



## Vice President of Development and Alumni Relations

### Fund for Johns Hopkins Medicine

Baltimore, Maryland

#### THE SEARCH

Johns Hopkins Medicine (JHM) has a rich history rooted in philanthropy, diversity, inclusion, and a passion for innovation. Nearly 150 years since the founding of the Johns Hopkins Hospital and the opening of the Johns Hopkins University (JHU) School of Medicine, the institution has made significant advancements that have set a standard for other institutions and shaped the medical field into what it is today. JHM unites physicians and scientists at the School of Medicine with the organizations, health professionals, and facilities of The Johns Hopkins Hospital and Health System. In 2023, JHU led all universities in total National Institutes of Health funding, receiving more \$842.9 million in awards, and raised on average an additional \$1 billion in philanthropic support over the last three fiscal years. With new School of Medicine Dean and JHM CEO [Dr. Theodore DeWeese](#) at the helm, the institution is poised for continued global innovation and impact. ***At this key inflection point, Johns Hopkins University and Medicine seeks a transformative and deeply experienced fundraising leader to serve as Vice President (VP) of Development and Alumni Relations for the Fund for Johns Hopkins Medicine (FJHM).***

The VP will bring complex and large-scale senior leadership and frontline experience to manage and direct all medical fundraising within the “One-University” model of the Development and Alumni Relations (DAR) organization and its 550-person staff. As a dual report to the Dean/CEO and Senior Vice President (SVP) for DAR and a member of both leadership teams, the VP will be responsible for the oversight and management of 175-200 staff across all medical fundraising programs, including locations within the Johns Hopkins Health System and its partners. The health system’s growing footprint extends into the District of Columbia, Virginia, Maryland, Pennsylvania, and Florida, and includes six academic and community hospitals, four suburban health care and surgery centers, over 40 patient care locations, a home care group, and an international division.

Success for the next VP will be, in part, defined by the ability to lead and inspire the team to meet aggressive goals and develop strategies to educate and engage all members of the JHM community—faculty, staff, alumni, grateful patients, volunteers, and senior administrators—in development efforts. This leader will address a wide range of opportunities and challenges to enable FJHM to meet its aspirations, including but not limited to the following:

- Develop and implement a departmental strategic investment plan that will reflect the long-term vision for growth and goal attainment for FJHM.
- Bolster infrastructure and resources to support future fundraising efforts, including planning and guiding JHM's most ambitious comprehensive fundraising campaign.
- Build upon and leverage JHM's investment in the National Capital Region and health system expansion nationally and globally.
- Grow support for a new Life Sciences Corridor designed to transform basic sciences research at Johns Hopkins' East Baltimore campus, and amplify basic science fundraising opportunities, particularly among unaffiliated prospects.
- Partner closely with the Dean/CEO and SVP to enhance FJHM engagement opportunities among the Board of Trustees (BOT) and serve as the staff lead of the impending JHM BOT Committee on Philanthropy and Engagement.
- Educate, engage, and inspire key faculty and academic directors to engage with FJHM in mutually impactful ways.
- Strengthen collaboration and integration among FJHM fundraising units, including its partner hospitals, as well as between FJHM and university DAR programs.
- Optimize and further refine internal systems and structures, including data and stewardship.
- Motivate and empower teammates of all levels and roles across FJHM, ensuring each member is enabled to professionally develop and achieve their goals.

The ideal candidate will be a self-starter who uses an innovative and inclusive approach to building and guiding a program, and who reaches out to a broad community to forge collaborative partnerships across an institution. The VP will have at least 15 years of senior-level management experience in a complex organization—ideally an academic medical center that includes both grateful patient fundraising and basic/translational science and research fundraising. This leader will have a strong track record of success personally cultivating and stewarding principal and transformational gifts with exceptional interpersonal and collaborative skills. As a leader, the VP will be responsible for motivating a complex team and engaging key leaders in the fundraising process, bringing a personal commitment to Johns Hopkins University and Medicine's distinct legacy, core values, and mission.

Johns Hopkins has retained the services of Jack Gorman of Isaacson, Miller—a national executive search firm—to assist in conducting this search. All inquiries, applications, and nominations for this position should be directed to Isaacson, Miller as indicated at the end of this document and will be held in the strictest confidence.

## **JOHNS HOPKINS UNIVERSITY**

Johns Hopkins University (JHU) was incorporated in 1867 under the terms of a \$7 million bequest from Johns Hopkins, a Quaker merchant of Baltimore, who directed that the funds be used for the establishment of a university and a hospital. JHU is America's first research university, founded for the express purpose of expanding knowledge and putting that knowledge to work for the good of humanity. Under the leadership of its visionary first president, Daniel Coit Gilman, the institution conceived the key elements of the American research university: a creative faculty given the freedom and support to pursue

research; fellowships to attract the brightest students; education emphasizing original work in laboratory and seminar; and scholarly publication. The creation of this model and its later replication at other schools led to the American research university system as it exists today. Currently, JHU is world-renowned for undergraduate and graduate study, research, professional practice, and patient care. It attracts more federal research funding than any other university in the United States. The institution now comprises approximately 5,200 faculty, 6,000 undergraduate students, and 25,000 graduate students across 400 degree programs at the baccalaureate, master's, and doctoral levels. The mission of the University is to educate its students and cultivate their capacity for life-long learning, foster independent and original research, and bring the benefits of discovery to the world.

While Baltimore is the University's hometown, there are campuses throughout the Baltimore-Washington D.C. area, including 555 Pennsylvania Avenue, the University's new home in Washington, D.C. Internationally, the University has campuses in Bologna, Italy and Nanjing, China. Johns Hopkins is also home to the nation's largest university affiliated research center, the Applied Physics Laboratory. Faculty and students conduct research on six continents, and more than 20 percent of the University's students come from countries outside of the United States.

## **JOHNS HOPKINS MEDICINE**

Johns Hopkins Medicine (JHM) is a \$10 billion integrated global health enterprise and one of the leading health care systems in the United States. It operates six academic and community hospitals, four suburban health care and surgery centers, over 40 patient care locations, a home care group, and an international division. JHM serves more than 2.8 million outpatients per year. Also, with more than 40,000 full-time faculty and staff members, it is among Maryland's largest private employers and the largest in Baltimore City.

Johns Hopkins Medicine integrates the operations and planning of the Johns Hopkins University School of Medicine with the Johns Hopkins Health System. From basic to translational to clinical research, Johns Hopkins medical and graduate students, residents, and fellows learn from and study with Nobel laureates, Lasker Award winners, and National Academy of Science members.

*For more information on Johns Hopkins University, Johns Hopkins Medicine, the Office of Development & Alumni Relations, and key leadership, please visit the addendum of this document.*

## **VICE PRESIDENT OF DEVELOPMENT AND ALUMNI RELATIONS**

A direct report of the Senior Vice President (SVP) for DAR and the Dean of Johns Hopkins University School of Medicine and CEO of Johns Hopkins Medicine (Dean/CEO), the VP will oversee all medical fundraising programs. This leader will be primarily responsible for shaping the culture, talent, and communication within FJHM and will directly lead and manage a team of senior leaders within FJHM. With the assistance of the SVP, the VP will develop an individual portfolio of key donors and prospects to engage and steward,

in conjunction with divisional directors, and the Dean/CEO. The VP will also lead strategy for engaging members of the Board of Trustees as donors, advocates, and friends. The VP will set the tone of partnership between academic and medical fundraising as a member of the SVP's Senior Leadership Team and senior member of the DAR Leadership Team. The VP will establish expertise on a great variety of issues, and facilitate outcomes and decisions, build and manage processes, and direct critical projects for the \$350 million+ FJHM fundraising organization.

**Duties and responsibilities:**

- Direct all medical fundraising programs, including shared university-wide priorities and oversight of fundraising of partner hospitals.
- Guide, support, and leverage the Dean/CEO in his role as JHM's lead spokesperson, serving as advisor and strategist in cultivating highest level prospective donors, soliciting transformative gifts, and operationalizing bold new ideas in support of JHM.
- Provide senior counsel to the SVP on issues related to the direction of the division and attainment of organization-wide fundraising goals.
- Lead and inspire the FJHM team by fostering a culture where effective teamwork, collaboration, innovation, excellence, and inclusion are recognized and rewarded; lead by example regarding professionalism, creativity, entrepreneurship, appropriate risk-taking and cross-organizational cooperation.
- Work with the staff throughout the entire division as leader, advocate, catalyst, and expert.
- Work closely with the members of the DAR Leadership Team to help facilitate organizational goals, increase organizational capacity, shorten time to decisions, and strengthen the organization's overall performance.
- Work with the SVP, Dean/CEO, Health System President, and department directors (chairs) on fundraising priority building, planning, operations, staffing, and related activities.

Work directly with donors, trustees, and volunteers on key opportunities including, but not limited to, gift commitments, board committees, and philanthropic advice/guidance.

- Lead overall strategic planning efforts for the department, including resource analysis and allocation (budget and personnel), staff engagement strategies, and organizational development efforts.
- Ensure that alumni relations programs and activities foster deep and broad engagement with School of Medicine alumni and, in turn, support and grow alumni donor participation.

- Work with JHM leadership as the senior representative from the DAR organization on projects and programs where the unit's participation is essential (i.e. JHM initiatives, high-level searches, collaborations across departments, and problem-solving key issues).
- Cultivate a culture that embraces diversity, equity, inclusion, belonging, and cultural awareness through actions, interactions, and communications with others.

**Experience and qualifications:**

- A successful history of senior leadership roles at a complex institution, preferably an academic medical center, with at least fifteen years of development experience.
- A track record of success leading programs across grateful patient fundraising and fundraising for basic/translational science and research.
- A record of achievement in building and retaining high performing teams of talented individuals.
- Campaign planning and implementation experience, preferably within a research environment.
- Significant gift solicitation and negotiation experience at the eight- and nine-figure dollar level. Preferred experience with transformational giving (\$50 million+).
- Experience working with senior leaders in building key projects and goals and developing philanthropic opportunities.
- Experience in leading change in complex organizations; experience leading through influence.
- Proven collaboration and partnership skills to accomplish shared goals involving colleagues and other senior leaders.
- Evidence of creative, strategic, energetic, collaborative, and inspired leadership within a complex institutional environment.
- Demonstrated skill at directing/managing multiple complex projects concurrently and within stipulated budgets and timelines.
- Significant experience overseeing substantial budgets and operations.
- Bachelor's degree required; advanced degree preferable.

**Leadership competencies and personal traits:**

- Diplomatic, politically astute, and patient.
- Collaborative and collegial.

- Strategic, dynamic, and foresightful thinker regarding a broad spectrum of organizational issues.
- High emotional intelligence, excellent interpersonal and listening skills.
- Energetic self-starter.
- Keenly intelligent.
- Excellent communicator.
- Poised, confident, calm, and resilient.
- Detail-oriented.
- Creative problem solver and multitasker by nature.

#### **APPLICATIONS, INQUIRIES, AND NOMINATIONS**

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

<https://www.imsearch.com/open-searches/fund-johns-hopkins-medicine/vice-president>

*Johns Hopkins University is committed to recruiting, supporting, and fostering a diverse community of outstanding faculty, staff, and students. As such, Johns Hopkins does not discriminate on the basis of sex, gender, marital status, pregnancy, race, color, ethnicity, national origin, age, disability, religion, sexual orientation, gender identity or expression, veteran status, or other legally protected characteristic in any student program or activity administered by the university or with regard to admission or employment.*

## ADDENDUM

### LEADERSHIP

#### **Theodore “Ted” DeWeese, MD**

**The Frances Watt Baker, M.D., and Lenox D. Baker Jr., M.D. Dean of the Medical Faculty  
CEO, Johns Hopkins Medicine  
The Sidney Kimmel Professor of Radiation Oncology and Molecular Radiation Sciences**

A renowned radiation oncologist, Dr. Theodore “Ted” DeWeese was selected as the 15th Dean of the Medical Faculty and the third CEO of Johns Hopkins Medicine on December 8, 2023. As Dean, Dr. DeWeese is responsible for leading a globally renowned center for research and academic medicine, with faculty, staff, learners, and trainees who are all poised to shape the future of health care globally. As CEO of Johns Hopkins Medicine, an institution that employs more than 40,000 people, DeWeese—in partnership with Kevin Sowers, executive vice president for Johns Hopkins Medicine and president of the Johns Hopkins Health System—steers a world-acclaimed network of six hospitals, 39 outpatient primary health care sites, and multiple suburban health care and surgery centers across three states and the District of Columbia. Johns Hopkins Medicine's global reach includes numerous hospital management, consulting, and clinical education services operating in the Americas, Europe, the Middle East, and Asia.

Dr. DeWeese first joined the Johns Hopkins Hospital as a radiation oncology resident in 1991, after receiving his MD from the University of Colorado Health Sciences Center. He went on to become the founding director of the School of Medicine's Department of Radiation Oncology, a role he held for 15 years, overseeing multiple clinical trials and growing the department into a diverse, supportive environment for faculty and students. In 2018, Dr. DeWeese became Vice Dean of Clinical Affairs and, in July 2022, stepped up as Interim Dean of the School of Medicine and CEO of Johns Hopkins Medicine.

Dr. DeWeese's research interests include prostate cancer, DNA damage, and radiation sensitization. He has served on numerous committees and boards including as President and Chair of the Board for the American Society for Radiation Oncology. He also serves on committees for the American Association for Cancer Research and was appointed by the National Academy of Sciences as a scientific counselor for the Radiation Effects Research Foundation in Hiroshima, Japan. He has received numerous awards and honors, including several teaching awards from Johns Hopkins.

#### **Fritz Schroeder**

**Senior Vice President for Development and Alumni Relations**

Fitz Schroeder was named Senior Vice President for Development and Alumni Relations (DAR) in October 2012 and has served Johns Hopkins for more than 23 years in a series of senior management roles. He provides leadership and oversight for all fundraising and alumni efforts of the University and Johns Hopkins Medicine and serves as the institution's chief fundraising officer.

Schroeder joined Johns Hopkins in 1996 as Director of Annual Giving and became Executive Director of Development and Alumni Relations in 2000. During this time, he had responsibility for alumni outreach and for annual giving programs, serving as the Executive Director of the Alumni Association.

In 2004, Schroeder became Associate Vice President for DAR, with a promotion to Senior Associate Vice President in 2006. He shared responsibility with deans and directors for the University's decentralized fundraising operations in the schools and other units; provided leadership for centralized development support offices; and took the lead on strategic planning, budget planning and oversight, trustee stewardship, prospect strategy development, and general organizational issues. Schroeder joined Johns Hopkins from the University of Maryland at College Park, where he had served since 1989 in a number of roles, including Director of Annual Giving from 1993 to 1996.

He is a frequent speaker and conference leader, serves as a trustee of CASE, and is the author of the 2000 book *Annual Giving: A Practical Approach* as well as several other fundraising chapters. In addition, he is currently leading an effort to develop a more consistent advancement curriculum through the work of a task force established by CASE in the fall of 2017.

Schroeder is a 1989 graduate of James Madison University. He earned a Master of Business Administration from the University of Maryland at College Park in 1994.

## **DEVELOPMENT AND ALUMNI RELATIONS (DAR)**

The DAR organization at JHU has a team of approximately 550 individuals and overall budget of \$84 million. The division enjoys tremendous support from the academic leadership of JHU and JHM. More than 160 front line fundraisers help to generate an average of \$750 million in total commitments annually, with the last three fiscal years averaging over \$1 billion raised.

The division has embraced a set of core operating values that has helped steer the organization and the behavior of the entire team. These values are:

- A deep commitment to collaboration and working across boundaries;
- A focus on people through the professional development and growth of the staff;
- A driving awareness of the responsibility to build internal and external relationships for the University;
- A fundamental commitment to integrity;
- An embrace of creativity and innovation;
- A trust in and respect for colleagues and the spirit of transparency.



### ***Rising to the Challenge* Campaign and What's Next**

JHU's *Rising to the Challenge* comprehensive fundraising campaign concluded in October 2018. Over the eight-and-a-half-year period, the campaign raised over \$6 billion for Hopkins, exceeding the campaign goal of \$4.5 billion. All told, *Rising to the Challenge* raised \$6.015 billion in support of students, faculty, research and discovery, and clinical care, reinforcing the University's readiness to tackle some of humanity's most daunting challenges now and for years to come. The final tallies include record investments in key university priority areas such as student financial aid, faculty support, and interdisciplinary research. In total, \$610 million went to student financial aid and scholarships, and \$725 million went to support endowed faculty positions. The University added 267 endowed professorships during the course of the campaign.

As Johns Hopkins looks towards the next fundraising initiative, FJHM will play a critical role in shaping priorities and continuing to deepen the scale and impact of giving to the institution, accounting for half of any future fundraising goals.