

# ASPEN • LEADERSHIP • GROUP

## ADVANCEMENT LEADERSHIP POSITIONS

### RUTGERS UNIVERSITY FOUNDATION

New Brunswick, New Jersey

<http://rutgers.edu>



The Aspen Leadership Group is proud to partner with the Rutgers University Foundation in its search for a group of experienced diverse advancement professionals who will accelerate Rutgers University's continued ascent in the ranks of the world's great universities. The Rutgers University Foundation 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 Rutgers University Foundation 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.

As the Rutgers University Foundation continues to expand and meet the demands of the university, it seeks to grow in a way which will allow it to take on the challenges of a multi-billion-dollar campaign and attract the best talent that will contribute to the overall mission of the institution and complement the advancement team.

Rutgers, The State University of New Jersey, is a leading national research university and the state of New Jersey's preeminent, comprehensive public institution of higher education. Established in 1766, the university is the eighth oldest higher education institution in the United States. As one of the nation's most diverse universities, Rutgers draws strength from the rich variety of perspectives and life experiences of its community. Nearly 69,000 students and 22,000 full- and part-time faculty and staff learn, work, and serve the public at Rutgers locations across New Jersey and around the world.

Created in 1973, the Rutgers University Foundation advances Rutgers' pursuit of excellence in education, research, and public service. The foundation provides the bridge between donors and the schools and programs, faculty, and students that make up Rutgers University. The Foundation helps to match caring people with satisfying and meaningful opportunities to make gifts that have an impact on Rutgers. Rutgers University Foundation has 224 full time employees (63 frontline fundraisers) and is in an enviable moment of growth and expansion. Along with development, the Foundation houses Alumni Relations, its own Communications department, and all associated support services. Foundation employees enjoy a collaborative relationship with the university, sharing many resources and benefits.

The Rutgers University Foundation is an independent 501(c)3 advancement operation with the mission of fostering alumni engagement and garnering philanthropic support from Rutgers University alumni, friends, and organizations. Having completed a successful \$1 billion campaign in December 2014, the Foundation continued its momentum in the post-campaign period, securing \$187.9 million in FY 2015, the second-highest one-year total in the history of the university until FY 2017, when the Foundation raised \$209.1 million. The Foundation is currently undergoing strategic planning to prepare for a multi-billion-dollar campaign launch in the coming few years.

## 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 Rutgers University effectively.

The Rutgers University Foundation is primed for continual growth and expansion and offers candidates exciting opportunities to be amongst many talented professionals in their respective fields. The Foundation positions itself to attract candidates interested in supporting a university at the forefront of research, activism, athletics, and scholarly thought. Being in three parts of the state of New Jersey, candidates will benefit from Rutgers' proximity to New York City (less than an hour by car, 45 minutes via public transportation), Philadelphia (just over an hour by car, less than an hour and a half by public transportation), and four major international airports (Newark Liberty, John F. Kennedy International, LaGuardia Airport, and Philadelphia International Airport).

The Rutgers University Foundation and Rutgers University itself are at a time of great growth, with the university having recently finalized a master strategic plan which calls for billions in physical improvements of the three universities and associated facilities. Having the largest university medical researching apparatus in the nation, Rutgers University is at an enviable position of growth in its scholarly work. In addition to the university's strategic planning on academics, the Rutgers athletics strategic plan reflects the university's inclusion in the nation's foremost athletic and academic conference, The Big Ten. Rutgers University-Newark boasts the most diverse campus in the nation for 18 years in a row, in addition to world class education in an urban environment. The Rutgers University Foundation aims to support the university's vision and mission, thus providing incoming candidates with an opportunity to be a catalyst in the university's upward growth.

## UNIVERSITY PARTNERS



### **Nevin Kessler, President**

Nevin Kessler brings over 20 years of experience in development to the Rutgers University Foundation as President. Nevin served as Associate Dean for Development and Alumni Relations of the Yale School of Management, Vice Chancellor for University Advancement, and most recently as President of the NC State University Foundation before joining Rutgers in 2013. Nevin has led Rutgers Foundation to its most successful fundraising year on record this past fiscal year, having received \$209.1 million in contributions. Nevin leads the Executive Leadership Group of the Rutgers University Foundation.



### **Lavinia Boxill, Vice President for Development, New Brunswick**

Lavinia Boxill has been at the Rutgers University Foundation since 1996, having started as a Director of Development for the Newark College of Arts and Sciences before being promoted to Vice President for Development overseeing the fundraising team at Rutgers' flagship New Brunswick campus. Lavinia is a member of the Executive Leadership Group of the Rutgers University Foundation.



**Donna Thornton, Vice President for Alumni Relations, Annual Giving, and Communications**

Donna Thornton is an experienced Vice President with a demonstrated history of working in the higher education industry. Donna has been at the Rutgers University Foundation since 2006 and has grown to oversee three integral parts of the Foundation's operations. Donna's career, which included serving as Mayor of Brewer, Maine, positions her well to work with constituents across the university and associated entities. Donna is a member of the Executive Leadership Group of the Rutgers University Foundation.



**Irene O'Brien, Vice-Chancellor for Advancement, Rutgers University-Newark**

Irene O'Brien oversees the advancement operations of Rutgers University-Newark, including Alumni Relations, Donor Relations, and Major Gifts. Irene previously worked at Rutgers-Newark as a Development Officer before moving to Fordham University, where she was Senior Director of Development for School and College Campaigns, before returning to Rutgers-Newark. Irene's team works to support Rutgers University-Newark and the unique needs of the campus. Irene is a member of the Executive Leadership Group of the Rutgers University Foundation.



**Julie Shadle, Vice President for Strategic Advancement Solutions**

Julie Shadle oversees the Information Technology and Records Administration, Research, Donor Relations, and Campaign Communications at the Foundation. Prior to coming to Rutgers in 2010, Julie was at Princeton University as Director of Development Services. Julie has helped lead multiple capitol campaigns, both at Princeton and most recently for the Our Rutgers, Our Future \$1.2 billion campaign. Julie is a member of the Executive Leadership Group at the Rutgers University Foundation.



**William J. Green, Vice President for Rutgers Biomedical and Health Sciences**

Will Green oversees the Rutgers University Foundation's medical fundraising team, which fundraises for the Rutgers Biomedical and Health Sciences unit of the University. Will's nonprofit development career began at the University of Pennsylvania before he moved on to be Associate Vice President for Development and Major Gifts at Villanova University, until he took on the role of Executive Director for Clinical Support and Major Gifts at The Children's Hospital of Philadelphia. Will joined the Rutgers University Foundation in the beginning of 2017 and works across the Biomedical and Health Sciences apparatus with a growing team of professionals. Will is a member of the Executive Leadership Group of the Rutgers University Foundation.



**Chris Needles, Vice President for Development**

Chris Needles oversees Corporate and Foundation Relations, Athletic Development, and Gift Planning at the Rutgers University Foundation. Chris worked at Rutgers and at the Rutgers University Foundation before leaving to lead the University of Florida as Assistant Vice President for Development, overseeing their Corporate and Foundation Relations team, and then as Senior Assistant Vice president for Development with expanded responsibility including oversight of teams in seven colleges and units plus Regional Development and International Advancement. Chris returned to the Rutgers University Foundation in 2016 and is a member of the Executive Leadership Group.



### **Tahsin Alam, Associate Vice President for Talent Management and Organizational Development**

Tahsin Alam leads the 7-member Talent Management team at the Rutgers University Foundation tasked with recruiting, retaining, and training the team members of the Foundation. Tahsin was a Senior Associate at Isaacson, Miller before moving to be Managing Associate of Nonprofit Professionals Advisory Group, a boutique recruitment firm where he specialized in Development and Communications searches.

Tahsin's extensive experience in Executive Leadership-level searches led him to come in-house to lead the Foundation's Talent Management team. Tahsin is a member of the Executive Leadership Group at the Rutgers University Foundation.

### **SALARY AND BENEFITS**

Rutgers University offers a competitive benefits and compensation package. The university recognizes the importance of maintaining a comprehensive benefit program. Rutgers Foundation employees enjoy a generous benefit program and retirement plan, including the highest-end Cigna medical insurance, fully subsidized (no employee contribution) dental & vision, up to 5 weeks paid vacation, 100% tuition remission (in relation to salary), as well as 8% 403(b) matching to an employee's 5% contribution.

### **LOCATION**

Rutgers, The State University of New Jersey, has a wide-spread presence in the state of New Jersey with locations in all 21 New Jersey counties as well as academic and research enterprises around the world.

### **JOIN THE RUTGERS UNIVERSITY TEAM**

Throughout the year the Rutgers University Foundation 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 Rutgers University Foundation 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 Rutgers University Foundation 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 Rutgers University Foundation 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.

*To learn more about joining the Rutgers University Foundation team, or to provide your resume and cover letter for consideration visit <https://opportunities.aspenleadershipgroup.com/opportunities/305> 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.