



**SENIOR EXECUTIVE DIRECTOR OF DEVELOPMENT
UNIVERSITY OF CALIFORNIA SAN DIEGO**

San Diego, California

[University of California San Diego](https://www.ucsd.edu)

UC San Diego

ADVANCEMENT
University Development

The Aspen Leadership Group is proud to partner with University of California San Diego in the search for a Senior Executive Director of Development.

The Senior Executive Director of Development will coordinate with the Associate Vice Chancellor and Deans to assure that all development activities are in accordance with program priorities and policies. The Senior Executive Director will provide strong leadership in strategizing and facilitating opportunities for major gift fundraising from the community and alumni, and will carry a portfolio of top major and principal gift prospects. The Senior Executive Director will create an environment that enhances communication and encourages collaboration among General Campus, Health Sciences and all areas of Advancement.

The Senior Executive Director will provide leadership and overall program strategy in the planning, coordination, and implementation of fundraising for assigned units of the General Campus. In addition, the Senior Executive Director will be a principal architect of key fundraising strategies related to campaign goals and will partner with the Associate Vice Chancellor and campus leadership on strategic design, tactical implementation, and fundraising for the campaign.

The Senior Executive Director will also work with the Associate Vice Chancellor, Chief of Operations for University Development, and Advancement Budget office regarding resource management and any budgetary and financial issues and will be responsible for resource management, proposing annual budget requests, funding agreement input, assessing budgetary and staff requirements for all areas of responsibility, establishing and supervising performance metrics standards, and achieving fundraising goals collectively through managed units.

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.

REPORTING RELATIONSHIPS

The Senior Executive Director of Development will report to the Associate Vice Chancellor for University Development, Drew Hunsinger. The Senior Executive Director will serve as a member of the Senior Management Team for University Development, participating in the core team that provides strategic insight and guidance regarding fundraising programs, and will represent University Development in discussions with the Chancellor, Executive Vice Chancellor, Academic Affairs, Vice Chancellor for Advancement, and Deans. The Senior Executive Director will oversee a team of 22 fundraising professionals including five direct reports.

FROM THE ASSOCIATE VICE CHANCELLOR

Thank you for your interest in the Senior Executive Director of Development, University Development position and in becoming a member of the UC San Diego Advancement team. The Senior Executive Director fulfills a valuable executive role in Advancement, serving as a development leader 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 have the opportunity to lead philanthropic efforts across our General Campus and Scripps Institution of Oceanography and build on our current strengths to achieve a collaborative, inclusive, and fully integrated approach to transformative fundraising. In addition to leveraging a personal portfolio of interdisciplinary fundraising opportunities, the Senior Executive Director will lead and develop a 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 over 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 Senior Executive Director will embody this approach and will chart a course for the future embodied by 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

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

The Senior Executive Director of Development will

- conceive, create, develop, implement, evaluate, and manage a full range of development programs within University Development, including central office fundraising activities and central development support operations;
- work directly with the Associate Vice Chancellor to develop and implement a comprehensive, strategic, and dynamic fundraising infrastructure to support and sustain UC San Diego's complex fundraising programs;
- drive development strategies and outcomes, and ensure a robust pipeline of philanthropic support utilizing industry best practices;
- select, train, mentor, guide, direct, and evaluate staff including effective coaching and mentorship;
- provide effective leadership of assigned University Development units on issues relating to university policies and procedures, development policy, management controls, accountability, risk management, performance metrics and standards, and strategic planning;
- identify opportunities and financial resources to enable University Development to continue to advance philanthropic sustainability;

- undertake unique, sensitive, and confidential projects assigned by the Associate Vice Chancellor and participate in the ongoing development and implementation of short- and long-term goals, objectives, management strategies, and policies affecting University Development operations;
- work effectively and collaboratively with the Advancement Business Office regarding resource management and any budgetary and financial issues, including budget oversight, annual budget requests, development and implementation of funding agreements with University Development administration, and continual assessment of budgetary and staff requirements for all areas of responsibility;
- work effectively and collaboratively with the Associate Vice Chancellor, Chief of Operations for University Development, and appropriate Advancement colleagues regarding resource management, recruitment, onboarding, succession planning, professional development, mentorship, and training;
- ensure UC San Diego Principles of Community; Equity, Diversity, and Inclusion; and Affirmative Action goals are adhered to and represented in daily operations of the department;
- manage a personal portfolio of high capacity donors and donor prospects, with responsibility for raising principal and major gifts in consultation with the Associate Vice Chancellor and other appropriate leadership and/or frontline colleagues;
- personally identify, cultivate, solicit, and provide stewardship for gifts in excess of \$1M;
- with the Associate Vice Chancellor, set fundraising priorities and solicitation strategies for programs and projects initiated by administration and faculty in the \$1M+ range;
- engage the General Campus and Scripps Institution of Oceanography academic leaders and development staff in annual and multi-year planning and ongoing assessment of approaches in order to establish and sustain a donor-centered operation that serves the entire university; and
- direct, implement, and evaluate long- and short-range strategic planning.

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.

Lynsey Buerer

Chief of Operations, University Development

Lynsey Buerer joined UC San Diego's University Development leadership team in 2015. She serves as a strategic partner to the Associate Vice Chancellor, providing leadership and partnership across Advancement for service-oriented systems and policies; partners with Human Resources colleagues to create and execute strategic and comprehensive recruitment and onboarding programs for the University Development team; and provides vision and direction for the department's talent development, recognition, and retention programs.

In her prior role as Director of Donor Relations and Stewardship with the Advancement Operations and Campaign team, she led the first team focused on collaboratively designing institution-wide, comprehensive donor relations programming and chaired operational working groups that established campus-wide standards for donor relations and stewardship, defined best practices, and created tools that earned gold-standard regional and national CASE recognition. Lynsey began her career in development at San Diego State University, including progressively responsible roles in annual giving, campaign operations, and donor relations. She also served as the Secretary to SDSU's Campanile Foundation.

Lynsey earned a bachelor's degree in Social Welfare at UC Berkeley and completed graduate coursework in Sociology and Peace and Conflict Studies at Sydney University in Australia.

James Vermillion

Senior Director of Donor Strategy

James Vermillion has over twelve years of service at UC San Diego. Before joining the University Development central team, James was in the dual role of Director, Prospect and Relationship Management and Interim Director of Annual Giving/Direct Marketing. Notably, James was instrumental in the creation of the prospect management program, building a team that is responsible for furthering campus wide fundraising efforts through the initiation, coordination, and administration of prospect assignment, cultivation and solicitation strategies in collaboration with Advancement colleagues. James is former Chair and SoCal Regional Chair of the California Advancement Researchers Association (CARA)

and has been a member of several community advisory committees. Prior to joining UC San Diego, James held positions at Hostelling International and the Health Effects Institute. He is a graduate of Boston University.

As Senior Director of Donor Strategy, James plays a critical role overseeing significant philanthropic support for General Campus by managing and driving University Development's principal gift pipeline and helping inform strategic direction in collaboration with University Development leadership and key Advancement partners. He is responsible for utilizing statistical reporting tools to analyze growth trends, forecast program futures, and lead resources to their most productive uses with the aim to increase donor development and build a sustainable institutional donor pipeline inclusive of alumni, students, parents, faculty, staff and friends of UC San Diego.

PREFERRED COMPETENCIES AND QUALIFICATIONS

University of California San Diego seeks a Senior Executive Director of Development with

- knowledge and demonstrated success in all aspects of fundraising and donor relations, including principles, concepts, techniques and procedures;
- knowledge and demonstrated success in the design and implementation of identification, cultivation, and solicitation strategies and techniques;
- the skills needed to conceive, design, implement, and evaluate effective fundraising programs, including experience creating and implementing a fundamental plan for a successful campaign, including feasibility studies, identification of campaign projects, establishment of priorities, strategy, cultivation, and solicitation, negotiation, finalization of proposals and follow through, while providing leadership to Development staff;
- success raising funds by developing and implementing strategic solicitation fundraising plans that incorporate a concise definition of goals, targeted audiences, and strategies in-line with institution and academic goals in higher education and closing gifts with significant institutional impact from individuals, corporations, and foundations, both local and national;
- knowledge of leadership and management principles, concepts, and techniques;
- an ability to plan, train, and direct staff, and set priorities to direct others in the maintenance of established high standards of work production and ethics;
- a capacity to serve as an exemplary figure in character and ethical stature;
- an ability to achieve fluency in the achievements, vision, mission, goals, objectives, and issues of concern to the campus;
- leadership and management skills, including the skills needed to select, train, mentor, motivate, and evaluate all levels of staff;
- competency in and 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;
- an ability to inspire confidence by displaying a strong sense of ethical conduct that will effectively motivate and persuade diverse groups;
- the written, oral, and interpersonal communication skills needed to establish and maintain effective working relationship within all organizational levels of the university as well as with outside constituencies;
- an ability to communicate effectively one-on-one or in group settings, taking into account differences in social, cultural, professional, and educational backgrounds;
- excellent organizational skills and an ability to determine workload priorities, manage special projects, develop comprehensive timetables and strategies to meet multiple and constantly

changing deadlines, provide direction for a coordinated effort, and ensure accomplishment of objectives in a timely manner;

- strategic planning, critical thinking, analytical, and persuasion and negotiation skills;
- an ability to provide critical analysis, using sound judgment with realistic expectations for projected results;
- an ability to engage at a senior executive level including the ability to provide appropriate counsel and recommendations on a wide variety of issues that impact individuals which may be either internal or external constituents;
- an ability to identify, understand, analyze, and interpret complex written materials, situations, and concepts and effectively communicate results of analysis and recommend or implement effective courses of action to the Associate Vice Chancellor and Senior Management Team;
- success as a development officer in a highly sophisticated donor-centered fundraising environment as a direct-line fundraiser; and
- an ability to develop, design, and implement operational and procedural policies, new administrative policies, reports, procedures, and practices across complex units and management areas.

A bachelor's degree is required for this position as is at least seven years of advancement experience, preferably in a higher education environment.

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:

[Senior Executive Director of Development, University of California San Diego.](#)

To nominate a candidate, please contact Anne Johnson:

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

All inquiries will be held in confidence.