Introduction

As a global authority in medicine, Mayo Clinic is creating the future of healthcare. When patients need answers for rare, serious, and complicated conditions, they come to Mayo Clinic. For more than 150 years, it has been the destination where complex medical questions are finally answered. Putting the needs of the patient first, Mayo Clinic inspires hope and contributes to health and wellbeing by providing the best care to every patient through integrated clinical practice, education, and research.

Mayo Clinic is one of the largest not-for-profit, academic health systems in the U.S., with $12 billion in annual revenues and 63,000 employees. It operates in five states and cares for more than one million people a year, from all 50 states and nearly 150 countries. Mayo Clinic is ranked #1 in the world by Newsweek and # 1 in the nation by U.S. News and World Report. It also is included among the top 30 places to work in healthcare on Great Place to Work’s 2018 list and is ranked among Fortune Magazine’s 100 Best Companies to Work. In addition, Mayo Clinic was named a 2018 LGBTQ healthcare equality leader by the Human Rights
The Opportunity:

The Vice Chair is a newly created role. The incoming VC will directly manage a team of four Associate Chairs and have oversight of an approximate team of 60 staff. S/He will oversee Major and Principal teams focusing on the East and West Regions of the country, as well as overall strategy for Corporate and Foundation Relations and Strategic and Integrated Administration. Additionally, the incoming VC will manage a small, sophisticated portfolio (30-40 prospects). This is an exceptional opportunity to be part of an extraordinary leadership team and help frame the future of philanthropy at Mayo Clinic.

Position Overview — Vice Chair

The Vice Chair will work in close partnership with the Chief Development Officer (CDO), plus the Associate Chairs to provide leadership, guidance, counsel, and direction to the management and staff within all divisions. The Vice Chair will be an integral member of the Executive Team and participate in the development and execution of overall department strategies. The incumbent will be responsible for developing and implementing the department’s operational plan supporting the institutional plan, strategic priorities, and fundraising goals. The Vice Chair will help carry out the mission of Mayo Clinic and Development and will have particular responsibility for the day-to-day operations of the department. This includes acting as an ambassador for Mayo Clinic by building and deepening engagement with benefactors and driving broader awareness and philanthropic support for the organization.

The Vice Chair will be responsible for managing, coaching, and mentoring management team members and ensuring the teams achieve performance targets. The Vice Chair will manage infrastructure, reporting mechanisms, and dissemination of information to enhance productivity. The incumbent will directly oversee program development, implementation of new initiatives, and compliance with federal regulations. The Vice Chair will directly participate in major, principal, and leadership fundraising activities and may maintain a portfolio of major gift prospects. The incoming Vice Chair represents the Department of Development interests by contributing to the decision-making process in all committee and task force assignments.

Qualifications:

This position requires a Master’s degree plus a minimum of 10 years of fundraising and management experience in a comprehensive fundraising program within a large, complex organization.
The ideal incumbent will have a demonstrated track record as a fundraiser, manager, and strategist. The incumbent must have excellent analytical and problem-solving skills to accurately and fully assess the impact of development activity on the Department of Development's initiatives and strategic plan. Excellent communication skills are required to effectively deliver presentations, as well as communicate clearly and succinctly in writing. Excellent human relations skills are required to interact effectively with high level contacts within and outside of the organization. Excellent management skills are required to effectively manage a large staff organization within a budget. The incumbent must be able to work effectively in a consensus-style operation that expects and promotes teamwork. A willingness to travel is essential.

Demonstrated ability to improve organizational effectiveness and results by providing strategic positioning, direction, and leadership. Strong management and leadership experience, including the ability to empower, build initiative, and sustain motivation of staff, and to create effective, cohesive teams. A record of significant achievement in the area of major gifts and demonstrated skill in developing sophisticated strategies for planning, implementing, and administering complex gift situations.

Ability to operate effectively with flexibility and collegiality in a fast-paced, demanding, and complex organizational environment. Superior interpersonal skills, working comfortably and effectively with administration, faculty, professional and administrative staff, and alumni. Exceptional written and verbal communication skills. Intellectual curiosity and an appreciation for healthcare and excellence in all endeavors. Incumbent should have a strong work ethic and a high level of initiative, energy, and creativity. Possess sound judgment, political savvy, comfort with ambiguity, and unquestionable integrity.

**Development Overview**

In 2018, Mayo Clinic raised a record-breaking $857 million. Of this total, 87% came from grateful patients. This total represents an increase from $634 million in 2017 and $512 million in 2016.

In February 2018, the Mayo Clinic Board of Trustees announced the successful completion of one of the largest fundraising campaigns ever conducted by an academic medical center in the United States. **YOU ARE … The Campaign for Mayo Clinic**, which ran from January 1, 2010 to December 31, 2017, raised a total of $3.76 billion. The campaign exceeded its $3 billion goal one year early, and the total amount raised surpassed the goal by 25%. The campaign focused on strengthening and advancing Mayo’s strategic priorities in patient care, research, and education.

In the final year of the campaign, 2017, Mayo Clinic surpassed $600 million raised in a single year for the first time, raising $634 million. Mayo Clinic received a total of 1.9 million gifts from over 530,000 benefactors over the course of the campaign. Benefactors from all 50 states and from 99 countries around the world contributed to the campaign. Individual gifts received during the campaign ranged from one cent to $100 million.
The impact of campaign gifts at Mayo Clinic includes:

- More than 1,900 patients receiving targeted, less harmful radiation treatment for cancer at proton beam therapy facilities that opened in Rochester, MN, and Phoenix, AZ.
- Data from 150 million lives powering studies in the science of healthcare delivery focused on optimizing treatment decisions. Research focus areas include better understanding healthcare delivery over time, comparing the effectiveness of care we provide today, and improving the value of care for specific procedures and diseases.
- Launching clinical trials that empower the body’s natural ability to heal with regenerative medicine. These trials aim to address a wide spectrum of complex conditions including heart failure, cancer, neurologic conditions, kidney disease, and more.
- 35 million biospecimens stored and curated at Mayo Clinic to bring the promise of precision medicine into practice. Research focuses on tapping into the human genome to improve health and wellness, driving new diagnostics for earlier disease detection, and creating personalized care plans tailored to an individual’s genomic alterations.
- 100 physicians graduating from Mayo Clinic Alix School of Medicine each year by 2021, thanks to opening a campus in Scottsdale, AZ, and expanding offerings in Jacksonville, FL.
- 7,000 more surgeries per year accommodated in Rochester by 2019 through surgical suite expansions.
- More than 500,000 square feet of expansions completed or planned for Mayo Clinic’s campuses in Arizona, Florida, Rochester, Minnesota, and the Mayo Clinic Health System to offer the latest medical innovations and destination care to more patients.
- First leadership gifts to endow the Mayo Clinic Model of Care, with the goal of preserving and protecting the time that Mayo Clinic physicians and care teams can dedicate to each patient.

The quiet phase of the campaign started January 1, 2010. The campaign was publicly launched on May 8, 2014, coinciding with the celebration of Mayo Clinic’s 150th anniversary.

**Mayo Clinic: Science-driven; Patient-focused**

For more than a century, people from all walks of life have found answers at Mayo Clinic. Its highly specialized experts are deeply experienced in treating rare and complex conditions. Getting the right treatment depends on identifying the right problem. In a recent study, 88% of patients who came to Mayo Clinic for a second opinion received a new or refined diagnosis. At Mayo Clinic, every aspect of a patient’s care is coordinated, and teams of experts work together...
to provide exactly the care needed. What might take months elsewhere can often be done in days at Mayo Clinic.

Mayo Clinic is committed to the concept: “Healthcare Isn't Static and Neither Are We.” As a nonprofit medical institution, it reinvests all of its earnings into improving clinical practice, education, and research.

**Clinical Practice:**

Mayo Clinic doctors cover virtually every specialty and subspecialty. Its clinics provide care for large numbers of people, giving its doctors extensive experience in treating a patient’s condition. Mayo Clinic also treats rare conditions evaluated in few other places. Its doctors take the time to listen and thoroughly understand a patient’s health issues and concerns, providing an unhurried consultation. Appointment times at Mayo Clinic are generally longer than industry standards in order to promote effective consultations.

Mayo Clinic doctors provide team-based care, asking one another for expert advice. They collaborate as team members; patients don’t get just one opinion — they get multiple opinions — from doctors in multiple specialties, if necessary. This results in higher quality care and better answers for each patient.

Part of Mayo Clinic’s mission is to keep looking for new and better ways of doing things. Its doctors across all specialties are engaged in research. Given Mayo Clinic’s team-based approach, a patient’s doctor or someone on the team is likely involved in research related to the specific patient’s condition. Mayo Clinic patients are frequently among the first to benefit from innovative ideas and the latest research generated by its doctors and researchers.

Virtually all medical services a patient may need — doctor visits, testing, surgery, and hospital care — are available “under one roof” at Mayo Clinic. Scheduling of these services is coordinated in an efficient way, shortening the timeframe of treatment as compared to other institutions.

Patients also benefit at Mayo Clinic from the latest in diagnostic and treatment technology — from the highest resolution imaging devices to robotic surgery. These resources support the doctors’ ability to give patients the best answers and the
best treatment.

Mayo Clinic appears at, or near, the top of a variety of quality measures. *U.S. News & World Report* annually names Mayo Clinic to its Honor Roll of top hospitals. Mayo Clinic exceeds many national favorable outcomes, such as those for mortality and readmission.

**College of Medicine and Science:**

The Mayo Clinic College of Medicine and Science is transforming healthcare for both patients and society through excellence in education, discovery, innovation, teamwork, and leadership. It provides an educational experience that only Mayo Clinic can provide. Mayo Clinic is boldly transforming medical education and research training so its learners can improve patient care, accelerate discovery and innovation, and advance the practice of medicine.

Mayo Clinic students and trainees develop not only the skills to be successful, but also the compassionate hearts and inquisitive minds to change lives and innovate healthcare for generations to come. Its faculty members are leading physicians and researchers who are passionate teachers, committed to providing mentorship and guidance through every step of training to ensure each learner’s success.

Mayo Clinic is at the forefront of healthcare discovery and innovation and brings that to the classroom — faster. Its learners have access to the latest breakthroughs in medical and scientific knowledge. More than 400 programs across five schools and top-ranked hospitals on three campuses and an extensive Midwest health system offer experience with diverse patient populations and research opportunities. Learners are taught to provide the compassionate, culturally sensitive care that Mayo Clinic’s patients need and deserve.

The College takes education beyond textbooks and lectures — incorporating simulation, 3-D modeling, virtual reality, robotics, and interdisciplinary team training into student and trainee learning.

Its educational programs are closely aligned with Mayo Clinic’s top-ranked clinical practice and biomedical research activities, giving learners the opportunity to follow how research is translated to improved patient care. Mayo Clinic College of Medicine and Science has a national footprint and a worldwide reach. It works closely with leading academic medical organizations and builds collaborations nationally and internationally to expand its learning opportunities.
Mayo Clinic Alix School of Medicine is ranked the ninth best medical school for research by *U.S. News & World Report*’s 2019-2020 list.

**Research:**

The focus on the patient at Mayo Clinic is driven by research. From providing the best individualized care to addressing the world’s most challenging healthcare problems, Mayo researchers relentlessly pursue discoveries that deliver hope and better health to patients today and for generations to come. Researchers and physician-scientists work side by side to transform scientific discoveries into breakthrough therapies and critical advances in patient care. Mayo research accelerates the discovery, translation, and application of life-changing therapies, surgical procedures, and technologies so patients receive exactly the care they need when it’s needed.

Mayo Clinic conducts basic, translational, clinical, and epidemiological research at its campuses in Arizona, Florida, and Minnesota, and throughout Mayo Clinic Health System.

**Location**

Mayo Clinic has campuses in Rochester, MN; Scottsdale and Phoenix, AZ; Jacksonville, FL; and throughout the multistate network of Mayo Clinic Health System. Each campus is an integral part of its community and reflects Mayo Clinic’s deeply held values.

**Background Checks:**

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

Mayo Clinic is an equal opportunity educator and employer (including veterans and persons with disabilities).

To learn more, call
Maureen Huminik, Vice President at
617-262-1102
or send nominations or cover letter and resume to
mhuminik@LindauerGlobal.com.
All inquiries will be held in confidence.

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Appendix

Leadership:

Gianrico Farrugia, M.D.
President and Chief Executive Officer
Mayo Clinic

Gianrico Farrugia, M.D., was appointed President and CEO of Mayo Clinic, effective January 1, 2019. Previously, Dr. Farrugia was Vice President, Mayo Clinic, and CEO of Mayo Clinic in Florida since January 2015. In that role, he managed more than 6,400 staff members. During his tenure, Mayo Clinic's Florida campus established itself as the destination medical center for the Southeast. There have been significant investments in people, technology, and expansion, including the opening of the new 190,000-square-foot Harry T. Mangurian Jr. Building for patients seeking cancer, neurology, and neurosurgical care. In 2017, Mayo Clinic was named the best hospital in Florida in U.S. News & World Report's Best Hospitals Honor Roll.

Prior to serving as Vice President, Mayo Clinic, and CEO of Mayo Clinic in Florida, Dr. Farrugia was director of Mayo Clinic's Center for Individualized Medicine, which is responsible for bringing genomics into routine clinical care. Dr. Farrugia also was co-founder of the Center for Innovation at Mayo Clinic.

Cheryl J. Hadaway
Chief Development Officer and Chair – Department of Development

Cheryl J. Hadaway is Chief Development Officer and Chair of the Department of Development at Mayo Clinic. Under Ms. Hadaway's leadership, the Department completed one of the most successful capital campaigns ever conducted by an academic medical center, securing $3.76 billion in philanthropic gifts from 2010 to 2017 and exceeding the $3 billion goal one year early.

Ms. Hadaway recently led a team in Development to secure the largest charitable gift in Mayo Clinic history, a $200 million commitment to support Mayo Clinic's education mission.
In her career with the Department of Development, Ms. Hadaway has been a dynamic leader who drives success and upholds Mayo Clinic’s core values. In past positions, she has managed many activities within the Department, including benefactor relations, communications, fundraising, and strategic leadership. Prior to being named Department Chair in 2011, she chaired the Department’s activities at Mayo Clinic's Florida campus for three years. Previously she had served as Assistant Chair for the Department of Development and directed the Mayo Clinic Greater Chicago Leadership Council. In addition to her roles within the Department, Ms. Hadaway has cultivated and secured leadership gifts for Mayo Clinic.

Ms. Hadaway’s career at Mayo Clinic began in 1975 and grew to include supervisory positions in a variety of clinical areas. She joined the Department of Development in 1995.

Ms. Hadaway earned her Bachelor of Science in human resource management at Winona State University. She completed her Master of Arts in philanthropy and development at Saint Mary’s University in Winona, Minnesota.

Outside of Mayo Clinic, Ms. Hadaway has a lengthy record of public service that includes board positions with Gift of Life Transplant House, Rochester Catholic Schools, Lourdes High School, and Rochester Senior Citizen Center.