



**ADVANCEMENT LEADERSHIP POSITIONS  
UNIVERSITY OF FLORIDA ADVANCEMENT**

Gainesville, Florida

<http://uff.ufl.edu>



The Aspen Leadership Group is proud to partner with University of Florida Advancement in its search for diverse and experienced development professionals who will support the University of Florida's emergence amongst the country's best public universities. UF seeks individuals who are highly motivated, skilled in relationship building, and who strive on a daily basis to serve their colleagues and the university's many constituents. UF Advancement and the Aspen Leadership Group believe that UF's ability to reflect the rich diversity of our society through its people and programs has a profound impact on its ability to fulfill its public mission to be a catalyst for advancing the university through private support. UF Advancement is dedicated to supporting and celebrating its multicultural environment, and strongly encourages applications from minorities and women.

Since 1853, the year of the university's earliest roots, UF has subscribed to what was once a radical idea: the assumption that institutions of higher learning serve all citizens, and through them, serve society. That once-audacious declaration, that a public university exists for the good of all people, binds UF to the communities it serves.

The University of Florida is committed to challenging convention. It strives to produce a greater impact—one measured by people served and lives improved. As home to 16 colleges and more than 150 research centers and institutes, its total enrollment is more than 55,000 students. This year, the university will welcome a fall freshman class that boasts a 4.42 average GPA and an average S.A.T. score of 1350. On an annual basis, the university generates over 100,000 jobs in Florida, and is able to contribute over \$8 billion to stimulate one of the strongest state economies in the nation. In addition, through the combined efforts of its alumni and friends, the university is able to take every dollar invested in UF by the state of Florida and turn it into \$9.

With its land, sea, and space grants, the University of Florida has been entrusted with a responsibility to educate, research, and serve while tackling some of the world's most pressing challenges. These grants fuel the university's commitment to making a difference that is felt by the citizens of Florida and the world. UF has facilities in all 67 counties in Florida. Its Emerging Pathogens Institute is a national model, charged with protecting the nation from a host of diseases. Ocean research at UF helps protect the coasts responsible for 75 percent of Florida's G.D.P. at home and the homes of 3.5 billion people worldwide.

The University of Florida sits on a 2,000-acre campus in Gainesville, Florida and is home to more than 900 buildings, including the first Leadership in Energy and Environmental Design (LEED) Platinum-certified building in the state of Florida. In fact, UF has more LEED-certified

buildings than any other American university. The university's leading faculty attract more than \$700 million in research each year and foster a uniquely collaborative environment that transforms opportunity into reality. University of Florida alumni include the mother of the conservation movement, the father of the PC, nine astronauts, and ten United States senators.

Consider the University of Florida Foundation and University of Florida Advancement twin sisters. Simply put, the UF Foundation is the private side of UF Advancement. It, too, falls under the direction of Tom Mitchell, Vice President, Advancement, and is a nonprofit 501(c)(3) organization. The UF Foundation works hand-in-hand with UF Advancement to promote the university and increase philanthropy.

### **PRINCIPAL OPPORTUNITIES**

To serve, to teach, and to discover requires champions—advocates who espouse the cause. That's where UF Advancement comes in. It engages alumni and students, parents and friends, foundations and corporations to partner with UF and move the university forward. UF Advancement is dedicated to creating scholarships for Gators who might otherwise be left out because of college costs, professorships that attract and sustain leading thinkers and leaders, initiatives that empower the university to focus on real issues and societal problems, and opportunities for innovative research that change how people experience life.

UF Advancement serves the whole university—all of its colleges, institutes, departments, and centers. Its priorities are based on the university's strategic roadmap to

- retain and recruit star faculty who help UF help the world;
- create an environment that nurtures and invigorates faculty and attracts public visibility of faculty achievements;
- provide high-quality education that is available to every student and prepares graduates for work, citizenship, and life;
- inspire alumni to not only be connected to the university, but to engage with and support UF's mission;
- improve the lives of the world's citizens through discovery, the work of graduate and postdoctoral scholars, and service;
- increase engagement and outreach locally, nationally and internationally; and,
- establish facilities, research labs and classrooms that support state-of-the-art teaching, learning, and technology—backed by an administration that supports and advances its faculty, staff, students and community.

To that end, UF Advancement bridges the gap between great and exceptional. Because state funding alone is roughly 18 percent of the university's annual budget, private giving is often the difference in doing or not doing, exploring or not exploring, discovering or not discovering, solving or not solving.

In 2014, under the direction of UF Advancement, the university launched its fourth fundraising campaign—Go *Greater*—with a \$3 billion goal. Focused not on a dollar figure, but rather the impact those dollars will unleash, UF donors have rallied to the call, contributing a record \$402 million in 2014. Also critical to UF Advancement's partnership with the university is managing and growing UF's endowment.

## UNIVERSITY OF FLORIDA ADVANCEMENT PARTNERS



**Thomas J. Mitchell**

**Vice President, University of Florida Advancement**

Thomas J. Mitchell joined the University of Florida as Vice President for Advancement in June 2010. He leads an organization of 360 employees with annual private support commitments of \$449 million. The University of Florida endowment currently totals more than \$1.7 billion.

Upon the heels of the successful conclusion of the *Florida Tomorrow* campaign in October 2012, Mr. Mitchell spearheaded a university-wide pre-campaign planning process to launch UF's fourth campaign, *Go Greater*. The campaign is an 8-year, \$3+ billion effort focused on big ideas, multidisciplinary initiatives, and strengthening the endowment. The quiet phase of the campaign began in July 2014 and the public phase was launched in October 2017, with more than \$1.3 billion in campaign commitments. As of April 2018, campaign commitments currently total \$1.6 billion.

Mr. Mitchell is active in national organizations including CASE and the Association of Governing Boards and is a frequently sought-after speaker. He has received the CASE IRF Commonfund Award in recognition of his significant contributions to the field of institutionally related foundations and has chaired the 2012 CASE IRF International Conference, the 2013 CASE IRF National Committee, and the 2016 CASE 50 National Talent Management Task Force. Mr. Mitchell has also served on the CASE 50 Steering Committee since 2015 and was recently elected to the CASE Board of Directors. He has authored more than 300 papers on institutional advancement and managing institutionally related foundations.



**Joe Mandernach**

**Senior Associate Vice President and Chief Development Officer**

Joe Mandernach is the University of Florida Foundation's Senior Associate Vice President and Chief Development Officer. In his current role, he assists in managing UF's current \$3 billion initiative, *Go Greater*, which is among the largest active fundraising campaigns for a public university. Prior to joining UF, Joe was the Associate Director of Planned Giving at the Oregon State University Foundation. A Minnesota native, Joe received his undergraduate degree in Economics from Hamline University

(St. Paul, MN) and his Juris Doctor from the University of Minnesota Law School.



**Maria Gutierrez Martin**

**Assistant Vice President of Advancement**

Maria Gutierrez Martin is Assistant Vice President of Advancement, leading Corporate and Foundation Relations, Principal Gifts, and progress around several top-priority UF programs. Combined, these fundraising goals represent 40 percent of the university's \$3 billion *Go Greater* campaign. As an integral member of UF Advancement's senior leadership team and in partnership with UF's most philanthropic alumni and friends, Maria facilitates the development of transformational initiatives that aim to improve lives and communities in Florida and beyond. At UF since 2008,

Maria previously served in senior development roles within the UF colleges of Education and Fine Arts.



**Meg Hendryx**  
**Assistant Vice President of Advancement**

Meg Hendryx oversees development with six colleges and units to drive philanthropic support as well as volunteer board engagement for the university. In an effort to build a more inclusive environment at University of Florida Advancement, she provides leadership to the diversity and inclusion committee called H.A.N.D. (Helping Advancement Nurture Diversity). Meg has been with UF for 19 years. Prior to joining the central Foundation operation, she served as Executive Director of Development and External Affairs for the Herbert Wertheim College of Engineering with oversight of development, alumni affairs, marketing/communications, and government affairs. She also served as Director of Development for the College of Nursing with UF Health. Previous to UF, she worked in development for the Jacksonville Symphony Orchestra after service in marketing and sales roles.



**Melissa Long**  
**Executive Director of Talent Management**

Melissa Long, M.A., SPHR serves as the Executive Director of Talent Management of University of Florida Advancement. In this role, she provides leadership for a team dedicated to support talent development, talent acquisition, retention, organizational strategy, and HR excellence. This team is responsible for creating an inclusive culture that practices mutual accountability, values feedback and diversity, emphasizes performance, strives to create collaborative partnerships, invests in individual development, and prescribes to a practice of engagement. Melissa has over 15 years of experience in business and strategic planning, high-level recruiting, talent development, classification and compensation, employment law/compliance, performance management, and employee relations in higher education. Prior to working at UF Advancement, Melissa worked as the Human Resources Director for the UF College of Dentistry and the UF Office of Human Resource Services as an Employment Recruiter. Melissa is a proud member of the Gator Nation, earning her undergraduate degree at the University of Florida. Additionally, she holds a M.A. in Human Resource Management and her Senior Professional in Human Resources (SPHR) certification.



**Sonya Allen**  
**Associate Director of Talent Acquisition**

Sonya Allen is the Associate Director of Talent Acquisition at UF Advancement. In addition to driving the talent acquisition strategy for the Talent Management department, she serves as a talent management partner to hiring managers, college HR representatives, and central HR by providing advice and support on broad issues related to workforce planning, culture and engagement, and talent development. With over 11 years of experience in advancement, Sonya has grown the talent acquisition program at UF Advancement and developed tools and resources to aid in the search for top talent. Allen has been a driving force in the creation of UF Advancement's diversity initiative. She co-leads the diversity and inclusion group called H.A.N.D. (Helping Advancement

Nurture Diversity). This group strives to create an inclusive environment that reflects the UF community and the community it serves. Allen holds a bachelor's degree in healthcare administration from the University of Central Florida and Professional Human Resources (PHR) Certification from the Society for Human Resource Management (SHRM).

### **SALARY AND BENEFITS**

The University of Florida offers a highly competitive salary and benefits package. UF currently participates in a number of state and university-sponsored benefits programs including the option of electing into a defined benefit or defined contribution plan; an employee Education Program that includes tuition assistance for up to six credit hours per semester for full-time faculty employed for a minimum of six months; as well as a Tuition Exchange Program (TEP); Sabbatical Leave Programs; and a Higher Education Program that provides children of full-time staff employees with the opportunity of tuition assistance for undergraduate education at UF.

Learn more about UF Benefits and Rewards here: <http://hr.ufl.edu/benefits-rewards/>.

### **LOCATION**

The University of Florida is located in Gainesville, Florida, a city of 240,000 residents, 60 minutes from the Gulf of Mexico and the Atlantic Ocean, and 90 minutes from Jacksonville. Gainesville ranks #3 on *Forbes* Best Cities for Work-Life Balance and ranks as the #5 Best College Cities & Towns in America listing. Gainesville is known for its good-natured festivals and farmer's markets; a vibrant food, music, and arts scene; a long list of cultural activities; and international infusion that give the city a cosmopolitan feel in a green and gracious setting.

### **JOIN THE UNIVERSITY OF FLORIDA TEAM**

Throughout the year, the University of Florida fills a variety of development positions and seeks people who think creatively and collaborate instinctively. Candidates with relevant experience are invited to apply for any University of Florida 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 make connections to foster conversations.

UF is among the nation's most academically diverse public higher-education institutions. UF is dedicated to increasing college access and providing opportunities for students from all backgrounds. It celebrates its community of students from diverse backgrounds and experiences. Students can expand their learning outside the classroom by participating in programs and institutes that support and promote multicultural learning experiences. UF supports first-year students in their transition to the University of Florida campus community through the University Minority Mentoring Program that pairs students with a faculty/staff mentor. In addition to having a mentor, mentees are invited to participate in several activities that will expose them to various aspects of campus life. Multicultural & Diversity Affairs educates, empowers, and mobilizes students, campus and community partners, and creates cutting-edge programs and opportunities in the areas of multicultural education, self-awareness, advocacy, intercultural understanding, and social justice with a commitment toward creating an inclusive, affirming and just campus community.

The university develops the next generation of leaders through excellence in education and research and through creating, preserving, and sharing knowledge for economic, cultural, and societal benefit. As a premier university, UF is on the threshold of a bold new chapter. In an era when Florida ranks as the fourth largest state and a national center of culture and commerce, the university is positioned to establish UF as one of the most esteemed and emulated universities in the nation. An ambitious ten-year plan is in place to join the nation's top universities by investing in the people and programs that help UF help the world.

To learn more about joining the University of Florida team, or to provide your resume and cover letter for an exploratory conversation

<https://opportunities.aspenleadershipgroup.com/opportunities/364> or contact Angelique Grant at [angelique@aspenleadershipgroup.com](mailto:angelique@aspenleadershipgroup.com).

