



## REGIONAL DIRECTORS OF DEVELOPMENT

RICE UNIVERSITY

Houston, Texas

<https://www.rice.edu>



The Aspen Leadership Group is proud to partner with Rice University in the search for a complement of Regional Directors of Development.

The Regional Directors of Development will plan, organize, and manage the development of complex major gift support for university fundraising priorities. Specific responsibilities include the identification, cultivation, solicitation, and stewardship of major donor prospects capable of gifts of \$100K and above. The Regional Directors of Development also will partner with other colleagues within Development and Alumni Relations while working directly with the President, other senior campus administrators including deans and directors of academic units, members of the Board of Trustees or other senior level volunteers to advance relationships with prospective donors. The Regional Directors of Development may also be responsible for developing and executing the fundraising strategy for a specific campaign program priority or school in conjunction with the program chair, dean or faculty.

Rice University is a private, comprehensive research university, offering undergraduate or graduate degrees across six schools. Rice's robust curriculum provides a vast array of courses leading to a holistic undergraduate experience that equips its students with the knowledge, skills, and values to make a distinctive impact in the world. Located on a 300-acre tree-lined campus in Houston, Rice University is consistently ranked among the nation's top 20 universities by *U.S. News & World Report*. Rice's undergraduate student-to-faculty ratio is approximately 6-to-1. Its residential college system builds close-knit communities and lifelong friendships, just one reason why Rice is highly ranked for best quality of life by the *Princeton Review* and for best value among private universities by *Kiplinger's Personal Finance*.

Rice students find a rigorous curriculum designed to challenge them and prepare them to be leaders across the spectrum of human endeavor. Undergraduates enjoy flexible distribution requirements and more than 50 majors. Many opt to double or even triple major within or across divisions of study. Students have numerous opportunities for experiential learning through on-campus research collaborations with distinguished faculty and through internships and off-campus research with public, private, and nonprofit organizations in Houston and across the globe through study abroad.

Rice University believes knowledge is limitless. There is no "what if" that cannot become "what is," because research, creativity, innovation, and scholarship are all a part of what makes Rice University so unique.

## **REPORTING RELATIONSHIPS**

The Regional Directors of Development will report to the Director of Development, Team Lead.

## **PRINCIPAL OPPORTUNITIES**

The Regional Directors of Development will join Rice's Development and Alumni Relations team at an exciting time in the university's history. After successful completion of its \$1B Centennial Campaign in 2013, Rice currently is in the quiet phase of its most ambitious campaign to date, which will build on the university's core values of contributing to the world through excellence in education and research.

Capitalizing on the momentum of the upcoming campaign, the Regional Directors of Development will play a key role in deepening relationships between the university and alumni and friends outside of Houston. Successful candidates will secure support for new and ongoing funding priorities for each of the six schools, the Glasscock School of Continuing Studies, the Moody Center for the Arts, as well as various institutes and a broad spectrum of university-wide initiatives.

Under the leadership of Associate Vice President, Kathi Dantley Warren, a highly-skilled individual giving team in major gifts, gift planning, and annual giving is poised to propel the advancement program forward by deepening collaboration across the university and building on its foundation of existing strengths in fundraising. As part of the individual giving team, the regional major gifts team plays a pivotal role in continuing to develop a robust giving culture among alumni and friends who live outside of Houston and have the greatest capacity to give generously.

## **PRIMARY RESPONSIBILITIES**

The Regional Directors of Development will

- manage a portfolio of major gift prospects through the identification, cultivation, solicitation, and stewardship of donors with an emphasis on \$100,000+ gifts;
- create an annual development plan with goals and objectives for the benefit of Rice University in consultation with development leadership, and provide regular progress updates toward those goals;
- facilitate the involvement of recommended faculty, staff, and volunteers in major gift solicitations;
- partner with development colleagues in support of fundraising initiatives and strategies for major gifts, annual giving, corporate and foundation relations, gift planning, and principal gifts;
- travel for the purpose of developing prospect relationships and solicitation of prospects;
- develop, under the guidance of division leadership, the fundraising priorities for the region, along with commensurate goals, objectives, and strategies in support of those priorities;
- serve on a regional task force in collaboration with campus partners to develop an integrated strategy of engagement opportunities;
- serve as a liaison between other university functions and the Development and Alumni Relations Division for the purpose of executing the regional engagement strategy;

- exercise effective strategic planning skills through portfolio analysis and prospect strategy development;
- exercise effective communication skills through inter-office interactions, written correspondence, and timely entry (and updates) of information in the database;
- exercise effective collaboration through the use of prospect management and proposal submission protocols;
- produce high quality written documentation for the purpose of strategic briefings, correspondence, and call reports;
- develop an ongoing professional development plan;
- participate in staff/university meetings, team planning retreats and workshops, and interviews for the benefit of the Development and Alumni Relations Division;
- attend university activities and events both on and off campus;
- represent the division of Development and Alumni Relations at events and on university teams and committees;
- provide strategic oversight and coordination of volunteers for specified advisory boards and committees in support of fundraising initiatives; and
- facilitate board and committee meetings by preparing for the involvement of volunteer leadership, creating materials to support volunteer efforts, and presenting updates on the status of fundraising objectives.

#### KEY COLLEAGUES



**Darrow Zeidenstein**

**Vice President for Development and Alumni Relations**

Darrow Zeidenstein is Vice President for Development and Alumni Relations at Rice University, overseeing all aspects of university fundraising, alumni relations, and development services. Prior to his promotion to Vice President in July 2007, he served as Associate Vice President, heading up all individual fundraising programs and overseeing capital campaign strategy and analysis.

Before coming to Rice University, Darrow was a managing director with Marts & Lundy, Inc., where he served both as a campaign consultant and head of the firm's Digital Solutions practice. Under his leadership, Digital Solutions provided highly customized services to clients needing assistance in evaluating or developing high-impact fund-raising strategies using advanced analytic methods and digital technologies. Darrow was also involved in the Firm's planned giving practice group.

At Marts & Lundy, Darrow worked with a wide variety of nonprofit organizations, including the University of Pennsylvania, Columbia University, the Yale School of Management, Dartmouth, Boston College, Pomona College, Rice University, the University of Texas at Austin, the National Audubon Society, the Wildlife Conservation Society, the University of Maryland- Baltimore County, Children's Medical Center-Dallas, Texas Tech School of Law, the University of Minnesota Foundation, St. John's School (Houston, Texas), and others.

Before joining Marts & Lundy, Darrow was Executive Director for Strategic Planning and Marketing Strategy at the University of Texas at Austin. In this capacity Darrow facilitated the design and implementation of the university's advanced development strategies and played a key role in planning the university's successful \$1B comprehensive campaign. Darrow also

served as the University's chief gift planner and head of its central major gifts team. Before coming to the University of Texas at Austin, he was Director of Planned Giving and Director of Research and Systems at the Stern School of Business at New York University.

Darrow holds a Ph.D. in economic anthropology from the University of Texas at Austin. Specializing in the economic development of the Middle East, Darrow was a Fulbright scholar (Syria), National Science Foundation fellowship holder, and a Social Sciences Research Council post-doctoral fellow (Morocco). He graduated summa cum laude with his B.A. in social anthropology from the University of Illinois at Champaign-Urbana.

Darrow lives in Houston, Texas with his wife, Nejd Jill Yaziji, and two boys, Julian and Anderson. His passions include reading, playing squash racquets, and cooking.



**Kathi Dantley Warren**  
**Associate Vice President of Development**

With more than 19 years of experience in advancement at higher education and medical institutions, Kathi Warren is responsible for the day-to-day operations of individual fundraising programs and also oversees various departments within the Office of Development and Alumni Relations, including gift planning, major gifts, school-based fundraising, and annual giving. In her development role with Duke Cancer Institute and Duke Health in

Durham, North Carolina, Kathi transformed the fundraising program from a yearly \$18M enterprise to a \$30M enterprise and successfully completed a \$200M campaign. Before joining Duke, she served as Assistant Dean for Alumni Affairs and Development at Cornell University's College of Engineering, where she developed the College's first alumni affairs and development strategic plan and alumni engagement plan and increased annual revenues three-fold from \$18M to \$55M.

Kathi holds a master's in cellular and molecular biology from Duke University. She graduated summa cum laude from Hampton University with a B.A. in biology. Trained as a scientist, Kathi found herself drawn to the development profession after thinking about how she had been impacted as the recipient of an undergraduate scholarship and graduate fellowship. After serving at a small educational non-profit, she entered the development profession as a Development Associate at the Robert H. Smith School of Business at the University of Maryland, College Park, where she worked her way up to Associate Director of Development before moving on to serve as a Major Gifts Officer at the Johns Hopkins University. She returned to the Smith School to take a leadership role in Corporate Relations and ultimately became Campaign Director at the Smith School of Business. Kathi feels that the best advancement divisions find a way to blend the scientific tenets of fundraising with "the art of cultivating meaningful, lifelong relationships with an institution," and Rice's ability to do that was a key factor in her decision to take on the role of leading the university's individual giving teams.

Kathi lives outside Houston with her husband, Stephen, son, Bennett and piston terrier, Pearl. She enjoys reading, playing and coaching basketball, and cooking.

**Ginny Jones****Director of Development, Team Lead**

Part of the team that successfully completed Rice's \$1B *Centennial Campaign*, Ginny Jones is passionate about providing access to higher education. With over twenty-five years of higher ed experience, she has a diverse background in fundraising and financial aid/admissions at institutions ranging from large land-grant universities to small liberal arts colleges. She has found her home at Rice University, where she successfully manages the Dallas-Fort Worth/Midwest Region on behalf of the university and currently assists in other regions including the Western States, Washington, D.C., and Atlanta. As a successful major gift fundraiser herself, she is pleased to lead the Regional Major Gifts team, which is a team of highly-motivated, high-performing fundraising entrepreneurs who are tasked with engaging Rice alumni living outside of Houston. Most exciting to Ginny is the team's broad mandate for fundraising across the university, seeking support for each of the academic schools, various university-wide initiatives, and as partners with the Rice Annual Fund and the Gift Planning team in their efforts.

Ginny lives in a Houston suburb with her husband, Jamey, and has two children and two stepsons. She enjoys gardening, traveling, and spending time with her family.

**CANDIDATE QUALIFICATIONS AND QUALITIES**

The successful candidates for the position of Regional Director of Development should have

- successful major gift fundraising experience at the \$50K level with demonstrated success at the \$100K+ level;
- strong interpersonal, speaking, and writing skills, especially in the preparation of effective fundraising proposals;
- the ability to relate well to, and understand the needs and interests of, major individual donors and foundation program directors;
- the ability to relate to, and develop excellent working relations with, donors, and senior academic leaders; and
- strong computer skills, preferably using PC compatible equipment in a Windows environment as well as knowledge of fundraising database software.

A bachelor's degree is required for this position as is five years of successful major gift fundraising experience at the \$50K level with demonstrated success at the \$100K+ level.

**SALARY & BENEFITS**

Rice University offers a competitive salary and benefits package.

## LOCATION

This position is located in Houston, Texas. Rice University considers Houston an essential part of the education it offers to students as an urban university. As the nation's fourth-largest city and one of the busiest ports of trade, Houston is one of the most diverse, culturally rich cities in America.

## DIVERSITY AND INCLUSION

Dating back to the founding of Rice University, its first president, Edgar Odell Lovett, mandated that it aspire to be a world-class university of the highest standing. He envisioned students and faculty as a community of scholars, their minds exercised by spirited discourse. Therefore, as an integral part of the university's mission, it seeks a broadly diverse student body where educational diversity increases the intellectual vitality of education, scholarship, service, and communal life at Rice. Rice University seeks students of keen intellect and diverse backgrounds who not only show potential for success at Rice, but who will also contribute to the educational environment of those around them.

## 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 nominate a candidate, please contact Tim Child:*

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

*All inquiries will be held in confidence.*

