



SENIOR DIRECTOR OF DEVELOPMENT
COLLEGE OF THE ENVIRONMENT, FORESTRY, AND NATURAL SCIENCES
NORTHERN ARIZONA UNIVERSITY
Location – Flexible (Arizona)



ADVANCEMENT | FOUNDATION



College of the Environment, Forestry, and Natural Sciences

The Aspen Leadership Group is proud to partner with Northern Arizona University (NAU) in the search for a Senior Director of Development, College of the Environment, Forestry, and Natural Sciences.

The Senior Director of Development will pursue philanthropic support from individuals, foundations, and corporations for the College of Environment, Forestry, and Natural Sciences (CEFNS). The Senior Director will be responsible for the overall leadership and management of the college's development efforts including the planning and direction of comprehensive strategies for the identification, cultivation, solicitation, and stewardship of gift prospects for CEFNS. The Senior Director will oversee the work of gift officers, with a focus on principal and major gift development (defined at NAU as \$25,000 or more). The Senior Director will work with staff in Planned Giving, Annual Giving, and Corporate and Foundation Relations for NAU development as well as participate in strategic planning and interactions with volunteer and advisory boards. The Senior Director will collaborate and partner with colleagues and peers across campus while building strong donor relationships which will include significant personal interaction with alumni, friends, prospects, and donors.

Founded in 1899, Northern Arizona University is a public university centered on students. Its academic programs, research, public service, and creative endeavors enrich lives and create opportunities in Arizona and beyond. NAU develops solutions to challenges and drives innovation in a supportive, inclusive, and diverse environment. NAU is built on a student-first foundation — this was true when it opened its doors more than 100 years ago, and it's true now. Its traditions and values of the past inform its present and help it shape the future.

Over the past decade, NAU has seen tremendous growth in its student population, research agenda, and academic programming. New construction has enhanced a large portion of the 740-acre Flagstaff campus, increasing access and affordability for students across Arizona. Today NAU serves 31,000 students across 20-plus statewide locations and online. NAU offers over 150 undergraduate and graduate degree programs, all distinguished by an ongoing commitment to close student-faculty relationships and rigorous academic quality. Seven academic colleges, including a new College of Engineering, Informatics, and Applied Sciences provide increased options for fundraising. In addition, a strategically focused and innovative Alumni Engagement team is paving the way for greater and impactful engagement opportunities for generations of Lumberjacks.

THE COLLEGE OF THE ENVIRONMENT, FORESTRY, AND NATURAL SCIENCES

The College of the Environment, Forestry, and Natural Sciences (CEFNS) delivers outstanding undergraduate and graduate learning experiences by integrating science & mathematics, research, and the creative application of knowledge. We strive to build a community of diverse faculty, staff, and students who collaborate in scientific inquiry and innovation to better understand the natural world and address complex problems in Arizona and beyond. We recognize our students as the leaders of tomorrow and provide transformative educational experiences that help them realize their aspirations.

CEFNS is particularly proud of its instructional excellence and commitment to place-based learning and student success. With values rooted in a teacher-scholar faculty model, we provide diverse experiential learning opportunities for students, focusing on research and internship participation. Our faculty are leaders in research and discovery and the college currently administers more than \$115M in active research grants. CEFNS is committed to advancing its commitment to diversity, inclusion, equity and justice in its community of students, faculty, and staff. To this end we cultivate strong community partnerships across Northern Arizona and beyond, including with Native American tribal partners, to better serve our students and the communities they call home.

The college is comprised of six academic units and three research centers, with more than 275 faculty and staff and more than 4,500 degree-seeking students:

- Department of Astronomy & Planetary Science (BS, PhD)
- Department of Biological Sciences (BS, BSEd, MS, PhD)
- Department of Chemistry & Biochemistry (BS, BSEd, MS)
- Department of Mathematics & Statistics (BS, BSEd, MS)
- School of Earth & Sustainability (BA, BS, BSEd, MS, PhD)
- School of Forestry (BSF, MF, MSD, PhD)
- Center for Adaptable Western Landscapes
- Center for Ecosystem Science & Society
- Ecological Restoration Institute

REPORTING RELATIONSHIPS

The Senior Director of Development, College of the Environment, Forestry, and Natural Science will report jointly to the Dean of the CEFNS, Jason Wilder, and the Associate Vice President, Advancement, Bonnie Baker. The Senior Director will manage two gift officers, collaborating with their Deans and Directors in the supervision of these staff.

FROM THE ASSOCIATE VICE PRESIDENT

Thank you for your interest in working with our outstanding team at Northern Arizona University. We are at the start of our 17th Presidency, with Dr. José Luis Cruz Rivera beginning his term as NAU president last summer. President Cruz Rivera has challenged us to dream big, and he's building the infrastructure necessary to achieve those dreams. The NAU Foundation achieved its best fundraising year ever in 2020 in the midst of the pandemic. In this time of historic institutional and philanthropic growth, we are looking to build a team that will match President Cruz Rivera's drive and focus on equitable post-secondary value for all NAU students. If you're an enthusiastic fundraising professional looking for a chance to make a

difference, now is the time to join NAU and become part of an institution that is bringing the promise of boundless opportunity to students from all backgrounds. NAU is uniquely positioned to serve a diverse student body through our established programs for underrepresented and first-generation students and through NAU's commitment to supporting Native American and Indigenous students.

I've been with NAU for nearly 10 years, and I must share how excited I am by NAU's prospects for growth. I am inspired by the passion and vision of our President and Board of Directors, along with the commitment of our faculty, staff, and volunteers. I'm looking forward to supporting a committed and energized fundraising leader, and can't wait to see the impact this leader will have for current and future NAU students and the world.

Are you ready to join this historic movement and create tangible impact for Northern Arizona University, our students, communities, and beyond? Continue reading to learn more about the University, our dynamic president, and how you can apply your talent to elevate NAU's mission.

—Bonnie Baker, Associate Vice President, Advancement

NORTHERN ARIZONA UNIVERSITY'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

Northern Arizona University aims to create, support and nurture a university environment exhibiting true diversity and inclusion where individuals whose unique experiences of race, ethnicity, religion, sexual and gender identities, disability, and all perspectives are valued and woven into the fabric of the institution.

NAU's [Diversity Strategic Plan](#) (DSP) creates a framework of action for the University to enhance Diversity and Inclusion throughout the fabric of NAU. The goal of the DSP is to create a community that exhibits true diversity and inclusion. This means that at all levels of the institution, diversity and inclusion are recognized as institutional strengths and exhibited through a reflection of ideals and participation by all members of the diverse NAU community.

PRIMARY RESPONSIBILITIES

Fundraising

The Senior Director of Development, College of the Environment, Forestry, and Natural Science will

- prioritize, engage, and manage a major gifts portfolio of 70-100 prospects capable of philanthropically supporting CEFNS priorities;
- annually solicit and close 12-20 major gifts of \$25,000 or more in support of CEFNS and campaign priorities;
- be responsible for the overall leadership and management of the CEFNS development efforts;
- work across the college's six academic units and eight centers and institutes to support top priorities, and coach internal partners on fundraising strategies;
- facilitate interaction with prospects for the CEFNS Dean, faculty, staff, and other natural partners;
- participate fully in the University's comprehensive fundraising program, including its prospect management system;
- help set — and then meet — visit, contacts, and fundraising goals, and be directly accountable for those goals; and
- steward scholarship and award founders and donors who are not in the current major gifts portfolio.

Planning and goal setting

The Senior Director of Development, College of the Environment, Forestry, and Natural Science will

- develop an understanding of the mission and goals of NAU, including knowledge of CEFNS and its various units and major entities within the University; and
- work with CEFNS and NAU leadership, along with CEFNS faculty and staff, to identify prospective donors, establish strategic fundraising plans, and execute cultivation/solicitation strategies.

Management

The Senior Director of Development, College of the Environment, Forestry, and Natural Science will

- oversee and provide supportive leadership to two directors of development for assigned units/colleges; and
- provide guidance and donor connections to the college's scholarship/award processes.

Communication, Marketing, and Stewardship

The Senior Director of Development, College of the Environment, Forestry, and Natural Science will

- collaborate with the CEFNS Dean to set and communicate fundraising priorities and vision for meeting NAU's strategic goals with internal and external stakeholders;
- work with volunteers, advisory board members, and Foundation Board members to promote CEFNS and NAU; and
- collaborate with CEFNS Dean and director of Donor Relations on a comprehensive college-wide stewardship program to acknowledge and thank donors.

LEADERSHIP

José Luis Cruz Rivera

President

José Luis Cruz Rivera began his tenure as the 17th President of Northern Arizona University (NAU) on June 14, 2021. Prior to joining NAU, Dr. Cruz Rivera served as President of Lehman College of The City University of New York and as Executive Vice Chancellor and University Provost of the 25-campus system. During Cruz Rivera's tenure at CUNY, Lehman College enhanced its national reputation as an engine of social mobility, and the Central Office of Academic Affairs registered important accomplishments on behalf of the University's more than 20,000 faculty members, 26,000 professional staff, and 500,000 students and learners.

A leading national advocate for policies to expand opportunities and improve educational outcomes for all students — especially those who have historically been underserved — Cruz Rivera is a frequent keynote speaker and writer on higher education issues. He has testified several times before the U.S. Congress, and his work has been covered by many media outlets, including *The Chronicle of Higher Education*, the *New York Times*, the *Washington Post*, and *Univision*.

Previously, Cruz Rivera served as provost of California State University, Fullerton. He is a former vice president of Higher Education Policy and Practice at The Education Trust in Washington, D.C. and a former Chief Student Affairs Officer for the University of Puerto Rico system. He began his career as a faculty member in engineering at the University of Puerto Rico, Mayagüez, rising through the ranks and serving as Chair of the Electrical and Computer Engineering Department and Dean of Academic Affairs.

Cruz Rivera chairs the board of directors of The Education Trust and serves on the board of the Data Quality Campaign. He is also a member of the National Survey of Student Engagement (NSSE) advisory board, the Anchor Institutions Task Force, and the steering committee of the Presidents' Alliance on

Higher Education and Immigration. In the past, he has served on the board of directors of the New York Botanical Garden, the Institute for Higher Education Policy, the Regional Plan Association, and the Association of Chief Academic Officers. He has also served as a member of the Community Advisory Group of the Federal Reserve Bank of New York, the advisory board of the American Association of State Colleges and Universities Committee on Academic Innovation and Transformation, and as a commissioner on the Postsecondary Value Commission.

Cruz Rivera is a Senior Member of the Institute of Electrical and Electronics Engineers, a patented inventor, and a National Science Foundation Career Award recipient. His work as a faculty member on optical interconnections for massively parallel processing systems was published in scientific journals and presented at international conferences. He earned his bachelor's degree in electrical engineering (magna cum laude) from the University of Puerto Rico, Mayagüez and his master's and doctorate degrees from the Georgia Institute of Technology. He is an alumnus of the Harvard Institute of Educational Management.

Jason Wilder

Dean, College of the Environment, Forestry, and Natural Sciences

Jason Wilder has served as the Dean of the College of the Environment, Forestry, and Natural Sciences, since May of 2019. Wilder has worked at NAU for more than 13 years and held numerous positions, including the Director of the Biomedical Science Program and Chair of the Department of Biological Sciences. Prior to arriving at NAU, Wilder held the positions of Assistant Professor at Williams College and Postdoctoral Fellow at the University of Arizona.

Wilder's career as a faculty member at NAU is distinguished by a deep commitment to teaching and mentoring students, coupled with a strong record of scholarly publications and extramural funding. His passion and combination of proven visionary academic leadership, well-honed administrative skills, and success as a teacher-scholar has helped him create an academic environment that offers exceptional opportunities for students to learn and engage with science while also fostering an environment that empowers NAU scientists to thrive as international leaders in research and discovery.

Wilder received his B.A. in Biology from Williams College and his Ph.D. in Ecology and Evolutionary Biology from Princeton. He did his postdoctoral research in the Department of Ecology and Evolutionary Biology and Division of Biotechnology at the University of Arizona. Wilder has a strong record of research, funded primarily by the National Science Foundation and National Cancer Institute, and his work has been published in the scientific journals *Nature Genetics*, *Evolution*, *Genetics*, *Heredity*, and *Human Biology* — among others. He currently serves as a Principal Investigator for "The Partnership for Native American Cancer Prevention", a \$6.8M grant to NAU funded by the National Cancer Institute.

Bonnie Baker

Associate Vice President, Advancement

Bonnie Baker is the Associate Vice President, Advancement at Northern Arizona University, responsible for multiple college-based fundraising units while also overseeing the annual giving and prospect development teams. Baker is a forward-thinking development professional with 20 years of demonstrated success in fundraising and non-profit management. Previously, Baker served as Director of Development for the Grand Canyon Association supporting Grand Canyon National Park. Other roles include Executive Director for the Crested Butte Nordic Council and Director of Public Affairs for the Baker Institute for Animal Health at Cornell University. Baker discovered her passion for development and fundraising while serving as a volunteer for public radio in Colorado. She holds a bachelor's degree in English from the College of the Holy Cross.

PREFERRED COMPETENCIES AND QUALIFICATIONS

Northern Arizona University seeks a Senior Director of Development, College of the Environment, Forestry, and Natural Science with

- a commitment to the mission of Northern Arizona University to enrich lives and create opportunities in Arizona and beyond;
- a record of closing major gifts of \$25,000 or more, or revenue metrics that support organizational priorities;
- fundraising and volunteer management experience;
- an ability to solicit and close philanthropic gifts at the five- and six-figure level, or equivalent experience in a related field such as corporate sales;
- strong organizational and planning skills with the ability to initiate, collaborate, implement, monitor, evaluate, advance, and report on strategic plans that support the activities of, and contribute to, the overall goals and objectives of NAU and Development and Alumni Engagement;
- superior interpersonal skills with an ability to successfully interact and collaborate with varied constituencies in a professional manner, exhibiting excellent communication skills, and demonstrating tact, poise, and diplomacy while working with a wide variety of personalities;
- experience as a team player with the ability to gain trust and confidence of colleagues and constituents;
- experience and credibility when presenting materials to both internal and external constituents, including individuals from a variety of culturally diverse backgrounds;
- a commitment to excellence, honesty, transparency, and high levels of collaboration;
- attention to detail and an ability to work independently and manage multiple projects and priorities to meet aggressive timelines and challenging deadlines with minimal staff support;
- an entrepreneurial spirit and an ability to take initiative and actively seek to deepen current donor relationships and forge new ones;
- experience working with sensitive information and ability to maintain strict confidentiality;
- experience in major gift fundraising principles and practices at a major university;
- comprehensive campaign experience (preferred)
- an ability to engage, motivate, and work with prospects, volunteers, university officials, faculty, and staff — or similar constituencies;
- a working knowledge of a donor databases;
- an ability to work independently; a self-starter with energy, humility, and enthusiasm
- an interest in the sciences.

A bachelor's degree is required for this position as is at least five years of experience as a front-line fundraiser in a comprehensive development program or equivalent experience in a related field, such as corporate sales.

SALARY & BENEFITS

The salary range for this position is \$95,809 to \$143,713 annually. Northern Arizona University offers a comprehensive [benefits package](#).

LOCATION

Northern Arizona University is located in Flagstaff, Arizona. NAU will consider candidates throughout Arizona with a preference for the Flagstaff area. The Senior Director must be able and willing to travel frequently throughout the United States to attend relevant programs and events, and to meet with current and prospective donors to further cultivation and solicitation strategies (approximately 25 – 50% time).

APPLICATION INSTRUCTIONS

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

Northern Arizona University is a committed Equal Opportunity/Affirmative Action institution. Women, minorities, veterans, and individuals with disabilities are encouraged to apply.

To apply for this position, visit:

[Senior Director of Development, College of the Environment, Forestry, and Natural Science, Northern Arizona University.](#)

To nominate a candidate, please contact Felicia Garcia-Hartstein:

feliciaagh@aspenleadershipgroup.com.

All inquiries will be held in confidence.