



www.tufts.edu
Medford, MA

SENIOR DIRECTOR OF DEVELOPMENT, SCHOOL OF ENGINEERING

"Never in the history of humankind has technology offered so many opportunities for the betterment of the world and, at the same time, so many threats to its sustainability... Tufts strives to educate engineers committed to the innovative and ethical application of technology in the solution of societal problems."

Linda Abriola, Ph.D.
Dean, Tufts School of Engineering

THE SEARCH

Tufts University School of Engineering, a prominent institution for advanced engineering education and research, seeks an experienced Senior Director of Development. In close consultation with Dean Linda Abriola and University Executive Director of Development Eric Johnson, the Senior Director will design and implement a comprehensive fundraising strategy for the expansion of individual, foundation, and corporation philanthropy and increased alumni involvement for the School.

The Senior Director will be integral in the continued long-term expansion of the School's fundraising base. He or she will build on the momentum of Tufts' highly successful \$1.2 billion campaign *Beyond Boundaries*, for which over \$1.05 billion has been raised to date. On this particular campaign the School of Engineering has surpassed its \$150 million fundraising goal by \$26.2 million. Led by the funding priorities set by Dean Abriola, the Senior Director's primary responsibility will be to leverage major gifts. He or she will identify and maintain a personal portfolio of 150-200 major gift prospects.

The Senior Director will lead the effort to build strong relationships with individuals, corporations, and foundations working closely with the Dean, the University Executive Director of Development, the School's Board of Overseers, senior staff, faculty, and University Advancement colleagues. As a member of the University Advancement team, the Senior Director will collaborate with colleagues to maintain a comprehensive, prospect-driven and integrated process. He or she will facilitate corporate and foundation support in concert with the School of Engineering Associate Director of Corporate and Foundation Relations. He or she will also work closely with the Director of the Tufts Fund to craft appeals, share responsibility for increasing leadership gifts to the annual fund and manage the Engineering Dean's Inner Circle recognition society. The Senior Director will invigorate the alumni and annual giving programs for the School.

The University has retained Freeman Philanthropic Services, LLC to assist on this recruitment. The ideal candidate will have successful experience planning and implementing a fundraising program within a complex environment, ideally a higher education, academic medicine, or research-intensive institution. The Senior Director will bring a solid track record of increasing philanthropic revenue from both non-defined and defined constituencies, including friends, corporations, foundations, and alumni. He or she will have significant experience in the identification, cultivation, solicitation, and stewardship of major gifts.

The Senior Director will have demonstrated a proactive, collaborative, and results-driven approach to fundraising. He or she will possess the stature and superior relationship management skills to effectively network with internal and external constituencies. In particular, the Senior Director will have the capacity and experience to build relationships with engineering leaders and faculty, the aptitude to elicit and quickly grasp concepts in science and technology, and synthesize complex information into an articulate case for support. The ideal candidate will bring superior communication skills, intellectual curiosity, agility, passion energy, and dedication for the mission and work of Tufts and the School of Engineering to implement best fundraising practices.

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 distinguished **Fletcher School of Law and Diplomacy**, America's oldest graduate school for international relations;
- 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;
- 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 in excess of 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.

TUFTS SCHOOL OF ENGINEERING

“We offer the best of a liberal arts college atmosphere coupled with the intellectual and technological resources of a world-class research institution. The School of Engineering is uniquely positioned to educate the technological leaders of tomorrow. Our goal is to position our engineering graduates to be problem solvers, project leaders, communicators, and ethical citizens of a global community.” – Dean Abriola

The Tufts School of Engineering excels in innovative education and scholarly research at both the undergraduate and graduate levels. Committed to creating engineering leaders, the school offers a climate of academic excellence, groundbreaking research and intimate, student-centered programs. Its educational model is interdisciplinary, hands-on, and problem-based, attracting highly talented students with broad interests. The School is prepared to meet future engineering challenges through its pioneering discoveries and inventions, interdisciplinary research and education programs, engineering outreach initiatives, and cutting edge curricula. A dynamic environment, nearly 40% of the tenure-track faculty have been recruited in the last five years. Professors of the Practice positions have also been established in this same period to provide a direct connection to industry and the practical problem solving that real-world engineering requires. Strategic areas of emphasis include bioengineering, engineering for sustainability, and innovation in engineering education. Over the past five years, the School has experienced significant growth in research activity with research expenditures exceeded \$11M in FY09, representing an extraordinary increase of over 200% since FY04. In addition the School now leads the University in intellectual property disclosures

The School of Engineering is comprised of six departments (Biomedical Engineering, Chemical & Biological Engineering, Civil & Environmental Engineering, Computer Science, Electrical & Computer Engineering and Mechanical Engineering) as well as the Tufts Gordon Institute (TGI) which offers an executive masters program in Engineering Management. The School also maintains formal dual degree programs with the School of Arts and Sciences and The Fletcher School of Law and Diplomacy and is the home for the undergraduate minor in entrepreneurial leadership.

Currently, the School has over 12,500 alumni, 70 full-time faculty, and an enrollment of 1,250 (750 undergraduate and 500 graduate students).



The School's Board of Overseers is comprised of business, industry and community leaders and is chaired by Steven E. Karol. Please visit <http://engineering.tufts.edu/> to learn more about the School's leadership, programs and achievements.

Dean Linda Abriola

Linda Abriola, Ph.D. is Dean of the School of Engineering and Professor of Civil and Environmental Engineering at Tufts University. Dean Abriola also holds an Adjunct Professor appointment in the Department of Chemical and Biological Engineering. She received her Ph.D. and master's degrees from Princeton University and a bachelor's degree from Drexel University, all in civil engineering. Dean Abriola is a Fellow of the American Geophysical Union and a member of both the American Academy of Arts and Sciences and the National Academy of Engineering (NAE). She is currently an elected member of the NAE governing Council. An author of more than 130 refereed publications, Dean Abriola has been the recipient of a number of awards, including the Association for Women Geoscientist's Outstanding Educator Award, the National Ground Water Association's Distinguished Darcy Lectureship, designation as an ISI Highly Cited Author in Ecology/Environment, and the Strategic Environmental Research and Development Program Project of the Year Award in Remediation. In 2009, she was elected to the executive board of the American Society of Engineering Education's Engineering Deans Council.



UNIVERSITY ADVANCEMENT HIGHLIGHTS

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 is a university-wide campaign that will raise \$1.2 billion for financial aid, endowed professorships, new research facilities, and initiatives in citizenship and public service, among other priorities. The campaign has already raised more than \$1.05 billion-or over 87 percent-of the campaign's goal since its "quiet phase" began in July 2002. It is also an opportunity to dramatically enhance the University's ability to serve the world. These aspirations reflect and build on three distinctive Tufts' strengths: educating for leadership and active citizenship; instilling a global perspective; and fostering discovery through collaboration.



Below, a brief list of just some of the gifts that have had a transformative impact on Tufts:

- \$40 million from Bernard Gordon, known as the father of analog-to-digital conversion and for breakthroughs such as the fetal heart monitor and portable CT scan, to the School of Engineering to advance its engineering leadership education programs;
- \$100 million from Trustee Pierre, A88, and Pam Omidyar, J89, to create the Omidyar-Tufts Microfinance Fund;
- \$50 million from Trustee Emeritus William S. Cummings, A58, a naming gift for the Cummings School of Veterinary Medicine;
- \$40 million from Trustee Jonathan M. Tisch, A76, a naming gift for the Jonathan M. Tisch College of Citizenship and Public Services;

The School of Engineering's has surpassed its campaign goal of \$150 million by raising \$176.2 million (\$167.5 in Capital) to date.

University Executive Director of Development

Eric Johnson is the executive director of development at Tufts University; he oversees school-based fundraising and advancement for Tufts' undergraduate colleges as well as its seven graduate and professional schools. In addition, Mr. Johnson acts as a principal-gift officer, working with the president and other senior leaders on leadership gifts to the University. He has 24 years of fundraising experience, 20 of them at Tufts, where he began his career as a major-gift officer in the School of Arts and Sciences. He has worked as director of development for the School of Arts and Sciences, deputy director of development for the University, and director of principal and leadership gifts. He has been executive director since 2005. Mr. Johnson helped develop the President's Marathon Challenge in 2003, the year he ran his first marathon. Since then, he has stayed active in the program and has run 17 marathons to date. Mr. Johnson's parents are both Tufts alumni from the class of 1954. He holds a B.A. in political science from George Washington University.



IMPORTANT RELATIONSHIPS

The Senior Director will report directly to the University Executive Director of Development. The Senior Director will be equivalently accountable to and work closely with Dean of the School of Engineering, Linda Abriola, and the University Executive Director of Development in University Advancement, Eric Johnson. The successful candidate will lead the development function of the School of Engineering and manage three staff: Associate Director of Development, Development Officer, and Staff Assistant. He or she will collaborate with colleagues throughout the University Advancement team, including the Associate Director of Corporate and Foundation Relations, the Director of the Tufts Fund, and the Director of Alumni Relations.

As a member of the Dean's Leadership Team, the successful candidate will work closely with the Dean, the School's Board of Overseers, faculty, University Advancement colleagues, staff, volunteers, and alumni in diverse fundraising initiatives. The Senior Director will identify funding opportunities, advise on effective development strategy and techniques, and carry out identification, cultivation, solicitation, and stewardship strategies. He or she will also work individually and with staff to identify, recruit, and manage high-level volunteers to carry out cultivation and solicitation efforts.

KEY OPPORTUNITIES & CHALLENGES

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

- Establish credibility and strong collaborative relationships with the Dean, the University Executive Director of Development, the School's Board of Overseers, senior administration, faculty, colleagues, volunteers, and alumni;
- Build a strong working relationship with the Dean to gain an understanding of substantive priorities of the School;
- With the Dean and the University Executive Director of Development, design, lead, and implement strategic planning, prospect identification, and goal-setting for the School's fundraising program;
- Direct and lead a long-term fundraising plan that will increase and diversify annual philanthropic giving, with emphasis on individual, corporate, and foundation support;
- Identify and maintain a portfolio of 150 – 200 major gift prospects; devise cultivation, solicitation, and closure strategies for each prospect;
- Proactively build relationships with new sources of support while further engaging the existing supporters;
- Design and implement an ambitious and innovative plan to engage non-defined constituencies with the School, through the Tufts network of Trustees, the Board of Overseers, faculty, and alumni;
- Ensure a coordinated, prospect-driven, and collaborative approach with central development and other University schools in respect to major gift solicitation, stewardship, corporations and foundations, and annual and gift planning;
- Manage and mentor a team of three staff: 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 University.

IDEAL QUALITIES & EXPERIENCE

Tufts seeks a dedicated development professional with, ideally, the following attributes and experience:

- Stature, intellectual depth, and fundraising experience to gain the trust and respect of leadership, faculty, volunteers, staff, alumni, and friends;
- Creativity, leadership, and relationship management skills to collaborate effectively with diverse constituencies in order to marshal the full fundraising potential of the School;
- Significant fundraising experience with a demonstrated record of successful solicitations, including the design and execution of the identification, cultivation, solicitation, and stewardship strategies, from a variety of defined and non-defined constituencies, i.e. friends, corporations, foundations, and alumni;
- Success working within a complex higher education, research, or medical institution with a non-defined constituency strongly preferred;
- Proven ability to provide strategic direction, leadership, and daily management of fundraising initiatives, resulting in improved performance and increased and diversified philanthropic revenue;
- Successful experience and ability to lead and direct a growing development program;
- Superb communication skills (both written and oral) combined with intellectual curiosity and dexterity; the ability to solicit, understand, and synthesize complex scientific information; adept at creating and articulating compelling and strategic cases from disparate information and sources;
- Effective and successful experience working with high-level volunteers and faculty; providing strong support, inspiring action, and continued dedication to the mission;
- Team player with a collaborative style and flexibility, adapt to changing priorities and refine strategies after feedback, and multi-task to meet deadlines;
- Proactive, results-oriented professional with initiative and sound judgment;
- Strong personal work ethic, integrity, and a sense of humor and perspective;
- Commitment to the highest standards of professionalism and fundraising best practices;
- Experience using Advance preferred;
- Willingness and ability to travel as needed;
- Bachelor's degree required, advanced degree preferred.

COMPENSATION

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

APPLICATIONS & NOMINATIONS

Confidential inquiries, applications, and nominations should be directed to Freeman Philanthropic Services, LLC at tuftseng@glfreeman.com. All applications must include an up-to-date resume, formal letter of interest in this opportunity, and the contact information for three professional references.

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