

# ASPEN • LEADERSHIP • GROUP

ASSISTANT VICE PRESIDENT FOR DEVELOPMENT

UNIVERSITY OF THE PACIFIC

Stockton, California

<http://pacific.edu>

UNIVERSITY OF THE  
PACIFIC

The Aspen Leadership Group is proud to partner with University of the Pacific in the search for an Assistant Vice President for Development.

The Assistant Vice President for Development is responsible for providing strategic guidance for major and principal giving in a three-campus environment. In addition to managing a portfolio of major and principal gift prospects, the AVP leads a skilled team responsible for identifying, qualifying, cultivating, soliciting, and stewarding suspects and prospects that will advance the mission and goals of the university.

University of the Pacific is an independent, coeducational university serving nearly 6,300 students on three campuses in Stockton, San Francisco, and Sacramento. It was established by pioneering Methodist ministers in 1851 as California's first chartered institution of higher learning. Pacific has earned widespread recognition for its deep commitment to teaching and learning, its history of innovation, and the accomplishments of its 60,000 alumni.

Drawing on its rich legacy, Pacific is a student-focused, comprehensive educational institution that produces outstanding graduates who are prepared for personal and professional success. Its student body thrives in Pacific's small classes and dynamic cultural environment, while its distinguished alumni are transforming their communities every day.

Pacific is comprised of three distinct campuses united under one common goal: to educate and prepare the leaders of tomorrow through intensive academic study, experiential learning, and service to the community. Its Stockton campus is home to seven schools and colleges, with more than 80 majors and programs of study. Pacific also has the McGeorge School of Law in Sacramento and the Arthur A. Dugoni School of Dentistry in San Francisco. Undergraduates make up more than half of the total University population, with 3,810 undergraduates enrolled for the 2014-2015 academic year. Pacific students benefit from small class sizes with an average class size of 19 and student-faculty ratio of 14:1. While 93 percent of Pacific students come from California, 22 other states, and 30 foreign countries are also represented.

Pacific enjoys national recognition for its leadership in higher education, consistently ranked among the best national universities and as a "Best Value" by *U.S. News & World Report* and *Princeton Review*. *U.S. News* also ranks Pacific very high (No.15) for ethnic diversity. The Economist and The Brookings Institution have ranked Pacific the No. 3 best value college or university in California. It is among the top 10 schools in the nation whose graduates exceed expected earnings, according to an analysis by the Georgetown University Center on Education and the Workforce.

Under the stewardship of Pacific's current president, Pamela A. Eibeck, Pacific is expanding its presence in Sacramento and San Francisco and implementing a bold new strategic vision, *Pacific 2020*. This vision capitalizes on Pacific's highly regarded academic programs, formative student-teacher relationships, and multiple locations to position Pacific to become the best teaching-focused university in California.

## REPORTING RELATIONSHIPS

The Assistant Vice President for Development will report to the Associate Vice President, Development.

## PRINCIPAL OPPORTUNITIES

The Assistant Vice President is an integral member of the University Development and Alumni Relations team. The role provides strategic guidance for major and principal giving within individual schools and units, manages a portfolio of major and principal gift prospects, and works closely with deans, provosts, and senior university leadership. The AVP will play a key role in the support and success of Pacific's current comprehensive fundraising campaign.

## PRIMARY RESPONSIBILITIES

The Assistant Vice President for Development will

- provide planning and oversight for the design, implementation, and management of a comprehensive development plan focused on expanding major and principal gift portfolios and related gift tasks;
- provide direction and oversight for the coordination of activities related to strategic campaign major and principal gift planning and implementation;
- work closely with university administrators, faculty, and other development personnel to build awareness and expand positive fundraising relationships with identified constituencies;
- identify key linkages and common interests to enhance engagement of prospects;
- build, cultivate, and solicit a prospect portfolio of 30-60 major and principal gift prospects;
- oversee high quality stewardship processes for active major and principal gifts, corporate and foundation donors and prospects;
- manage, develop, and evaluate fundraising staff consistent with organizational and strategic goals; and
- develop, implement, and evaluate annual plans for all staff under supervision.

## KEY COLLEAGUES



**Burnie Atterbury**

**Vice President of University Development and Alumni Relations**

Burnie Atterbury joined Pacific in 2012 as the Vice President of University Development and Alumni Relations. Prior to coming to Pacific, he served as the Associate Vice President for Development at the University of San Francisco. Atterbury was responsible for major and planned giving, research, and stewardship. In 2011-12, he also served as Interim Vice President for Development. In that capacity he presided over dramatic improvements in major giving and annual giving. He oversaw a staff of 40 responsible for principal and major gifts, planned gifts, annual giving, corporate and foundation relations, alumni relations, advancement services, and events. Atterbury

served in a variety of senior fundraising roles at USF since 2003, including Assistant Dean for Law Development and Senior Director of Major Gifts.

Atterbury currently oversees major gifts, planned giving, the Pacific Fund, corporation/foundation relations, the Pacific Alumni Association, and advancement services. He works closely with fundraising officers and the leadership in Pacific's eight schools, the College, and Intercollegiate Athletics.

Prior to joining USF, Atterbury held positions in business development, marketing, and sales with SBC. He holds a bachelor's degree in history from California State University, Northridge.



**Scott Biedermann**

**Associate Vice President, Development**

Scott Biedermann is the Associate Vice President for Development at University of the Pacific. He oversees the school and unit fundraising staff, principal giving, major giving, athletics fundraising, corporate and foundation relations departments, and campaign management, as well as working directly with the University President. Prior to this role, he was the Executive Director and Assistant Vice President for Development. Before Pacific, Biedermann had a successful career in K-12 education, first as an English teacher, and then as an administrator, leading the research and grant development department at a County Office of Education. Biedermann also is an adjunct professor at Modesto Junior College and Teachers College of San Joaquin and a doctoral student in Pacific's Educational Administration and Leadership program. Additionally, he is active in the community, serving on the board of the Great Valley Center and Visionary Homebuilders of California.

### **CANDIDATE QUALIFICATIONS AND QUALITIES**

The ideal candidate for the position of Assistant Vice President for Development will have

- experience in principal gift planning in a higher education environment (preferred);
- advanced knowledge of cultivation, solicitation, and stewardship strategies and techniques, particularly in the areas major, principal, and corporate and foundation strategies;
- self-motivation and discipline to regularly set and achieve work goals;
- excellent management, organizational, interpersonal, and networking skills with large groups as well as with individuals;
- track record of motivating staff to enhance individual and group goal achievement;
- demonstrated ability to take primary responsibility for diverse number of projects and to complete them in a timely manner with limited supervision;
- demonstrated ability to write donor centric communications, including but not limited to: brochures, letters, proposals and stewardship materials; and
- positive attitude, proven ability to work successfully with diverse populations, and demonstrated commitment to promote and enhance diversity and inclusion.

A bachelor's degree is required for this position as is 7 years of progressively responsible and successful fundraising experience in a sophisticated development program.

### **SALARY AND BENEFITS**

University of the Pacific offers a competitive benefits and compensation package.

## LOCATION

University of the Pacific is located in Stockton, California. The City of Stockton is ranked the 13<sup>th</sup> largest city in California and is the 4<sup>th</sup> largest city in the Central Valley. Stockton has a dynamic, multi-ethnic and multi-cultural population of more than 290,000 residents. Stockton has a variety of entertainment, cultural activities, and diversity to offer new residents. While also recognizing the ethnic diversity of Stockton, it is the home to the oldest Buddhist Temple in California.

Known as California's "Sunrise Seaport," the City of Stockton is located at the confluence of the San Joaquin River and the Delta Region waterways, allowing for ease of transportation of goods, or entertainment activities such as boating, skiing, and fishing. Moving westward Stockton is a 90 minute drive to San Francisco and is only a 40 minute drive from the BART (Bay Area Rapid Transit) station in Dublin, as well as being less than one-hour's drive from downtown Sacramento. Stockton offers close proximity to many other popular destinations such as Lake Tahoe, Yosemite National Park, the many wineries of Murphy's, and numerous ski resorts in the Motherload.

## DIVERSITY AND INCLUSION

University of the Pacific is an affirmative action and equal opportunity employer dedicated to workforce diversity. In compliance with applicable law and its own policy, Pacific is committed to recruiting and retaining a diverse faculty and staff and does not discriminate in its hiring of faculty and staff, or in the provision of its employment benefits to its faculty and staff on the basis of race, color, religion, national origin, ancestry, age, genetic information, sex/gender, marital status, veteran status, sexual orientation, medical condition, pregnancy, gender identity, gender expression or mental or physical disability.

## APPLICATION DEADLINE

All applications must be accompanied by a cover letter and résumé. Before submitting your materials, please read them over for accuracy. Review of applications will begin immediately and continue until the successful candidate has been selected.

*To nominate a candidate, contact Anne Johnson: [annejohnson@aspenleadershipgroup.com](mailto:annejohnson@aspenleadershipgroup.com).*

*All inquiries will be held in confidence.*

## ASPEN • LEADERSHIP • GROUP

ASPEN LEADERSHIP GROUP FOCUSES EXCLUSIVELY ON SEARCH AND TALENT MANAGEMENT IN THE FIELD OF PHILANTHROPY. RECOGNIZED LEADERS IN THE FIELD RECRUIT AND PROVIDE COUNSEL TO OTHER LEADERS AND EMERGING LEADERS, BUILDING ENDURING, PRODUCTIVE RELATIONSHIPS AND SUPPORTING EXCEPTIONAL CAREERS.

LEARN MORE AT [WWW.ASPENLEADERSHIPGROUP.COM](http://WWW.ASPENLEADERSHIPGROUP.COM) AND [WWW.PHILANTHROPYCAREER.NET](http://WWW.PHILANTHROPYCAREER.NET).