



ASSOCIATE VICE PRESIDENT FOR DEVELOPMENT
CALIFORNIA STATE UNIVERSITY CHANNEL ISLANDS
CAMARILLO, CALIFORNIA



Aspen Leadership Group is proud to partner with California State University Channel Islands in the search for an Associate Vice President for Development.

The Associate Vice President for Development will direct, manage, and coordinate the university's comprehensive development programs. The Associate Vice President will recruit, develop, mentor, and lead a team of development and advancement services professionals focused on increasing philanthropic support of the campus as well as enhancing the university's reputation, resources, and relationships. The Associate Vice President will ensure that staff are motivated, focused, and supported in their work, fostering an environment that brings out the best in each member of the staff, supports individuals in their professional growth, and reinforces the value of teamwork toward achieving ambitious goals.

California State University Channel Islands (CSUCI) is a four-year, public university in Camarillo, California. Established in 2002, CSUCI is the youngest of 23 campuses in the California State University system, and as such has an energy and vibrancy that's felt everywhere on campus. Contrary to what the name suggests, Camarillo is nestled against the foothills of the Santa Monica Mountains and close to the Pacific Ocean and the Pacific Coast Highway. As the only public four-year university in Ventura County, CSUCI serves as a unique institution in the region. Its economic and fiscal impacts benefit the economies of the local communities in Ventura and Santa Barbara counties, the region, and throughout the entire state. These impacts generate significant benefits in the form of increased employment, labor income, and economic output. Moreover, CSUCI's operations generate millions in tax revenue—money that goes toward important public services.

Since opening its doors, California State University Channel Islands has provided a student-centered, innovative, creative education to its more than 5,000 students and 27,000 alumni. CSUCI has been enthusiastically supported by the local community, which has stepped in to ensure its success. For many, establishing a four-year public university in Ventura County was a dream in the making, and local supporters have invested in bringing that dream to life. The university is proud to serve the region and to invest in the economic, civic, and cultural vitality of the community.

U.S. News & World Report ranked CSUCI 11th in the "Top Performers on Social Mobility" category and 12th on its list of "Top Public Schools." CSUCI's Nursing program was ranked the 11th best program in the state of California (out of 126 nursing schools) by *RegisteredNursing.org*. CSU Channel Islands is a great choice for transfer students, having been ranked fourth on the *MONEY Magazine* "Best College for Transfer Students" list. And *College Magazine* named the institution 6th among the "Top 10 Colleges for Surfers." In 2022, CSUCI was named a "Tree Campus USA" for the 10th year in a row.

REPORTING RELATIONSHIPS

The Associate Vice President for Development will report to the Vice President for University Advancement, Richard LeRoy. The Associate Vice President will supervise the Director of Advancement Operations, Director of Annual Giving and Special Gifts, Director of Corporate and Foundation Relations, Director of Major Gifts, and Director of Planned and Major Gifts, and will work closely with the Associate Vice President of Communications and Public Relations, Director of Advancement Budget and Planning, Director of Career Development and Alumni Engagement, and the Director of University Events.

FROM THE VICE PRESIDENT

As the only public four-year university in Ventura County, California State University Channel Islands is positioned to powerfully impact generational change in the region. CSUCI serves a largely first-generation, historically underserved student population by leveraging diversity as a transformational force and intentionally advancing our institutional capacity to be student-ready by removing structural barriers to student success.

As it embarks on its 21st year, CSUCI is incredibly fortunate to have the leadership of President Richard Yao. His foundational vision for the university is to be a nationally recognized leader in equitable, affordable, and transformative education while enabling social and economic mobility for a diverse student population.

Situated in the foothills of the beautiful Santa Monica Mountain range, CSUCI's picturesque campus is shaped by an inspiring, supportive, and opportunity-rich region—providing an environment that engages students in a challenging and comfortable community. By integrating our academic programming and hands-on learning opportunities to meet the region's workforce needs, we aim to be a central hub for our partners to engage students through undergraduate research and creative activities, impacting our community in areas such as technology, coastal conservation, business and entrepreneurship, agriculture, education, health care, and the arts. Examples of this can be seen in our unique partnerships with the National Parks, in the establishment of a Research Station on Santa Rosa Island, and the Santa Barbara Zoo, with the installation of an on-campus Conservation Center, providing place-based, experiential learning opportunities for research, service-learning, and internships.

Philanthropic support of CSUCI has soared to an extraordinary degree. Since 2017, we have built a comprehensive major gift development program that has raised nearly \$87 million in support of our mission and students. We have strengthened the development operations and advancement systems, creating trust and confidence in our university, resulting in a \$15 million gift from MacKenzie Scott, and \$10.5 million from a local family foundation. We are ending this fiscal year as our most robust philanthropic year to date!

Our student-centered mission is at the apex of everything we do—we are proud that this year we were able to deliver over \$650,000 in scholarships to students who would otherwise not have enjoyed these opportunities. In 2023, scholarship recipient and CSUCI Computer Science major, Harrison Power, was part of a winning four-student team in a nationwide High-Performance Computer (HPC) competition, competing against computer science students from universities such as Texas Tech, Cal Poly, Morehouse, and UC Santa Cruz. Due to donor funding, Harrison had a rare opportunity to collaborate and learn in a real-world setting, which he intends to apply in the field of computer science and Cyber Security. Our work is empowering the next generation to realize their dreams and become difference-makers.

We are growing and building upon these successes and demonstrating that donors can address equity gaps, invest in an institution committed to academic excellence, and provide strong pathways for upward mobility. We are inspiring donors from around the country who want to be a part of our work and our campus. The collaborative, skilled, and driven individuals on the Advancement team believe in our mission and creatively implement best practices while seeking innovative methods to meet our goals. Through the power of philanthropy, we are having a transformational impact on our campus and realizing our vision. I invite you to learn more about this unique opportunity at CSUCI.

—Richard LeRoy, Vice President for University Advancement

CALIFORNIA STATE UNIVERSITY CHANNEL ISLAND'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

California State University Channel Islands' [Inclusive Excellence Action Plan](#) seeks to bring racial- and social-justice oriented intentions, recommendations, and commitments across the university into focus.

Through this Inclusive Excellence Action Plan, the university is continuously inventorying accomplishments and identifying opportunities to do better toward the goal of achieving racial and social justice across all divisions of the university in the areas of professional development, leadership development, and mentoring for faculty, staff, administrators, and students. It is seeking opportunities to do better toward the goal of achieving racial and social justice across all divisions in recruiting, hiring, and retaining a diverse workforce among its faculty, staff, and administrators. The Inclusive Excellence Action Plan calls for specific and ongoing work toward ensuring that policies and practices in recruiting, hiring, onboarding, and evaluating employees are equity-minded, Inclusive excellence-intentional, and consistent with current research on best practices. The university is committed to the implementation of this plan—to celebrating strengths, directly addressing weaknesses, and working toward continuous improvement in understanding and achieving inclusive excellence, campus wide.

PRIMARY RESPONSIBILITIES

The Associate Vice President for Development will

- lead and manage a growing, comprehensive fundraising program including supervision of annual, leadership annual, planned, major, corporate and foundation, and principal giving;
- oversee advancement operations functions including fundraising program evaluation, major gift infrastructure, donor stewardship, Raiser's Edge constituent database, and prospect research;
- establish and oversee a comprehensive moves management system that includes building Director of Development portfolios; removing barriers from Directors of Development in order to prioritize cultivating, soliciting, and stewarding donors; and ensuring that processes are in place that provide a healthy pipeline of prospective donors;
- coordinate fundraising efforts across campus and ensure that fundraising activities taking place within other campus divisions are operating in accordance with both university and CSU Channel Islands Foundation processes and policies;
- work closely with the Vice President for University Advancement, the Director of Advancement Budget and Planning, and Executive Assistant to the Vice President in support of the CSUCI Foundation Board's fundraising activities and initiatives;
- provide leadership in building an institutional culture of philanthropy, implementing a strategic plan for philanthropy, creating a communication plan for philanthropy, and strengthening the infrastructure to support philanthropy at CSUCI;

- assess donor cultivation and solicitation activities and provide training, guidance, and motivation to increase the frequency and effectiveness of donor and prospect interactions, and alumni engagement activities;
- serve as a resource for the development of effective prospect management strategies;
- create an overall fundraising plan for the division, ensuring implementation, monitoring, tracking, and evaluation of effectiveness toward goal;
- assist in the creation and updating of processes and policies related to the CSUCI Foundation as well as giving and fundraising activities across campus; and
- support events as directed by the Vice President for University Advancement.

LEADERSHIP

Richard LeRoy

Vice President for University Advancement

Richard LeRoy was appointed Vice President for University Advancement effective November 2022. LeRoy had served as Interim Vice President since January of 2022, having joined the campus in August of 2017 as Senior Director of Development. In November of 2021, he accepted the role of Associate Vice President for University Development. Under LeRoy's leadership, the size of CSUCI's Foundation total assets doubled from \$24.7 million in 2017 to over \$56.1 million in 2022. Since arriving at CSUCI, LeRoy has built a comprehensive major gift development program that has resulted in raising over \$47 million in support of the University and students. His work contributed significantly to CSUCI's receipt of a \$15 million gift from philanthropist Mackenzie Scott, and a \$10.5 million gift from the Martin V. and Martha K. Smith Foundation.

LeRoy's efforts to connect with the Santa Barbara community resulted in a 300% increase in support over the last four years. He also helped to increase the annual giving participation rate by adding a Class Giving Program and improving outreach to alumni, as well as establishing the foundation and infrastructure for regional and affinity alumni chapters including CSUCI's first Black Alumni Chapter. His work in supporting the campus mission toward social and racial justice involved helping to create CSUCI's first Inclusive Excellence Action Plan and the President's Undocumented Students Task Force.

LeRoy's innovative programming for students and alumni led to enhanced industry partnerships with national and regional companies like Amazon Web Services (AWS), The Trade Desk, and Meissner Filtration. This has increased corporate giving and enhanced employer relations, which in turn has led to higher employment rates for CSUCI graduates.

Prior to joining CSUCI, LeRoy held various roles at California Polytechnic State University, San Luis Obispo (Cal Poly SLO) from 2000-2017. His last leadership position at Cal Poly SLO was as Assistant Dean of Advancement for the College of Engineering (2012-2017). There, he oversaw fundraising campaigns and philanthropy, donor relations, advancement operations, and alumni relations for the college.

He earned his Master of Education degree in Counseling and Guidance from Cal Poly SLO, and his Bachelor of Arts in Political Science and Spanish from Louisiana State University, Baton Rouge.

PREFERRED COMPETENCIES AND QUALIFICATIONS

California State University Channel Islands seeks an Associate Vice President for Development with

- a commitment to the mission of California State University Channel Islands—to provide undergraduate and graduate education that facilitates learning within and across disciplines through integrative approaches, emphasizes experiential and service learning, and graduates students with multicultural and international perspectives;
- skill as a strategist including the ability to craft and articulate a vision and plan for the future that engages peers, supervisors, and staff in that vision while building and institutionalizing an organization capable of fulfilling that vision;
- intellectual depth, maturity, wisdom, and the collaborative skills needed to garner the trust of the Vice President for University Advancement, the President, members of the President's Cabinet, faculty, staff, alumni, and other stakeholders;
- superior interpersonal skills and an ability to work with a wide variety of stakeholders;
- success as a team builder who creates a collaborative and collegial work environment that fosters productive working relationships among staff members across campus;
- an ability to successfully guide fundraising and donor engagement initiatives that include multiple areas across campus;
- a commitment to creating an open and transparent fundraising and development program that provides the campus with clear information on objectives, priorities, goals, and targets;
- an ability to work cooperatively with donors, faculty, campus administrators, alumni, volunteers, and other stakeholders;
- strong analytical skills and experience designing, planning, and managing successful fundraising and alumni relations plans, preferably in a higher education setting; and
- an ability to provide effective leadership in all phases of development operations.

California State University Channel Islands will consider candidates with a broad range of backgrounds. A bachelor's degree or an equivalent combination of education and experience and at least five years of experience in fundraising management or a similar position within higher education, including managing comprehensive/capital fundraising campaigns, is preferred.

SALARY AND BENEFITS

The salary range for this position is \$140,000 to \$150,000 annually. California State University Channel Islands offers a [comprehensive package of benefits](#).

LOCATION

This position is in Camarillo, California.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and resume. ***Cover letters should be responsive to the mission of California State University Channel Islands as well as the responsibilities and qualifications stated in the position prospectus.*** Review of applications will begin immediately and will continue until the successful candidate has been selected.

To apply for this position, visit:

[Associate Vice President for Development, California State University Channel Islands.](#)

To nominate a candidate, please contact Anne Johnson, annejohnson@aspenleadershipgroup.com.

All inquiries will be held in confidence.