



THE UNIVERSITY OF
CHICAGO
MEDICINE &
BIOLOGICAL
SCIENCES

Associate Vice President, Individual Giving
Medicine & Biological Sciences Development
The University of Chicago
Chicago, IL

<https://biologicalsciences.uchicago.edu/>
<https://www.uchicagomedicine.org/>

Send Nominations or Cover Letter and Resume to:

Maureen Huminik

Vice President

617-262-1102

mhuminik@LindauerGlobal.com

The Opportunity:

Lindauer is proud to partner with the University of Chicago Medicine & Biological Sciences Development (MBSD) on its search for a new Associate Vice President, Individual Giving. This is an exceptional opportunity for a proven leader and accomplished fundraiser to help frame the future of philanthropy at one of the most prestigious institutions in the nation.

Managing a team of up to 40, this is a rare opportunity for a talented and confident leader to join a highly sophisticated and successful team in a senior leadership position. The ideal candidate will be a skilled relationship builder who will inspire trust and collaboration with colleagues, faculty, and donors across the University of Chicago.

Located in the heart of downtown Chicago across from Millennium Park, MBSD's office is a short ride to the Hyde Park medical campus and just steps



away from multiple public transportation options, restaurants, shopping, and countless rich cultural activities.

Overview

The University of Chicago attracts the best minds in science and medicine and educates and trains the next generation of leading physicians and scientists, who will break new ground in their chosen fields.

At a glance: The University of Chicago:

- Has more than 90 Nobel laureates as alumni, faculty, and researchers;
- Is ranked sixth in the 2020 *U.S. News & World Report's* Best National Universities list;
- Enrolls students from more than 100 countries around the world;
- Is home to the Pritzker School of Medicine, ranked by *U.S. News & World Report* as the top medical school for research in Illinois and among the best in the country;
- Is a leader in the burgeoning fields of big data, cancer immunotherapy, brain mapping, and the microbiome; and
- Is one of the largest employers in Chicago with more than 24,000 faculty and staff employed at the University, medical center, and affiliated national laboratories.



University of Chicago scholars have been at the forefront of medicine since the institution's founding in 1890. UChicago scientists and physicians:

introduced hormonal treatment for cancer

identified the genetic basis for leukemia, confirming that cancer is a genetic disease

discovered the source of red blood cell formation

pioneered clinical medical ethics

performed the country's first living-donor liver transplant

The University of Chicago's [Division of the Biological Sciences](#) (BSD) combines interdisciplinary, world-renowned educational, research, and patient-care programs that support original inquiry, innovation, and discovery across the University of Chicago. Founded in 1930 to formally unite faculty in the clinical and biological sciences, the division's unique structure promotes cross-disciplinary research, partnerships, and collaborations that have led to major breakthroughs in health care and life sciences.

Educational programs within the BSD are offered at the undergraduate, graduate, doctoral, and postdoctoral levels within 13 clinical departments and 10 basic science departments. More than 900 full-time faculty members teach in the division, which also includes 6 institutes, 10 centers, and 12

interdisciplinary committees. Throughout their education, students receive ample opportunities to conduct research, take on internships, and act as teachers themselves in teaching assistant positions.

The BSD regularly partners with the University's Physical Sciences Division and the Pritzker School of Molecular Engineering, among other departments, to conduct interdisciplinary inquiries. As of September 2019, the BSD boasted more than 500 research-active faculty and an average of nearly \$600,000 in NIH funding per principal investigator. Core research centers and shared research facilities, which feature state-of-the-art lab equipment, support research at all levels.

In addition to their teaching duties, clinical faculty are dedicated to providing advanced, patient-centered care at the [Pritzker School of Medicine](#), [Comer Children's Hospital](#), and the [University of Chicago Medical Center](#), each of which also provides essential hands-on learning opportunities for students and researchers. The [University of Chicago Faculty Practice](#) provides resources to help faculty members fulfill their teaching, research, and patient-care responsibilities and is governed by a board, which also advises the BSD Dean and EVP for Medical Affairs.

The Role

The Associate Vice President (AVP) of Individual Giving develops and implements organizational fundraising strategies and manages the day-to-day operations of fundraising of the University of Chicago Medicine & Biological Sciences Development (MBSD) office. Working directly with the Vice President, the AVP will make recommendations that shape fundraising strategy and ensure readiness to be successful, while overseeing the large-scale, comprehensive fundraising campaigns of the University of Chicago Medicine. The primary functions of the AVP role are fundraising strategy, overseeing fundraising implementation and success, and staff management. In partnership with the Vice President, the new AVP is responsible for the fundraising accomplishments of MBSD, which collectively total \$100M+ annually. The AVP manages the Individual Giving teams, while the Vice President, along with the Campaign Manager for Principal Gifts, oversees Principal Gift functions and activities. The AVP collaborates with the Vice President to ensure the fundraising success of these separate but integrated units.

This individual may also manage a small portfolio.

Key Responsibilities:

- Builds and retains a fundraising team; manages up to 10 direct reports and leads a team of up to 40 individuals focusing on major and principal gifts, as well as foundations;
- Provides strategic insight, guidance, and motivation to the overall design of campaign areas and specifically to the staff who lead them (e.g., Cancer, Center for Care and Discovery/Surgery, Foundation and Corporate Relations, and Pediatric Giving);
- Fully responsible for assessing and making recommendations for successful outcomes regarding the size and composition of the prospect pipeline, solicitations, and gifts; thus s/he ensures Medicine & Biological Sciences Development meets campaign goals; shares ultimate responsibility for the

success of these campaigns and for annual fundraising with the Vice President and Associate Dean (VP/AD);

- Designs a strategy and methodology that ensures that faculty, who are the best referral agents for grateful patient donors, are well supported by the fundraising team;
- Works closely with the Strategic Research and Analysis team, which provides research, data management, data analysis, and financial modeling that help the Individual Giving team to focus and enhance its efforts;
- Participates in and/or staffs board and committee meetings as needed;
- Works with UChicago Medicine's CEO/Dean, president, trustees, University alumni relations, development leadership team members, and other administrative and faculty leaders to strategize and achieve fundraising goals;
- With the Executive Leadership Team of MBSD, strategizes tactics and responses to UChicago Medicine's institutional priorities, goals, and opportunities;
- Is responsible for a non-salary budget of up to \$500,000;
- Uses organizational processes, such as early employment reviews, office hours, performance appraisals, and the orientation program, as well as individualized conversations, to coach and counsel employees in their job performance; and
- Participates in office-wide endeavors, such as MBSD staff meetings, MBSD retreats, peer interviews, new employee orientation sessions, ad hoc working groups, and other similar activities.

Required Qualifications:

- Bachelor's degree;
- At least 15 years of progressively responsible experience in development, consulting, or business administration;
- At least 8 to 10 years of success in managing and motivating staff;
- At least five years of managing constituents or partners, such as volunteers, board members, physician leaders, and trustees;
- Experience successfully managing budgets;
- Experience managing a variety of fundraising programs;
- Administrative experience in a complex hierarchical organization; the ability to build strong and sustainable relationships and to interact within all levels of the organization;
- High adaptability to change, including the ability to accept and incorporate new ideas to improve work processes and procedures, and quickly learn new methods;
- Excellent interpersonal and written communication skills, as well as a demonstrated ability to think creatively without excessive risk;
- The acumen to handle complex situations and multiple responsibilities, simultaneously balancing both long-term projects and immediate demands on operations;
- A sense of humor, a humble approach, and a high level of comfort working with ambiguity;
- Ability to provide clear, straightforward advice and results that create value for the entire organization;
- Proven ability to manage and motivate teams and individuals to reach established goals;

- Skill in solving problems and issues with all levels of staff;
- Ability to act decisively and speak with professionalism and certainty on behalf of the Vice President when dealing with a variety of contacts; ability to take the lead in negotiations at the highest levels and to determine acceptable solutions to complex or controversial problems;
- Strong organizational skills as evidenced by a record of meeting or exceeding deadlines through both people and process driven approaches; and
- Ability to perform positively under pressure and consistently deliver results.

Preferred Qualifications:

- Master's degree;
- Progressively responsible experience in development, consulting, or business administration in a private higher education or academic medical center environment; and
- Experience in or education/training in a medical field and an interest and knowledge base in health care economies, medical research, and health care policy.

Leadership



Kenneth S. Polonsky, MD

*Richard T. Crane Distinguished Service Professor
Dean of the Division of the Biological Sciences/Pritzker School of Medicine
Executive Vice President for Medical Affairs*

Dr. Kenneth S. Polonsky is a prominent diabetes researcher, physician, and educator who oversees the University's research and education programs in the biological sciences and medicine.

Dr. Polonsky was born and educated in Johannesburg, South Africa, graduating cum laude from the University of Witwatersrand Medical School. After completing his residency in internal medicine at Michael Reese Hospital and Medical Center in Chicago, he came to the University of Chicago in 1978 for a fellowship in endocrinology. He subsequently joined the University's faculty, eventually being promoted to the role of Louis Block Professor of Medicine in 1995. Dr. Polonsky has also served as chief of endocrinology and director of the University's Diabetes Research and Training Center. He previously served as the Adolphus Busch Professor and chair of the Department of Medicine at Washington University in St. Louis before returning to the University of Chicago Medicine.

Dr. Polonsky has published more than 250 papers on various research topics, including the health and function of pancreatic beta cells and insulin production, novel methods of evaluating beta cell function, and forms of diabetes resulting from genetic causes. He is a member of the National Academy of Medicine, the American Society for Clinical Investigation, and the Association of American Physicians, and has won multiple awards, including the Young Investigator Award from the American Federation of Clinical Research, the Outstanding Scientific Achievement Award of the American Diabetes Association, and a

highly selective National Institutes of Health MERIT Award. In 2007, he was named director of the five-year, \$50 million NIH-funded Institute of Clinical and Translational Sciences at Washington University, and in 2009, he was elected as an honorary fellow of the Royal College of Physicians of Ireland. Dr. Polonsky has also served on the editorial boards of various medical journals, national and regional committees, and organizations, including the American Board of Internal Medicine.

Read Dr. Polonsky's full biography [here](#).



Laila M. Rashid

Vice President and Associate Dean, Medicine & Biological Sciences Development

Senior Associate Vice President for Development, University Sciences

Laila M. Rashid is the vice president and associate dean for Medicine & Biological Sciences Development at the University of Chicago. She has served in this role since 2011. Rashid works closely with UChicago Medicine's academic, administrative, and board leadership to set the overall strategy, direction, and organization for development, alumni relations, and campaign execution. In 2018, Rashid took on an additional role as senior associate vice president for development for University Sciences. In this expanded role, Rashid provides strategic leadership for the Physical Sciences Division, the Pritzker School of Molecular Engineering, the Marine Biological Laboratory, Foundation and Corporate Relations, and other key science-related University initiatives and priorities. In this position, she helps focus efforts on developing stronger collaborations across medicine, the life sciences, engineering, and the physical sciences, with a particular emphasis on identifying transformational gift opportunities.

In 2004, Rashid joined the development staff as director of principal gifts for Medical Center Development and has held other titles for the team, including senior director of campaign readiness, chief development officer for campaigns, and associate vice president. Rashid was part of the medical center's planning team for its previous major fundraising campaign, *Spark Discovery, Illuminate Life*, which raised \$810 million against a goal of \$550 million. She now leads her team of 75 as they conclude the current campaign, the University of Chicago Campaign: *Inquiry and Impact*, which was publicly launched in October 2014 with a goal of \$1.2 billion as part of the University's overall goal of \$5 billion.

Rashid has worked in educational philanthropy since 1997, when she joined the development team at UCLA as a specialist in fundraising for the university's libraries, a program she directed from 2000 to 2004. She holds a Bachelor of Arts degree in political science from San Diego State University.

Development Overview

The University of Chicago is concluding its most ambitious and comprehensive fundraising campaign ever, the [University of Chicago Campaign: *Inquiry and Impact*](#). Launched in 2014, the campaign had an original goal of \$4.5 billion to support expansive growth across all University departments and programs, including

the Division of the Biological Sciences and the Pritzker School of Medicine. In September 2018, the original goal was surpassed, and a new goal of \$5 billion was set and later achieved in May 2019. The campaign also surpassed its goal of engaging 150,000 alumni to create an environment that will spur insights, innovations, solutions, and cures; prepare more students to lead in an increasingly complex world; and build more powerful connections to Chicago and other cities around the globe.

The campaign goal for medicine and the biological sciences is \$1.2 billion. [Featured priorities](#) include raising funds to stop cancer, transform care, develop game-changing computational resources and enhance data-driven discovery, advance understanding of the brain, promote healthy communities, improve diagnosis and treatment of childhood illnesses, and provide a unique and empowering education for future physicians and scientists. The campaign will conclude on December 31, 2019.



[Video: The University of Chicago Campaign: Inquiry and Impact](#)

As a whole, the University of Chicago held [total assets of \\$15.7 billion](#) as of June 2018, an increase of \$451 million from the year prior. Increased enrollment, patient services, and philanthropic gifts helped the University end the year with \$3.8 million excess of operation revenue over expenses.

Benefits:

This position offers excellent benefits and a competitive compensation package. For more information, please consult <https://humanresources.uchicago.edu/benefits/>.

The University of Chicago is an Affirmative Action/Equal Opportunity/Disabled/Veterans Employer and does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, age, status as an individual with a disability, protected veteran status, genetic information, or other protected classes under the law. For additional information, please see the University's Notice of Nondiscrimination.

Staff job seekers in need of a reasonable accommodation to complete the application process should call 773-702-5800 or submit a request via the Applicant Inquiry Form.

[The University of Chicago's Annual Security & Fire Safety Report](#) provides information about University offices and programs that provide safety support, crime and fire statistics, emergency response and communications plans, and other policies and information. The Report can be accessed online at: <http://securityreport.uchicago.edu>.

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
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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