge of trends and issues in higher education and philanthropy; and
- an ability to utilize Microsoft Office applications with fluency and an ability to become proficient with new technologies and CRM platforms.

A bachelor's degree is required for this position as is at least five years of experience in fundraising, including demonstrated management and administrative skills. Experience in higher education is preferred.

## **DIVERSITY, INCLUSION, SOCIAL JUSTICE, INCLUSIVE EXCELLENCE, AND EQUITY**

**Diversity** at the University of San Diego results from the intentional gathering of varying perspectives that foster institutional excellence and genuine community relationships. Valuing diversity means recognizing and honoring the strengths each person brings to the community as it collectively confronts humanity's urgent challenges. In teaching and learning, diversity refers to difference, understood as an historically and socially constructed set of value assumptions about what/who matters that figures essentially in power dynamics from the local to the global. Some differences have been made to matter more than others.

**Inclusion** describes the institutional processes that incorporate and promote diversity. Inclusion refers to how institutional practices, policies, and habits transform to include diverse people and perspectives, especially those from underrepresented and underserved groups. The ongoing and adaptive practice of inclusion impacts campus culture and climate.

**Social Justice** operates centrally in Catholic social teaching. Social justice entails identifying and contesting processes in which power and privilege utilize diversity for inequitable outcomes along intersecting lines— race, class, gender, sexual orientation, religion, ability, and more— that inhibit democratic empowerment, civil and human rights.

**Inclusive Excellence** is synonymous with institutional excellence; high-quality education relies on engagement and inclusion with diverse perspectives. Inclusive excellence means commitment to diversity and equity in all of their forms, including a diversity of ideas, of people, and the opportunity to learn from and with diverse peers.

**Equity** is the process of modifying practices that have intentionally or unintentionally disadvantaged a particular group. The outcome of equity is that all people have an equal opportunity to succeed in reaching equality in outcomes.

## **SALARY AND BENEFITS**

The University of San Diego offers a competitive salary and benefits package.

## **LOCATION**

This position is located in 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 San Diego to advance academic excellence, expand liberal and professional knowledge, create a diverse and inclusive community, and prepare leaders who are dedicated to ethical conduct and compassionate service.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit:

[Director of Development, School of Leadership and Education Sciences, University of San Diego.](#)

To nominate a candidate, please contact Don Hasseltine:

[donhasseltine@aspenleadershipgroup.com.](mailto:donhasseltine@aspenleadershipgroup.com)

*All inquiries will be held in confidence.*