



**ASSISTANT DEAN AND CHIEF DEVELOPMENT OFFICER
A. JAMES CLARK SCHOOL OF ENGINEERING
UNIVERSITY OF MARYLAND
COLLEGE PARK, MARYLAND**

THE SEARCH

The A. James Clark School of Engineering (Clark) at the University of Maryland (UMD) seeks a dynamic, ambitious, and strategic leader to serve as the next assistant dean and chief development officer (CDO). This is an exceptional opportunity for a collaborative, high-performing, and aspirational fundraiser and alumni engagement professional to build upon the school's remarkable philanthropic success.

Looking ahead, UMD aspires to sustainably increase its annual fundraising capacity in the coming years as it strives toward building the infrastructure of its next multi-billion-dollar campaign. Such growth will be dependent upon a fundraising strategy that reflects industry best practices and maximizes the personal and financial engagement of individuals, corporations, and foundations. As the largest fundraising unit on the College Park campus, the A. James Clark School of Engineering routinely raises more philanthropic dollars than any other unit.

The CDO will serve as chief fundraiser and unit manager for the A. James Clark School of Engineering, effectively overseeing a talented team that includes major and principal gifts, corporate and foundation relations, alumni engagement and donor relations, and stewardship. This individual will be responsible for identification of potential major-gift and principal level donors. The CDO will identify and engage regional development markets in collaboration with development colleagues, and maintain development travel schedules. In preparation for the university's forthcoming campaign, this individual will lead a comprehensive outreach and fundraising program to support the strategic initiatives of the school as well as a sustainable infrastructure to support future fundraising efforts.

A collaborative and natural convener, the CDO will work closely with the university's offices of gift planning, corporate and foundation relations, annual giving, leadership annual giving, regional giving, prospect research, and the alumni association on strategies for donors related to those areas. The CDO will oversee strategic development events to expand the major gift pipeline. This individual will also participate in the design, recruitment, and support of the school's Board of Visitors.

Reporting to the senior executive director of development within university development with a dotted line to Dean Samuel Graham, Jr., the CDO will be a key member of the dean's senior staff and will be expected to provide meaningful input on the full range of issues facing the school. The CDO will work effectively within an environment of shared governance, developing collaborative and solutions-oriented relationships with leaders, faculty members, and colleagues in support of UMD and Clark School's academic mission and strategic vision. To that end, the CDO must be able to work with a broad range of diverse individuals and groups, including senior executives, to achieve shared goals.

Given the significance of the school's fundraising attainment, the CDO will be seen as a leader within the development enterprise at UMD, and will be expected to actively advance the existing culture of excellence, collaboration, accountability and professionalism.

The successful candidate must possess extraordinary communication and negotiation skills, the political savvy and flexibility to navigate a complex academic community, and the desire and ability to build bridges and strong working relationships with all members of an operation. A bachelor's degree is required; an advanced degree is preferred.

UMD has retained the services of Mr. Jack Gorman of the national executive search firm Isaacson, Miller to assist in conducting this search. Confidential inquiries, nominations, and applications should be directed to Isaacson, Miller as directed at the end of this document.

UNIVERSITY OF MARYLAND, COLLEGE PARK

The [University of Maryland, College Park](#), the flagship and land-grant institution of the 12-campus University System of Maryland, is committed to educating outstanding students and to advancing and applying new knowledge that promotes economic development and improves quality of life in the state and around the world.

The university's proud past stretches back to 1856, when the tiny Maryland Agricultural College was carved from part of Charles Benedict Calvert's farm along a dirt road now called Baltimore Avenue (U.S. Route 1). From its start with 34 students, the institution slowly grew to include engineering and the liberal arts, and to add athletics, women, and minorities. It survived the Great Fire of 1912, re-emerged as a public college, and boomed following World War II.

Today, UMD is one of the nation's preeminent public research universities. A global leader in research, entrepreneurship, and innovation, UMD's academic strength spans virtually all major disciplines. Many of the university's academic programs are highly ranked, with more than 90 in the top 25 and 20 in the top 10. The university is home to more than 14,000 faculty and staff and 41,000 students, undergraduate and graduate, who participate in more than 100 bachelor's degree programs and 190 graduate programs within its 12 colleges and schools. UMD's academic strength spans virtually all major disciplines.

Currently, there is more than \$1 billion of ongoing capital construction, both on campus for state-of-the-art educational and research buildings and in the surrounding Greater College Park area for mixed-use real estate development. These capital projects are creating an ecosystem for innovation and economic development, catalyzed by the university's assets and research activities. UMD's location adds to its strengths, situated less than 10 miles from Washington, D.C., inside the Washington Beltway and its industry clusters; federal departments, agencies, and research centers; embassies, think tanks, and nonprofit organizations; and the legislative, executive, and judicial centers of power. Students and faculty have ready access to the people and organizations of the nation's capital, as well as Baltimore, Annapolis, and the Chesapeake Bay.

Strategic Planning Process

In February 2022, President Darryll Pines revealed [Fearlessly Forward: In Pursuit of Excellence and Impact for the Public Good](#), The University of Maryland Strategic Plan, which presents a bold reimagining of what the university must be to uphold and expand its mission of service to humanity. President Pines describes the plan as “a living document that lays the foundation for innovative new initiatives, balanced with careful attention to providing value to our local community, state, nation, and the world. The plan will evolve as we do.” The strategic planning process began in June 2021, chaired by senior vice president and provost Jennifer King Rice. The [strategic planning steering committee](#) consisted of 46 members representing the entire university community. They were supported by seven subcommittees and outside counsel.

A. JAMES CLARK SCHOOL OF ENGINEERING

The [A. James Clark School of Engineering](#) is the only engineering program of its magnitude embedded in the nation’s capital. It has connections and collaborations throughout the state of Maryland and the Washington, D.C., area, including with numerous federally funded research and development centers (FFRDCs) and the country’s major funding agencies, including NSF and the NIH. Its far-reaching [2020 Strategic Plan](#) encompasses structured strategic research themes focused on some of the most exciting areas of research in engineering today: additive and advanced manufacturing; autonomy and robotics; bioengineering; cybersecurity; transportation; energy and sustainability; quantum technology; and virtual and augmented reality.

The Clark School is among the most powerful forces for transformative scholarship, education, and socioeconomic impact in the national capital region, and serves as a model for access in engineering education and research opportunities for under-represented groups. It has also led the university in fundraising dollars to ensure an enduring, sustainable academic and scholarly enterprise for the citizens of the state of Maryland and for students and researchers across the country.

Building Together: An Investment for Maryland

In 2017, the A. James Clark School received the largest single gift in the history of the University of Maryland: \$219.5 million from the A. James and Alice B. Clark Foundation. This transformative investment has propelled UMD and Clark to the forefront of education and research worldwide by establishing and funding an array of scholarships and fellowships, professorships, and operational and capital projects.

The Clark gift’s mission focuses on three core goals: increasing college access and affordability; solving daunting problems facing the nation and the world; and building the next generation of leaders in the field of engineering. To achieve these goals, the A. James and Alice B. Clark Foundation has directed resources toward an array of initiatives such as expanding need-based aid across campus through the Clark Challenge for the [Maryland Promise](#); endowing distinguished chairs at the Clark School; seeding the Clark School’s 125th Anniversary “MPact” moonshot engineering program to spur innovative engineering research solutions; and expanding the Clark School’s physical capabilities, including the newly completed [E.A. Fernandez IDEA Factory](#) – a 60,000-square-foot addition to the Jeong H. Kim Engineering Building whose unique spaces and labs have enabled students, faculty, and staff to address 21st century challenges while also serving as venues to translate basic research into invention and invention into product.

Academics and Research

The Clark School consists of eight academic departments: Aerospace Engineering; Bioengineering; Chemical and Biomolecular Engineering; Civil and Environmental Engineering; Electrical and Computer Engineering; Fire Protection Engineering; Materials Science and Engineering; and Mechanical Engineering. The school's 218 faculty members are nationally recognized and highly respected in their fields. More than 100 faculty members are fellows of engineering professional societies, and more than 50 are recipients of National Science Foundation Early Career Awards. Clark has 21 affiliated faculty who are members of the National Academy of Engineering.

The school offers full-time undergraduate programs leading to the Bachelor of Science degree, and full-time graduate programs leading to the Master of Science, Master of Engineering, and Doctor of Philosophy degrees. In the 2019-2020 academic year, the Clark School awarded 1,077 bachelor's, 612 master's, and 131 Ph.D. degrees across departments. In addition to its core curricula, the Clark School's Maryland Applied Graduate Engineering (MAGE) program aims to provide world-class engineering education and training to working engineers and technical professionals through professional master's programs as well as certificate programs.

The Clark School is a research powerhouse, with more than \$137 million in annual research expenditures through its eight departments, six institutes, more than 130 laboratories, 23 research centers, innovative programs for undergraduates, and active research relationships with major engineering firms, government labs, and academic centers. A major, institutional connection with the University of Maryland, Baltimore (UMB) and its leading medical campus has yielded groundbreaking opportunities for biomedical engineering research in both fundamental and clinical settings.

UNIVERSITY RELATIONS AND FUNDRAISING OVERVIEW

[University Relations](#) advances the goals of the university by increasing resources and support, enhancing awareness and affinity, and strengthening and developing relationships with the university and the greater community. Today, the division of university relations has an operating budget of \$31 million and employs 280 staff, including a new vice president who will begin in the second half of 2022. Included in the division are development, the alumni association, and the University of Maryland College Park Foundation, Inc. (UMCPF). In the fiscal year 2021, the university raised over \$207 million, \$81 million of which was secured for the Clark School.

The university successfully concluded its \$1.5 billion [Fearless Ideas](#) campaign in December 2021 through contributions and commitments from more than 118,000 donors, \$500 million of which was raised by Clark. By the end of the campaign, the university's endowment more than doubled and currently stands at just under \$1 billion.

University of Maryland College Park Foundation

The [University of Maryland College Park Foundation Inc.](#), a separate 501c3 organization, was established in support of the university's goal to become one of the top research universities in the nation. Dedicated specifically to the University of Maryland, College Park, the foundation provides opportunities for alumni,

friends, corporations, and charitable foundations to directly support the mission and strategic priorities of the university.

University of Maryland Alumni Association

Representing more than 400,000 alumni worldwide, the [alumni association](#) is a dues-based membership organization that seeks to connect, cultivate, and channel the power of alumni to enrich themselves and advance the university through a variety of programs and services. In addition, the alumni association plans and coordinates numerous events and programs, and provides support for more than 50 active regional, academic, and affinity networks. Alumni association staff members report to the vice president for university relations.

DUTIES AND RESPONSIBILITIES

The CDO is the primary fundraiser for the Clark School of Engineering. The CDO reports directly to Martina Grunwald, who is the senior executive director of development in university relations, and oversees a team of twelve (with six direct reports). Working closely with university relations colleagues and supporting the dean of the school, the CDO sets the strategic direction for development efforts; manages a portfolio of prospects; and engages key stakeholders in fundraising efforts.

Fundraising

- Manage the identification, cultivation, solicitation, and stewardship of a select portfolio of prospects and collaborate with colleagues in university relations on potential corporate and foundation donors; partner with colleagues in other schools, colleges, and units to engage individuals who have an interest in supporting the goals and priorities of the school.
- Devise cultivation plans and solicitation strategies that lead to gifts in support of the school; leverage the network of existing donors and launch special strategic initiatives that will identify new individual and institutional prospects capable of making significant contributions in support of the school.
- Launch efforts to identify individuals who have no previous affiliation with Clark but may have an interest in the school's programs and priorities; determine ways to best engage these potential donors in support of the school and recruit key leaders to participate in cultivation and solicitation efforts.
- Research and prepare background information, draft high-level strategy briefings, and prepare correspondence or other communications as needed.
- Participate in donor/prospect visits (often as staff to the dean; department and unit leaders; and senior administrators); strategically orchestrate meetings and other interactions between school representatives and benefactors.

Program Management

- Formulate short-term and long-range strategic plans to support the goals and priorities outlined in the school's strategic plan; align with the priorities set forth by the dean and senior leadership; and provide investments in new ideas, programs, and partnerships.
- Ensure that Clark's stewardship of donors makes supporting the school and the university a personally fulfilling experience; convey to donors that Clark and its leaders care deeply about its supporters and appreciate what they have done for the school; demonstrate the impact their contributions have had on the school.

Engagement of Leadership

- Guide and support the dean in his role as chief fundraiser and spokesperson for the School of Engineering, serving as coach, mentor, and co-strategist in cultivating and soliciting gifts that will lead the school to greater levels of distinction.
- Collaborate with senior academic leaders to promote key priorities of the school, raise awareness of new initiatives, and engage prospects in support of Clark.
- Engage department heads and faculty members in the fundraising process, ensuring their time spent is highly productive and personally rewarding; build strong and mutually beneficial relationships between faculty and external audiences such as donors, alumni, and corporate and foundation leaders.

Collaboration

- Formulate a keen understanding of the goals and objectives of the dean and the aspirations of department chairs and faculty; communicate those priorities in clear and compelling terms to key internal partners within development.
- Foster strong and collaborative working relationships with colleagues in university relations, including regional giving, corporate and foundation relations, the alumni association, and annual giving.
- Represent the school and its respective units at events and meetings.

Management

- Ensure that staff members are well prepared to meet the ongoing challenges and aspirations of the school and the development operation.
- Set clear priorities and expectations for staff members; establish well-defined and measurable goals and ensure that staff members are on target to meet objectives set forth for the year.

- Lead by example with a focus on professionalism, mutual respect, and cross-organizational cooperation.

QUALIFICATIONS AND EXPERIENCE

- Minimum of ten years of direct fundraising experience, including a minimum of three years of supervisory experience or managerial responsibilities, preferably with an institution of higher education.
- Exceptional verbal and written communication skills; clarity, crispness, and persuasiveness in written and oral communication; the ability to articulate the vision and mission of a school and its leader in clear and compelling language.
- The credibility, maturity, and sound judgment required to effectively engage and leverage the dean, department heads, and faculty in the cultivation and solicitation of high-net-worth individuals.
- Experience working closely with and engaging a senior leader in an organization's development efforts.
- A track record of successfully cultivating and soliciting six- and seven-figure commitments from individuals in support of an organization; knowledge of deferred or planned giving vehicles.
- The ability to build bridges and strong, productive, and collaborative relationships across complex institutions; the ability to influence and engage peers.
- A highly motivated self-starter who can reach out to a broader community beyond a built-in constituency to promote the mission of an institution.
- Experience engaging and motivating groups of diverse individuals, including strong volunteer management skills.
- Demonstrated commitment to diversity, equity, belonging, and inclusion.
- Bachelor's degree required. Advanced degree is preferred.

TO APPLY

Jack Gorman is leading this search with Becky Piper and Ryan Cheung. For more information, to submit a nomination or confidential inquiry, or to apply for this role, please visit:

www.imsearch.com/8496

The University of Maryland, College Park, an equal opportunity/affirmative action employer, complies with all applicable federal and state laws and regulations regarding nondiscrimination and affirmative action; all qualified applicants will receive consideration for employment. The University is committed to

a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, religion, sex, national origin, physical or mental disability, protected veteran status, age, gender identity or expression, sexual orientation, creed, marital status, political affiliation, personal appearance, or on the basis of rights secured by the First Amendment, in all aspects of employment, educational programs and activities, and admissions.

APPENDIX: LEADERSHIP

Darryll J. Pines President

Darryll J. Pines serves as president of the University of Maryland, as well as the Glenn L. Martin Professor of Aerospace Engineering. Formerly the Nariman Farvardin Professor of Engineering and dean of UMD's A. James Clark School of Engineering, where he has been on the faculty since 1995, Pines amassed a record of academic leadership and research accomplishments that have dramatically elevated the school's rankings and stature nationally and internationally. In 2019, he was elected to the National Academy of Engineering for his "inspirational leadership and contributions to engineering education."

Prior to his promotion to dean, Pines led the Department of Aerospace Engineering for four years, taking a leave of absence from the University of Maryland from 2003 to 2006 to serve as a program manager for the Tactical Technology Office and Defense Sciences Office at the Defense Advanced Research Projects Agency (DARPA). He also held positions at the Lawrence Livermore National Laboratory (LLNL), Chevron Corp. and Space Tethers. At LLNL, Pines worked on the Ballistic Missile Defense Organization's Clementine spacecraft program, which discovered water near the south pole of the moon. A replica of the spacecraft now sits in the National Air and Space Museum.

Pines' research focuses on structural dynamics, including structural health monitoring and prognosis, smart sensors, and adaptive, morphing, and biologically inspired structures as well as the guidance, navigation, and control of aerospace vehicles. He holds seven co-authored patents with his students and collaborators.

In recognition of his contributions to the field, Pines was named a fellow of the American Institute of Aeronautics and Astronautics, American Society of Mechanical Engineers, and Institute of Physics. He chairs the Engineering Advisory Committee for NSF's Engineering Directorate and sits on the Board of Trustees for Underwriters Laboratory not-for-profit arm. Pines received a B.S. in mechanical engineering from the University of California, Berkeley. He earned M.S. and Ph.D. degrees in mechanical engineering from the Massachusetts Institute of Technology.

Samuel Graham, Jr. Dean and Nariman Farvardin Professor, A. James Clark School of Engineering

Samuel Graham, Jr. became dean of the Clark School on October 1, 2021 after serving as the Eugene C. Gwaltney Jr. Chair of the George W. Woodruff School of Mechanical Engineering at the Georgia Institute of Technology. He holds a joint appointment with the National Renewable Energy Laboratory.

Prior to Georgia Tech, Graham was a senior member of technical staff at Sandia National Laboratory in Livermore, California. He has served as a member of the Defense Science Study Group, a member of the Air Force Scientific Advisory Board, and was the recipient of a National Science Foundation CAREER Award. Presently, he serves on the Advisory Board of the Engineering Science Research Foundation of Sandia National Laboratories and the Emerging Technologies Technical Advisory Committee of the U.S. Department of Commerce. He is a fellow of the American Society of Mechanical Engineers and a Senior Member of the Institute of Electrical and Electronics Engineers.

Graham earned his B.S. from Florida State University and his M.S. and Ph.D. in mechanical engineering from Georgia Tech.

Martina Grunwald
Senior Executive Director of Development

With over 30 years of experience in philanthropy, Martina is recognized for her leadership, management and fundraising expertise, campaign and strategic planning and implementation, and a consistently successful record in program and staff development. Through effective partnerships with key stakeholders, she has successfully advanced programs in the visual and performing arts and higher education, with a concentration in health care/grateful patient philanthropy. Utilizing a strategic approach to program assessment and development, she has realigned and coached teams to perform effectively and collaboratively, resulting in consistently higher philanthropic investment. As a major and principal gifts officer, Martina has effectively implemented highly individualized philanthropic strategies to establish multiple priority centers of excellence and secure transformational commitments for priorities ranging from faculty and student support to medical research to the arts. Martina received her Bachelor of Arts degree from the University of Maryland and her Masters of Business Administration from The Johns Hopkins University.