



www.tufts.edu/med
Boston, MA

SENIOR DIRECTOR OF DEVELOPMENT & ALUMNI RELATIONS

THE SEARCH

Tufts University is celebrating a time of historic momentum: its \$1.2 billion *Beyond Boundaries* campaign successfully concluded; the endowment has grown to almost \$1.26 billion; and, its thirteenth president – pioneering geneticist and neuroscientist, Anthony P. Monaco, M.D., Ph.D. – begins his tenure this summer.

Tufts has retained Freeman Philanthropic Services, LLC to find an exceptional Senior Director of Development & Alumni Relations for the School of Medicine. This position will lead development for the Tufts School of Medicine (TUSM) and the Sackler School of Graduate Biomedical Studies. The Senior Director will work closely with Dean Harris A. Berman, M.D., and the University Executive Director of Development, Eric Johnson, on the strategy and implementation of comprehensive and diversified fundraising activities. As a key member of the University Advancement team, the Senior Director will be integral in the forethought, design, and implementation of the innovative fundraising initiatives.

The Senior Director will create and execute the strategy to expand philanthropic support for TUSM, including entrepreneurial approaches to secure support for the School's scientific research and priority programs from alumni and friends, i.e., individuals (non-alumni), foundations, and corporations. While providing fundraising leadership to the School's development team (up to 18 staff), the Senior Director will have a primary responsibility for leveraging major gifts; he or she will identify and maintain a portfolio of top major gift prospects.

The ideal candidate for this role will have a proven ability to creatively build and expand defined and non-defined donor constituencies, including a track record of securing philanthropic support from donors not previously affiliated with the institution, including individuals, corporations, and foundations. In addition to successful experience in the planning and implementation of a fundraising plan within a complex health system and/or academic medical environment, the Senior Director will have extensive experience in the planning and implementation of capital campaigns. He or she will have a solid track record of working with top level donors and scientific leaders, and significant experience in the identification, cultivation, solicitation, and stewardship of major gifts.

The Senior Director will have the stature and demonstrated ability to motivate staff, develop relationships with esteemed medical leaders, scientific faculty, high-caliber volunteers, and generate excitement for the mission and programs of the School. The successful candidate will provide the inspired strategy and leadership to manage a comprehensive development operation, maintain best fundraising practices, as well as a commitment to the highest standards of professionalism and excellence.

TUFTS UNIVERSITY



Founded in 1852, Tufts University is recognized among the premier universities in the United States. Tufts enjoys a global reputation for academic excellence and for the preparation of students as leaders in a wide range of professions. Recognized by the Carnegie Foundation as a "Doctoral/Research Extensive" institution based on the breadth of basic and clinical research conducted, Tufts has extensive and highly regarded liberal arts, sciences and engineering programs that draw outstanding students from around the world.

More than 98-percent of enrolling students expect to pursue graduate or professional study. Approximately 40-percent of all undergraduates attending Tufts pursue course work outside the United States to add a strong international dimension to their field of study, and the University's language studies are both popular and rigorous. Tufts balances teaching with research, and students are encouraged to develop strong analytical skills. A growing number of innovative research initiatives and joint degree programs are available for both undergraduate and graduate students in liberal arts, sciences and engineering and the University's seven graduate and professional schools and centers, including:

- ◆ The [School of Medicine](#) and [Sackler School of Graduate Biomedical Sciences](#) that have clinical affiliations with thousands of doctors and researchers in the U.S. and around the world, as well as with their affiliated hospitals in Massachusetts;
- ◆ The distinguished [Fletcher School of Law and Diplomacy](#), America's oldest graduate school for international relations;
- ◆ An internationally affiliated [School of Dental Medicine](#) that trains dentists as expert clinicians with strong biomedical backgrounds;
- ◆ The [Cummings School of Veterinary Medicine](#) at Tufts University (the only one in New England) with signature programs in international veterinary medicine; equine sports medicine; wildlife medicine; veterinary medicine ethics and values; and biotechnology;
- ◆ The globally renowned [Gerald J. and Dorothy R. Friedman School of Nutrition Science and Policy](#), and the USDA Human Nutrition Research Center focused on the impact of nutrition on healthy aging.

Tufts employs more than 4,200 people (over 1,200 faculty and over 2,900 staff) with over 9,500 students from across the U.S. and more than 100 countries attending classes on the University's three campuses in Massachusetts (Boston, Medford/Somerville and Grafton) and in Talloires, France.

Tufts University's mission embraces teaching, research and public service in the United States and around the world. Every year Tufts graduates physicians, diplomats, dentists, veterinarians, entrepreneurs, teachers, engineers, researchers, scientists and liberal arts professionals who will be leaders in their chosen fields and who believe it is their responsibility to contribute to the advancement of humanity and improvement of today's global community and environment. Please visit www.tufts.edu.



LEADERSHIP: ANTHONY P. MONACO, M.D., PH.D.

On November 30, 2010, Anthony P. Monaco, M.D., Ph.D., pro-vice-chancellor for planning and resources at the University of Oxford and a distinguished neuroscientist who identified the first gene specifically involved in human speech and language, was named Tufts University's 13th president by the institution's board of trustees. Dr. Monaco succeeded President Lawrence S. Bacow in the summer of 2011.

As Oxford's pro-vice-chancellor for planning and resources since 2007, President-Elect Monaco has developed and led the strategy for academic, capital and student enrollment planning; senior academic appointments, and budgeting and resource allocation for an international institution that includes 38 colleges. He has worked to broaden access to Oxford, create and fund interdisciplinary research initiatives and secure additional support for the humanities.



Before his appointment as pro-vice-chancellor, President-Elect Monaco served as director of Oxford's Wellcome Trust Centre for Human Genetics, now the largest externally funded, university-based research center in the U.K. He played a leading role in doubling the size of the center, which focuses on identifying the biological basis of common human diseases. Dr. Monaco's own research has focused on the genetic basis of disorders such as autism, specific language impairment and dyslexia.

While President-Elect Monaco has spent the past 20 years at Oxford, he is a native of Wilmington, Delaware, and his life in many ways embodies the American Dream. He grew up in modest circumstances, the son of a plumber. A first-generation college graduate, Dr. Monaco was encouraged by his high school biology teacher and his godfather, a family friend who taught at Rutgers, to aspire to Princeton. He went on to earn his M.D. and Ph.D. at Harvard University. His doctoral research led to his landmark discovery of the gene responsible for X-linked Duchenne and Becker muscular dystrophy. Dr. Monaco's fascination with genetics took him to the U.K., then the hub of this burgeoning field. He worked on the human genome project at the Imperial Cancer Research Fund (now Cancer Research UK) in London and in the human genetics laboratory at the Institute of Molecular Medicine, Oxford.

TUFTS UNIVERSITY SCHOOL OF MEDICINE

[Tufts University School of Medicine](#) (TUSM) has been a national leader in medicine since its founding in 1893. It is a fully accredited institution with over 3,900 faculty and a wide range of programs in medicine, scientific research and public health care policy. TUSM offers one of the most substantive and innovative medical curricula in the country, including training in business, communication, public health and technology.

TUSM is located in downtown Boston, Massachusetts on a resource-rich campus that is home to several Tufts health research and teaching institutions, including the Sackler School of Graduate Biomedical Sciences, Friedman School of Nutrition Science and Policy, and the Jean Mayer USDA Human Nutrition Research Center on Aging. Next door is the school's main clinical affiliate, Tufts Medical Center, a world-class academic medical center that offers outstanding patient care, conducts groundbreaking research, and trains TUSM's students in the latest medical practices.



The [Sackler School of Graduate Biomedical Sciences](#) provides a world-class graduate education program in the biomedical sciences for future leaders in research, teaching, biotechnology, and other science-based careers.

Please visit the School's [website](#) for more information about its achievements, programs, and goals.

LEADERSHIP: HARRIS A. BERMAN, M.D.

Harris A. Berman, MD is Dean ad interim of Tufts University School of Medicine and Professor of Public Health and Community Medicine. Prior to that, he was Dean of Public Health and Professional Degree Programs and Chair of the Department of Public Health and Community Medicine. Before coming to Tufts University, he was a pioneer in the development of managed care in New England, and for 17 years, the CEO of the Tufts Health Plan. During that tenure, Tufts Health Plan grew from 60,000 to over a million members.

Before joining Tufts Health Plan, Dr. Berman co-founded the Matthew Thornton Health Plan in Nashua, NH, one of the first HMOs in New England. He has served as chairman of the board of the Massachusetts Association of HMOs, and of the Bank of America Celebrity Series. He has also served as a director of the American Association of Health Plans and of Tufts Medical Center.

Dr. Berman has international experience as a Peace Corps Physician in India and a consultant to the U.S. Agency for International Development in several international projects. At Tufts, he has spearheaded the expansion of the Global Health Program.



A graduate of Harvard College and Columbia University College of Physicians and Surgeons, Dr. Berman served as a resident on the Harvard Medical Service of Boston City Hospital and at Tufts-New England Medical Center, and an Infectious Disease fellowship at Tufts-New England Medical Center. He is a Fellow of the American College of Physicians. He is currently a member of the Board of Directors of Tufts Medical Center, Tufts Health Care Institute, New England Healthcare Institute, and The Wolfson Foundation. He also serves as a Commissioner for the Group Insurance Commission.

LEADERSHIP: BOARD OF OVERSEERS

The Board of Overseers for the School of Medicine and the Sackler School is comprised of business, industry, and community leaders and is chaired by Mr. Michael Jaharis of Oikos Family Services, LLC, and the founder and chairman emeritus of Kos Pharmaceuticals.

Please [click here](#) for a complete list of these volunteer leaders.

UNIVERSITY ADVANCEMENT HIGHLIGHTS

Tufts University Advancement is recognized for its achievements (including five highly successful comprehensive campaigns), strong leadership, and staff dedication (with average staff tenures far exceeding those of similar advancement operations). The mission of University Advancement is to secure the human and financial resources necessary for the University to achieve excellence in research, teaching, and scholarship. University Advancement serves the academic agenda of the University by engaging Tufts alumni, faculty, parents, friends and organizations in philanthropy and volunteerism for mutual benefit.

Beyond Boundaries: The Campaign for Tufts, a university-wide campaign ending in 2011, successfully raised \$1.2 billion for financial aid, endowed professorships, new research facilities, and initiatives in citizenship and public service, among other priorities. TUSM and the Sackler School of Biomedical Sciences raised \$125 million for the campaign; the priorities included: transforming medical education, developing distinctive capabilities in research, teaching hospital partnerships, and The Fund for Tufts Medicine. The Senior Director will work with University Advancement leadership on the strategy and planning on the next anticipated campaigns for the University and TUSM.



IMPORTANT RELATIONSHIPS

The TUSM Senior Director of Development and Alumni Relations will report directly to and collaborate with the Executive Director of Development, Eric Johnson, and will manage up to 18 professional staff. The selected candidate will strategically engage and support the Dean, members of the TUSM Board of Overseers, faculty, scientists, alumni, and colleagues at TUSM's clinical partners (including Tufts Medical Center) in fundraising activities, as appropriate.

KEY OPPORTUNITIES & CHALLENGES

As a senior member of the University Advancement Team, the Senior Director will be expected to contribute broadly to all aspects of the fulfillment of Tufts' mission and growth. The University seeks an experienced, entrepreneurial fundraiser with both the capacity and the demonstrated track record to respond effectively to the following challenges:

- Develop an extensive understanding of the School of Medicine's and the Sackler School's emerging fundraising priorities in order to best strategize for future fundraising;
- Lead the expansion of individual, corporate, and foundation philanthropy for the Schools, while partnering with internal constituencies to maintain a donor-centric and comprehensive process;
- Create and execute innovative strategies to increase and diversify philanthropic support for TUSM, including entrepreneurial approaches to secure support for the School's scientific research and priority programs from alumni and friends, i.e., individuals (non-alumni), foundations, and corporations;
- Work closely with the Dean, the Executive Director of Development, and other senior University Advancement officers in strategic planning, goal-setting, and implementation of fundraising programs;
- Further the collaborative relationships and expand communications with development colleagues at TUSM's clinical partners (including Tufts Medical Center) regarding fundraising activities, as appropriate;
- Collaborating with the Dean, Board of Overseers, faculty, alumni, the Executive Director of Development, and senior University Advancement officers, identify and maintain a select portfolio of leadership gift prospects; devise cultivation, solicitation, and closure strategies for each prospect;
- Manage and motivate staff: establish processes that ensure staff accountability, maintain best fundraising and operational practices, utilizing clearly defined goals, objectives, and transparent methods with which to measure success;

- Provide comprehensive, innovative volunteer support and stewardship; instill the importance of stewarding all gifts in ways that strengthens donors' interests in, and satisfaction with, the School and the University;
- In conjunction with the Dean and University Advancement, engage in the planning and implementation of the School of Medicine and Sackler School's timelines, budgets, and goals for the anticipated future campaigns;
- Ensure a coordinated and collaborative approach with health sciences, central development, and other University schools in respect to major gift solicitation, stewardship, corporations and foundations, and annual and gift planning;
- Positively contribute to an organizational environment where teamwork, collaboration, and dedication are expected and required.

IDEAL EXPERIENCE & QUALITIES

The ideal candidate for the Senior Director will possess the following attributes:

- Stature, intellectual depth, and professional acumen to garner the confidence of Tufts leadership, board members, administrative and academic leadership, physicians, volunteers, staff, alumni, donors, prospects, and colleagues;
- Extensive planning, solicitation, and management experience;
- Highly successful experience providing strategic direction, leadership, and daily management of fundraising initiatives, resulting in significantly improved performance;
- Demonstrated record of successful solicitations from a variety of constituencies, including the skill to proactively identify, build, and manage a portfolio of major gift prospects from a non-defined constituency, i.e., individuals (not alumni or grateful patients), corporations, and foundations not previously affiliated with the institution;
- Focused leadership, with both strategic and operational management skills, with the ability to work efficiently and effectively within a sophisticated, multi-unit environment, e.g., a complex healthcare institution, academic medical center, scientific research organization, or research-intensive higher education institution;
- Ability to make the case: excellent communication skills (both written and oral), intellectual curiosity and dexterity, and the ability to elicit and translate various priorities – from complex medical/scientific information to global health needs – into compelling cases for support;
- Proven ability to oversee and direct a growing development department;
- Management skill to effectively oversee, monitor, recruit, and motivate staff; providing the opportunity and encouragement for staff development and team building;
- Successful experience working with high-level volunteer, faculty, and scientific leaders; providing strong support, inspiring action, and continued dedication to the mission;
- Strong interpersonal skills and the capacity to develop effective relationships with volunteers, donors, prospects, senior administrators, faculty, and staff;

- Strategic vision and detailed organizational attention;
- Self-motivation, energy, flexibility, and stamina;
- Commitment to the highest standards of professionalism, integrity, excellence, and diversity;
- Bachelor's degree required, advanced degree preferred.

COMPENSATION

The compensation and benefits package will be competitive and commensurate with the successful candidate's background and experience.

FREEMAN PHILANTHROPIC SERVICES, LLC (FPS)

FPS is a national leader in executive recruitment for the not-for-profit sector and brings a proven track record of recruiting top talent to diverse organizations. Please visit our [website](#) and [Linked In](#) page for more information about this recruitment and our work.

APPLICATIONS & NOMINATIONS

Confidential inquiries, applications, and nominations should be sent via e-mail to Tara M. Reese at FPS at [TuftsSOMglfreeman.com](mailto:Tara.Reese@TuftsSOMglfreeman.com). All applications must include (1) an up-to-date resume and (2) a formal letter of interest expressing the specific experiences that best prepare the applicant for this role and why this opportunity is a logical continuation of her/his career.

Tufts University is committed to diversity among its employees and encourages qualified candidates from all backgrounds to apply.