



THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

**ASSOCIATE DEAN FOR ADVANCEMENT,
KENAN-FLAGLER BUSINESS SCHOOL
THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL
Chapel Hill, North Carolina**

THE SEARCH

The University of North Carolina at Chapel Hill (UNC) seeks a strategic, collaborative, and aspirational fundraising professional to serve as the Associate Dean for Advancement (ADA) for Kenan-Flagler Business School (School). Reporting to the [Dean](#) and serving on their Executive Leadership Committee, the Associate Dean for Advancement collaborates closely with the dean and other senior leaders across Kenan-Flagler Business School. Through these partnerships, the ADA will establish and pursue the strategic direction, goals, and externally sourced funding streams to build on past success and propel the institution forward through a period of growth and innovation as one of the world's top business schools.

As an innovative and highly collaborative leader, the Associate Dean for Advancement (ADA) leads the Kenan-Flagler Office of Advancement, with a team of approximately 30 talented professional staff, in a range of mission-critical activities that include fundraising and donor development, alumni engagement, stewardship, brand-building, and impact reporting. Engaging a passionate alumni network, corporations, and other friends of the school, the ADA works with key constituents, including the dean, UNC's development office, and the school's advisory and foundation boards to raise significant private funds to enable Kenan-Flagler Business School to continue engaging top faculty, delivering outstanding academic programming, innovating in learning and student engagement, and extending the School's positive impact in North Carolina, the United States, and around the world.

The ideal candidate will be a strategic thinker with the ability to plan and achieve ambitious goals, evidenced through at least six years of successful leadership and management experience in a fundraising organization and ten or more years of professional-level, direct solicitation fundraising experience. The successful candidate must possess exceptional written and oral communication skills. The next ADA must be willing and able to lead a collaborative team of talented, highly capable staff in a goal-oriented development organization. The candidate should have a proven track record of generating substantial financial contributions, along with strong enthusiasm for development and alumni engagement in a comprehensive research setting. The ADA should evidence exceptional interpersonal skills, professional drive, integrity, and capacity to build and maintain trusting relationships over time. The ideal candidate

will have the ability to work efficiently on multiple assignments involving staff, faculty, volunteers, and donors. They will possess familiarity with current practices, tools, technology, and metrics supporting a professional advancement organization. A bachelor's degree is required; a master's degree is preferred.

The University of North Carolina at Chapel Hill has retained Jack Gorman of the national executive search firm, Isaacson, Miller, to assist in this important recruitment. Confidential inquiries and nominations should be directed to the search firm as indicated at the end of this document. Applications should be submitted through the UNC PeopleAdmin recruitment portal, as indicated at the end of this document.

THE UNIVERSITY OF NORTH CAROLINA SYSTEM

[The University of North Carolina System](#) (UNC System) is one of North Carolina's greatest assets and a model for public higher education around the world. For more than two centuries, the UNC System has made North Carolina's economy stronger, its people more knowledgeable, and its culture richer. The multi-campus system currently encompasses 16 universities as well as the North Carolina School of Science and Mathematics, the nation's first public residential high school for gifted students.

THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

The oldest public university in America, [The University of North Carolina at Chapel Hill](#), is one of the nation's top-ranked public universities and one of the world's premier global research universities. UNC serves its home state and beyond through an unwavering commitment to excellence in teaching, research, and public service. UNC consistently ranks among the world's best institutions in academic quality, research, access, engagement, and global presence. Through the efforts of its exceptional faculty and staff, and with generous support from North Carolina's citizens, UNC invests knowledge and resources to enhance access to learning and to foster the success and prosperity of each rising generation. With [Lux et Libertas](#) (light and liberty) as its motto, UNC has charted a bold course to improve society and solve the world's greatest problems.

Today, UNC consists of [13 schools and one college](#). In 2023, UNC ranked 4th among top public universities and 14th among best value schools by *U.S. News and World Report*. The University is also renowned for its [Carolina Covenant](#), a groundbreaking program for low-income students that offers a debt-free path to graduation through a combination of grants, scholarships, and work-study jobs. The program has dramatically improved on-time graduation among the University's lowest-income students, transforming individual lives and building a strong community.

KENAN-FLAGLER BUSINESS SCHOOL

The mission of Kenan-Flagler Business School is to build and inspire leaders who make the world a better place. The School challenges and prepares students to be the best in the world and the best for the world. Kenan-Flagler is a nationally top-ranked professional business school comprised of several highly-ranked

academic degree programs serving over 3,000 degree-seeking students and 4,000 executive education participants annually. With more than 43,000 degree-program alumni in all 50 States and 93 countries, and renowned faculty who are cutting-edge researchers and innovative educators at the forefront of their academic areas, we are an engaged learning community with global impact.

Kenan-Flagler's greatest assets are its people and culture. The students, faculty, and staff are rooted in the School's core values of integrity, inclusion, innovation, and impact – which have been integrated into the work of the School's constituents since its founding in 1919. The faculty and staff of Kenan Flagler prepare the next generation of business leaders and the current leadership of organizations across all sectors by providing a world-class education to learners in the School's undergraduate, graduate-level, and executive education programs.

The Campaign for Carolina

The most ambitious comprehensive fundraising drive in UNC's history, [*The Campaign for Carolina*](#), was publicly launched in October 2017 with a \$4.25 billion goal and closed on December 31, 2022, with more than \$5 billion raised. As part of the UNC goal, Kenan-Flagler had a goal of \$400 million, and by the end of the campaign, the School [successfully raised](#) more than \$425 million from over 18,000 individuals. Kenan-Flagler priorities included: investments in a new building and existing facilities; support for students and educational experiences through scholarships, fellowships, and signature programs; centers of excellence furthering education, research, and industry outreach; and funding to hire and retain faculty who are world-class educators and researchers.

Leadership

Dr. Mary Margaret Frank

Dean, Kenan-Flagler Business School

[Dr. Mary Margaret Frank](#) assumed the deanship on August 15, 2023. She is an award-winning educator, scholar, and university citizen. Frank has distinguished herself as an exceptional leader with a deep understanding of the opportunities at UNC Kenan-Flagler. Since graduating from the School, she has continued her involvement with the Kenan-Flagler by teaching in the Master of Accounting Program, collaborating with PhD students and faculty on research, and serving as an academic fellow to the UNC Tax Center.

Prior to returning to Kenan-Flagler, Frank taught at the University of Virginia Darden School of Business (Darden) for more than 20 years. As senior associate dean of faculty development at Darden, Frank was responsible for designing, coordinating, and managing the recruitment and development of over 100 tenure and non-tenure track faculty. She also created a faculty development plan that aligned the school's mission and strategy, leading efforts to address the impact of the pandemic on faculty and create new channels for connectivity across the school.

As the John Tyler Professor of Business Administration at Darden, Frank's academic interests included the integration of business principles and public policy objectives, cross-sector collaboration and leadership, and sustainable investing. In her role as a founding academic director of the Institute for Business in Society, Frank raised \$12 million to endow the Institute and led its initiatives on cross-sector collaboration. Specifically, Frank created the Tri-Sector Leadership Fellows program, which trains graduate students at the University of Virginia to navigate and connect public, private, and social sectors. She also forged a partnership with the U.S. Department of State and non-profit Concordia to recognize leading cross-sector initiatives that improve communities around the world.

Prior to joining the Darden faculty in 2002, Frank taught at the Booth School of Business at the University of Chicago. She also served for over a decade on the board of directors and led the audit committee of a small publicly traded company with a mission to empower women to protect their health.

ASSOCIATE DEAN FOR ADVANCEMENT

Reporting to the Dean and serving on their Executive Leadership Committee, the Associate Dean for Advancement collaborates closely with the Dean and other senior leaders across Kenan-Flagler Business School to establish and pursue the strategic direction, goals, and externally sourced funding streams to build on past success and propel our institution forward through a period of growth and innovation and as one of the world's top business schools.

Key Responsibilities and Duties

Member of Dean's Executive Leadership Committee

- Work closely with the Dean to define priorities for the School and its constituents, understanding areas of strength and continuity along with opportunities and areas for innovation.
- Partner with the Dean to guide their involvement in fundraising, alumni engagement, stewardship, and relationship-building efforts. Leverage their time and talents in ways that most benefit the School.
- Collaborate with the Dean, senior school leaders, the leadership of Centers and Initiatives, key faculty, and the Board Members to develop and align the School's strategic focus and related fundraising goals. Work in partnership to articulate and advance the many ways in which Kenan-Flagler Business School benefits its students, alumni, our state, and the wider world.

Fundraising and Campaign Leadership

- Direct all fundraising and development activities, including Principal Gifts, Campaigns, Annual Giving, Major Donor Engagement, and Planned Giving programs.

- Work closely with the Dean and other leaders within the School and at the University in engagement and solicitation activities associated with major donors, corporations, and foundations.
- Oversee the relationship-focused, strategic, and mission-aligned management of the School's major donor portfolio.
- Envision and lead one or more aspirational, transformative campaigns in close collaboration with the Dean, senior leaders at the School and University, Board Members, and other friends of the School.
- Develop capacity to sustain Kenan-Flagler Business School's impact over the long-term, as well as satisfy immediate priorities.
- Build the School's endowment, fund major goals and initiatives, and generate regular revenue streams that allow the School to meet current operating needs.
- Serve as a key ambassador to the School's major donors, corporations, and foundations alongside other stakeholders.
- Oversee both Development and Alumni Engagement activities through the full lifecycle – student through alumni – and create a culture of philanthropy at the School. Ensure communications are coordinated and meet the objectives of a comprehensive engagement and development strategy.
- Lead by example, playing an active, personal role in soliciting support from donors and taking direct responsibility for a major donor portfolio, as well as lead roles in corporate and foundation engagement activities where appropriate.
- Develop and lead the implementation of effective strategy, programming, and activities that drive engagement, giving, and continuing connection to a range of constituents for whom Kenan-Flagler Business School has made a positive difference.

Team Leadership and Management

- Provide leadership, direction, support, and coaching to a dedicated team of advancement staff, including a team of senior staff who manage primary focal areas within the Advancement group across Alumni Engagement, Donor Engagement and Advancement Services, Principal Gifts, Development, Corporate and Foundation Relations, and Leadership Giving & Engagement Strategy.
- Advance a mission-driven, results-focused, highly collaborative culture. Create an enabling structure through people, processes, systems, and professional advancement practices that best serve the School in its pursuit of high-quality relationships and a donor-funded, alumni-powered impact model.
- Drive connection in the School's community among Kenan-Flagler Business School alumni, across

undergraduate, graduate, and post-graduate alumni networks.

- Leverage existing systems and identify new approaches to expand beyond traditional alumni engagement to drive awareness, affinity, and active engagement. Develop innovative experiential and philanthropic approaches that generate mutual benefit, strong engagement, donor relations, volunteer engagement, and results.

Collaboration with the University Development Office

- Lead Kenan-Flagler's coordination with the University Development Office (UDO) at The University of North Carolina at Chapel Hill. Participate in the overall execution of a comprehensive development program and related campaign activities.
- Work cooperatively with the Kenan-Flagler Business School Foundation and Board of Advisors, and actively inform and engage the broader Kenan-Flagler community, including faculty, administration, staff, and students of progress, activities, and results being driven by the Advancement Team, encouraging continued support.
- Seek and leverage opportunities to build cross-School relationships where these benefit Kenan-Flagler Business School and its constituents.
- Ensure alignment and continuity with University-wide activities that enable and fund the larger mission of the University.
- Cultivate a positive image of the School and its capabilities and impact to its various constituencies.

Qualifications and Experience

Required Qualifications

- Ten or more years of professional-level, direct solicitation fundraising experience.
- Six years of successful leadership and management experience in a fundraising organization.
- Exceptional written and oral communication skills.
- Minimum of a bachelor's degree required (or foreign degree equivalent) with related experience.
- A minimum of 1 year of professional-level, direct solicitation/fundraising experience is required.

Preferred Qualifications

- Willingness and ability to lead a collaborative team of talented, highly capable staff in a goal-oriented development organization.

- Proven track record of generating substantial financial contributions.
- Strong enthusiasm for development and alumni engagement in a comprehensive research setting.
- Exceptional interpersonal skills, professional drive, integrity, and capacity to build and maintain trusting relationships over time.
- The ability to work efficiently on multiple assignments involving staff, faculty, volunteers, and donors.
- Master's degree preferred.

LOCATION

The UNC 775-acre campus is an integral part of the Carolina brand. The main campus is home to major facilities for academic research, student life, campus recreation, and athletic programs, as well as the UNC Health Care System. UNC also owns a 950-acre North Campus and 1,200-acre Mason Farm Campus.

A lively college town, [Chapel Hill](#) is part of a triangle of cities and is easily accessible to the Raleigh-Durham airport and the metropolitan area. The community offers a range of collegiate activities, professional opportunities, neighborhoods, cultural events, and more.

NOMINATIONS AND INQUIRIES

Jack Gorman is leading this search with Bryce Ervin and Ryan Cheung. For more information or to submit a confidential nomination or inquiry, please visit:

<https://www.imsearch.com/open-searches/university-north-carolina-chapel-hill-kenan-flagler-business-school/associate-dean>

TO APPLY

To apply for this position, please visit UNC's PeopleAdmin recruitment portal:

<https://unc.peopleadmin.com/postings/273467>

The University of North Carolina at Chapel Hill provides equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression.