



ASSISTANT VICE PRESIDENT FOR DEVELOPMENT

BROWN UNIVERSITY

Remote – Providence, NYC, or California Preferred



BROWN

The Aspen Leadership Group is proud to partner with Brown University in the search for an Assistant Vice President for Development.

The Assistant Vice President for Development will work in close collaboration with the Senior Vice President for Advancement and the Advancement Executive Team in the development of programs, initiatives, and policies for the Advancement team. The Assistant Vice President will have primary responsibility for two fundraising areas: the Brown Annual Fund and fundraising efforts in support of Brown's Diversity, Equity, and Inclusion (DEI) initiatives, with potential for growth into management of other areas of advancement. The Assistant Vice President will manage a small portfolio of prospects as well as work to develop initiatives that will engage the Brown community of students, faculty, and staff with the engagement and fundraising work of Advancement. The Assistant Vice President will fulfill the vision and mission of the Advancement Division in an organized, effective, innovative, and cost-effective manner, upholding University policies and management guidelines and promoting excellence in talent management, fiscal responsibility, and performance measures.

Brown University is a leading research university distinct for its student-centered learning and deep sense of purpose. Its students, faculty, and staff are driven by the idea that their work will have an impact in the world. Founded in 1764, Brown is home to world-renowned faculty, and an innovative educational institution where the curiosity, creativity and intellectual joy of students drives academic excellence. Brown is a place where rigorous scholarship, complex problem-solving, and service to the public good are defined by intense collaboration, intellectual discovery and working in ways that transcend traditional boundaries. Providence, Rhode Island — Brown's home for more than two and a half centuries — is a vibrant place to live, work, and study, a stimulating hub for innovation, and a city rich in cultural diversity.

Brown students and faculty are tackling the nation's opioid crisis. Planning the next Mars landing site. Uncovering the locations of ancient civilizations. Advising world leaders on new political models. Exploring new frontiers in multimedia arts. In each of their intellectual endeavors, its scholars and researchers are uncommonly driven by the belief that their work must — and will — have an impact in their communities, in society, and the world. Brown is a learning community grounded in a commitment of respect for the diversity of viewpoints that is fundamentally essential to intellectual discovery. It encourages the right of all individuals to express ideas and perspectives — and it embraces the value of vigorous debate in pursuit of knowledge.

Brown's academic excellence is rooted in a student-centered model of learning. The Open Curriculum is a flexible but rigorous approach to education that pushes students to be creative thinkers, intellectual risk-takers, and entrepreneurial problem-solvers. Brown undergraduates enjoy the freedom to study what

they choose and the flexibility to discover what they love. Students leave Brown prepared to thrive as independent, innovative leaders, no matter what path they choose. Brown's graduate and professional programs offer intensive learning and research experiences that respect and develop each scholar's interests and ideas within their intended specialty — equipping them with the tools they need to become the next generation of leaders in their fields.

Brown brings people together in creative, unexpected ways. By transcending boundaries between fields of study, scholars are better equipped to create opportunities, address challenges and explore areas of inquiry ripe for discovery. This intensely collaborative culture infuses all of the University's endeavors.

REPORTING RELATIONSHIPS

The Assistant Vice President for Development will report to the Senior Vice President for Advancement, Sergio Gonzalez.

FROM THE SENIOR VICE PRESIDENT FOR ADVANCEMENT

Brown Advancement has built a collaborative and high-performing team over the past several years, committed to excellence and to promoting Brown's core values. We have enjoyed working together to achieve tremendous results, including a record-setting \$430.5M in FY21 when circumstances forced us entirely remote. We work very closely with University leadership, including President Christina Paxson who is a terrific leader and partner in our Advancement work.

We seek in the Assistant Vice President position an insightful, collaborative, and dedicated leader who will have the opportunity to have a significant impact in key areas for our team and the University. These areas include our continuously expanding work on Diversity, Equity, and Inclusion – a top presidential priority – our best-in-class Annual Fund, and the engagement of students, faculty, and staff in our team's work.

We offer an environment committed to diversity, fulfillment, impact, and enjoying our work and collaboration along the way. In years to come, we anticipate building on our success and leading initiatives that will impact our students and the world in magnificent ways. We are inspired every day by this mission.

–Sergio Gonzalez, Senior Vice President for Advancement

BROWN UNIVERSITY'S COMMITMENT TO DIVERSITY, EQUITY, INCLUSION, AND ANTI-RACISM

Both diversity and inclusion are central to Brown's mission of creating knowledge and preparing students to serve the community, the nation, and the world. Its commitment to diversity, which is highlighted in Brown's strategic plan, [Building on Distinction](#), means attracting exceptionally talented faculty, students, and staff with the breadth of backgrounds and experiences critical to fostering a vibrant intellectual community. Its commitment to inclusion means sustaining a campus culture in which each individual's humanity and dignity are acknowledged and accorded the full respect of the entire University community, and in which each individual's equal standing as a member of that community is assured.

Institutions of higher education, including Brown, have more work to do to fully include people from historically underrepresented backgrounds. To confront this reality and its enduring legacies, Brown has committed to transforming the policies, structures, and practices that have led to the exclusion — rather than the meaningful inclusion — of members of the community. The [Diversity and Inclusion: An Action](#)

[Plan](#) was developed through an engagement process involving broad campus-wide discussion and input, and outlines a set of concrete, achievable actions to make Brown a more fully diverse and inclusive community. Brown is committed to achieving both diversity and inclusion, establishing that both are integral to the highest and most rigorous academic standards. An institution must be inclusive to ensure that diversity becomes a valued asset that promotes the advancement of knowledge, learning, and development, and a sense of belonging for all who live, work, and study at the University.

PRIMARY RESPONSIBILITIES

The Assistant Vice President for Development will

- oversee the Brown Annual Fund and the diversity, equity, and inclusion fundraising program, focused on achieving aggressive annual and comprehensive fundraising goals and generating significant revenues in support of University priorities;
- oversee the Division's strategy for DEI engagement and fundraising, including
 - fundraising efforts and volunteer and engagement opportunities with alumni of color and affinity groups;
 - setting annual strategic goals, in concert with the Office of Institutional Equity and Diversity and Brown University's Diversity and Inclusion Action Plan;
 - working closely with the Alumni Relations Engagement team and the Brown Annual Fund team in the implementation of DEI engagement initiatives; and
 - working with alumni affinity groups to keep them connected to and invested in Brown, and coordinate efforts with Brown centers including the Center for the Study of Slavery and Justice (CSSJ), and the Center for the Study of Race and Ethnicity in America (CSREA);
- work with the Senior Vice President for Advancement and other Executive Team members to develop initiatives to enhance the awareness of Advancement's work and the impact of the culture of philanthropy among the Brown community;
- develop initiatives that will enhance the participation of students, faculty, and staff in Advancement's engagement and fundraising work; and
- manage a small portfolio of highly-rated donors and prospects and support Brown's campaign by inspiring and motivating donors to support University priorities with significant philanthropic gifts through collaborative fundraising, engagement, and stewardship strategies.

LEADERSHIP AND KEY COLLEAGUES

Sergio Gonzalez

Senior Vice President for Advancement

In August, 2017, Sergio Gonzalez assumed the role of Senior Vice President for Advancement at Brown University, overseeing alumni relations and fundraising programs. He previously was the Senior Vice President for University Advancement and External Affairs at the University of Miami.

Gonzalez has been the architect and leader of two successful fundraising campaigns at the University of Miami that together raised more than \$3 billion. In his most recent role at the University of Miami, he oversaw all fundraising, alumni relations, communications, and community relations.

At Brown, Gonzalez oversees Advancement areas across the university, including the Office of Development, Office of Alumni Relations, Foundation Relations, the Office for International Advancement, the Brown Sports Foundation, the Brown Annual Fund, and others. He reports to Brown President Christina Paxson and serves as a member of the President's Cabinet.

Gonzalez arrived at the University of Miami in 2001, working closely with former university President Donna Shalala and current President Julio Frenk, along with the university's Board of Trustees and academic deans, to implement an ambitious strategic plan. He staffed several committees of the University of Miami's Board, oversaw a staff of more than 300 employees, and developed strategies for major university initiatives and crises.

Gonzalez led two successful fundraising campaigns at the University of Miami, *Momentum* and *Momentum2*, which collectively raised more than \$3 billion, including three separate gifts of \$100 million. Gonzalez was the visionary for the implementation of a university-wide brand strategy, which has been recognized as a national model. Another of his significant accomplishments was the creation of the university's first comprehensive parents program.

Before his role at the University of Miami, Gonzalez served as Chief of Staff for the Miami-Dade County Executive Mayor. He previously was a senior executive in Miami-Dade County government for more than nine years and also served as the Executive Director of the South Florida 1999 Super Bowl Host Committee. He was the first Executive Director of the Miami-Dade County Homeless Trust.

The recipient of numerous awards for his work in civic engagement and community service, Gonzalez has earned particular recognition for his efforts to help the homeless. In 2009, the Aspen Institute selected him as a Henry Crown Fellow, recognizing leadership, community involvement, and professional success. The Ronald McDonald House Charities honored Gonzalez in 2010 as one of 12 Good Men of South Florida.

Gonzalez is chair-elect of the Board of Trustees for the Council for Advancement and Support of Education (CASE). He serves on the Executive Committee, Audit and Enterprise Risk Management committee, Finance and Investment committee and chairs the Leadership and Governance committee. He also chairs the CASE U.S./Canada Regional Council. Gonzalez also chaired an annual CASE conference for Latin American university presidents and advancement practitioners over a number of years, and speaks frequently on the advancement profession to diverse audiences in the US and abroad.

Gonzalez holds a Bachelor of Science in foreign service from Georgetown University (international relations, law, and organizations, 1985) and a law degree from Columbia Law School (1988). He is licensed to practice law in Florida and Washington, D.C. and worked as a litigator for several law firms early in his career.

Jeanne Pecha

Vice President of Advancement Services and Development Support

Jeanne M. Pecha has worked in the nonprofit realm for over 14 years and is currently the Vice President for Advancement Services and Development Support at Brown University. In this role, Jeanne serves as the chief operating officer for the Division of Advancement. Her areas of responsibilities include the oversight of the following teams: talent management, advancement information services, gift accounting, gift compliance, data management, research and prospect management, donor relations and stewardship, special events and direct marketing, budget, human resources, and facilities. Jeanne serves as the key liaison between the division and Brown's academic leadership from an operations perspective. Currently, she serves on Blackbaud's Executive Advisory Board and is a member of their Higher Education Product Advisory Group. Jeanne has presented at various CASE and APRA conferences.

Prior to her arrival at Brown University, Jeanne served as the Associate Vice President of Advancement Services at the University of Miami. There she led the efforts of traditional advancement services teams as well as financial services, business operations, human resources, talent management, gift agreement review and approval, policy and compliance. Jeanne started her career in advancement at the Florida State University Foundation. As Vice President for Advancement Services, she strategically coordinated and guided the advancement support functions of the FSU Alumni Association, Seminole Boosters,

Ringling Museum, and FSU Foundation toward successful implementation of comprehensive university-wide advancement initiatives.

Jeanne has more than 25 years of experience with technology-based solutions in government, academia, and corporate sectors. She is an FSU alumna with a bachelor's degree in Chemistry. Her career has been spent divided between the sciences, education, and technology.

Her previous work experience at FSU was in the academic areas of the College of Human Sciences and the Department of Chemistry and Biochemistry. She also spent more than five years in public education in Brevard County, Fla. In Southern California, Jeanne worked in the aerospace industry providing logistics support to the U.S. Air Force. Her areas of responsibilities included programming, simulation development, budget and program management for missile and satellite programs. She began her career as a research and development chemist at Olin Corp, Winchester Division.

Lisa Donham

Vice President of Individual Giving and Academic Initiatives

As Vice President of Individual Philanthropy and Academic Initiatives, Lisa leads the development teams responsible for Domestic and International fundraising. Key programs include Principal Giving, Parent and Family Giving, the Brown University Sports Foundation, and regionally focused major and leadership giving. She also has oversight for the Academic Initiatives and Corporate and Foundation Relations teams who work closely with academic partners to advance key priorities in support of the University's Building on Distinction strategic plan. She also has responsibility for joint management of Biomedical Advancement and School of Public Health fundraising and engagement programs.

Lisa joined Brown Advancement in 2004, and has assumed roles of steadily increasing responsibility during her tenure. She is recognized for her collaborative approach and leveraging the strengths of partnerships that span teams.

Lisa previously was a principal consultant with American Management Systems specializing in change management and data driven program solutions for welfare reform and child welfare innovations. She danced professionally with Boston Ballet and Ballet Metropolitan prior to receiving her BA in Public Policy and American Institutions from Brown University.

PREFERRED COMPETENCIES AND QUALIFICATIONS

Brown University seeks an Assistant Vice President for Development with

- a desire to further the mission of Brown University: to serve the community, the nation, and the world by discovering, communicating, and preserving knowledge and understanding;
- experience working in the diversity, equity, and inclusion field as well as success in engagement and fundraising;
- an ability to develop and manage fundraising and volunteer programs, and an in-depth understanding of the advancement profession;
- an ability to effectively develop and lead a goal oriented professional staff;
- experience managing sizable budgets, personnel, staff development, and communications;
- an ability to implement best practices, performance metrics, and goal setting;
- experience as a fundraiser cultivating and soliciting major gifts;
- a track record of fundraising success, especially with campaign execution;
- knowledge of and experience with using data to drive fundraising strategy;
- an ability to shift priorities in response to unexpected data trends; and

- superior interpersonal skills with an ability to successfully interact and collaborate with a variety of groups exhibiting excellent written and oral communication skills, team-building skills, and demonstrating tact and diplomacy when working with internal and external constituencies.

A bachelor's degree is required for this position as is at least ten years of progressively responsible leadership and management experience in a complex higher education organization requiring the integration of various functions and departments and effective interaction with senior institutional leadership, administrators, and trustees.

SALARY AND BENEFITS

Brown University offers a competitive salary and [benefits package](#).

LOCATION

Brown University is located in Providence, Rhode Island. The Assistant Vice President may work remotely from Providence, New York City, or Northern or Southern California.

In order to maintain 90% or greater universal vaccination rates on campus, all newly hired employees at Brown University must receive the final dose of the COVID-19 vaccine before they begin work, unless they are approved for a medical or religious exemption.

APPLICATION INSTRUCTIONS

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

To apply for this position, visit:

[*Assistant Vice President for Development, Brown University.*](#)

To nominate a candidate, please contact Ron Schiller:

[*ronschiller@aspenleadershipgroup.com.*](mailto:ronschiller@aspenleadershipgroup.com)

All inquiries will be held in confidence.