

# ASPEN • LEADERSHIP • GROUP

## ADVANCEMENT LEADERSHIP POSITIONS

UNIVERSITY OF WASHINGTON

Seattle, Washington

<http://washington.edu>



UNIVERSITY *of*  
WASHINGTON

The Aspen Leadership Group is proud to partner with the University of Washington Advancement in its search for a group of experienced diverse advancement professionals who will accelerate the institution's continued ascent in the ranks of the world's great universities. The University of Washington and the Aspen Leadership Group believe that the university's capacity to reflect and respond to the rich diversity of society has a profound impact on its ability to fulfill its mission. UW Advancement prioritizes recruiting and retaining a diverse Advancement staff; doing so expands awareness, broadens appreciation, stimulates conversation and creativity, and enriches everyone's experience. UW Advancement is committed to the active, intentional, and ongoing engagement with diversity and to creating an inclusive environment where every colleague feels welcomed and valued; a place where everyone can unleash their full potential. The University of Washington is dedicated to the goal of building a culturally diverse and pluralistic team committed to educating and working in a multicultural environment and strongly encourages applications from minorities and women.

The University of Washington is one of the world's preeminent public universities. Its impact on individuals, the region, and the world is profound, whether it is launching young people into a boundless future or confronting the grand challenges of the time through undaunted research and scholarship. Ranked number 10 in the world in Shanghai Jiao Tong University's 2015 rankings, the University of Washington educates more than 54,000 students annually. The university's colleges and schools offer 1,800 undergraduate courses each quarter. It confers more than 12,000 bachelor's, master's, doctoral, and professional degrees annually.

University Advancement engages stakeholders in meaningful interactions that foster pride, advocacy, and philanthropic support for the University of Washington. Fulfilling its mission of advancing one of the leading public universities in the world requires it to build genuine, trust-based relationships, both internally and externally. University Advancement is built on a fully integrated model of support for the University of Washington that brings together development, alumni relations and communications, and marketing. In partnership with the University of Washington Foundation and the UW Alumni Association, University Advancement operates in a philanthropic environment that is able to respond to unique opportunities and support the university's progress toward its aspirations. It works to advance the goal of making the UW recognized globally as the greatest public university as measured by its impact on the lives of people around the world. Through its integrated model, it partners with dedicated professionals located in all corners of the university. Together, University Advancement works to elevate the global reputation of the university and instill passion in its supporters.

The centerpiece of its current effort is a campaign to raise \$5 billion, for Washington, for the world. This undertaking is the most ambitious campaign in the university's history. The *Be Boundless—For Washington, For the World* campaign goals center on transforming the student experience, driving the public good, expanding the university's impact, and empowering innovation. As of August 1, 2017 the campaign has raised \$4.18 billion against goal.

### PRINCIPAL OPPORTUNITIES

UW Advancement is a community of advancement professionals who have deep and meaningful relationships with their donors, alumni, and friends. They are committed to understanding the philanthropic sector intimately and are committed to advancing the mission of the University of Washington effectively.

It starts with you! Each new member of the advancement team brings a rich and complex point of view to the work, making it possible to see together what is often missed by a single perspective. University of Washington Advancement recognizes that to succeed in its pursuit of philanthropic support, the organization must reflect and represent the diversity of present and future donors, and is committed to making this goal a reality. UW Advancement's race-conscious strategy for diverse employee engagement is a holistic one. In order to hire strong, UW Advancement recognizes the reality of implicit bias in decision-making. In order to retain smart, they recognize the impact of micro-aggressions in the workplace. UW Advancement believes that cultural change begins with the individual, that policy change leads to greater systemic equity, and that this work is ongoing. UW Advancement's current initiatives include:

- Informing candidates of this focus on diversity early in the application process through specific interview questions
- Implicit Bias training for all hiring managers and interview panels with every vacancy
- Organization-wide trainings on white privilege, micro-aggressions, and institutional racism
- Monthly Equity Team meetings open to all Advancement staff, with a focus on shared experience, history, and workshop-style exercises
- An intranet resources page dedicated to diversity
- Foster cross-campus partnerships to accelerate systemic change

The University of Washington has been recognized as a "Great College to Work For" by the Chronicle of Higher Education. At the center of a large and diverse community, the university encourages broad representation and sustained participation by its students, its faculty, and its staff. Our best work is done together and University Advancement is committed to building, supporting, and retaining a robust team of highly engaged professionals. University Advancement is in the business of building relationships. Staff are encouraged to seek out opportunities for professional development and nurtured to reach for the next step. The University of Washington encourages its employees to be active participants in their professional development by providing a safe space for conversations about personal and professional enhancement and enrichment. This philosophy ensures an environment where staff are empowered to create a culture of inclusivity, creativity, and excellence. With a staff of over 600, and the most ambitious campaign in its history, the University of Washington is always looking for the best and brightest to join its team. Together we create impact!

## UNIVERSITY PARTNERS



### **Connie Kravas, Vice President**

Connie Kravas has been the University of Washington's Vice President for University Advancement and President of the University of Washington Foundation since 2001. As chief advancement officer for the University, Connie is a strong proponent of an integrated model that brings together fundraising, alumni relations, and marketing at both central and decentralized levels.



### **Dan Peterson, Senior Associate Vice President & Chief Budget Officer**

Dan Peterson joined the University of Washington in 2016 as Senior Associate Vice President and Chief Budget Officer for Advancement. He has served in senior leadership roles for four leading universities, most recently as the vice chancellor for institutional advancement at the University of Illinois at Urbana-Champaign. Dan is focused on fostering a best-in-class advancement organization at UW, in close partnership with college and unit leaders.



### **Christina Chang, Asst. VP for Finance, Talent Management & Administration**

Christina Chang is the Assistant Vice President for Finance, Talent Management & Administration at the University of Washington. Her team is responsible for the stewardship of Advancement's human, financial, and facility resources. The team leads all aspects of talent management including talent acquisition, career pathing, retention strategies, and leadership development.



### **Chong-Yi Lucas, Director for Talent Management**

Chong Yi leads the Talent Acquisition team and oversees the human resources for over 600 full-time employees and 30 units, central and constituencies, across three campuses. The Talent Management team has worked to create an environment that is committed to building, supporting, and retaining a diverse team of highly engaged staff who are active participants in their professional development.



### **Aimee Higbee, Associate Director for Talent Acquisition**

Aimee Higbee is a proud University of Washington alumna. She began her career at UW Medical Center HR before joining the University Advancement team in 2006. Aimee is responsible for developing the talent management program and ensuring that Advancement upholds UW's commitment to hiring and retaining a diverse workforce.

## **SALARY AND BENEFITS**

The University of Washington offers a competitive [benefits](#) and compensation package. United by a passion for building stronger minds and a healthier world, University of Washington employees lend their boundless energy, creative problem solving skills, and dedication to their community to help make the university one of the nation's premier educational and research institutions. These [benefits](#) and other resources make it possible to grow both professionally and personally.

## **LOCATION**

The University of Washington is located in Seattle, Washington. Seattle, a city on the Salish Sea, is surrounded by water, mountains, and evergreen forests. It is an artistic, innovative, and diverse community that is home to Microsoft, Starbucks, Amazon, as well as the Bill and Melinda Gates Foundation. The Seattle community is globally connected and curious, and its members are collaborative explorers and creators. The city attracts inquisitive, focused, and forward-thinking individuals who believe in possibility and an unshakeable conviction that, together, a world of good can be created.

## **JOIN THE UNIVERSITY OF WASHINGTON ADVANCEMENT TEAM**

Throughout the year the University of Washington Advancement hires various advancement candidates on an on-going basis, therefore when you apply now, your talents, skills, and aspirations will be matched to an opportunity at the university. The University of Washington seeks people who see things differently, find solutions, and collaborate instinctively. Therefore, apply for any of the various advancement opportunities at the university.

All candidates with relevant experience are invited to apply for any University of Washington Advancement position. Once you do so, the Aspen Leadership Group will get in touch with you to help you align your expertise with opportunities and better direct conversations.

If you want to help people change lives through philanthropy, the University of Washington Advancement wants you to join their team. Diversity is not just a checkbox, it reflects the university and society. *Be the change you wish to see in the world.*

To learn more about joining the University of Washington Advancement team, or to provide your resume and cover letter for consideration visit <https://opportunities.aspenleadershipgroup.com/opportunities/307> or contact Angelique Grant at [angelique@aspenleadershipgroup.com](mailto:angelique@aspenleadershipgroup.com).

**Diversity Talent Partnership**  
***Actively Supporting Diversity in the Philanthropy Profession***

The Aspen Leadership Group is proud to partner with Rutgers University Foundation, the University of Michigan, the University of Oregon, and the University of Washington in the Diversity Talent Partnership, a groundbreaking talent management effort to enhance the professional growth and career success of current and aspiring diverse advancement professionals from under-represented, and non-traditional backgrounds.

To learn more about this initiative, visit <https://www.aspenleadershipgroup.com/alg-diversity-partnership-main> and explore opportunities at our partner institutions.