



DIRECTOR OF DEVELOPMENT, SCHOOL OF BUSINESS
UNIVERSITY OF SAN DIEGO
San Diego, California
[University of San Diego](http://www.sandiego.edu)



The Aspen Leadership Group is proud to partner with the University of San Diego in the search for a Director of Development, School of Business.

The Director of Development, School of Business will be responsible for major gift fundraising duties for the School and university-wide priorities. Working with the Associate Vice President and Dean, the Director will develop a comprehensive fundraising program for private support from faculty, staff, alumni, friends of the School, other individuals, corporations, and foundations to solicit donors at all levels with a particular emphasis on major gifts of \$25,000 or more.

The University of San Diego is set at the edge of an international gateway on a campus that's consistently ranked among the nation's most beautiful. Its focus on academic excellence — inspired by faith, infused with contemporary Catholic values and nurtured in a warm, community environment — empowers innovative, confident, original thinkers to make positive contributions by confronting humanity's urgent challenges in places near and far. San Diego's proximity to the U.S./Mexico border, where communities and cultures converge, provides its students and faculty members with unique opportunities to learn, to put theory into action, and to find new ways to lead purposeful lives.

With more than 8,000 students from 85 countries and 50 states, the University of San Diego is the youngest independent institution on the *U.S. News & World Report* list of top 100 universities in the United States. Its small class sizes, compassionate culture, unique learning opportunities, study-abroad opportunities, and state-of-the-art resources ensure that graduates of its undergraduate and graduate programs succeed after graduation and throughout their lives.

The University of San Diego is a Roman Catholic institution committed to advancing academic excellence, expanding liberal and professional knowledge, creating a diverse and inclusive community, and preparing leaders who are dedicated to ethical conduct and compassionate service. The University of San Diego expresses its Catholic identity by witnessing and probing the Christian message as proclaimed by the Roman Catholic Church. The university promotes the intellectual exploration of religious faith, recruits persons and develops programs supporting the university's mission, and cultivates an active faith community. It is committed to the dignity and fullest development of the whole person. The Catholic tradition of the university provides the foundation upon which the core values listed below support the mission.

As a Catholic institution, the University of San Diego seeks to represent the diversity and beauty of God's creation as a way to understand and work to eliminate injustices on its campus, in its local community, and around the world. The university is committed to creating a welcoming, inclusive, and collaborative community and values students, faculty, and staff from different backgrounds and faith traditions. As a university committed to academic excellence, it strives to include diverse perspectives as a way of maximizing the transformative potential of learning, teaching, and scholarship.

SCHOOL OF BUSINESS

The University of San Diego School of Business teaches business as a force for good. Numerous degree specializations and co-curricular activities, from professional development workshops to industry association conferences, enable students to tailor their studies to their career interests in the private, public or not-for-profit sectors.

The School's degree programs have achieved the highest level of international recognition by being fully accredited by AACSB International for over 30 years. The School of Business has also been ranked among the top graduate and undergraduate business schools in the United States and the world. The School of Business was one of the original signees to participate in the *Principles for Responsible Management Education (PRME)*. Initially convened by the United Nations Global Compact and business school accrediting organizations, PRME serves to embed issues of social responsibility and sustainability in the mainstream of business education. The University of San Diego has been a values-based institution since its inception, and the School of Business views the core PRME principles as an extension of its own mission.

San Diego's MBA program is ranked No. 1 in San Diego in Bloomberg Businessweek's Best Business School ranking and the School of Business is now ranked the second highest undergraduate business school in California, and No. 42 in the nation, according to the latest ranking from *Poets & Quants for Undergrads*. *U.S. News & World Report* ranks the master's in supply chain management program in the School of Business as the No. 2 Best Online Graduate Program in California. It also ties for No. 22 in the United States. The MBA program ranks among the top 10 Green MBAs in the nation according to *Princeton Review* and in its first year of existence, The Brink, the Small Business Development Center at the School of Business, was already named the No. 1 accelerator in San Diego by the *San Diego Business Journal*. The School of Business ranks No. 2 in California and No. 8 in the nation on College Factual's list of international business programs and ranks No. 2 in California and No. 1 in San Diego on College Factual's list of 2019 Best Accounting Colleges in the United States. *College Factual* has also ranked USD as No. 1 three years in a row in 2020, 2019, and 2018 in its category "Best Real Estate Colleges in the U.S."

REPORTING RELATIONSHIPS

The Director of Development, School of Business will report to the Associate Vice President, Sandra Ciallella, and have a dotted reporting line to the Dean, Dr. Tim Keane.

FROM THE ASSOCIATE VICE PRESIDENT

The University of San Diego sets the standard for an engaged, contemporary Catholic university where innovative changemaking is our north star. It is incredibly exciting and inspiring to be working at a university that fosters a university-wide ecosystem that strengthens the collective capacity of our students, faculty, staff, and community partners to address humanity's most urgent challenges through meaningful, sustainable, and innovative collaborations to advance USD's mission. Members of the university development team are uniquely positioned to be a part of changemaking every day as they work with numerous constituencies within the university community as well as our engaged alumni, parents, and friends.

In light of the global health pandemic and pandemic racism, the USD School of Business is set to transform the vision for business education to embrace a stewardship approach to fixing a world in crisis. Stewardship requires businesses to innovate within a free enterprise system to protect and care for society in pursuit of a greater good.

USD School of Business graduates learn stewardship-driven free enterprise skills focused on improving the quality of life of people within their communities and beyond.

The watershed moment for the USD School of Business came when USD Board Chair and former CEO of Clorox Don Knauss and his wife Ellie invested \$20 million to catalyze the construction of a state-of-the-art new business school complex. When completed in August 2022, the 120,000 square foot complex will unify all School of Business stakeholders in pursuit of the aspirational vision to drive business stewardship of our collective future.

The School of Business is getting ready to launch its “Kairos Campaign” which will seek funding for the new building as well as programmatic initiatives, endowed positions, and scholarships. The Director of Development for the School of Business will be at the center of this exciting opportunity, working closely with the Dean, faculty, and other key stakeholders. The groundwork for the Kairos Campaign has already been completed, and the Director of Development will be positioned to hit the ground running and be a part of USD’s history as we prepare to transform the School of Business. The Knauss Center for Business Education will be the physical home for the School of Business, but the mortar that binds us together is our unique competitive advantage. The USD School of Business delivers a rich, holistic student experience, crafted with a higher purpose in mind, all for the greater good.

–Sandra Ciallella, Associate Vice President

PRIMARY RESPONSIBILITIES

The Director of Development, School of Business will

- work with the Associate Vice President, Dean, faculty, department heads, institutes, and centers to identify, plan, coordinate, and implement the School's fundraising priorities, promote new relationships, and enhance existing relationships with potential donors;
- collaborate with the School's Director of Marketing and Communications to promote the School and its mission, plan and coordinate fundraising communications, publications, brochures, and special events;
- actively participate in supporting the School's major goals and activities, such as student recruiting and retention, commencement, Distinguished Alumni selections, class gifts and career development, and placement opportunities;
- serve as the project manager for the School's development budget, developing and managing the annual operating plan;
- identify, cultivate, solicit, and steward priority prospects for annual, special, major gifts, and deferred and estate gifts while working with the Offices of Advancement Services, Foundation Relations, Alumni Relations, Parent and Family Relations, Office of Planned Giving, and other directors of development throughout the university to identify new qualified major gift prospect alums, parents, friends, faculty, corporations, and foundations;
- work with the Dean, the Development Manager, the Assistant Director of Alumni Relations, and others to identify and cultivate Advisory Board members;
- identify and coordinate the efforts of volunteers and other staff members to be involved in the cultivation and solicitation process; and
- oversee the day-to-day administration of the School's Office of Development.

KEY COLLEAGUES



Sandra Ciallella, J.D.

Associate Vice President, Development

Sandra Ciallella is currently the Associate Vice President for Development in the University Advancement Division at the University of San Diego, a position she took in September 2004. Ciallella's role at USD is to work with high net worth alums, parents, and friends of the university to secure major and planned gifts. She is responsible for the management of the offices of Planned Giving, Foundation Relations, and Parent and Family Relations as well as central and school-based major gift officers.

Prior to joining USD, Ciallella worked for nine years at Scripps Foundation for Medicine of Science where she began her development career as Associate Director of Gift Planning. At the time that she left Scripps to join USD, she held the position of Senior Vice President for System Development. In that role she was responsible for not only the management of the Scripps' gift planning program but also oversight of the development officers assigned to four hospitals and the Scripps Cancer Center for Scripps Health.

Prior to embarking on her development career, Ciallella practiced law in the areas of estate planning and probate, real estate and business transactions, and tax dispute and planning.

Ciallella received her B.S. in Accounting from Penn State University and her J.D. from the University of San Diego School of Law.



Tim Keane, PhD

Dean, School of Business

Dr. Timothy Keane's career has included leadership positions as a technology entrepreneur at a global Fortune 500 firm and within academia at four universities.

During his twenty years in marketing and sales at Anheuser-Busch, Dr. Keane developed innovative marketing campaigns for high-volume markets and launched a new department focused on data analytics. He left the company to start a Salesforce automation software venture. When the company was acquired in 2003, Dr. Keane entered academia full-time.

His many accomplishments in higher education include being named a Ewing Marion Kauffman Entrepreneurial Scholar and launching seven new research/teaching centers as well as a new college of business in Denver, Colorado. In 2019, Dr. Keane was selected from a national search to lead the University of San Diego School of Business.



Richard P. Virgin
Vice President, University Advancement

Richard P. Virgin (Rick) became the Vice President for University Advancement at the University of San Diego on August 1, 2018. His previous leadership position was as Vice President of University Relations at Creighton University in Omaha, Nebraska, where he served as the chief fundraiser and philanthropic strategist. Virgin led the successful *Ignite the Greatness* campaign that culminated in the first named college at Creighton, the Heider College of Business. He has a solid reputation for creating high-performing teams, establishing strong relationships with boards and senior leadership, and coaching and mentoring staff at all

levels.

He has more than 20 years of development leadership experience spearheading successful fundraising campaigns and establishing a significant record of accomplishment securing major and transformational gifts at Creighton University, George Mason University, and The George Washington University. As a member of Hispanics in Philanthropy and Board of Trustee's member of Partnership 4 Kids, Virgin also brings with him a commitment to community service.

Rick, his wife Kathleen Rapp, their daughter Kennedy, and a puppy named Scout, now reside in San Diego not far from the beach.

PREFERRED COMPETENCIES AND QUALIFICATIONS

The University of San Diego seeks a Director of Development, School of Business with

- an ability to collect, analyze, and present data;
- knowledge of the full spectrum of philanthropic fund development, including special gifts, major gifts, capital campaigns, annual giving, special events, prospect research, proposal development, and gift planning;
- an ability to cultivate, solicit, close, and steward major gifts (\$25K+);
- cultural competency and sensitivity as well as an ability to understand different cultural contexts and viewpoints, demonstrate respect for others, adapt to different cultural settings; and accept cultural differences;
- excellent oral and written communication skills, including public speaking and an ability to communicate positively and effectively with a diverse audience;
- an ability to work collaboratively with faculty, advancement professionals, academic administrators, senior executives, volunteers, and trustees;
- an ability to recruit, organize, and manage salaried or volunteer personnel, as well as direct any individuals or committees of influence and affluence in fundraising protocol and competencies;
- a commitment to working as a member of a team and collaborating with colleagues;
- managerial and leadership skills and an ability to inspire confidence, to motivate, and to persuade;
- an entrepreneurial approach, oriented toward action and results;
- knowledge of trends and issues in higher education and philanthropy; and
- an ability to utilize Microsoft Office applications with fluency and an ability to become proficient with new technologies and CRM platforms.

A bachelor's degree is required for this position as is at least five years of experience in fundraising, including demonstrated management and administrative skills. Experience in higher education is preferred.

DIVERSITY, INCLUSION, SOCIAL JUSTICE, INCLUSIVE EXCELLENCE, AND EQUITY

Diversity at the University of San Diego results from the intentional gathering of varying perspectives that foster institutional excellence and genuine community relationships. Valuing diversity means recognizing and honoring the strengths each person brings to the community as it collectively confronts humanity's urgent challenges. In teaching and learning, diversity refers to difference, understood as an historically and socially constructed set of value assumptions about what/who matters that figures essentially in power dynamics from the local to the global. Some differences have been made to matter more than others.

Inclusion describes the institutional processes that incorporate and promote diversity. Inclusion refers to how institutional practices, policies, and habits transform to include diverse people and perspectives, especially those from underrepresented and underserved groups. The ongoing and adaptive practice of inclusion impacts campus culture and climate.

Social Justice operates centrally in Catholic social teaching. Social justice entails identifying and contesting processes in which power and privilege utilize diversity for inequitable outcomes along intersecting lines— race, class, gender, sexual orientation, religion, ability, and more— that inhibit democratic empowerment, civil and human rights.

Inclusive Excellence is synonymous with institutional excellence; high-quality education relies on engagement and inclusion with diverse perspectives. Inclusive excellence means commitment to diversity and equity in all of their forms, including a diversity of ideas, of people, and the opportunity to learn from and with diverse peers.

Equity is the process of modifying practices that have intentionally or unintentionally disadvantaged a particular group. The outcome of equity is that all people have an equal opportunity to succeed in reaching equality in outcomes.

SALARY AND BENEFITS

The University of San Diego offers a competitive salary and benefits package.

LOCATION

This position is located in San Diego, California.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of the University of San Diego to advance academic excellence, expand liberal and professional knowledge, create a diverse and inclusive community, and prepare leaders who are dedicated to ethical conduct and compassionate service.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit:

[Director of Development, School of Business, University of San Diego.](#)

To nominate a candidate, please contact Don Hasseltine:

[donhasseltine@aspenleadershipgroup.com.](mailto:donhasseltine@aspenleadershipgroup.com)

All inquiries will be held in confidence.