



**DIRECTOR OF DEVELOPMENT, COLLEGE OF HUMANITIES AND SCIENCES
VIRGINIA COMMONWEALTH UNIVERSITY**

Richmond, Virginia

[College of Humanities and Sciences, Virginia Commonwealth University](#)



The Aspen Leadership Group is proud to partner with Virginia Commonwealth University in the search for a Director of Development, College of Humanities and Sciences.

The Director of Development will create and execute the planning and implementation of the College's development and alumni activities. The Director of Development will focus on achieving individual and institutional fundraising goals and will drive all major gift activity for the College, while managing a portfolio of current and previous donors and new prospects. The Director of Development will cultivate and steward donor interest and involvement in the College that result in expanded and increased levels of giving. The Director of Development will inspire and manage development team members around a shared vision for the College's long-term success.

Virginia Commonwealth University, a major, urban public research university, was designated in 2013 by *U.S. News & World Report* as one of the nation's "up and coming universities, recognizing its promising and innovative changes in academics, faculty, student life, and research." VCU ranks among the top 50 public research universities in the country, according to the Center of Measuring University Performance, especially in the areas of faculty awards, doctorates granted, and number of postdoctoral fellows.

VCU enrolls more than 31,000 students in 226 degree and certificate programs in the sciences, arts and humanities across its campuses—the downtown Monroe Park and MCV Campuses, and campuses in Fairfax, Virginia, for the schools of Medicine and Pharmacy, and Doha, Qatar, for the School of the Arts. Hailed for its nationally ranked programs in the arts, social work and health sciences, VCU is a cutting-edge teaching and research university with an exceptional commitment to excellence, diversity, innovation and outreach. VCU secured \$271 million in sponsored research in FY16.

In 2009, Michael Rao, Ph.D. became the fifth President of VCU and President of the VCU Health System. Under his leadership, VCU developed and launched a new strategic plan, *Quest for Distinction*, which builds on the history of the institution and its strategic assets spanning academic medicine, engineering, life sciences, social sciences, and the arts. Through *Quest*, VCU works to meet the demands of diverse populations through impactful research, rigorous study, extensive community engagement, and university-wide commitment to human health.

COLLEGE OF HUMANITIES AND SCIENCES

The College of Humanities and Sciences is the foundation of educational and intellectual life at Virginia Commonwealth University and houses core disciplines in the natural sciences, social sciences, and humanities. The College of Humanities and Sciences is home to two schools, 17 departments, five centers and institutes, and three programs, including the Humanities Research Center. Five out of the top six largest undergraduate majors are in the Humanities and Sciences. Nearly 60% of VCU undergraduates have at least one major in the College of Humanities and Sciences. The College of Humanities and Sciences is the largest unit at Virginia Commonwealth University and serves around 14,000 students. Its students are a diverse group, coming from a variety of backgrounds. 60% of College of Humanities and Sciences students are from underrepresented minorities, while 20% are first generation. 95% of College students are from Virginia.

The College of Humanities and Sciences is home to the core curriculum courses for all VCU undergraduate students, preparatory programs for the health sciences and education in the liberal arts and sciences for future teachers. It offers innovative graduate and postgraduate degree programs in the sciences and humanities and unique interdisciplinary programs such as Media, Art and Text, Nanoscience and Nanotechnology, and the da Vinci Center for Innovation. It provides an education that enables students to link a foundation of understanding and knowledge with skills on which they can build careers, become responsible citizens, and continue lifelong learning.

The College of Humanities and Sciences also has the largest research profile on VCU's Monroe Park Campus, with more than \$20 million in grants awarded in 2019-20. In both teaching and research, the College takes seriously the responsibilities of being a leader at a public, urban research university. It stresses service learning and public teaching and focuses on impactful research that increases human knowledge and has a positive impact on the community and the world. The College achieves national and international recognition through the success of its students, through the advancement of the disciplines and professions represented by its programs and through the individual and collaborative research of its faculty.

REPORTING RELATIONSHIPS

The Director of Development, College of Humanities and Sciences will report jointly to the Dean of the College of Humanities and Sciences, Dr. Jennifer Malat and to the Associate Vice President for Development for the Monroe Park Campus, Michael Morelius. The Director of Development has direct supervision of two gift officers and a coordinator.

NOTE TO CANDIDATES

In 2020, Development and Alumni Relations completed the largest fundraising campaign in VCU's history, with donors contributing \$841.6 million. The Make It Real Campaign for VCU funded the critical initiatives that will become points of distinction for VCU long into the future.

DAR Vice President Jay E. Davenport, CFRE, leads the development and alumni relations teams across the institution. Now topping 240 staff, the development enterprise is a hybrid operation, with a strong central team dedicated to marketing and engagement, alumni relations, advancement services and centralized philanthropy services that include regional, planned and corporate and foundation giving. Each dean also has a development team that co-reports to DAR. Davenport is highly regarded as a national leader of university campaigns and recently co-chaired the national CASE conference on campaigns. He and his leadership team are dedicated to creating a sophisticated and diversified advancement operation that recruits, retains and grows its talent through targeted investments.

Jennifer Malat, Ph.D., Dean was drawn to the College of Humanities and Sciences because it's a vibrant place to work, where discovery and creativity go hand in hand. The College is focused on achieving equity in its students, faculty, and research through policies and practices that support all aspects of diversity. The College is a leader in university-community research and community partnerships, supporting its students and the Richmond community.

VCU has a large number of Pell-eligible and first-generation students who can't earn their degree without private philanthropy. The Director of Development's work will immediately impact the College's students, many of whom need support to pursue transformational education experiences, such as internships, service learning, and entrepreneurship incubator programs. In addition, the Director of Development for the College will enjoy working with and developing a high-performing team whose prospect pool and alumni base are the largest of any area at VCU.

–Michael Morelius, Associate Vice President for Development, Monroe Park Campus

PRIMARY RESPONSIBILITIES

The Director of Development, College of Humanities and Sciences will

- direct, plan, coordinate, and implement administrative and operational activities for the College's fundraising program, primarily through the coordination of major gift and leadership annual fund strategies;
- design and measure annual and long-range fundraising plans tied to the strategic needs of the College;
- manage a portfolio of approximately 80-100 of the College's top prospects;
- develop, in conjunction with senior leadership of the College, new opportunities for philanthropic fundraising while stewarding current relationships;
- serve as the key point person for the College for all philanthropic activities, goals, and programming;
- lead the College's development and alumni relations team, supervising, directing, motivating, and evaluating development support staff in order to assure consistency, quality, and quantity of work performed;
- develop and implement a plan for stewarding current relationships;
- audit internal operations in order to develop standardized procedures in keeping with university policies;
- coordinate the composing, editing, and publishing of fundraising reports;
- coordinate with external relations staff, including alumni, public relations, and communications, in order to ensure coordination of information to stakeholders and friends of the College; and
- develop, support, and evaluate campaign volunteer opportunities within the College, including recruitment and training of those volunteers.

KEY COLLEAGUES



Jennifer Malat

Dean, College of Humanities and Sciences

Jennifer Malat, Ph.D., is the Dean of the College of Humanities and Sciences at Virginia Commonwealth University and a professor of sociology. Her research focuses on how racial inequity affects the health of people in the United States, in particular how the system of racial inequality affects patients and health care providers' perceptions of medical encounters. Her most recent research examines how stress and social support over the life course affect birth outcomes. Malat's academic research on race and health has appeared in top journals including *Social Science & Medicine* and *Journal of Health and Social Behavior*, and has been funded by several organizations, such as the National

Institutes for Health, the National Science Foundation, Agency for Healthcare Research and Quality, March of Dimes, and Cincinnati Children's Hospital and Medical Center.

Before joining VCU, Malat served as Divisional Dean for Social Sciences in the College of Arts and Sciences at the University of Cincinnati. She also founded The Cincinnati Project, a research initiative that connects researchers in the College of Arts and Sciences with organizations that serve marginalized people to conduct research with a direct community benefit, and served as Director of the University of Cincinnati's Kunz Center for Social Research.

A native of Rochester, Minnesota, Malat earned her B.S. in sociology from the University of Minnesota and her M.A. and Ph.D. in sociology from the University of Michigan.



Jay E. Davenport, CFRE

Vice President for Development and Alumni Relations

Jay Davenport began his position as Vice President for Development and Alumni Relations in September 2017. Before joining VCU, Davenport served as Associate Vice President of Individual Giving and Campaign Management at Wake Forest University.

As VCU's Chief Development Officer, Davenport leads development and alumni engagement efforts for both the university and VCU Health. Areas under his purview include advancement services, alumni relations, annual giving, corporate and foundation relations, development and alumni communications, donor relations, regional philanthropy, and the university-wide development staff.

Davenport served in several roles at Wake Forest, including as Assistant Vice President of College Development, Assistant Vice President of Major Gifts, and Associate Vice President and Campaign Director. Previously, Davenport was Director of Development and team leader at Rice University and held fundraising positions as a college development director at the University of Memphis College of Business and Wright State University College of Engineering. He began his higher education career as an assistant dean of admissions at Wittenberg University in 1995.

Davenport holds a bachelor's degree in political science from Xavier University and a master's degree in higher education administration from Ball State University.



Michael Morelius

Associate Vice President for Development, Monroe Park Campus

Michael Morelius came to VCU from St. Edward's University, where he oversaw the completion of successful \$100 million "Campaign for St. Edward's." During his time there, he managed all major gift and planned giving officers responsible for portfolios of donors with minimum \$25,000 gift capacity as well as the corporate and foundation relations office and annual giving program.

His role at VCU is to help increase the fundraising efforts of the Monroe Park Campus schools and colleges, VCU Athletics, and the Institute for Contemporary Art.

From August 2011 to October 2015, Morelius was Director of Development for the College of Science for the Texas A&M Foundation. As team lead, he facilitated raising \$62 million. He managed a portfolio of 170 households capable of making commitments of \$100,000 or more and maintained an average of 21 donor and qualification visits per month.

Morelius was Director of Development at Rice University from October 2006 to July 2011. He began his fundraising career as a student caller at Texas A&M. Over the course of his career, he has directly helped to raise more than \$115 million.

He is a graduate of Texas A&M, where he earned a bachelor's degree in biology in 1999. He and his wife, Kristen, have two children, Kristopher and Brynne Leigh.

PREFERRED COMPETENCIES AND QUALIFICATIONS

Virginia Commonwealth University seeks a Director of Development, College of Humanities and Sciences with

- an ability to plan, execute, and close significant major and principal gifts at an institution of higher education, with a demonstrated track record of successful gift solicitations at the \$1M and above levels;
- experience serving as the chief strategist for complex gifts involving a variety of gifting vehicles, including deferred giving;
- experience working in a large, complex university or academic healthcare setting;
- professional credibility and maturity and an ability to engage and leverage senior administrative leadership, deans, faculty volunteer leadership, and other key stakeholders in building a successful campaign and organization;
- management skills that are consistent with bringing out the best in staff and instilling pride and ownership in a team effort;
- a deep appreciation for the mission and aspirations of VCU;
- a desire to play a meaningful role in the life of VCU and to share in the extended community; and
- a commitment to working in and fostering a diverse faculty, staff, and student environment and commitment to doing so as a staff member at VCU.

A bachelor's degree is required for this position as is at least seven years of professional experience in fundraising, public relations, marketing or a related field.

DIVERSITY, EQUITY, AND INCLUSION

VCU strives to ensure a climate of mutual respect and trust where individuals of differing cultural backgrounds, identities, abilities, and life experiences are embraced, engaged, and empowered to drive excellence and achieve success. Every member of the university community has a stake in and responsibility for VCU's continual achievement of inclusive excellence. Every member of the university community should know VCU is a place where they can come and achieve their goals, and that VCU is invested in their success, health, and well-being. During the interview process, please be prepared to discuss your understanding of diversity and how you promote equity and inclusion in the workforce.

Virginia Commonwealth University is an equal opportunity/affirmative action university providing access to education and employment without regard to race, color, religion, national or ethnic origin, age, sex (including pregnancy), political affiliation, veteran status, genetic information, sexual orientation, gender identity, gender expression or disability. Women, minorities, veterans and persons with disabilities are encouraged to apply.

SALARY AND BENEFITS

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

LOCATION

Virginia Commonwealth University is located in Richmond, Virginia, a culturally diverse city surrounded by historic neighborhoods. VCU acts as a strong partner to and economic anchor for Richmond and its surrounding communities. Combined, VCU and the VCU Health System are the largest employer in the Richmond metropolitan area and the sixth-largest employer in the state of Virginia. VCU's Siegel Center has drawn crowds to the downtown area through its concerts, speakers, and university athletic events. Moody's, the national bond-rating agency, notes that the region's economy "has gained strength from education and health services anchored by VCU, which has invested \$655 million in the city's downtown since 2006."

Today, VCU continues to play an integral role in the economic health of the City of Richmond and the region—educating the current and future workforce, reaching out to the community, advancing research, and enhancing patient care. VCU and VCU Health System have a total economic impact of \$4 billion on Richmond and the surrounding area.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of the College of Humanities and Sciences – the pursuit of excellence in teaching, research, and public service – as well as the responsibilities and qualifications presented in the prospectus.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit:

[Director of Development, College of Humanities and Sciences, Virginia Commonwealth University.](#)

To nominate a candidate, please contact Don Hasseltine:

donhasseltine@aspenleadershipgroup.com.

All inquiries will be held in confidence.