



**SENIOR DIRECTOR OF DEVELOPMENT, DIVISION OF BIOLOGICAL SCIENCES
UNIVERSITY OF CALIFORNIA SAN DIEGO**

San Diego, California

[University of California San Diego](https://www.ucsd.edu)

UC San Diego

ADVANCEMENT

University Development

The Aspen Leadership Group is proud to partner with University of California San Diego in the search for a Senior Director of Development, Division of Biological Sciences.

The Senior Director of Development, Division of Biological Sciences will provide leadership and overall program strategy to the planning, coordination, and implementation of fundraising programs for the Division of Biological Sciences. Coordinating with the Associate Vice Chancellor, University Development, Deans and Directors, and the Senior Executive Director of Development, the Senior Director will assure that development within Biological Sciences is in accordance with the university's academic priorities and policies. The successful candidate will provide strong leadership in strategizing and facilitating opportunities for major gift fundraising among the staff and carry a portfolio of key major and principal gift prospects.

The Senior Director will create an environment that enhances communication and encourages collaboration between the Division of Biological Sciences, General Campus, University Development, and other Advancement program areas, and will have primary responsibility for the recruitment, training, evaluation, coaching, and retention of development staff in Biological Sciences. The Senior Director will participate in a core team that provides the Associate Vice Chancellor with strategic insight and guidance regarding Biological Sciences fundraising programs. In addition, the successful candidate will have primary responsibility for managing the Biological Sciences' participation in current and future comprehensive campaigns, as well as in developing and implementing post-campaign fundraising strategies.

At the University of California San Diego, challenging convention is its most cherished tradition. Since its inception, UC San Diego has been shaped by exceptional scholars who take risks and redefine conventional wisdom. Through sheer determination and a relentless pursuit for groundbreaking discovery, UC San Diego has earned recognition as one of the world's premier research universities and one of the top-10 public universities in the nation. *Washington Monthly* has consistently ranked UC San Diego as the top public university for positive impact on the nation.

The Division of Biological Sciences, the largest undergraduate school of biological sciences in the nation, is at the very heart of UC San Diego's *non-tradition*. Its students, faculty, and staff spark scientific breakthroughs every day, dividing their world-class work into four sub-disciplines: Cell and Development Biology; Molecular Biology; Ecology, Behavior, and Evolution; and Neurobiology. The Division of Biological Science's grand vision will usher fundamental science into a new period of quantitative, collaborative research with the next generation of evidence-based breakers at the helm. Its task is to meet the challenges of the climate, improve the health of individuals, conserve delicate ecosystems, and help populations thrive, while integrating students into its top-tier endeavors. Opening doors to new eras in science means investing in opportunities for access, collaboration, and nonstop discovery. The Division of Biological Sciences seeks to fund people with potential; support emerging research from genetics to the microbiome; and communicate its work to the communities it serves, expanding science education, appreciation, and engagement.

REPORTING RELATIONSHIPS

The Senior Director of Development, Division of Biological Sciences will report to the Senior Executive Director of Development, Anne Harris and work closely with the Dean of the Division of Biological Sciences, Dr. Kit Pogliano.

UNIVERSITY DEVELOPMENT

Launched publicly in March 2017, the *Campaign for UC San Diego* is the most ambitious fundraising effort in the university's history: a \$2 billion comprehensive fundraising campaign to transform the student experience, the campus, and ultimately the world. Private support is necessary to help UC San Diego continue to drive innovation, advance society, propel economic growth, and, ultimately, solve the world's most pressing problems. UC San Diego Advancement's University Development department is the frontline-fundraising team responsible for supporting General Campus and Scripps Institution of Oceanography leadership in securing philanthropic resources that advance opportunity for their students, faculty, and initiatives.

University Development recognizes the crucial role development professionals play in identifying, engaging, cultivating, and stewarding the philanthropic partners capable of assuring this university's brightest future. Its leadership works tenaciously to seek out development professionals at all stages of their careers who evince the passion and integrity representative of the university's character. Once part of the University Development team, colleagues are celebrated for their accomplishments and offered the support necessary to identify and realize ambitious goals. University Development places a premium on collaboration and shared endeavor, recognizing that true philanthropic success is measured best by the long-term advancement of UC San Diego and the impact of its work.

PRINCIPAL OPPORTUNITIES

University Development seeks a mission-driven, seasoned, and results-oriented fundraising leader to serve as the Senior Director of Development for the Division of Biological Sciences. In direct partnership with the Dean and the Senior Executive Director for University Development, the Senior Director will serve in a vital management and leadership role for Biological Sciences Development. The Senior Director will lead donor strategy for major and principal gifts, as well as manage and mentor a development team focused on fundraising, pipeline development, donor relations, and events that are foundational to the team's success. The Senior Director will partner with some of the world's greatest [research faculty](#) who are at the forefront of scientific discovery in their respective fields and through philanthropic investment can transform our world. Their cutting-edge research addresses some of the most perplexing and urgent issues of our time. The Division of Biological Sciences is at the nexus of the larger La Jolla Mesa Biomedical Research Community, recognized as one of the premier biomedical research centers in the world.

The Senior Director will collaboratively develop, manage, and implement a strategic plan for Biological Sciences Development that provides organizational growth and long-term philanthropic sustainability. The successful candidate will be a high-performing, creative fundraiser who brings a passion for donor-centric philanthropy, strong development experience in complex and highly-collaborative environments, and a management style that inspires success, supports team members' professional growth, and models integrity, inclusivity, and accountability.

PRIMARY RESPONSIBILITIES

The Senior Director of Development, Division of Biological Sciences will

- ensure that fundraising goals are met as well as design and implement highly specialized program activities to achieve these goals;
- mentor and lead Division of Biological Sciences strategies for identifying, cultivating, and soliciting principle gift prospects of \$1 million and above;
- prepare, edit, and present formal fundraising proposals to major donors and prospects or prepare senior management for the presentation of proposals;
- ensure that the Associate Vice Chancellor and academic leadership in Biological Sciences are appropriately informed of planned solicitation activity at the major and principal gift level;
- provide guidance to the Biological Sciences Dean, faculty members, and professional staff regarding best practices in fundraising;
- manage a portfolio of donor prospects that include the most influential, complex or highest capacity-rated donors;
- strategically engage, prepare, and brief academic leadership in Biological Sciences to participate in major and principal gift cultivation, solicitation, and stewardship as well as on-going assessment of approaches in order to establish and sustain a donor-centered operation that serves the entire university;
- personally identify, cultivate, solicit, and provide stewardship for key individuals, corporations, and foundations capable of contributing major and principal gifts in excess of \$500,000;
- develop, create, write, implement, and evaluate individual marketing plans and strategies for cultivation and solicitation of major gifts, gift planning or corporate and foundation prospects;
- oversee the recruiting and training of volunteers to assist in appropriate capacities in the fundraising program;
- utilize the services of and partner with central University Development and Advancement's central service teams to maximize effectiveness of development programs;
- write complex proposals for solicitation of high value individuals, corporate, and foundation prospects;
- work collaboratively with other development officers, faculty, and administrative personnel and volunteers to coordinate successful cultivation and solicitation efforts;
- provide effective and efficient operation for the Biological Sciences Development team on issues relating to university policies and procedures, development policy, management controls, accountability, risk management, performance standards, and strategic planning;
- analyze needs and create strategic and long-range plans for fundraising and other advancement programs and make commitments and precedent-setting decisions regarding program design, development, and procedures;
- plan, implement, and maintain fundraising programs for activities to include efforts addressing current funding priorities, special events fundraising initiatives, and leadership in the development of individual and programmatic strategies; and
- oversee donor recognition and stewardship programs in the Division of Biological Sciences.

KEY COLLEAGUES



Kit Pogliano, PhD

Dean, Division of Biological Sciences

Professor, Division of Biological Sciences

Dr. Kit Pogliano received her PhD from the Department of Microbiology and Molecular Genetics at Harvard Medical School and was a Damon Runyon-Walter Winchell postdoctoral fellow at Harvard University. She is a recipient of the Searle Scholar and Beckman Young Investigator Awards and is a Fellow of the American Academy of Microbiology. She joined the UC San Diego faculty in 1996 and is a Professor in the Section of Molecular Biology in the Division of Biological Sciences and former Dean of the Graduate Division (2017-2018). On September 15, 2018 she became the first female Dean of Biological Sciences at UC San Diego. Dr. Pogliano's considerable contributions to UC San Diego include serving as Chair of the Section of Molecular Biology (2016-2017), founding Chair of the Standing Committee on Service-and People-Oriented Culture (January 2015- 2017), Chair of the San Diego Division of the Academic Senate (2013-2014), Chair of the Senate Committee on Committees (2010-2012), and Chair of the Senate Committee on Affirmative Action and Diversity (2005-2006). She has served on a variety of national and international scientific advisory groups organized by the National Institute of Health, the American Society for Microbiology, the Max Planck Society and the American Academy of Microbiology.

Dr. Pogliano's research entails developing new cell biological and genome engineering methods and using them to understand the design principles for bacterial cells and to discover new antibiotics to treat drug resistant bacterial infections. She was one of the first to apply fluorescence microscopy tools to the study of bacterial cells, and her research has provided insight into the molecular mechanisms by which bacteria localize proteins, generate asymmetry, and are dynamically rearranged during growth and spore formation. She and her husband Joe Pogliano together demonstrated that quantitative live cell imaging provides a rapid and accurate method to identify and determine the mechanism of action of new antibacterial molecules and to perform antibiotic susceptibility testing. In 2012, they cofounded Linnaeus Bioscience Incorporated (La Jolla, CA), which seeks to identify and characterize new antibacterial molecules via corporate partnerships, and to make this rapid but technically challenging method available to the pharmaceutical industry, in order to accelerate antibacterial drug discovery.



Drew Hunsinger, JD

Associate Vice Chancellor, University Development

Drew C. Hunsinger, JD, is the Associate Vice Chancellor for UC San Diego University Development. As the leader of University Development, Hunsinger is responsible for all aspects of advancement for UC San Diego's general campus and Scripps Institution of Oceanography. His primary responsibilities include leading fundraising strategy and a team of more than 50 development professionals. The University Development team secures transformative, principal and major gifts, while working collaboratively with faculty, campus and volunteer leadership to coordinate fundraising efforts to benefit the Divisions and Schools across UC San Diego.

Hunsinger joined UC San Diego in January 2017 following over 14 years at Oregon Health & Science University Foundation (OHSUF), most recently serving as Vice President of Development. At OHSU, he created and led high performing development teams, personally managed a portfolio of principal and planned gift donors, and worked on many of OHSUF's largest gifts. As a member of the OHSU Foundation

senior management team, Hunsinger co-led the redesign and rollout of the OHSU ONWARD comprehensive campaign, which secured more than \$1.4B in just over three years.

Hunsinger earned his Bachelor of Arts in Psychology from University of North Carolina at Chapel Hill and his Juris Doctorate from Willamette University College of Law.



Anne Harris

Senior Executive Director of Development, University Development

Anne Harris is the Senior Executive Director of Development for UC San Diego. In this role, Harris's primary responsibility is to provide leadership and overall program strategy in planning, coordinating, and implementing fundraising for assigned units of General Campus, including the Division of Biological Sciences. In addition, Harris partners with Associate Vice Chancellor Drew Hunsinger and other campus leaders on strategic design, tactical implementation, and fundraising for the campaign.

Harris joined UC San Diego in September 2017. Previously she served as a senior administrator and development officer who led teams within the California State University system. She brings over twenty years of experience in developing fundraising strategies, campaign planning, board leadership, managing teams and meeting fundraising goals. Prior to coming to UC San Diego, Harris was the Associate Vice President for Development at San Francisco State University. She served as Interim Vice President for Development at California State University East Bay, and Campaign Director at California Polytechnic State University. She earned her bachelor's degree in organizational communications and dual master's degrees in business administration and organizational communication at CSU Stanislaus.

PREFERRED QUALIFICATIONS

University of California San Diego seeks a Senior Director of Development, Division of Biological Sciences with

- expert working knowledge of all aspects of fundraising, donor relations, and public relations concepts, principles, procedures, and techniques;
- interest in all aspects of the university, including current issues of concern for both the campus and throughout higher education/healthcare, generally as well as the vision, mission, goals, objectives, achievements, and infrastructure of UC San Diego;
- expertise in written and interpersonal communication, including the political acumen needed to establish and maintain good working relationships throughout the university and with outside constituencies;
- expertise in making persuasive and compelling presentations of goals and objectives in order to secure gifts;
- organizational, analytical, and critical thinking skills;
- expert project/program management skills, including skills in setting and meeting program/project goals and objectives within budget and time constraints;
- demonstrated success raising funds by developing and implementing strategic solicitation fundraising plans that incorporate a concise definition of goals, targeted audiences, and strategies in-line with institution and academic goals and the ability to close major gifts (\$100,000+) and principal gifts (\$1 million+) from individuals, corporations, and foundations, both local and national;
- proven experience in the full spectrum of development including gift policies, solicitations, stewardship, donor recognition, and administration;

- progressive experience in fundraising roles leading to opportunities to lead and manage individuals working in a different program and/or disciplinary roles;
- proven success as a development officer in a highly sophisticated donor-centered fundraising environment as a direct line fundraiser;
- demonstrated knowledge, accountability, and comprehension skills needed to formulate budgetary planning and prioritization of projects, programs, and activities;
- demonstrated personnel management skills needed to provide guidance to a strong team of players including the ability to hire, train, supervise, and evaluate staff;
- demonstrated expertise in on-line databases and other relevant software;
- exceptional leadership skills, with the ability to represent UC San Diego favorably to both campus and community constituents;
- a proven ability to develop an effective volunteer structure to maximize the strengths of volunteers;
- an ability to inspire confidence by displaying a strong sense of ethical conduct that will effectively motivate and persuade diverse groups; and
- demonstrated experience in the creation and implementation of a fundamental plan for successful capital campaigns.

A bachelor's degree is required for this position. At least seven years of experience in a de-centralized, large, public higher education advancement environment is preferred.

DIVERSITY, EQUITY, AND INCLUSION

The University of California, San Diego is dedicated to learning, teaching, and serving society through education, research, and public service. Its international reputation for excellence is due in large part to the cooperative and entrepreneurial nature of the UC San Diego community. UC San Diego faculty, staff, and students are encouraged to be creative and are rewarded for individual as well as collaborative achievements. To foster the best possible working and learning environment, UC San Diego strives to maintain a climate of fairness, cooperation, and professionalism. These principles of community are vital to the success of the university and the well-being of its constituents. UC San Diego faculty, staff, and students are expected to practice these basic principles as individuals and in groups.

The university values each member of the UC San Diego community for their individual and unique talents, and applauds all efforts to enhance the quality of campus life. It recognizes that each individual's effort is vital to achieving the goals of the university. It affirms each individual's right to dignity and strives to maintain a climate of justice marked by mutual respect for each other. It values the cultural diversity of UC San Diego because it enriches lives and the university. It celebrates this diversity and supports respect for all cultures, by both individuals and the university as a whole.

UC San Diego is a university that adapts responsibly to cultural differences among the faculty, staff, students, and community. It acknowledges that society carries historical and divisive biases based on race, ethnicity, sex, gender identity, age, disability, sexual orientation, religion, and political beliefs. Therefore, it seeks to foster understanding and tolerance among individuals and groups, and it promotes awareness through education and constructive strategies for resolving conflict.

The university takes a proactive approach to cultivating a welcoming environment for all because excellence is only attainable when everyone is included, respected, and empowered. It is committed to providing a workplace free of discrimination and harassment.

The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin,

disability, age, protected veteran status, gender identity or sexual orientation. For the complete University of California nondiscrimination and affirmative action policy, see: [Nondiscrimination and Affirmative Action Policy Regarding Academic and Staff Employment](#).

SALARY & BENEFITS

University of California San Diego offers a competitive and comprehensive salary and package of employee benefits.

LOCATION

University of California San Diego occupies 2,141 acres near the Pacific Ocean in the La Jolla neighborhood of San Diego, California.

APPLICATION INSTRUCTIONS

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 apply for this position, visit:

[Senior Director of Development, Division of Biological Sciences, University of California San Diego](#).

To nominate a candidate, please contact Anne Johnson:

annejohnson@aspenleadershipgroup.com.

All inquiries will be held in confidence.