

# Yale SCHOOL OF MEDICINE

Assistant Vice President, Individual Giving  
Yale School of Medicine  
New Haven, Connecticut

## THE SEARCH

[Yale School of Medicine](#) (YSM) is one of the world's leading centers for biomedical research, advanced clinical care, and medical education. It ranks fourth among medical schools receiving funds from the National Institutes of Health (NIH) and fourth in NIH dollars per faculty member. Led by Associate Vice President (VP) [Meghan Fay](#), YSM Medical School Development and Alumni Affairs seeks a hands-on, results-oriented, and relationship-driven inaugural assistant vice president of individual giving (AVP) to provide strategic oversight and leadership for grateful patient fundraising at YSM. Leading a team of frontline fundraisers and reporting directly to Meghan Fay, the AVP will play a critical role in the growth and expansion of YSM's grateful patient fundraising program, including developing and refining metrics. In addition, the AVP will serve as primary liaison and central resource between the YSM frontline team and other school, unit, and central fundraising teams, fostering a culture of collaboration and coordination in a complex matrixed environment that includes a separate health system. As a key member of the school of medicine development leadership team, the AVP will partner with the associate VP to set the strategic direction for YSM's fundraising efforts, identifying needs and aligning them with gift opportunities. The AVP will be a critical member of the leadership team and also partner with key administrative offices across campus, including the Provost's Office, on behalf of the school where appropriate and as needed.

The AVP will lead, mentor, and develop a team of development professionals and other staff in their fundraising work providing clear strategic direction and day-to-day guidance in support of their fundraising efforts. This leader will establish ambitious yet achievable fundraising goals, drive accountability through the effective use of performance metrics, and develop strategies to increase philanthropic revenue through a growing grateful patient program. The AVP will also spearhead efforts to identify, cultivate, and engage new donors, with particular emphasis on advancing strategic priority areas. In addition, the AVP will maintain and strengthen relationships with key volunteers, as appropriate, and will design and implement professional development strategies that enable staff to perform at the highest level. Through these efforts, the AVP will foster productive and enduring relationships between Yale's prospects and donors and YSM leadership.

The ideal candidate will have at least 10 years of development experience in a complex organization (preferably in academic medicine and/or research settings including a grateful patient experience background); strong managerial, strategic planning, and motivational skills; a track record of success growing fundraising programs and personally securing significant gifts; the desire and wherewithal to build bridges and strong collaborative relationships with all members of an operation across a university and a range of donors and constituents; and the exceptional interpersonal skills required to effectively engage key leaders and other members of the YSM and university community in the fundraising process. Essential qualifications include the expertise and credibility to serve as a senior advisor to faculty and staff, as well as the ability to navigate a highly complex organization. A bachelor's degree and ten years of related work experience in an academic institution are required, or an equivalent combination of education and experience.

Yale School of Medicine has retained Jack Gorman of Isaacson, Miller, a national executive search firm, to assist in this recruitment. Please direct all applications, nominations, and inquiries to Isaacson, Miller, as indicated at the end of this document.

## YALE SCHOOL OF MEDICINE

Founded in 1810, Yale School of Medicine (YSM) is the sixth oldest medical school in the country and a leading institution for biomedical research, education, and advanced clinical care. YSM's reputation is grounded in its history of attracting top-tier scientists in both the basic science and clinical departments, a unique medical education system that prioritizes self-directed learning, and a close partnership with the Yale New Haven Health System (YNHHS) for clinical care. YSM currently ranks third among medical schools receiving funds from the National Institutes of Health (NIH). More than 1,700 Yale physicians provide care to patients from across the region and around the world.

The mission: YSM educates and nurtures creative future leaders in medicine, public health, and biomedical science, promoting curiosity and critical inquiry in an inclusive environment enriched by diversity.

A total of 1,727 students are currently enrolled at YSM, including 365 medical students, 160 MD/PhD students, and 426 PhD students. YSM houses 5,485 faculty and 2,058 postdoctoral fellows and associates in 29 academic departments. There are 11 basic science departments and 18 clinical departments. Yale has 70 faculty members belonging to the National Academy of Sciences, 61 members belonging to the National Academy of Medicine or both academies, nine Howard Hughes Medical Institute Investigators, four Lasker Award recipients, and [three Nobel Laureates](#).

YSM is pioneering advancements in AI-powered neurological interfaces, gene-editing therapeutics, understanding and engineering the immune system to treat disease, and augmented medical education. YSM's core research resources include state-of-the-art tools for genomics and proteomics, high-resolution imaging and image analysis at every scale, proprietary enhanced focused ion beam-scanning electron microscopy; high-throughput screening; and construction and analysis of animal models of disease.

The university leadership's commitment to enhancing science at Yale, coupled with the close proximity of YSM to the main campus and the collaborative, collegial environment for research, galvanizes interdisciplinary research across the university. Funding for research at YSM has increased from \$539.6 million in 2012 to \$834.4 million in 2025 with \$580.8 million awarded from NIH, a portion of which represents 22 center and program grants. More than two-thirds of total sponsored research expenditures are from clinical departments, with the remaining third coming from the basic sciences.

Learn more about Yale School of Medicine, Yale University, and its leadership in the addendum of this document and by visiting [www.medicine.yale.edu](http://www.medicine.yale.edu).

## ROLE OF THE ASSISTANT VICE PRESIDENT, INDIVIDUAL GIVING

Reporting to the associate vice president, the inaugural assistant vice president of individual giving will provide strategic leadership for Yale School of Medicine's frontline fundraising efforts, with particular emphasis on advancing and scaling a grateful patient philanthropy program. As a key member of the YSM development leadership team, this executive will guide and develop fundraising staff, establish performance expectations and revenue strategies, strengthen cross-campus collaboration, and align institutional priorities with philanthropic opportunities to deepen donor engagement and support campaign objectives.

### Key Responsibilities:

- Provide strategic oversight and leadership to frontline fundraisers focused on grateful patient fundraising at the YSM, setting annual and multi-year goals with clear metrics and measurable outcomes.
- Manage, mentor, and guide a growing team of 17 including three direct reports—in their work, programs, initiatives, and activities.
- Establish, promote, strengthen, and maintain productive and collaborative relationships with key constituents and partners, both inside and outside the university and Yale New Haven Health System.
- Serve as the strategic liaison and central resource to other schools and units; coordinate with colleagues to ensure that prospects are identified/solicited in a collaborative manner; bring forward YSM fundraising priorities and help familiarize other teams with its vision and mission.
- Maintain a comprehensive understanding of YSM, the university, and their priorities and needs. Represent the institution in interactions with prospective donors/donors, volunteers, alumni, grant makers, and other individuals and groups/entities.

- Strengthen relationships with existing donors; ensure meaningful stewardship; convey to donors that YSM and its leaders care deeply about its supporters and appreciate their contributions; demonstrate the impact of their support.
- Work in partnership with the AVP on strategic initiatives on behalf of the department. Direct, implement, and ensure compliance with new or revised standards, policies, and procedures, affecting assigned functional areas. Help assess resource needs, as well as potential expenditures and, as needed, cost saving measures.
- Implement strategies to provide professional development for staff and to encourage their highest level of performance. Coach, develop, and inspire, staff to maximize their potential.
- Take on special assignments and other duties as assigned, including the possibility of managing a high-level donor portfolio.

## Key Qualifications

YSM seeks an extraordinary leader who will bring with them many, if not all, of the following qualifications and characteristics:

- A minimum of 10 years of progressively responsible fundraising leadership experience, including managing a team of professionals within a campaign environment.
- Experience in an educational setting, familiarity with the mission of a complex university, and comfort with or prior leadership in a medical or research environment are also preferred, along with experience in grateful patient fundraising.
- An excellent track record of managing, inspiring, leading, and developing staff, with a strong emphasis on fostering a collaborative, high-performing team culture.
- Proven success cultivating, soliciting, and closing significant gifts.
- Superb organizational, interpersonal, written, and oral communication skills; demonstrated ability to work effectively with colleagues across complex organizations; and a commitment to an inclusive workplace and meaningful engagement with diverse audiences.
- Ability to manage multiple projects simultaneously in a fast-paced environment with professionalism, sound judgment, and discretion, including the ability to handle sensitive information with strict confidentiality.
- Willingness to travel as needed.
- Bachelor's degree required.

---

## APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and resumes should be sent via the Isaacson, Miller [website](#).

Jack Gorman, Partner  
Grace Zakim, Managing Associate  
Lisa Clayton, Managing Search Coordinator  
Isaacson, Miller

*Yale University policy is committed to affirmative action under law in employment of women, minority group members, individuals with disabilities, and protected veterans. Additionally, in accordance with Yale's Policy Against Discrimination and Harassment, and as delineated by federal and Connecticut law, Yale does not discriminate in admissions, educational programs, or employment against any individual on account of that individual's sex, sexual orientation, gender identity or expression, race, color, national or ethnic origin, religion, age, disability, status as a special disabled veteran, veteran of the Vietnam era or other covered veteran.*

*This document has been prepared based on the information provided by Yale School of Medicine. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by Princeton would supersede any conflicting information in this document.*

---

## ADDENDUM

### LEADERSHIP

#### **Nancy J. Brown, MD, Dean of Yale School of Medicine**

Nancy J. Brown, M.D., is the Jean and David W. Wallace Dean of Yale School of Medicine and the C.N.H. Long Professor of Internal Medicine. Prior to coming to Yale, Dr. Brown served as chair of the Vanderbilt Department of Medicine and physician-in-chief of Vanderbilt University Medical Center from 2010 to 2020.

Dr. Brown's research has focused on the mechanisms through which the renin-angiotensin-aldosterone, kallikrein-kinin, and incretin systems affect inflammation, thrombosis, metabolism and cardiovascular risk. Her lab defined the contribution of endogenous bradykinin to fibrinolysis in humans and the prothrombotic and fibrotic effects of aldosterone mediated by plasminogen activator inhibitor-1. Her research group identified African ancestry and specific genetic variants as risk factors for angiotensin-converting enzyme (ACE) inhibitor-associated angioedema. Ongoing research in the laboratory focuses on the mechanism(s) of combined angiotensin receptor blocker (ARB)/neprilysin inhibitors in heart failure as well as on the cardiovascular effects of incretin-based anti-diabetic therapies.

As a clinician, Dr. Brown specializes in the diagnosis and treatment of resistant hypertension. Throughout her career, Dr. Brown has worked to promote the development of physician-scientists. At Yale, she has guided the medical school to enhance the two-year Master of Health Science degree program, which provides rigorous training to help future independent investigators and educational leaders accelerate their academic careers, and she stood up the Office of Physician-Scientist and Scientist Development, which addresses the practical challenges encountered by physician-scientists at different career stages. At Vanderbilt, she established the Vanderbilt Master of Science in Clinical Investigation in 2000. From 2006-2010, she served as the Associate Dean for Clinical and Translational Scientist Development at Vanderbilt and established an institutional infrastructure to support physician-scientists in the transition to independence. Since coming to Yale, Dr. Brown has volunteered in the student-run HAVEN clinic

Dr. Brown served on the NIH National Advisory Research Resources Council and the National Heart, Lung, and Blood Advisory Council. Her research has been recognized by the Harriet Dustan Award from the American Heart Association, the E.K. Frey-E. Werle Foundation, the August M. Watanabe Prize in Translational Research, and others. In 2018, she was named the Robert H. Williams, MD, Distinguished Chair of Medicine by the Association of Professors of Medicine.

Dr. Brown is a fellow in the American Association for the Advancement of Science and a member of the American Society for Clinical Investigation, the American Association of Physicians, the American Clinical and Climatological Association, the National Academy of Medicine, and the American Academy of Arts and Sciences.

---

**Meghan Fay, MBA, MFA, Associate Vice President for Medical School Development and Alumni Affairs**

Meghan Fay assumed the role of associate vice president for medical school development and alumni affairs, on October 1, 2024. In this role, Fay serves as the chief fundraiser for YSM and leads development and alumni affairs strategy, operations, and personnel for the school as a dual report to Dean Brown and Joan O'Neill, the vice president for alumni affairs and development.

Before joining Yale, Fay served as the inaugural associate dean for advancement at the Columbia Climate School, the first new school to be established at Columbia University in more than 25 years. She brings to Yale extensive development experience at academic institutions and medical centers, as well as exceptional leadership and fundraising skills.

With a total of 15 years at Columbia, Fay held previous roles as senior director of development at the Mortimer B. Zuckerman Mind Brain Behavior Institute, and director of development at the Mind Brain Behavior Initiative. Prior to Columbia, Fay served as a senior leadership gifts officer at Boston University and development and alumni officer in the College of General Studies. She also has worked as a major gifts officer at Lahey Clinic Medical Center.

Fay earned a bachelor of science in print journalism with a minor in political science from Boston University, an M.B.A. from Northeastern University, and an M.F.A. from Columbia University.

***FOR HUMANITY: THE CAMPAIGN FOR YALE***

In 2021, Yale announced the public phase of an ambitious, five-year capital campaign to raise \$7 billion to help future generations of university faculty, students, and staff tackle the greatest challenges facing humankind. The campaign recognizes that the work done at Yale can benefit the world beyond, placing renewed focus on the responsibility that comes with capability, targeting future investments in ways that will advance scholarship, research, scientific breakthroughs, and access. The university's first fundraising campaign in 10 years, For Humanity includes four key priority areas: Arts and Humanities for Insight; Science for Breakthroughs; Collaborating for Impact; and Leaders for a Better World.

As the campaign comes to a close, Yale will exceed its \$7 billion goal. More information on the campaign may be found here: <https://forhumanity.yale.edu/about-campaign>.