



UNIVERSITY *of* ROCHESTER

**Senior Director of Development, Academic Programs
University of Rochester Medical Center
Rochester, New York**

THE SEARCH

The University of Rochester Medical Center (URMC) seeks a driven, proactive, and collaborative senior director of development to lead regional individual fundraising efforts across the School of Medicine and Dentistry (SMD), School of Nursing (SON), and Eastman Institute for Oral Health (EIOH). This is an ideal opportunity for a tenacious advancement professional to join a highly regarded academic medical center at an esteemed institution of higher education as preparations begin for an upcoming ground-breaking campaign.

Founded in 1850, the [University of Rochester](#) is one of the nation's leading research universities. The School of Medicine and Dentistry and the School of Nursing consistently rank within the U.S. News & World Report's list of best graduate schools. The University's motto, [Meliora](#), embodies the goals of the University, which are to "learn, discover, heal, create – and make the world ever better." The University completed the \$1.2 billion Meliora Challenge comprehensive campaign in 2016, raising over \$1.37 billion, of which URMC raised over \$696 million.

Reporting directly to the executive director of development, academic programs, the senior director of development will be responsible for developing and implementing a comprehensive fundraising strategy for securing philanthropic support from a portfolio of major and leadership-level prospects. The senior director will proactively work with volunteers and key faculty to identify and engage prospects who are capable of making gifts of \$100,000 or more. The senior director will lead a team of two, including one associate director of development and one director of development. This role will include frequent travel within the Northeast and the opportunity to work with the medical reunion giving program.

The successful candidate will have at least seven years of successful fundraising experience in a complex organization; strong verbal and written communications; a track record of success securing significant gifts of at least six figures; the desire and wherewithal to build bridges and strong collaborative relationships with all members of an operation across a university and a diverse body of donors and constituents; and the exceptional interpersonal skills required to effectively engage key leaders and other members of the university community in the fundraising process. Essential qualifications include the expertise and ability to identify, cultivate, solicit, and secure major gifts of \$100,000 or more.

The University of Rochester Medical Center has engaged Jack Gorman of Isaacson, Miller to assist with this important search. Inquiries, nominations, and applications should be sent in strict confidence to the search firm as indicated at the end of this document.

UNIVERSITY OF ROCHESTER

The University of Rochester is noted among top research universities as being exceptionally collaborative, and it offers both the intellectual excitement of a major research university with a top medical center and the intimacy and opportunities of a great liberal arts college.

The University of Rochester enrolls more than 12,000 students annually, of whom nearly 6,000 are undergraduates. The University's academic units include: the School of Arts and Sciences, the Hajim School of Engineering and Applied Sciences, the Eastman School of Music, the Simon Business School, the Warner School of Education, the School of Medicine and Dentistry, the School of Nursing and the Eastman Institute of Oral Health. Arts and Sciences, Engineering, Business, and Education are co-located on the River Campus, immediately adjacent to the Medical Center. The Eastman School of Music, Memorial Art Gallery and NextCorps, a University-affiliated business incubator, are located in downtown Rochester, a short shuttle ride away, while the Laboratory for Laser Energetics, the world's largest university-based laser facility, is a short drive from central campus. Taken together, the University has major areas of excellence in the arts, music, and the humanities; social sciences; natural science and engineering; and medical research, and this physical proximity works to foster interdisciplinary collaborations across schools.

The University of Rochester receives more than \$450 million annually in sponsored research funding, consistently ranks among the top universities nationally in federally financed science, engineering, and medical research, and offers more than 45 doctoral programs.

The University is the largest employer in Rochester, New York with 30,000+ employees. Its annual operating budget is \$6.9 billion, its endowment is \$3.5 billion, and fundraising exceeds \$140 million annually.

To learn more about the University of Rochester and its leaders, please see the addendum of this document and visit: www.rochester.edu.

UNIVERSITY OF ROCHESTER MEDICAL CENTER

The University of Rochester Medical Center (URMC) is one of the nation's leading academic medical centers. It forms the centerpiece of the University of Rochester's health research, teaching, and patient care missions. URMC includes Strong Memorial Hospital, the Eastman Institute for Oral Health, the University of Rochester School of Medicine and Dentistry, with its faculty practice (University of Rochester Medical Faculty Group), and the University of Rochester School of Nursing.

The University's clinical enterprise, UR Medicine, consists of six hospitals located throughout the Finger Lakes and Southern Tier regions. About 3,000 people are dedicated to scientific research, studying common and rare illnesses, from cancer and heart disease to Parkinson's and pandemic influenza. Research faculty attracted external funding totaling approximately \$250 million in the last fiscal year. The student body of URMCM includes about 400 medical students, 750 graduate students and postdocs, and 775 residents and fellows. URMCM appointed new CEO Dr. David Linehan in February 2024.

SENIOR DIRECTOR OF DEVELOPMENT, ACADEMIC PROGRAMS

Reporting to the executive director of development, academic programs, the senior director is responsible for securing commitments from individual prospects, including alumni/ae, friends, and faculty of the School of Medicine and Dentistry (SMD), School of Nursing (SON), and Eastman Institute for Oral Health (EIOH). The senior director will also lead a team of two gift officers and contribute to URMCM's goal of raising \$850 million within the capital campaign.

Major functions and responsibilities:

- Identify, cultivate, solicit, and secure major gift commitments for assigned departments and divisions, including key alumni, faculty, and other leadership.
- Coordinate with central advancement colleagues to track gift solicitations for school-based donors and prospects, utilizing the proper software to record meaningful interactions.
- Frequently travel to New England and Metro New York areas, as well as nationally, with a minimum of 100 face-to-face visits per year. Represent URMCM at events as needed.
- In partnership with central advancement, develop and implement strategies for the identification, cultivation, and solicitation of significant gifts among reunion class members and alumni, ensuring that reunion goals are being met, and attend reunion committee meetings as needed.
- Lead a team of two gift officers, guiding their solicitation and stewardship strategy and visits as needed.
- Support fundraising for various departments without dedicated development staff.
- Other duties as required by the executive director of development, associate vice president, and senior associate vice president for development.

QUALIFICATIONS & EXPERIENCE

While no one candidate will meet all desired criteria, the successful candidate will bring most of the following qualifications and attributes:

- A minimum of seven years of experience of successful fundraising experience in higher education, healthcare, or other philanthropic organizations.
- Superior written and verbal communication skills with the intellectual depth necessary to understand and translate medical, technical, and research information for all audiences; ability to articulate a case of support to donors as well as to colleagues across the development operation.
- Comprehensive knowledge and experience securing philanthropic support in health care and/or for scientific research institutions.
- Ability to meet and exceed fundraising performance benchmarks and goals; analyze opportunities, develop, and execute a strategy to secure private support.
- The political savvy to navigate and lead effectively in a complex environment with demonstrated efficacy; the interpersonal and communication skills to build bridges and strong collaborative relationships with all members of an operation and across an institution; the ability to inspire others, work through others, hold them accountable and deliver results. Direct supervisory and management experience preferred.
- Proven leadership, and solid volunteer and staff management skills. A leadership style guided by thoughtfulness and respect, promoting the highest standards of ethics, compliance, and performance. Must possess leadership strengths in the areas of initiative, communication, and collaboration.
- Honesty, integrity, enthusiasm, and perspective; a strong work ethic, supported by commitment and follow through.
- Demonstrated success in building collaborative relationships with development colleagues, institutional partners, volunteers, and other constituents.
- A deep appreciation for and an ability to effectively articulate the mission of URM.
- Honest, trustworthy, and conscientious; able to abide by strict confidentiality guidelines.
- Bachelor's degree required. Master's degree preferred.

TO APPLY

The search is being led by Jack Gorman with Maureen Perry and Sandeep Kaur. For more information, to make a nomination, or to apply for this role, please visit:

<https://www.imsearch.com/open-searches/university-rochester-medical-center/senior-director-development-academic-programs>

EOE Minorities / Females / Protected Veterans / Disabled

ADDENDUM

LEADERSHIP

David C. Linehan, M.D.

**Chief Executive Officer, University of Rochester Medical School
Dean, University of Rochester School of Medicine & Dentistry**

Dr. Linehan is CEO of the University of Rochester Medical Center (URMC), dean of the School of Medicine and Dentistry (SMD), and senior vice president for Health Sciences at the University of Rochester. Before that, he chaired URMC's Department of Surgery for 10 years. A surgical oncologist and an accomplished researcher, Dr. Linehan is recognized for bringing new therapies to patients with difficult-to-treat cancers, and for his compassionate approach to care. He is also internationally renowned for his research into new immunotherapy treatments for pancreatic cancer; his laboratory has been continuously funded by the National Cancer Institute for nearly two decades. He specializes in treating cancers and benign surgical conditions of the liver, pancreas, gallbladder, and bile ducts.

Dr. Linehan attended Dartmouth College, graduated from the University of Massachusetts Medical School, then completed his internship and residency at Deaconess-Harvard Surgical Service. He was a research fellow at Brigham and Women's Hospital and the Kristin Ann Carr Fellow in Surgical Oncology at Memorial Sloan-Kettering Cancer Center. He went on to become a professor of Surgery at Washington University and chief of Hepatobiliary, Pancreatic and Gastrointestinal Surgery.

Thomas J. Farrell, '88, '90W (MS)

Senior Vice President and Chief Advancement Officer, University of Rochester

Tom Farrell became the senior vice president and chief advancement officer for the University of Rochester in November 2014. In this role, he oversees a comprehensive advancement and alumni engagement operation for the entire University and the University of Rochester Medical Center.

Farrell began his career in advancement as a class fundraiser for the University of Rochester in 1990. From 1993-95, he served as director of the University's reunion major gifts program, managing multi-million dollar regional campaigns during the \$375 million Rochester's Campaign for the 90's. He then led the fundraising program at the University of Buffalo School of Law, before joining Dartmouth College as director of gift planning. In 2001, Farrell began a 10-year tenure at the University of Pennsylvania where he managed Penn's undergraduate and individual giving program and served as a member of its senior management team responsible for coordinating all institutional advancement activity, including serving as the key planner for the \$4.3 billion Making History capital campaign. In 2010, Farrell joined the University of Chicago as vice president for alumni relations and development, leading a staff of 450 advancement professionals from all schools, divisions and units, including the University of Chicago Medical Center, and planning Chicago's recent \$4.5 billion campaign. Prior to his current role, Farrell

served as chief development officer for the University of Illinois and president / chief executive officer of the University of Illinois Foundation beginning in 2012.

Farrell earned a bachelor's degree in history and political science, and an MS in education, both from Rochester. In 2005, he completed his EdD at the University of Pennsylvania in higher education management.

Melissa L. Head, '99W (MS)

Executive Director, URMCA Academic Programs, Advancement and Alumni Relations

Melissa became the Executive Director in 2018 for the University of Rochester Medical Center, Advancement and Alumni Relations program. In this role, she leads a comprehensive advancement and engagement program for the School of Medicine and Dentistry, School of Nursing and Eastman Institute for Oral Health partnering closely with leadership and faculty on advancement priorities.

She has over twenty years of experience in higher education advancement raising millions of dollars in support of scholarships, programs, research, and capital projects. She has experience leading volunteer boards and engagement programs in music, arts and sciences, and academic medicine. Melissa's team is responsible for contributing toward an 850-million-dollar University of Rochester Medical Center campaign goal with demonstrated fundraising success committed toward this goal.

Melissa got her start in fundraising in high school at the Leukemia and Lymphoma Society in Buffalo, NY. Melissa also worked for six years for the department of human services in Monroe County, New York.

She has received multiple Council for Advancement and Support of Education (CASE) awards and served as a judge for CASE. She is the past President of the Upstate New York Planned Giving Council, served on the Association of American Medical Colleges (AAMC), GIA Alumni Relations Discipline Advisory Group (DAG). Currently, she is a returning judge on the AAMC GIA Awards for Excellence Committee.

Melissa earned a bachelor's degree in history and a master's degree in higher education administration.

ROCHESTER MODEL 2030: STRATEGIC PLAN FOR UNIVERSITY ADVANCEMENT

The Rochester Model 2030 Advancement strategic plan is designed to build on the progress of the University of Rochester Advancement program.

The 2030 Rochester Model plan serves as a guide for the next stage in the program's evolution—focusing on continued excellence, strategic investment, and measurable growth—as a best-in-class advancement organization that generates and sustains charitable gifts, institutional advocacy, and broad-based engagement across the University's schools, units, and programs.

The Rochester Model is based on four main principles:

- A commitment to excellence in both engagement and philanthropy.
- A commitment to intentionality.
- Mission and values are the core of our work – Building and sustaining University relationships, resources, our reputation and values, and our mission.
- Building a culture of ownership between the University and its broad-based community – in support of the University’s mission.

The University recently entered a formal quiet phase for a potential \$1.5 billion to \$2 billion comprehensive campaign.

BOUNDLESS POSSIBILITY: STRATEGIC PLAN

The University of Rochester is in the process of implementing a strategic plan – [Boundless Possibility](#) – that sets the collective direction and vision for the institution, including the academic medical center, for the next seven years. Its goals reflect our strengths and successes as well as the ambition many have to create a culture and environment that encourages and inspires boundless possibility. With those aspirations in mind, the University has identified five strategic goals.

- **Research Excellence and Global Reputation:** Increase our reputation as a leading global research institution by investing in innovation and growth in our areas of distinction.
- **Exceptional Undergraduate and Graduate Education:** Reimagine undergraduate and graduate education at a research-intensive institution.
- **Health Care of the Highest Order:** Reinforce and further enhance our position as a leading national academic medical center.
- **Faculty + Staff Success:** Cultivate an inclusive culture that prioritizes the well-being, development, engagement, success, and diversity of our people.
- **Sustainable Growth:** Implement a new University finance and operational model that will enable future and sustainable growth and success.

The plan will inform how the University makes decisions; allocates resources; develops the roadmap for expansion and innovation; prioritizes, coordinates and collaborates; and better tells the story of the University. The following elements are foundational to the strategic plan and were validated through the planning process, which included significant input from students, faculty, staff, and alumni leaders; members of the Board of Trustees; and community partners.