



**DIRECTOR OF MAJOR GIFTS, GROSSMAN SCHOOL OF BUSINESS
UNIVERSITY OF VERMONT FOUNDATION**
Burlington, Vermont
[University of Vermont Foundation](http://www.uvm.edu/foundation)



The Aspen Leadership Group is proud to partner with the University of Vermont Foundation in the search for a Director of Major Gifts, Grossman School of Business.

The Director of Major Gifts has primary responsibility for major gifts fundraising to benefit the Grossman School of Business, developing and executing cultivation and solicitation strategies that lead to private investment in academic, research, and programmatic priorities for the School of Business and the University of Vermont. The Director will build and foster an environment for successful fundraising within the school by preparing the Dean, Associate Deans, Chairs, and key faculty to participate effectively in fundraising and development activities.

Since 1791, the University of Vermont (UVM) has worked to move humankind forward. Today, UVM is a Public Ivy and top research university of a perfect size – large enough to offer a breadth of ideas, resources, and opportunities, yet small enough to enable close faculty-student mentorship across all levels of study, from bachelor's to M.D. programs. At UVM, students' educational experience and activities are enriched by the university's location – from the energy and innovation of Burlington to the forests, farms, and independent spirit of Vermont. UVM provides students endless ways to explore the world, challenge ideas, and dig in on the most pressing issues of our time.

UVM offers over 100 majors in seven undergraduate schools and colleges; 54 master's degree programs; 26 doctoral programs; 35 accelerated master's programs; an M.D. program; four pre-professional advising options (pre-medical, pre-dental, pre-vet, pre-law); and is fully accredited by the New England Association of Schools and Colleges.

The Grossman School of Business cultivates the ability to create and manage sustainable businesses that address ethical, social, and environmental challenges and opportunities in the complex and dynamic global environment. It develops graduates who are professional, technically competent, and entrepreneurial. Its faculty create impact through teaching, research, and scholarship. The Grossman School of Business educates responsible managers for success in complex, global, multi-stakeholder, and sustainable environments. Its students and faculty are passionate about building better organizations and a better society. Around 95% of all business students participate in at least one internship and 98% of the students have jobs within six months of graduation. Experiential learning is a crucial component of student success. Internship and study abroad opportunities, case and business pitch competitions, networking events with prominent alumni and local and regional business leaders, career panels, and business leaders on campus are an important part of the curriculum.

REPORTING RELATIONSHIPS

The Director of Major Gifts, Grossman School of Business will report to the Vice President for Development of the UVM Foundation, Clarence Davis, with dotted-line reporting to the Dean of the Grossman School of Business, Dr. Sanjay Sharma.

PRINCIPAL OPPORTUNITIES

The Director of Major Gifts for the Grossman School of Business at the University of Vermont plays an integral role in the evolution of business school education. With a focus on the creation and management of sustainable businesses that address ethical, social, and environmental challenges, the Grossman School of Business develops graduates who are professional, technically competent, and entrepreneurial. The Director of Major Gifts will be a strategic partner to Dean Sharma, responsible for deepening productive relationships with some of the university's most capable alumni and donors, fueling the Grossmans School's continued evolution and prominence.

As the foundation and the university transition from the successful completion of the *Move Mountains* campaign and look to the future of philanthropic investment in the university, the Director of Major Gifts will be uniquely positioned to work with Dean Sharma, Foundation leadership, and the new President of the university, Dr. Suresh Garimella, as new priorities are articulated and the next campaign is launched.

PRIMARY RESPONSIBILITIES

The Director of Major Gifts, Grossman School of Business will

- proactively manage a portfolio of individual, corporate, and foundation prospects;
- develop and execute cultivation and solicitation strategies that lead to private investment in academic, research, and programmatic priorities for the School of Business and the university;
- build and foster an environment for successful fundraising within the school by preparing the Dean, Associate Deans, Chairs, and key faculty to participate effectively in fundraising appointments and other development activities;
- work with university and foundation leadership to develop a compelling case for engagement and support that will attract major gift donors in a highly competitive philanthropic environment;
- collaborate with the foundation's annual fund program to ensure that annual appeals generate new and increased giving and are coordinated with institutional schedules;
- provide mentoring to junior major gift officers who may also be assigned to support the fundraising objectives of the school;
- collaborate with foundation leadership and central support units of the foundation to support fundraising for the School of Business at the university;
- work with the prospect management team to identify and qualify new prospects, the donor relations team to implement best stewardship and donor recognition practices, and the communications team to craft effective case statements, campaign, and other marketing materials;
- partner with university leaders and unit-based and foundation-based fundraisers to foster a donor-centered philanthropic culture that will maximize the philanthropic potential of prospects;
- provide support to the Grossman School of Business Advisory Board;

- assist the Dean with scheduling meetings, setting agendas, and securing new members who meet the giving criteria for membership; and
- coordinate with the foundation's Campaign Director to position the Advisory Board's participation in the National Campaign Committee.

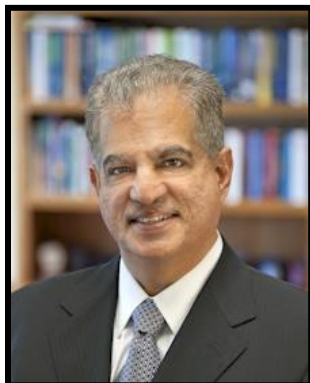
KEY COLLEAGUES



Clarence Davis
Vice President for Development

Clarence Davis's career is woven with a common thread – that of relationship development. His background and core strengths include community relations and public affairs, crisis management, business operations, strategic planning, analysis, compliance, and policy development. Prior to joining the UVM Foundation, Davis was Deputy Secretary of the Vermont Agency of Human Services, where he helped manage the largest agency in state government and was responsible for the oversight and management of the six departments that comprise AHS. Davis has also served as the Chief Operating Officer of Margolis, Healy, and Associates, where he helped to guide the firm through a successful merger and acquisition. His career includes the role of Senior Vice President for External Relations at Social Sentinel and as Special Assistant to the President and Director of State Relations at the University of Vermont.

A passionate believer in community service, he was elected to the Burlington City Council in 2006 where he served the residents of Burlington until 2010. Davis has served in the United States Navy and is a graduate of Norwich University, The Military College of Vermont. Additionally, he has completed a four-year legal clerkship and is eligible to practice law in Vermont upon admission to the Vermont Bar.



Sanjay Sharma
Dean of the Grossman School of Business

Dr. Sharma became the Dean of the Grossman School of Business on July 1, 2011. During his tenure, he has been responsible for significant fundraising for the naming of the school as the Grossman School of Business in 2015, five new chaired professorships, the doubling of the business school building Kalkin Hall with the addition of Ifshin Hall which was completely funded by alumni, a new Sustainable Innovation MBA Program that is ranked #1 in the US and #5 globally, student scholarships, and the creation of a student success center that advises, supports, and provides career services for placement success of students. The undergraduate curriculum has also been revamped as a matrix of concentrations and themes that has led to a 23% improvement in selectivity, higher quality students while substantially increasing enrollments.

Dr. Sharma came to UVM with a unique background in both the academic and the private sectors. He has over 16 years of senior management experience with international corporations and more than a decade of proven leadership within higher education. A Fulbright Scholar, Dr. Sharma has won several competitive research grants and has expertise in corporate environmental strategy, corporate sustainability, competitive strategy, stakeholder engagement, and organizational innovation. His research has been widely published in top management journals including the *Academy of Management Review*, *Academy of Management Journal*, *Academy of Management Executive*, *Strategic Management*

Journal, and *Journal of Marketing*, among others. He has written and co-edited nine books on corporate sustainability. His book written for scholars and practitioners titled *Competing for a Sustainable World: Building capacity for Sustainable Innovation* published in 2014 was the runner up for the Best Book on Organizations and the Natural Environment Award at the Academy of Management in 2015. His new book (co-authored with Pramodita Sharma) *Patient Capital: The Role of Family Firms in Sustainable Business* was released by the Cambridge University Press in 2019.

PREFERRED QUALIFICATIONS

The University of Vermont Foundation seeks a Director of Major Gifts, Grossman School of Business with

- a collaborative and team-oriented style combined with the ability and desire to achieve a high level of individual productivity and success;
- strong interpersonal skills and experience in exercising discretion in a complex, evolving environment;
- knowledge of principles and techniques of development, fundraising, sales or similar high-end financial management;
- effective problem-solving skills with the ability to communicate effectively in person, in writing, and by phone;
- the ability to secure personal appointments and qualify current donors and new prospects;
- an enduring commitment to higher education;
- demonstrated success in securing philanthropic investments in the six- and seven-figure ranges;
- a proven ability to develop stewardship strategies that lead to further philanthropic investment;
- the ability to negotiate challenging situations and maximize donor impact while managing multiple projects;
- the ability to balance the need for travel and in-office relationships and follow-up;
- experience in higher education or the non-profit sector; and
- experience and skill in communicating about and dealing broadly with issues surrounding the liberal arts and sciences.

A bachelor's degree is required for this position. At least four years of successful major gifts fundraising-related experience, preferably in higher education; or any equivalent combination of education and/or experience from which comparable knowledge, skill, and abilities can be demonstrated is preferred.

DIVERSITY, EQUITY, AND INCLUSION

Creating a diverse and inclusive community of professionals is not a destination. Rather, it is an ongoing journey, a path walked together as equal participants and learners.

The UVM Foundation is dedicated to improving the organization and the university, in part by better reflecting the alumni and students, faculty, and ultimately the university it serves. It is committed to diversity and to building an environment that values, welcomes, and supports equity and inclusiveness for people of all backgrounds, orientations, identities, ages, and abilities, and it is taking active steps to meet this commitment.

As an organization, diversity is woven throughout the foundation's long-term strategic plan. With external constituencies, it is working actively with alumni leaders to ensure it is providing programs and structures that will increase engagement for alumni across multiple identity groups. These include race and ethnicity, sexual orientation and gender identity, and other historically excluded and underrepresented populations – all with an eye towards establishing and maximizing a current

connection to UVM, its history, and its future. Additionally, it is also working hard to diversify representation within the foundation's governance structure, seeking out and inviting participation within its Foundation Leadership Council and Board of Directors.

To ensure it is approaching its external and governance objectives from a position of knowledge and understanding, it has dedicated time and significant financial resources to improving and broadening staff educational opportunities focused on this critical strategic priority. Current diversity and inclusion efforts include quarterly learning sessions led by outside experts in the field. These mandatory, full-day trainings for all staff immerse its people in the dual challenge of learning about systemic, institutionalized, and culturally ingrained assumptions, while also exploring the subject at the personal level, looking inward, to recognize how our individual thoughts and actions impact those around us.

Additionally, the foundation benefits from its close affiliation with the university. As a result, staff are encouraged – and sometimes instructed – to participate in the myriad educational and cultural experiences available on campus and in the community. Combined, these initiatives demonstrate awareness that success in this area is measured in increments. And, that in order to be the organization towards which it endeavors, the foundation's work with issues of diversity and inclusion will never be complete.

SALARY & BENEFITS

The University of Vermont Foundation offers a competitive and comprehensive salary and package of employee benefits.

LOCATION

The University of Vermont Foundation is located in Burlington, Vermont. With a population of approximately 42,000, Burlington is Vermont's largest city and the hub of the larger metropolitan area with a population of over 210,000. It sits on the shores of beautiful Lake Champlain and is surrounded by mountains. The Green Mountains and Adirondacks offer world-class ski resorts, hiking, and other recreational opportunities. Burlington's downtown district thrives thanks to conscientious planning. The head of colorful Church Street Marketplace, an active pedestrian mall, boasts a busy collection of small stores and major retailers. At the foot of the Marketplace is northern New England's leading arts venue, the Flynn Center, a gorgeous 1,453-seat Art Deco treasure bringing national and international artists to the region. The region's cultural flare is due, in part, to a thriving college community with five higher education institutions, among some of the best in the country. The larger institutions include the University of Vermont, St. Michael's College, and Champlain College, which bring more than 15,000 undergraduate students to the area. The area is also known for excellent dining with more than 200 restaurants. The Burlington waterfront has come alive with the Lake Champlain Basin Science Center and exciting, mixed-use development. Lake Champlain is the sixth largest freshwater lake in the U.S. and is 120 miles long, with eight miles of shoreline in Burlington. Montreal is a short 90-minute drive from Burlington and is a vibrant, international city offering a variety of cultural attractions. Boston is a four-hour drive, the same distance as a weekend getaway to the coast of Maine or New Hampshire.

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 Vermont Foundation.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit:

[Director of Major Gifts, Grossman School of Business, University of Vermont Foundation.](#)

To nominate a candidate, please contact Don Hasseltine:

donhasseltine@aspenleadershipgroup.com.

All inquiries will be held in confidence.