



Executive Director of Development for Health Sciences  
Howard University  
Washington, DC  
[howard.edu](http://howard.edu)

*Send Nominations or Cover Letter and Resume to:*

Faith Eutsay

Senior Consultant

617-262-1102

[FEutsay@LindauerGlobal.com](mailto:FEutsay@LindauerGlobal.com)

### ***The Opportunity:***

In the fall of 2020, the *Washington Business Journal* reported Howard University is rising to new heights.

The storied University has always had a strong following. But now its rising national prominence is transcending racial and corporate bounds in a moment when it is also transforming its hospital business, answering the call for more diverse wealth generation and talent pools, and shaping the academic futures of a growing number of Black students looking to bolster historically Black colleges and universities (HBCUs).



Most notably, there has been a cascade of giving as alums and friends of the University see Howard as a place that can help address disparities for Black Americans, and the pandemic has not slowed the University's progress. Throughout the global health crisis, Howard University continues to set record-breaking numbers, having closed eight out of the nine largest gifts in the University's 153-year history. July 2020 sent an incredibly powerful signal to the philanthropic community at large with a remarkable \$40 million gift, the single greatest ever received by the University. The new fiscal year entered with extraordinary momentum, as the University has secured over \$100 million in philanthropic investment in just the first six months and alumni giving has increased by 80%. Now is the time to join Howard University's development team as they forge new terrain on a global stage, in the months and years to come. The tide is changing, and the incoming Executive Director of Development for Health Sciences will play a critical role in its evolution.

Reporting to the Assistant Vice President, Individual Giving, the Executive Director of Development (EDD) will provide leadership for fundraising across several schools and colleges, working directly with leadership, across the Health Sciences. The best matched candidate will have a demonstrated track record of supporting successful teams and performing as a gift officer of high integrity. This individual will be a mission- and values-driven, engaging, entrepreneurial, and highly motivated manager with superb fundraising, interpersonal, and organizational skills. The EDD's ability to work effectively as a team member, manage multiple priorities, and meet short- and long-term deadlines under pressure will be essential, along with their ability to convey the needs of the hospital to donors, and recognize opportunities when the passion of donors intersects with institutional priorities.

## Overview

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Founded in 1867, Howard University, a culturally diverse, comprehensive, research intensive, and historically Black private university, provides an educational experience of exceptional quality at the undergraduate, graduate, and professional levels to students of high academic standing and potential, with particular emphasis upon educational opportunities for Black students. Moreover, the University is dedicated to attracting and sustaining a cadre of [faculty](#) who are, through their teaching, research, and service, committed to the development of distinguished, historically aware, and compassionate graduates and to the discovery of solutions to human problems in the United States and throughout the world. With an abiding interest in both domestic and international affairs, the University is committed to continuing to produce leaders for America and the global community.

Within Howard's 13 [schools and colleges](#), students pursue [studies](#) in more than 120 areas leading to undergraduate, graduate, and professional degrees. To date, Howard has awarded more than 120,000 degrees in the arts, the sciences, and the humanities. Howard ranks among the highest producers of the nation's Black professionals in medicine, dentistry, pharmacy, engineering, nursing, architecture, religion, law, music, social work, and education.

Excellence, leadership, service, and truth are Howard's core values. Howard's aim is to forward the development of scholars and professionals who drive change and engage in scholarship that provides solutions to contemporary global problems, particularly ones impacting the African Diaspora.

The University has long held a commitment to the study of disadvantaged persons in American society and throughout the world. The goal is the elimination of inequities related to race, color, social, economic, and political circumstances. As the only truly comprehensive predominantly Black university, Howard is one of the major engineers of change in our society. Through its traditional and cutting-edge academic programs, the University seeks to improve the circumstances of all people in the search for peace and justice on earth.

Howard has grown from a single-frame building in 1867 and evolved to more than 89 acres, including the six-story, 400-bed Howard University Hospital. Since 1974, it has expanded to include a 22-acre School of Law West Campus, a 22-acre School of Divinity East Campus and another three-fifths of an acre facility in northeast Washington and a 108-acre tract of land in Beltsville, Maryland.

## ***Achievements and Accolades***

- Howard University is the leading producer of African American students entering medical schools in the United States.
- The National Science Foundation cites Howard University as the top producer of African American undergraduates who later earn Ph.D.s in natural sciences.
- Ranked No. 34 on *U.S. News & World Report's* list of "2019 Best Undergraduate Teaching Programs."
- The School of Business received the top rating from *Princeton Review*, which called Howard the "greatest opportunity for minority students."
- Ranked as the No. 1 producer of African Americans earning degrees in communications and journalism by *Diverse Issues in Higher Education*.

- The School of Law is the No. 2 law degree producer for African American according to *Diverse Issues in Higher Education*.
- Highest number of HBCU Rhodes Scholars to study at the University of Oxford.
- The only HBCU to be ranked in the top 100 on *U.S. News & World Report's* "Best Colleges" list.

## University Strategic Plan

"Coupled with our mission to provide an educational experience of exceptional quality and our commitment to produce distinguished global leaders, we are embarking on a forward trajectory that positions Howard University as a model of excellence in academics and operations. "[Howard Forward 2024](#)" articulates attainable aspirations for a more sustainable future and outlines five over-arching priorities that we are uniquely positioned to address." – Wayne A. I. Frederick M.D., M.B.A., President, Howard University

The vision for Howard University is to boldly deliver on its mission in a contemporary context. Howard will provide a world-class global educational experience to every student. Howard will become a top 50 research institution, providing research and advancement to impact Black communities. And Howard will attract and sustain a cadre of faculty who are committed to excellence, leadership, truth, and service.

### Strategic Pillars

- Enhance Academic Excellence
- Serve the Community
- Inspire New Knowledge
- Improve Efficiency and Effectiveness
- Achieve Financial Sustainability



Video: Showtime Marching Band To Escort Vice President-Elect Kamala Harris During Inauguration

## ***College of Medicine***

Howard University [College of Medicine](#) provides students of high academic potential with a medical education of exceptional quality and prepares physicians and other healthcare professionals to serve the underserved. Particular focus is on the education of disadvantaged students for careers in medicine. Emphasis is placed on developing skills and habits of life-long learning and producing world leaders in medicine. Special attention is directed to teaching and research activities that address health care disparities.

### ***Mission Statement***

The College seeks to improve the health of Americans and the global community through public health training programs and initiatives. The College's mission also includes the discovery of new knowledge through research. Lastly, the College supports the education and training of postgraduate physicians, other healthcare providers, and graduate students in the biomedical sciences.

### ***Vision Statement***

The goal of the Howard University [College of Medicine](#) is to enhance the College's global recognition as a medical school of the first rank, known for the excellence of the College's teaching, research, and service. The College will continue to be a world leader in the training of competent, compassionate physicians and other health professionals for medically underserved communities and populations. In addition, the College envisions that it will be an exemplar in eliminating health disparities and in finding solutions through research and public health programs for medical problems disproportionately found in disadvantaged communities, both in this nation and abroad.

### ***Goals and Objectives***

The academic program leading to the M.D. degree from the Howard University [College of Medicine](#) is designed to produce physicians who are knowledgeable of the principles of modern medical science and who have mastered the art of critical thinking in the clinical decision-making process in order to engage in the practice of medicine as competent professionals.

Graduates of the medical program are expected to exhibit compassion and professional attitudes and conduct. They are expected to be self-directed, committed, and resourceful life-long learners who adhere to ethical standards of behavior and serve diverse populations.

## ***College of Dentistry***

The [College of Dentistry](#) at Howard University was established in 1881. It is the fifth-oldest dental school in the United States. As a teaching and patient care institution, the College has trained thousands of highly skilled dental professionals to serve their communities, particularly the underserved. The College's more than 100 faculty members constitute one of the best trained dental faculties in the world, thus making the institution the Capstone for transforming competent students into leaders for America and the world.

### ***Mission Statement***

The College's mission includes the philosophy that education, research, and service are inseparable constituents of a modern dental education. The College's primary goal is to remain a national resource for dental leaders and a comprehensive education and research institution that attracts highly motivated and academically accomplished students from culturally diverse backgrounds.

## ***College of Nursing and Allied Health Sciences***

### ***Vision Statement***

The [College of Nursing and Allied Health Sciences](#) will be comprised of top-ranked educational programs that prepare healthcare professionals to be leaders and innovators in practice, education, research, and service. Graduates will deliver patient-centered, interprofessional care, and utilize cutting-edge technology and evidence-based practice to improve the health of all people with an emphasis on promoting health equity toward eliminating health disparities.

### ***Mission Statement***

The mission of the [College of Nursing and Allied Health Sciences](#) is to provide exemplary educational experiences within the health professions to an ethnically diverse population of students with high scholarship and leadership potential. Emphasis is placed on the University's historical commitment to provide educational opportunities to Black students and other underserved minority groups. The College fosters the development of competent, ethical, and compassionate graduates endowed with a strong sense of the University's core values of excellence, leadership, truth, and service. As scholars and leaders, graduates are empowered to address issues of social justice and inequities in healthcare in the United States and the global community, inclusive of the underserved. The College is committed to recruiting and retaining a cadre of qualified and competent faculty and staff dedicated to teaching, research, professional practice, and service.

## ***College of Pharmacy***

### ***Vision Statement***

Howard University [College of Pharmacy](#) strives to be a premier University in teaching, learning, research, leadership, and service locally and globally.

### ***Mission Statement***

The mission of Howard University [College of Pharmacy](#) is to provide pharmacy education of excellent quality to students possessing high academic, scholarship, and leadership potential, with particular emphasis upon the recruitment, retention, and graduation of promising African American and other ethnically diverse minority students.

The College fosters the creation of new knowledge through innovative research and scholarship, commitment to community service, continuous professional development, and dedication to superior pharmacy practice locally and globally.

## The Role

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The Executive Director of Development provides leadership for fundraising across several schools and colleges. Reporting to the Assistant Vice President, Individual Giving, this position works directly with the deans, directors, and specific faculty, across the Health Sciences, to develop interdisciplinary fundraising priorities and goals.

### ***Key Duties and Responsibilities***

- Lead/manage collaboration with teams including but not limited to the Dean and senior administrators to develop integrated programmatic, facility, and operating plans for key University priorities, and then lead the Development and Alumni Relations (DAR) effort to frame those plans as cases for transformational funding opportunities/philanthropy.
- Develop a plan for identification, cultivation, solicitation, and stewardship of major-gift prospects, with focus on alumni and friends of the University, while maintaining responsibility for annual revenue targets.
- Manage a personal portfolio of 20–30 donors and prospects.
- Supervise and manage major gift officers, as assigned.
- Coordinate programming for alumni with the Director of Alumni Relations.

### ***Education and Experience***

- Bachelor's degree, CFRE preferred.
- 10–12 years of relevant experience.
- At least five years in a fundraising management role.

### ***Knowledge, Skills, Abilities***

- Demonstrated proficiency and experience in managing relationships with high-level prospects in an effort to secure major gifts.
- Experience with the concepts of moves management as well as a mastery of the fundamentals of major-gifts fundraising.
- A basic understanding of planned-giving concepts, and an ability to navigate internal processes and structures to the advancement of relationships with donors.
- Superior written and verbal communication, interpersonal, and relationship building.
- Creative problem-solving skills and the ability to initiate and collaborate with others, at all levels.
- Demonstrated ability to work interdependently and independently in a collaborative environment is vital.
- Experience utilizing fundraising database program (experience with Raiser's Edge highly preferred).

### ***Direct Reports***

- Major gift officers (as assigned).

*Howard University ("the University") is committed to selection and hiring procedures that are fair, consistent, and in compliance with all applicable laws and regulations. To this end, the University supports a carefully planned and articulated hiring policy to be followed by all University entities, including sponsored research of Howard University Hospital.*

*The Howard University College of Medicine is committed to building and sustaining a diverse academic and work environment in which persons from different backgrounds are included, respected, appreciated, and supported as they learn, teach, serve and conduct research. The College's [Diversity Policy](#) applies to members at all levels of the College of Medicine community, and to processes including those for student admissions, the hiring of staff, the appointment of faculty, and the work of search committees.*

## Leadership

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**Wayne A. I. Frederick, M.D., M.B.A.**  
**President**

Dr. Wayne A. I. Frederick was appointed the 17th President of Howard University in 2014. He previously served as Provost and Chief Academic Officer. Most recently, the Howard University Board of Trustees selected Dr. Frederick to serve as the distinguished Charles R. Drew Professor of Surgery.

Dr. Frederick has advanced Howard University's commitment to student opportunity, academic innovation, public service, and fiscal stability. He has overseen a series of reform efforts, including the expansion of academic offerings, establishing innovative programs to support student success and the modernization of university facilities.

Dr. Frederick received his B.S and M.D. from Howard University. Following his post-doctoral research and surgical oncology fellowships at the University of Texas MD Anderson Cancer Center, Dr. Frederick began his academic career as associate

director of the cancer center at the University of Connecticut. Upon his return to Howard University, his academic positions included Associate Dean in the College of Medicine, Division Chief in the Department of Surgery, Director of the Cancer Center, and Deputy Provost for Health Sciences. He also earned a Master of Business Administration from Howard University's School of Business in 2011.

Dr. Frederick is the author of numerous peer-reviewed articles, book chapters, abstracts, and editorials and is a widely recognized expert on disparities in healthcare and medical education. His medical research focuses on narrowing racial, ethnic, and gender disparities in cancer-care outcomes, especially pertaining to gastrointestinal cancers.

Dr. Frederick was honored with the Distinguished Alumnus Award from the University of Texas MD Anderson Cancer Center. He currently serves on the Board of Directors for the Federal Reserve Bank of Richmond, the U.S. Chamber of Commerce, and Humana Inc. He is a member of surgical and medical associations including the American Surgical Association and the American College of Surgeons.

In 2017, he was named "Washingtonian of the Year" by *Washingtonian* magazine and in 2015 was named "Male President of the Year" by *HBCU Digest*. Most recently, Dr. Frederick was named "Nonprofit Leader of the Year" by the *Washington Business Journal*.



**David P. Bennett**  
***Vice President, Development and Alumni Relations***

Mr. David P. Bennett serves as the Vice President for Development and Alumni Relations at Howard University. In this role, Mr. Bennett provides strategic vision, and leads the critical work of developing campaigns and activities that will enhance philanthropic support and alumni engagement for the University.

Mr. Bennett is an energetic leader with more than 20 years of experience advancing development strategies for organizations with national and international focus. Most recently he led all philanthropic programs globally for one of the world's largest nonprofit organizations, the National Geographic Society. Serving as Chief Development Officer, his responsibilities included managing a portfolio of trustees and high net-worth donors and prospects, overseeing all international fundraising efforts and providing direction for several key areas including principal and major gifts, planned giving, annual giving, and stewardship. In addition, he helped to build a network of fundraising and programmatic offices for National Geographic around the world. Mr. Bennett has a proven track record of building close, collaborative, and transparent relationships across teams, creating strategies that increase engagement, and driving campaigns that exceed their target goal.

Prior to joining National Geographic, Mr. Bennett was Chief Advancement Officer of Safe Kids Worldwide, an international injury prevention organization. In this role, he was responsible for the fundraising, communications, and public policy functions of an organization with over 350 affiliates in the United States and operations in 17 other countries. His previous experience also includes serving as vice president of United Cerebral Palsy of America and as director of the Fundraising and Sponsorship Group of Odell, Simms, & Lynch, a consulting firm that provides services to nonprofit organizations. Early in his career, Bennett worked in federal politics as a finance director for two United States Senate campaigns and as a fundraiser for a national political party.

Mr. Bennett earned a Bachelor of Arts in Foreign Affairs from the University of Virginia.



**Ragan D. R. Royal**  
***Assistant Vice President, Individual Giving***

Ragan is the assistant vice president of individual giving at Howard University. She leads a team in executing strategies to secure philanthropic investment from national and international donors. She partners closely with internal stakeholders to assess giving opportunities and align donor intentions.

With over 20 years of higher education fund development and alumni relations experience, Ragan D. R. Royal has wide-ranging expertise in cross-functional strategy development, all facets of fund-raising with special emphasis on major and transformational gifts, and stakeholder engagement. Her most recent university leadership experience was at

Kellogg School of Management, Northwestern University, where she successfully led a team to a capital campaign goal of \$400 million within a university wide \$5 billion comprehensive campaign. Royal has served as the Associate Vice President of Development at the University of Maryland University College, now University of Maryland Global Campus. She also held leadership roles at Tuskegee University; Syracuse University, during its first \$1 billion campaign; Howard University; and Michigan State University.

Royal earned her Bachelor's degree in speech communication from Wayne State University and worked at Chrysler Corporation in the marketing department before entering higher-education fundraising. Realizing her passion for fundraising immediately, she completed a Master's degree in philanthropic studies at St. Mary's University of Minnesota. Her thesis topic was Venture Philanthropy. Royal often calls her work, "the best-in-practice techniques of doing good and well, along with a passion for education."

Royal has taught and often consults, offering smaller colleges, universities, and nonprofits in best in practice techniques to maximize their philanthropic efforts. Her company Royal Concepts Inc. publishes a memorabilia book, *The College Memory Book*, which allows college students to chronicle their college experience. The book has thought-provoking, universal themes to assist in guiding student's documentation.

## ***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  
Faith Eutsay, Senior Consultant at  
617-262-1102  
or send nominations or cover letter and resume to  
[FEutsay@LindauerGlobal.com](mailto:FEutsay@LindauerGlobal.com).  
All inquiries will be held in confidence.



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