



VICE PRESIDENT FOR DEVELOPMENT
UNIVERSITY OF SOUTH CAROLINA
Columbia, South Carolina



The Aspen Leadership Group is proud to partner with the University of South Carolina in the search for a Vice President for Development.

The Vice President for Development will serve as the chief development officer for the University of South Carolina flagship research campus in Columbia, as well as Palmetto College—comprising four two-year regional institutions (Lancaster, Salkehatchie, Sumter, and Union)—and Palmetto College Online, the online degree completion program. The Vice President for Development will have a coordinating role with the chancellors, deans, and development offices at the three University of South Carolina, four-year, comprehensive institutions in Aiken, Beaufort, and Spartanburg. The Vice President will have strategic oversight and management of a comprehensive development effort in support of the University of South Carolina system and the President's ongoing priorities to include the next capital campaign. Overseeing approximately 90 positions and budget of more than \$10 million, the Vice President will provide campaign guidance and leadership of development activities to secure private philanthropic support for all constituent units on the Columbia campus, which includes both campuses of the School of Medicine, as well as all constituent units of Palmetto College.

The University of South Carolina enjoys a rich history of more than 200 years of academic leadership and continues to build on that tradition by bringing the opportunities of higher education to new generations. From its founding in 1801, the University has persevered and evolved into a major research university, dedicated to educating the whole student. Recognized by *U.S. News and World Report* as the nation's leading first-year experience, the University of South Carolina's students—as early as their first hours on campus—are warmly welcomed to this diverse, inclusive, student-focused campus, and can immediately access programs and opportunities designed to help them reach greater levels of personal and academic success.

One of the top 3% of universities for its number of African American graduates since 2016, the University of South Carolina is strengthened by diversity. African American freshman enrollment has grown by 85%, and both underrepresented minority and Hispanic freshman enrollment have increased over 50%.

In 2021, the University attracted \$225 million in sponsored awards and drew 35,388 students from around the world, while making higher education more accessible for South Carolinians. With over 300 areas of study—many of which have earned national distinctions—and 9,426 degrees awarded in 2021, academic pathways have the flexibility to be tailored to the individual plans or interests of the student—moving the student ever closer to academic ambitions and furthering professional and personal development.

The University of South Carolina—*home to complex minds, endless memories, unrelenting inquiry, bright conviction, and home to those who raise the bar, and raise it again.*

REPORTING RELATIONSHIPS

The Vice President for Development will report to the Interim President, Harris Pastides. The Vice President will serve as a member of the President's Executive Council and as an ex officio member of the University of South Carolina Educational Foundation. The Vice President oversees a team of approximately 90.

FROM THE PRESIDENT

With a rich history of tradition, and more than 200 years of academic leadership, the University of South Carolina has been steadfast in its mission to educate South Carolinians through teaching, research, creative activity, and community engagement. Recognized by the Carnegie Foundation as a top research institution and with 60 nationally ranked academic programs, the University continues to help build healthier, more educated communities in South Carolina and around the world. Guided by the principles of the Carolinian Creed, the University of South Carolina is dedicated to advancing academic excellence and providing an environment that is inclusive and welcoming of all students, faculty, and staff.

As a leading public institution and one of the fastest growing flagship universities in the nation, the University of South Carolina continues to thrive in providing an exceptional student experience. This continued success is intricately connected to the role of the Vice President for Development, and thus is a critical position for the University of South Carolina.

In this role we are seeking an experienced leader who will serve as a trusted colleague on the University's administrative cabinet and advisor to the President on all fundraising matters. The leader will work closely with the Board of Trustees, our governing body, to harness energy and community. The Vice President for Development has strategic oversight and management over a comprehensive development effort across the University system. This person leads the Development Division consisting of approximately 90 positions and a budget of more than \$10 million.

This is an opportune time for an expert fundraiser, proven organizational leader, and strategist to design and implement a new vision for fundraising in partnership with a new President, new Provost, and other new members of the institutional leadership team. Such a defining opportunity to innovate, design, and influence organizational culture is rare and requires an experienced, high-energy, result-oriented, relationship-building partner and collaborator.

—Harris Pastides, Interim President

UNIVERSITY OF SOUTH CAROLINA'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

University of South Carolina strives to cultivate an inclusive environment that is open, welcoming, and supportive of individuals of all backgrounds. It recognizes that diversity in its workforce is essential to providing academic excellence, and critical to its sustainability. The University is committed to eliminating barriers created by institutional discrimination through accountability and continuous process improvement. It celebrates the diverse voices, perspectives, and experiences of its employees. The University believes that diversity and inclusion is necessary to achieve academic and institutional excellence. Every student, faculty, and staff member not only matters, but their unique perspectives are the core of the University's strength and success.

In support of the University's strategic plan (*Focus Carolina 2023*), and the University's values as articulated through [The Carolinian Creed](#), the University is focused on creating and sustaining an inclusive learning, living, and working environment where all members of the University's community feel that they are valued and supported. The University will be transformed by attracting and retaining a diverse population of students, faculty, and staff who enhance its teaching, learning, scholarship, and community outreach. Because diversity in the composition of its students, faculty, and staff is a key measure of the University's long-term efforts, it seeks to create and sustain a University climate where all members of the community receive the support needed to be successful in their teaching, learning, research, scholarship, and work (achievement); engage in the learning, understanding and practice of diversity, inclusion, and equity as key drivers of University ethos and its preparation of student leaders (engagement); and feel that their presence and contributions are valued and affirmed (inclusion). As such, composition, achievement, engagement, and inclusion are key strategies for University success.

PRIMARY RESPONSIBILITIES

Fund Development

The Vice President for Development will

- collaborate with the University President, the President's Cabinet and Executive Council, the Council of Academic Deans, and the President/CEO of University Foundations to establish appropriate fundraising goals, priorities, and policies and implement strategic initiatives to support the University's mission and vision;
- partner with the Alumni Association and other University divisions to build and maintain strong relationships with students, parents, faculty, staff, donors, alumni, and friends of the University to foster and strengthen a culture of philanthropy and support for the University;
- gather fundraising data on performance metrics and other measures of success;
- prepare statistical analyses and reports related to fundraising efforts and donor engagement;
- provide development strategies with special campaigns that fall under the umbrella of any University-wide capital campaign;
- identify, cultivate, and solicit major gift prospects, engaging the University President and Board members in cultivating and closing gifts, as appropriate;
- oversee the management and marketing of the gift planning, principal gifts, and annual giving programs, and coordinate fundraising from alumni, other individuals, corporations, and foundations;
- establish and maintain productive relationships with the private and corporate business community;
- ensure ongoing fundraising excellence in line with the University's values, mission, vision, and plans; and
- lead the preparation and implementation of the next University-wide capital campaign.

Executive Management

The Vice President for Development will

- provide management oversight and direction to all Senior Associate, Associate, and Assistant Vice President positions; Executive Directors and Directors of Development within central development; and the colleges and schools across the Columbia and Palmetto College campuses;
- develop and manage the budget for development and fundraising efforts in collaboration with other senior officials of the University of South Carolina System, the leadership of the University of South Carolina Foundations, and the Foundation Board members;
- recruit, motivate, develop, and seek to retain a strong staff, which maintains collaborative and cooperative relationships with development and alumni staff on all campuses;

- closely partner with University deans to ensure their priorities are supported by effective fundraising strategies, and provide guidance as needed;
- serve as a resource to all University of South Carolina campuses by leveraging systems, processes, and expertise to support fundraising across the University system;
- develop and foster a staff culture that emphasizes collaboration and teamwork, and recognizes shared success;
- serve as a mentor, developing staff for increased responsibility and leadership;
- establish a performance-oriented, accountable culture with appropriate performance management systems;
- work with senior leaders and the management team to establish and monitor transparent performance and development goals for staff, assign accountabilities, set objectives, and establish priorities; and
- complete performance evaluations, employee relations, and disciplinary activities, as needed.

External Relations, Communications, and Partnerships

The Vice President for Development will

- work collaboratively with University Development Division colleagues to ensure a consistent message is delivered to alumni, current and prospective donors, friends, and other University partners;
- through collaboration, develop a communication plan that supports the University's development activities and coordinates fundraising efforts for the Columbia campus;
- actively participate in University Development Division and External Affairs events, boards, clubs, and constituent program meetings to develop professional relationships;
- collaborate with University advocacy teams as appropriate to mobilize alumni and donors in support of the University's development related priorities; and
- work with key volunteers to plan and direct fundraising efforts to benefit the related schools/colleges and the University.

LEADERSHIP

Harris Pastides

Interim President

Harris Pastides is Interim President at the University of South Carolina, having previously served as its 28th President (2008-2019). Since his arrival at the University in 1998, he has also held the positions of Vice President for Research and Health Sciences and Dean of the Arnold School of Public Health.

As the University of South Carolina's 28th president, Pastides led the University of South Carolina system of eight institutions in 20 geographic locations to higher achievements and unprecedented growth. Under Pastides' tenure, the University witnessed the South Carolina Honors College rise to the No. 1 public honors college in the nation; celebrated continual top national academic program rankings, including over 60 current programs in undergraduate and graduate international business, public health, engineering, nursing, and others; procured record-levels of research funding; and surpassed a \$1 billion capital campaign goal.

Michael Amiridis**President Elect**

In January, the Board of Trustees named Michael Amiridis the 30th president of the University of South Carolina. He will officially begin July 1, 2022.

Amiridis currently serves as Chancellor of the University of Illinois Chicago (UIC), which he has successfully led since 2015. Prior to his leadership at UIC, Amiridis spent more than two decades on the University of South Carolina's Columbia campus, serving as a professor, Dean of the College of Engineering and Computing, and the University's Executive Vice President for Academic Affairs and Provost before leaving for Chicago in 2015.

During his tenure at UIC, Amiridis focused efforts on enhancing the student experience, engaging with diverse communities, raising UIC's national and international reputation, and creating a culture of entrepreneurship.

Under his leadership, UIC saw six years of enrollment growth, surpassing 34,000 students in fall 2021, while winning national accolades for attracting an increasingly diverse student population. UIC achieved record sponsored research awards, exceeding \$440 million in FY21. Amiridis also is successfully completing a capital campaign this spring to raise more \$750 million in donations for UIC.

Amiridis, 59, is a native of Greece and a U.S. citizen. He earned his undergraduate degree in chemical engineering from Aristotelian University of Thessaloniki in Greece in 1985 and his Ph.D. in chemical engineering from the University of Wisconsin-Madison in 1991. He and his wife, Ero Aggelopoulou-Amiridis (MS, '97, PhD, '11), have two children, Aspasia (BS, '19) and Dimitri (class of 2022).

PREFERRED COMPETENCIES AND QUALIFICATIONS

University of South Carolina seeks a Vice President for Development with

- a commitment to the mission of the University of South Carolina—the education of the state's citizens through teaching, research, creative activity, and community engagement;
- an ability to work effectively with boards, senior management teams, community leaders, and community constituents to achieve results;
- achievement in identifying high net-worth donors, conducting face-to-face solicitations, and closing philanthropic commitments with significant institutional impact;
- results-oriented leadership in the achievement of significant fundraising goals, preferably in the higher education space;
- an ability to effectively navigate large, complex, matrixed organizations;
- knowledge of best practices and experience in recruiting, developing, and retaining a highly functioning, cohesive team;
- an inclusive management style that actively solicits input from team members;
- exceptional abilities as a listener and strong communicator to internal and external audiences and stakeholders within a community—who can inspire and motivate in one-on-one situations, and as a public speaker;
- an ability to build relationships and partnerships with a broad range of constituencies;
- an unwavering commitment to quality and excellence;
- experience with change management;
- experience working with a CRM and related technologies within a fundraising environment;
- sound judgment, emotional intelligence, integrity, confidence, and a positive attitude;
- a driven, entrepreneurial, and innovative approach; and
- a sense of accountability for oneself and for others, as it relates to meeting commitments.

A bachelor's degree is required for this position as is at least ten years of fundraising experience with progressive management responsibility, including senior level management, within a complex nonprofit organization/system, preferably within institutions of higher education.

SALARY AND BENEFITS

University of South Carolina offers a competitive salary and comprehensive [benefits package](#).

LOCATION

University of South Carolina is located in Columbia, South Carolina.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of University of South Carolina as well as the responsibilities and qualifications stated in the prospectus.*** Review of applications will begin immediately and continue until the successful candidate has been selected. All inquiries will be held in confidence.

The University of South Carolina does not discriminate in educational or employment opportunities on the basis of race, sex, gender, gender identity, transgender status, age, color, religion, national origin, disability, sexual orientation, genetics, protected veteran status, pregnancy, childbirth, or related medical conditions.

To apply for this position, visit:

[Vice President for Development, University of South Carolina](#).

To nominate a candidate, please contact Don Hasseltine, donhasseltine@aspenleadershipgroup.com or Jeanette Rivera-Watts, jeanetterw@aspenleadershipgroup.com.

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