

# ASPEN • LEADERSHIP • GROUP

## ADVANCEMENT LEADERSHIP POSITIONS

UNIVERSITY OF MICHIGAN

Ann Arbor, Michigan

<http://umich.edu>



The Aspen Leadership Group is proud to partner with the University of Michigan in its search for a group of diverse experienced advancement professionals who will accelerate the University of Michigan's continued ascent in the ranks of the world's great universities. The university seeks individuals who are highly motivated, strong at building relationships with others, and who strive to meet the expectations of donors and colleagues. The University of Michigan 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. The University of Michigan 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 Michigan's influence on the world has been extraordinary. The first American to walk in space, the creator of the iPod, the co-founder of Google, and the 38th U.S. president are all Michigan alumni. The university was founded in 1817, which makes the current academic year the university's bicentennial. Today, the University of Michigan is one of the most distinguished public universities and a leader in higher education attracting top students and faculty from all over the world. Its size, academic strength, impressive resources, and the quality of its research provide an environment where students not only learn but also grow and challenge themselves by engaging with new people, cultures, and ideas.

The university includes 19 schools and colleges. The fall 2016 enrollment was 44,718. The current faculty consists of 3,131 individuals. The faculty includes nationally and internationally recognized scholars and innovative thinkers, many leaders in their respective fields. From earning election to the National Academy of Science to winning the Nobel Prize, the research they conduct not only gains attention, it impacts the world. According to the latest national data, the University of Michigan spends more on research, \$1.39 billion in FY2016, than any other public university in the United States.

The University of Michigan's Office of University Development (OUD) includes professionals in major gifts, stewardship, special events, communications, research, estate planning, and more. Development at Michigan is donor-centered, with proven leaders and an effective infrastructure. It is a community in the truest sense of the word. Establishing and maintaining productive relationships is at the heart of everything the Office of University Development does and fostering positive connections helps it achieve its goals of building a stronger university. About 550 people work in development at the university, with about 190 in the Office of University Development and the remainder working in the university's schools, colleges, and units. The university's school, college, and unit based development offices vary in size and structure, depending on the needs of the school, college, or unit. Typically, directors of development report to their dean or unit director.

By exceeding its \$4 billion *Victors for Michigan* campaign goal (\$4.15 billion raised as of June, 2017), the University of Michigan has accelerated its vision of preparing tomorrow's leaders and addressing the complex problems facing the world.

## PRINCIPAL OPPORTUNITIES

We are a community of advancement professionals who have deep and meaningful relationships with our donors, alumni, and friends. We are committed to understanding the philanthropic sector intimately and are committed to advancing the mission of the University of Michigan effectively.

As a fundraising professional, you know the value of working for an organization that supports you, encourages you professionally, and challenges you to do your best work. Fundraising at the University of Michigan does all that and more. The Office of University Development is comprised of a high-performing team that sets audacious goals and works collaboratively across 38 units on three campuses to meet them. The university's current \$4 billion *Victors for Michigan* campaign includes raising \$1 billion for student support, more than double what it raised for student support in its last campaign.

The University of Michigan development community, one of the most successful and respected teams in higher education philanthropy, plays an important role in building a stronger University of Michigan and creating a better world. Its collaborative donor-centered approach, proven leadership, and effective infrastructure are cultivating support that is transforming the university's campus and creating amazing opportunities for its students and faculty.

Whether you work in fundraising, communications, a technical field, or any other area, your efforts will be supported by an inspired community of expert colleagues at the university. The University of Michigan is both public and prestigious. It is a place globally recognized as the leader and best because of the array of resources available there. Through this great institution, you can become a victor for the greater good, transform lives, shape the world, and make great things happen.

## UNIVERSITY PARTNERS



### **Jerry May, Vice President for Development**

Jerry May has been vice president for development at the University of Michigan since February 2003, where he has responsibility for all fundraising activities including a development program of about 550 staff. He was responsible for planning and implementing the *Michigan Difference* campaign which exceeded its \$2.5 billion goal by raising a record-setting \$3.2 billion at its conclusion in December 2008. In 2011 he planned and implemented the university's \$4 billion *Victors for Michigan* campaign, which launched publicly in 2013 and has an end date of 2018. The campaign raised \$4.07 billion as of April 2017.

Previously, May was the vice president for development at Ohio State University and president of the Ohio State University Foundation from 1992 to 2003. At Ohio State, he planned and implemented the \$1 billion *Affirm Thy Friendship* campaign, which raised over \$1.2 billion. Prior to Ohio State, May spent 13 years, from 1979-1992, at the University of Michigan in a variety of senior fundraising positions. During that time, he helped plan the university's first \$1 billion campaign. In addition to planning and implementing comprehensive fundraising campaigns, May's leadership in fundraising has focused especially on major and principal gifts, recruiting and engaging fundraising volunteers, and developing a comprehensive talent management program and development summer internship program which has sent many people into the profession.

May is a native of Grand Rapids with a B.A. from Hope College and a M.Ed from the University of Vermont. May did further graduate work at the University of Michigan. May has contributed to the development

profession by speaking at development conferences and serving on committees and boards. He serves on the CASE Board of Trustees and the CASE 50 Board, which he chairs. He has been on the faculty of the Big Ten Fundraising Institute for over 20 years and has served as its dean.



**Dondi Cupp, Associate Vice President for Development**

Dondi Cupp serves as the associate vice president for development at the University of Michigan. As a member of the senior management team in the Office of University Development, he is responsible for leading the national major gifts and constituency fundraising programs, foundation relations, the operations teams including finance and administration, and the talent management program.

Cupp came to Michigan from the University of Washington, where he led the office of corporate and foundation relations and advancement teams in the health sciences. He joined the University of Washington in 1999 as director of development for the sciences. While at Washington, Cupp founded the Advancement Leadership Class, a comprehensive leadership development program for advancement staff. In 2012, he was nominated by his peers for the university's David B. Thorud Leadership Award. In 2006, he received the Marilyn Batt Dunn Endowed Award for Excellence in University Advancement.

He has served as associate director of the Western Washington University Foundation and as director of the annual fund at his alma mater, the University of Oklahoma. Cupp holds a Bachelor's degree in Journalism and Public Relations.



**Barbara Ackley, Assistant Vice President for Development, International Giving and Presidential Development Activities**

Barbara Ackley is the assistant vice president of international giving and presidential development activities. She travels on behalf of the university to solicit gifts for the support of scholarships, global programs, and faculty support. In addition, she is the liaison to the President's Office regarding all development activities. Ackley has been with the University of Michigan since 1996 and has served in a wide range of development roles.

Prior to joining the University of Michigan, Ackley was a consultant for the W.K. Kellogg Foundation. She has served as executive director of a State of Michigan non-profit organization and was the president and founder of a design firm based in London with an office in the Middle East. Ackley received her B.A. from Michigan State University and M.S. from Eastern Michigan University. She currently serves on the board of several non-profit organizations.



**Todd Baily, Assistant Vice President for Development, Campaign Director**

Todd M. Baily currently serves as assistant vice president for development and campaign director at the University of Michigan. He has been in this position since October 2015 and oversees the *Victors for Michigan* \$4 billion campaign.

Previously, Baily served the University of Michigan Law School as assistant dean for development and alumni relations. He joined the Law School in 2004 from the Mayo Clinic in Rochester, Minnesota, where he was associate chair of development. In that capacity, Baily was responsible for planning and implementing the Mayo Foundation's comprehensive fundraising strategies and initiatives. Prior to becoming associate chair, he served as a senior development officer at Mayo. Baily is well acquainted with the university development community, having served in various positions within the Office of University Development from 1988 to 2000. At Michigan, he served as

director of principal gifts where he directed the program for seeking gifts of \$5 million and above, and managed extensive strategic contact with donors and volunteers. He also served as executive director, Michigan region, for the Major Gifts Program where he was responsible for the development of individual donors at the \$100,000 and above level, and managed a major gifts field staff of three. Baily directed all major gift fundraising activity in the State of Michigan, a region with an alumni population of over 150,000 individuals.

Baily has spent more than three decades as a professional fundraiser. He began his career in development at Vanderbilt University in 1984 as a reunion class director and was shortly named director of development for the School of Engineering where he directed a comprehensive corporate and individual fund raising effort for the School. Baily received his Bachelor of Arts degree from Albion College in 1982. He and his wife, Teri, have two children.



**Mike Hilliard, Assistant Vice President, Leadership Gifts**

Mike Hilliard, assistant vice president, leadership giving, has been serving in his current role since returning to Michigan in 2011. Hilliard previously served at the Ross School (1997) and Intercollegiate Athletics (2000) as director of development before leaving Michigan to lead the Campaign for Cranbrook at Cranbrook Educational Community (Bloomfield Hills, MI) in 2003. A twenty-seven year professional, Hilliard has participated in campaigns which have or will have raised in excess of \$10 billion during his career.

Hilliard resides in West Bloomfield with his wife Eileen, Associate Dean for Admissions at Cranbrook Schools, and his daughter Maggie, second grader at Brookside School.



**Karen Isble, Assistant Vice President, Development Services and Strategic Solutions**

Karen Isble oversees the data and technology infrastructure for the University of Michigan's fundraising community of about 550 staff on three campuses, including gift and records administration, integrated data services, prospect development and analytics, web and e-communications, and application development. In addition to serving on the Office of University Development senior management team and the *Victors for Michigan* campaign team, she represents development on several university-wide data governance and IT committees.

Prior to joining Michigan in 2006, Isble served in fundraising and administrative roles with the Chamber Music Society of Detroit, the Chicago Symphony Orchestra, and the Goodman Theatre.

Isble served five years on the board of directors for APRA International, including serving as president in 2013-2014. She speaks regularly at national and regional chapter conferences for APRA, CASE, the Big Ten Development Conference, and AFP. Isble holds a Bachelor's degree from Harvard University and a Master's degree from the University of Michigan.



**Betsy Jackman, Executive Director of Talent Management**

Betsy Jackman is executive director, talent management, overseeing talent acquisition, learning and development, organizational development, and retention programs and initiatives supporting the development community at U-M. Before joining the University of Michigan, Jackman specialized in the higher education advancement arena, offering talent management services in the areas of executive coaching, senior level fundraiser searches, and talent management consulting.

Prior to her coaching and consulting work, Jackman led all functions related to talent management, operations and technology for the advancement team at The University of Illinois at Chicago, and at Northwestern University she recruited development staff and managed the staff development and coaching functions for their Office of Alumni Relations and Development office.

Jackman holds a B.A. in Psychology and Advertising from Michigan State University and is a Certified Professional Co-Active Coach (CACC), having earned her certification from the Coaches Training Institute. She has been coaching for over 15 years and spearheaded in-house coaching programs for Northwestern University's Office of Alumni Relations and Development and The University of Illinois at Chicago's Office of Development. Jackman and her husband, Ed, reside in Dexter, and have twin daughters, Sophia and Grace.



**Eric Barritt, Associate Vice President and Chief Development Officer,  
University of Michigan Health System**

Prior to accepting the role of associate vice president and chief development officer at the University of Michigan Health System, Eric Barritt served as vice president of development, alumni and community engagement at Oakland University (OU) and the executive director of the Oakland University Foundation. In this capacity, he led a comprehensive advancement program for the university and oversaw a team of 75, including the offices of Alumni Relations, University Communications and Marketing, Major and Planned Giving, Annual Giving, Events, Corporate and Foundation Relations and Advancement.

Services. Since accepting the position in 2011, annual cash from philanthropy nearly quadrupled, new pledges tripled and the number of new gifts increased 40 percent. Applications and enrollment also grew substantially, while the quality of entering students also increased.

In 2006, Barritt was hired by the Detroit Medical Center (DMC) as corporate vice president of development and campaigns. He worked collaboratively with a team of more than 40 fundraising professionals at the DMC and, under his direction, the DMC fundraising increased nearly fourfold. Barritt also led the implementation of a new donor database, a wealth screening system and a grateful patient giving program.

From 1999 to 2006, Barritt served in multiple roles at the University of Michigan, including director of development for the School of Kinesiology; the regional director of major gifts for the College of Literature, Science and the Arts (LSA); and director of development for the Life Sciences Institute (LSI). In all of these roles, Barritt routinely worked with many of the university's largest donors, coordinated high level volunteers and increased fundraising results significantly. Barritt began his career in fundraising in 1997 at St. Jude Children's Research Hospital, a world-renowned children's hospital that garners more than \$500 million annually in philanthropy. He also served as director of major gifts at Oakwood Healthcare System — now part of Beaumont Health — working closely with Oakwood's Board of Trustees, major donors, volunteers and the Oakwood Healthcare Foundation staff.

Barritt has a Master's degree in Public Administration, a graduate certificate in nonprofit management and a Bachelor of Arts in Economics, all from the University of Michigan. He also holds a certificate from Harvard's Institute for Educational Management. He has served in leadership roles on numerous nonprofit boards and professional organizations, and in 2013 he was named to Oakland County Executive's Elite "40 under 40." Barritt lives in Northville, MI, with his wife and two daughters.

## **SALARY AND BENEFITS**

The University of Michigan offers a competitive benefits and compensation package. Personal satisfaction is one of the best benefits you'll receive at the University of Michigan. In addition to competitive wages, the university offers a retirement plan with a 2:1 university match; 8 extensive health plan options; 3 dental plan options; prescription drug plan; vision plan; tuition assistance for staff members; wellness services and facilities, including three recreational centers with pools; flexible scheduling options for most positions; and a strong focus on career development opportunities.

## **LOCATION**

Located 40 minutes west of the city of Detroit, Ann Arbor's cultural offerings draw visitors from all over the region to art exhibits, musical performances, independent bookstores, galleries, and a variety of museums. The area is well known for its street festivals and outdoor fairs, including the award-winning Ann Arbor Art Fairs. Foodies appreciate the nearly 300 restaurants within a 20-mile radius, and the outdoor dining scene makes downtown a favorite destination in the summer.

Sports fans can catch Big Ten football at the Big House where 110,000 Michigan fans gather for each home game. Outdoor enthusiasts can enjoy the city's canoe liveries, pools, parks, trails, golf courses, and ice rinks. In addition to extensive children's activities, Ann Arbor is home to a highly regarded public school system and also offers a number of private elementary through high school options.

## **JOIN THE UNIVERSITY OF MICHIGAN TEAM**

Throughout the year the University of Michigan fills a variety of development positions on an on-going basis and seeks people who think creatively, find solutions, and collaborate instinctively. Candidates with relevant experience are invited to apply for any University of Michigan development position. Once you do so, the Aspen Leadership Group will get in touch with you to help you align your expertise with opportunities and best direct conversations.

As stated in the Office of University Development's Strategic Plan on Diversity, Equity, and Inclusion, "University of Michigan staff must be able to grow, thrive and contribute openly to a diverse, equitable, inclusive workplace. They must embody principles of diversity, equity, and inclusion (DEI) in hiring and recruiting, onboarding and training, promotions and compensation, in their day-to-day work environment and in internal activities and communications. The university must work to make the university's donor pool more diverse and inclusive, and it must engage its development partners in other university schools, colleges, and units in practices of DEI."

*To learn more about joining the University of Michigan team, or to provide your resume and cover letter for consideration visit <https://opportunities.aspenleadershipgroup.com/opportunities/306> 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, [click here](#), and explore opportunities at our partner institutions.