

Lawrence Technological University

Assistant Vice President for Development
Lawrence Technological University
Southfield, Michigan
<https://www.ltu.edu>

Send Nominations or Cover Letter and Resume to:
Maureen Huminik
Vice President
617-262-1102
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The Opportunity:

Lawrence Technological University is all about taking abstract ideas into the real world to solve tomorrow's problems. Their reputation comes as much from what they are doing now as it does from their storied past. Lawrence Technological University was born nearly 90 years ago in the middle of an innovation explosion that would change the world. None other than Henry and Edsel Ford helped launch the revolutionary experiment that would become LTU, providing guidance and space in their sprawling former Model T assembly plant for the fledgling school.

Today, LTU is still changing the world. Since those early beginnings students and alumni have gone on to design and engineer the tools, buildings, and products that helped define their generations.

Lawrence Technological University is seeking an Assistant Vice President for Development (AVP) to help build a culture of philanthropy. Alongside new Special Assistant to the President, Dr.



Video: Student Life at LTU

Greg Cascione, the Assistant Vice President will work to elevate the visibility of Lawrence Technological University to its alumni base and community at large. This is the time to join a team ripe with possibility and

hungry for success as it seeks to increase alumni participation, expand the base of leadership level donors, and grow the annual fund.

The new AVP will provide leadership, planning, management, and coordination for all development and alumni relations functions across the University. The ideal candidate will be a mission-driven, innovative, and results-oriented leader who will significantly increase the level of engagement and fundraising to the University.

Overview

For nearly 90 years, Lawrence Tech has continued to prosper and accelerate its growth, hone its educational philosophy of theory and practice, build important community and professional alliances, and forge partnerships with the firms, organizations, and industries that hire Lawrence Tech alumni.



Lawrence Tech was founded on the principle that every person should have the opportunity for a college education. From the beginning, there were no restrictions on entering students relating to race, sex, color, creed, or national or ethnic origin – only the requirement that students qualify for admission and have the desire to succeed. Working students could earn a baccalaureate degree by attending evening programs, day programs, or a combination of the two – a feature unique in 1932 and still remarkable today.

The school was originally called Lawrence Institute of Technology. Its present name, Lawrence Technological University, was approved on January 1, 1989, by the State of Michigan, and more clearly describes Lawrence Tech's undergraduate and graduate mission.

Lawrence Tech was founded as a college of engineering with only a few hundred students and a handful of faculty. Today it offers more than 100 programs in four colleges, with a total enrollment of approximately 3,000 students, and employs more than 300 full- and part-time faculty. In terms of enrollment, Lawrence Tech is among Michigan's largest independent colleges.

In 1950, associate programs were added to Lawrence Tech's baccalaureate offerings. In 1952, the College of Business and Information Technology was re-established, having its origins in an earlier industrial engineering curriculum. Master's degree programs in management were launched in 1989. The College of Architecture and Design evolved in 1962 from the former architectural engineering department and in 1993 launched a Master of Architecture program. The College of Arts and Sciences was established in 1967. Master's degree programs in engineering were begun in 1990 and in Arts and Sciences in 1997. Doctoral programs were launched in 2002.

Concurrently with the addition of programs, there has been an enormous expansion and improvement of facilities. The University's first campus was located in Highland Park, in a building leased from Henry Ford adjacent to the huge manufacturing facility where he built the Model T and perfected the moving assembly line. As enrollment grew, the University acquired acreage in Southfield and, in 1955, opened its first building on what had been a General Mills research farm. The campus has since expanded to 107 acres and 17 major buildings, as well as the Frank Lloyd Wright-designed Affleck House in Bloomfield Hills, which was donated to the University in 1978.



In 2011, competitive athletics returned to campus with the University's entry into the National Association of Intercollegiate Athletics. LTU now supports 30 varsity men's and women's teams in baseball, basketball, bowling, cross country, football, golf, ice hockey, lacrosse, soccer, softball, tennis, and volleyball – and a pep band, marching band, and dance team.

The University also offers programs with partner universities in Asia, Europe, Mexico, and the Middle East. Learn more about the History of Lawrence Tech by looking at the [Overview of History](#), [The Story of Chappy](#) (the "Spirit of Lawrence Tech" airplane) and [LTU Traditions](#).

The Role

SUMMARY:

The Assistant Vice President for Development (AVP) works collaboratively to develop, implement, and achieve strategic plans for increasing private support; provides leadership and direction for major gifts, corporate and foundation gifts, planned giving, annual giving, donor relations, and prospect research; is directly involved in the identification, cultivation, solicitation, and stewardship of gifts; effectively communicates the mission and values of the university; has a working knowledge of current best practices in all aspects of fund raising; and collaborates with colleagues in Development and Alumni Relations and across the campus.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Leads the Development team in planning and implementing long- and short-term strategies to secure gifts from individuals and organizations through major, planned, and annual gifts.
- Working with the Special Assistant to the President, establishes measurable goals to increase

fundraising results that are both aspirational and achievable.

- Maintains a portfolio and solicits major and planned gifts.
- Ensures successful implementation of a planned giving program both by informing marketing and prospecting strategy, as well as by personally soliciting and assisting in the solicitation of planned gift prospects.
- Sets direction and gives guidance to stewardship program to recognize donors in effective and meaningful ways.
- Provides direction and leadership for research and prospect management, setting measurable and attainable goals and evaluating outcomes to ensure fund-raising staff have the information they need to target their work with prospective donors.
- Mentors, trains, supervises, and evaluates staff.
- Develops strong positive relationships with the university community to ensure the development office is the major resource and coordinator for all university fund-raising.
- In consultation with the Special Assistant to the President and staff, establishes and adheres to annual operating budgets and ensures that development programs are operating in a fiscally prudent and productive way.
- Keeps abreast of current best practices in the Development profession and evaluates new and emerging ideas for potential implementation at LTU.
- Helps develop and administer policies related to fundraising and gift stewardship.
- Assists with the successful completion of campaigns for LTU through personal solicitations as well as through leadership of the front-line development team.

COMPLEXITY AND CREATIVITY:

- Working with the Special Assistant to the President, helps to develop the case for support for university priorities. A combination of analysis and educated guess work, it is dependent upon capacity and willingness of LTU prospects to give. The AVP for Development must analyze LTU's past giving performance, assess current and future potential, scan the environment for the most recent trends and surveys on philanthropy, and make their best estimate.
- Guides the Development staff as it continues to grow and mature as a program that combines the best elements of the art and science of fundraising practice.
- Works with a variety of people who have the ability to considerably improve educational opportunities for LTU's students and who also have total control over whether they will actually give or not. The AVP for Development must display extraordinary tact and satisfy the donor/prospect, while maintaining the integrity of the university and operating in a cost effective and sustainable way.

IMPACT AND ACCOUNTABILITY:

Impact: The university receives a steady and increasing flow of charitable gifts to support students, faculty, programs, and facilities; new prospects are being discovered, engaged, and moved toward making a major gift; and current donors continue to give because of effective stewardship. The AVP must coach and evaluate the team to find that best balance to move the program forward and raise major gifts.

Guidance and Review: The AVP for Development reports to the Special Assistant to the President for Development and Alumni Relations and meets at least weekly to discuss progress toward goals. Goals are developed collaboratively based on the priorities set by the university.

Department Policies and Procedures: The AVP must have an excellent knowledge of the policies that guide fundraising at the university such as moves management, fundraising ethics, and prospect clearance. They must also have a working knowledge of IRS regulations as they relate to charitable gifts, as well as the policies and procedures established by LTU for the acceptance and management of gifts.

The Development and Alumni Relations department operates under the code of ethics of the Council for Advancement and Support of Education.

EDUCATION and/or EXPERIENCE: Bachelor's or Master's degree and 10+ years of relevant experience, with at least 5+ years of leadership experience, preferably in higher education advancement. Experience in working in complex and sophisticated non-profit institutions preferred.

Development and Alumni Relations Overview

When the Lawrence brothers founded Lawrence Institute of Technology in 1932, their mission was to provide an **accessible “Theory and Practice” education** to working people—one that would empower them to change their lives and make an impact in their communities. Today, Lawrence Technological University remains committed to that vision while **continuing to expand** their academic offerings, campus life, and global reach.



The office of Development and Alumni Relations raises between \$1.1M and \$1.4M annually in restricted and unrestricted gifts.

The *Proud Heritage, Bold Future* campaign, which successfully concluded in 2016, **celebrated the university's storied past while funding the capital and academic needs** to support increasing enrollment and advancing technologies. As LTU looks toward its next major campaign, it continues to emphasize **LTU's impact on its communities**—locally, nationally, and around the globe—and explore new ways Blue Devils can make a difference.

Leadership



Gregory L. Cascione, PhD
Special Assistant to the President for Development and Alumni Relations

Gregory L. Cascione, PhD oversees fundraising across the university, including alumni and donor relations, corporate and foundations relations, major and principal gifts, advancement services, stewardship, and annual giving. He reports directly to LTU President Virinder Moudgil.

“In Dr. Cascione, we believe we have found a leader who can bring new vision to our efforts to support the university’s mission through philanthropy, and who can foster close and rewarding relationships among our thousands of alumni, both engaging them with their university and with each other,” Moudgil said upon Cascione’s appointment.

Cascione has more than 30 years of professional experience in advancing philanthropy in higher education and the non-profit sector. He has served at a wide range of institutions, including Fordham University, Harvard Law School, and the University of Michigan, and as vice president for university advancement at the University of Detroit Mercy. In recent years, he has worked as an interim executive and consultant, assisting institutions with a special focus on fundraising and advancement.

“Lawrence Tech has a remarkable presence in higher education and for the quality and achievement of its graduates,” said Cascione. “I look forward to working with LTU’s leaders, students, faculty, staff, alumni, and friends in creating support for more scholarships, enhancing facilities, and sustaining the scholastic excellence that distinguishes our programs.”

Cascione earned a Bachelor of Arts in philosophy from Fordham University, a Master of Theological Studies in ethics from Harvard University, an MBA from the University of Edinburgh in the United Kingdom, and a PhD in higher education from the University of Michigan. He has given numerous presentations on philanthropy and higher education, and is the author of the 2003 book, “Philanthropists in Higher Education: Institutional, Biographical, and Religious Motivations for Giving.”



Virinder K. Moudgil, PhD
President and CEO

Virinder K. Moudgil, PhD, has served as president and CEO of Lawrence Technological University (LTU) since July 1, 2012. He has overseen a period of significant growth of LTU’s enrollment, fundraising, and community outreach. Campus facility growth and improvements include purchase of an adjacent five acres and 92,000 sq. ft. twin buildings, construction of a third and fourth student residence hall, LTU’s Detroit Center for Design and Technology in midtown Detroit, and the Taubman Complex and Marburger STEM Center opened in September 2016, which is also home to advanced engineering, life sciences, and architecture

programs. Dr. Moudgil also has led or championed research and scholarship traditions at LTU emphasizing undergraduate basic and applied research.

President Moudgil's education and professional training include:

- The Harvard Institute for Educational Management, 2006
- Post-Doctoral – Mayo Clinic, Rochester, Minnesota (Molecular Medicine), 1973-76
- PhD Zoology (Biochemistry) – Banaras Hindu University, Varanasi, India, 1972

His prior professional experiences include:

- Senior Vice President for Academic Affairs and Provost, Provost, and Interim Provost Oakland University, 2001-12
- Visiting Scientist, Boris Kidric Institute of Nuclear Sciences, Vinca, Belgrade, 1988
- Visiting Scientist, Lab Hormones, University of Paris Sud, Bicetre, France, 1983-84
- Consultant, United Nations Development Program (TOKTEN), Bombay, India, 1989
- Co-Chair, Steering Committee for Development of the Oakland University William Beaumont School of Medicine

President Moudgil's scientific work has appeared in some 250 publications, including 110 papers or reviews/book chapters, and 112 Conference Proceedings or abstracts. He has edited or has been series editor of nine books. His research on steroid hormone action was supported by grants from the National Institutes of Health. He was a panel member of the National Institutes of Health Physiological Sciences Study Section 1987-94.

Background Checks:

Prior to submitting your resume for this position, please read it over for accuracy. Lindauer does verify academic credentials for its candidates, and our clients frequently conduct background checks prior to finalizing an offer.

To learn more, call
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or send nominations or cover letter and resume to
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