



ASSISTANT VICE PRESIDENT FOR DEVELOPMENT, COLLEGES AND UNITS  
[UNIVERSITY OF SOUTH CAROLINA](#)  
COLUMBIA, SOUTH CAROLINA



UNIVERSITY OF  
**South Carolina**

The Aspen Leadership Group is proud to partner with the University of South Carolina through the USC Educational Foundation in the search for an Assistant Vice President for Development, Colleges and Units.

The Assistant Vice President for Development, Colleges and Units will execute, manage, and oversee an advancement plan focused on fundraising priorities for university colleges, schools, and units. The Assistant Vice President will build a prospect portfolio and solicit major and principal gifts in support of those priorities including managing professional and administrative development staff in planning, implementing, coordinating, and administering comprehensive development programs with an emphasis on major gifts. The Assistant Vice President will support the Senior Associate Vice President in developing, aligning, and executing the strategic priorities of the university as well as work with deans, department chairs, faculty, alumni, and volunteers on fundraising efforts to secure major gifts.

The University of South Carolina enjoys a rich history of more than 200 years of academic leadership and continues to build on that tradition by bringing the opportunities of higher education to new generations. From its founding in 1801, the university has persevered and evolved into a major research university, dedicated to educating the whole student. Recognized by *U.S. News and World Report* as the nation's leading first-year experience, the University of South Carolina's students—as early as their first hours on campus—are warmly welcomed to this diverse, inclusive, student-focused campus, and can immediately access programs and opportunities designed to help them reach greater levels of personal and academic success.

One of the top 3% of universities for its number of African American graduates since 2016, the University of South Carolina is strengthened by diversity. African American freshman enrollment has grown by 85%, and both underrepresented minority and Hispanic freshman enrollment have increased over 50%.

In 2022, the university attracted \$279 million in sponsored awards and drew 35,471 students from around the world, while making higher education more accessible for South Carolinians. With over 300 areas of study—many of which have earned national distinctions—and 9,426 degrees awarded in 2021, academic pathways have the flexibility to be tailored to the individual plans or interests of the student—moving the student ever closer to academic ambitions and furthering professional and personal development.

The University of South Carolina—*home to complex minds, endless memories, unrelenting inquiry, bright conviction, and home to those who raise the bar, and raise it again.*

## REPORTING RELATIONSHIPS

The Assistant Vice President for Development, Colleges and Units will report to the Senior Associate Vice President for Development and Campaign Director, Will Elliott. The Assistant Vice President will serve on the USC Development Leadership Team and oversee 24 staff including six direct reports.

### FROM THE SENIOR ASSOCIATE VICE PRESIDENT

*Like our great state, the University of South Carolina is exploding in growth. With a monumental capital campaign on the horizon and the insightful leadership of President Amiridis, the University of South Carolina is positioning itself to make historical transformations in the lives of our students and the citizens of South Carolina and beyond.*

*I invite you to explore the opportunity of being part of this special time and consider joining me as we support the mission and continued rise of one of the oldest and fastest-growing universities in the country. This position will serve as a senior leadership team member and oversee several schools and colleges, including the #1 ranked Honors College in America and the School of Hospitality, Retail, and Sport Management, another of the nation's best colleges for degree programs.*

*To give you a sense of who I am, my passion for philanthropy was sparked early in my career while recruiting first-generation students into an engineering program. I witnessed the powerful impact of changing generational opportunities and never looked back on my drive to make a difference in the lives of others. I am committed to a performance-based culture, value personal relationships, lead with integrity, have respect and concern for others, and love the opportunity to make a positive impact on the lives of others.*

*I view myself primarily as a coach and mentor—to help colleagues have meaningful conversations with donors, volunteers, and academic leaders about their aspirations. Together, we will ignite donor passions with University priorities and change lives!*

—Will Elliott, Senior Associate Vice President for Development and Campaign Director

### THE UNIVERSITY OF SOUTH CAROLINA'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

The University of South Carolina strives to cultivate an inclusive environment that is open, welcoming, and supportive of individuals of all backgrounds. It recognizes that diversity in its workforce is essential to providing academic excellence, and critical to its sustainability. The university is committed to eliminating barriers created by institutional discrimination through accountability and continuous process improvement. It celebrates the diverse voices, perspectives, and experiences of its employees. The university believes that diversity and inclusion is necessary to achieve academic and institutional excellence. Every student, faculty, and staff member matters and their unique perspectives are the core of the university's strength and success.

In support of the university's strategic plan (*Focus Carolina 2023*), and the university's values as articulated through [The Carolinian Creed](#), the university is focused on creating and sustaining an inclusive learning, living, and working environment where all members of the university community feel that they are valued and supported. The university will be transformed by attracting and retaining a diverse population of students, faculty, and staff who enhance its teaching, learning, scholarship, and community outreach.

Because diversity in the composition of its students, faculty, and staff is a key measure of the university's long-term efforts, it seeks to create and sustain a university climate where all members of the community receive the support needed to be successful in their teaching, learning, research, scholarship, and work (achievement); engage in the learning, understanding, and practice of diversity, inclusion, and equity as key drivers of university ethos and its preparation of student leaders (engagement); and feel that their presence and contributions are valued and affirmed (inclusion). As such, composition, achievement, engagement, and inclusion are key strategies for university success.

### **PRIMARY RESPONSIBILITIES**

The Assistant Vice President for Development, Colleges and Units will

- build and manage a portfolio of principal gift prospects with an emphasis on those capable of gifts of \$1 million or more;
- identify, cultivate, solicit, and steward a select portfolio of principal gift prospects across assigned colleges and units while following prospect management guidelines;
- provide management and oversight of development directors in colleges and units;
- work collaboratively with development directors to develop and implement annual work plans;
- in collaboration with deans and development leadership, establish goals for development directors as donor relationships are identified, cultivated, solicited, and stewarded while following prospect management guidelines;
- lead assigned teams in planning and implementing long- and short-term strategies to secure major and principal gifts from individuals and organizations;
- monitor the fundraising activities of development directors and provide training, coaching, and mentoring for professional growth and success;
- provide vision and strategic direction that includes specific fundraising, campaign, prospect development, solicitation, and stewardship strategies;
- work closely with deans, faculty, colleagues, and staff on annual goals, identifying and engaging a prospect pipeline for future initiatives;
- engage deans, department chairs, faculty, alumni, and key volunteers in corporate and foundation fundraising efforts;
- solicit prospective donors, including individuals, foundations, and corporations in coordination with the Corporate and Foundation Philanthropy, Principal Gifts, and Gift Planning offices;
- meet process performance goals set and established by the Senior Associate Vice President including individual and team goals;
- partner with the deans of assigned colleges and units to increase and support their development efforts and maximize fundraising potential;
- develop a divisional strategic plan for all assigned colleges and units for fundraising activities and other development priorities;
- work with the Senior Associate Vice President to develop the case for support for university priorities;
- define and execute bold funding initiatives that advance fundraising goals and promote a strong culture of philanthropy across the system;
- serve as a member of the development team by collaborating with colleagues across disciplines on donor strategies;
- keep abreast of current best practices in the development profession and evaluate new and emerging ideas for potential implementation;

- represent development programs to a broad range of senior-level constituencies including the Board of Trustees, alumni, friends, corporate executives, foundations ,and other stakeholders;
- attend and network at events, boards, clubs, and constituent program meetings to develop relationships;
- collaborate with advocacy teams as appropriate to mobilize alumni and donors in support of development priorities;
- assist with special campaigns that fall under the umbrella of university-wide capital campaigns;
- work with key volunteers to plan and direct fundraising efforts to benefit schools, colleges, and the university; and
- develop strong positive relationships with the university community to establish the development office as a major resource and coordinator for all university fundraising.

## **LEADERSHIP**

### **Michelle Dodenhoff**

#### **Vice President for Development**

Michelle Dodenhoff returned to the University of South Carolina as Vice President for Development in August of 2022. Dodenhoff has nearly four decades of fundraising experience, including nine years at South Carolina, where she served as Associate Vice President for University Development from 2004 to 2009 and Vice President for Development and Alumni Affairs from 2009 to 2013. During that time, she led the successful implementation of *Carolina's Promise*, a seven-year, \$1 billion fundraising campaign.

Most recently, Dodenhoff served as Chief Development Officer and Senior Vice President of Philanthropy at Ochsner Health in New Orleans. She has a bachelor's degree in economics from Hollins University and is currently pursuing a master's in communication studies with a specialization in organizational leadership from the University of Alabama.

### **Will Elliott**

#### **Senior Associate Vice President for Development and Campaign Director**

Will Elliott is the Senior Associate Vice President of Development and Campaign Director at the University of South Carolina. Responsible for overseeing development efforts for colleges and units, Elliott works closely with executive, advancement, and academic leadership to develop strategies and initiatives to support the mission and continued rise of one of the oldest and fastest growing universities in the country.

Prior to joining USC, he served as Executive Director of Advancement at the University of Florida. In this position, he led advancement efforts for several university wide strategic initiatives including the Division of Student Affairs, Division of Undergraduate Affairs, Honors Program, UF Libraries, Parent and Family Programs, and the Machen Florida Opportunity Scholars Program, UF's signature and nationally recognized need-based aid scholarship program. Prior to joining the University of Florida, Elliott served as Director of Development at the University of South Carolina and Director of Development at the University of Arkansas Little Rock.

Elliott received a Bachelor of Arts in political science from the University of South Carolina at Aiken.

## PREFERRED COMPETENCIES AND QUALIFICATIONS

The University of South Carolina seeks an Assistant Vice President for Development, Colleges and Units with

- a commitment to the mission of the University of South Carolina—to educate the state’s citizens through teaching, research, creative activity, and community engagement;
- an ability to work independently, take initiative, use sound judgment, and make good decisions;
- an ability to plan, coordinate, and collaborate with development colleagues, faculty, staff, and volunteers;
- an ability to quickly develop and maintain professional relationships and work with stakeholders throughout the university;
- an ability to develop strong positive relationships with the university community to establish the development office as a major resource and coordinator for all university fundraising;
- an ability to lead a dynamic and talented team of development professionals, bringing a wealth of best practices and a strong work ethic to the development portfolio;
- an ability to communicate internally and externally with tact and diplomacy;
- comprehensive knowledge of the principles, methods, and oversight of fundraising programs;
- experience establishing measurable goals to increase fundraising results that are both aspirational and achievable;
- thorough knowledge of legal and tax issues as they relate to philanthropic support;
- knowledge of principles, procedures, and objectives pertaining to gift planning from private sources;
- an ability to establish and maintain good working relationships with faculty, alumni, donors, students, volunteers, businesses, and other stakeholders;
- an ability to relate fundraising programs to university goals and objectives;
- experience executing strategic donor events hosted by leadership and faculty for a select set of donor prospects;
- supervisory experience including hiring, managing, training, and mentoring development directors and administrative staff;
- superior verbal and written communication skills;
- excellent organizational skills and an ability to set priorities, organize workload, handle multiple responsibilities, and meet deadlines;
- an ability to effectively plan and organize meetings and develop presentation materials.

The University of South Carolina will consider candidates with a broad range of backgrounds. A bachelor's degree or an equivalent combination of education and experience and at least 10 years of experience, including management experience, is preferred.

## SALARY AND BENEFITS

The salary for this position is \$149,000 to \$182,449 annually. The University of South Carolina Educational Foundation offers a comprehensive [benefits package](#).

## LOCATION

This position is in Columbia, South Carolina. This position is eligible to work a *hybrid* schedule.

## 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 South Carolina as well as the responsibilities and qualifications stated in the prospectus.*** Preference will be given to applications received by June 16.

*The University of South Carolina does not discriminate in educational or employment opportunities on the basis of race, sex, gender, gender identity, transgender status, age, color, religion, national origin, disability, sexual orientation, genetics, protected veteran status, pregnancy, childbirth, or related medical conditions.*

*To apply for this position, visit:*

*[Assistant Vice President for Development, Colleges and Units, University of South Carolina.](#)*

*To nominate a candidate, please contact Don Hasseltine, [donhasseltine@aspensleadershipgroup.com](mailto:donhasseltine@aspensleadershipgroup.com).*

*All inquiries will be held in confidence.*