Position Overview

The University of Alabama at Birmingham (UAB) is seeking a **Vice President for Development and Alumni Affairs** for a premier university and academic medical center ranked with the nation's best in scope of scholarship, research level, and postdoctoral and healthcare programs. The chosen executive will advance the institution’s proud tradition of excellence in academics, research, patient care, and community service.

The selected Vice President for Development and Alumni Affairs will combine character, integrity and trustworthiness of the highest order with an exceptional array of skills and abilities as well as the vision, initiative, passion, and energy to make a decisive impact that ensures the continued success of the institution. Reporting directly to the President, the Vice President for Development and Alumni Affairs is a key trusted advisor to the President, providing executive leadership and administration of all philanthropic development and alumni related programs for UAB and the UAB Health System, with duties encompassing prospect identification, cultivation and solicitation, donor relations, donor communications, corporate and foundation relations, grateful patient fundraising, planned giving, special events, and coordination of annual giving efforts for multiple colleges and medical center units. The selected candidate will lead and direct the completion of an extremely successful and ongoing *Campaign for UAB*, a $1 billion comprehensive fundraising initiative that has and will continue to positively impact all areas of campus. As the executive leading the Office of Alumni Affairs, the Vice President will oversee and orchestrate nationwide and international membership development, fundraising initiatives, alumni services to the institution, and program support to the UAB National Alumni Society and the Medical Alumni Association.

Here the selected leader will find every ingredient needed for success as an integral part of this powerhouse university and academic medical center, including an outstanding President and involved leadership committees fully committed to the development function as a key-to-the-mission element in the overall success of UAB.
The University of Alabama at Birmingham

UAB pursues the frontiers of education, research and healthcare within a bold, collaborative culture that strives to be first, best, and one-of-a-kind. Known for its innovative and interdisciplinary approach to education, the University of Alabama at Birmingham is the state of Alabama’s largest employer and an internationally renowned research university and academic health center; its professional schools and specialty patient-care programs consistently rank among the nation’s top 50.

UAB’s story is one of remarkable growth in size, quality, reputation and impact. From humble beginnings as an extension center, UAB - which became an autonomous campus in 1969 - has grown to offer 149 degree programs in Arts & Science, Business, Dentistry, Education, Engineering, Health Professions, Medicine, Nursing, Optometry, and Public Health as well as a prestigious Honors College which attracts students of the highest caliber from across Alabama and the nation. UAB has helped transform Birmingham into a nexus of healthcare, business, and research - with a thriving arts and cultural scene and UAB’s 21st century campus, it channels all the energies and opportunities of its metropolitan home. Its dynamic living and learning environment inspires and nurtures achievement, social responsibility, and enterprise - and UAB embodies a spirit of discovery that advances knowledge, solves real-world problems, and drives economic development locally, regionally, and across the state.

UAB’s impact on education, healthcare, and overall quality of life cuts across class, culture, and continents into inner-city classrooms, rural clinics, and far corners of the globe, and UAB’s highly diverse faculty and students are embraced as citizens of the world. The University’s strategic plan is a pledge to prepare students and the community for the challenges of a new world economy: global literacy, biotechnology and biomedical science, energy, transportation, materials engineering, information technology, computing security and entrepreneurship. These goals are fueling record enrollments, attracting exceptional faculty, and strengthening community partnerships as well as setting the stage for facility expansions.

In the past year, UAB has produced groundbreaking discoveries and innovations, delivering on its promise of “knowledge that will change your world.” UAB’s overarching mission pillars embody its commitment to educate, advance research and discovery, care for the sick, respond to the needs of its community, and use knowledge to establish Alabama as a progressive economic center that can change the world. UAB is investing in mission-critical infrastructure and institution-wide initiatives that undergird the support of faculty, staff, students, alumni, and community. Every college, school and department is identifying top priorities and actively collaborating to achieve them.

Accolades and Attributes

Among its many attributes and accolades:

- UAB was ranked 14th nationally and one of nine public universities recognized as "Up-and-Coming" by U.S. News & World Report for making the most promising and innovative changes in the areas of academics, faculty and student life.

- UAB has been consistently ranked among the most diverse universities nationally in The Princeton Review.

- More than 150 student organizations, including 16 fraternities and sororities and Division I athletics, provide ample opportunities for student involvement.
U.S. News & World Report ranks 9 UAB programs in the top 20 and three in the top 10 in its list of “Best Graduate Schools.”

The Carnegie Foundation identifies UAB as one of a handful of institutions rated for “very high research activity” that also is a leader in “community engagement.”

UAB’s research enterprise is expanding rapidly. Research and development expenditures increased from $430 million in FY2014 to $510 million in FY2015. The School of Dentistry has for the fourth straight year ranked first among all dental schools nationally in NIH funding, with more than $13 million in FY2015.

UAB has been named eight consecutive years to the President’s Higher Education Community Service Honor Roll, the highest federal recognition a university can achieve for civic engagement and service-learning.

UAB is the state’s largest single employer — with more than 21,500 employees — supports one of every 33 jobs statewide and has an annual economic impact of nearly $5 billion on Alabama.

In the latest Performance Ranking of Scientific Papers for World Universities, UAB is ranked No. 42 in clinical medicine, No. 86 in life sciences and No. 116 overall.

UAB’s investigative reach includes more than 60 countries and Antarctica. In addition, UAB teams with more than 40 collaborators in AAU institutions to address world issues.

UAB is No. 1 nationally among public universities in terms of federal research funding per incoming freshman.

UAB is one of 11 recipients of the prestigious Beckman Scholars Award, reserved for universities demonstrating exceptional mentoring and training of undergraduate researchers.

On this same campus are:

- Mock Trial, Ethics Bowl and Bioethics Bowl teams that have all won national championships
- A Marcel Proust collection that is the 3rd largest on the planet
- Painters and sculptors who exhibit around the nation and the globe
- Actors and directors winning national theatre competitions
- And a Van Cliburn medal-winning pianist and artist-in-residence Professor of Piano who mentors budding musicians in Alabama's first "All-Steinway" School, one of only 73 in the world.

Drawn to this exciting intersection of science, medicine, and the arts and humanities is a diverse and talented student body. The campus continues to advance in enrollment growth as UAB students are challenged and inspired by innovative, one-of-a-kind academic programs, garnering an impressive roster of prestigious national and international awards including Rhodes, Fulbright, and Goldwater Scholarships and NSF Graduate fellowships, among other honors.
UAB Health System

The UAB Health System is committed to providing the highest quality of healthcare and is consistently rated among the best medical centers in the nation. Here are just a few of the honors recently bestowed on the organization and its staff:

- **U.S. News & World Report** – UAB Hospital medical specialties are ranked among the top 50 out of nearly 5,000 U.S. hospitals.
- **Best Doctors** – 323 UAB physicians are featured in the 2013 annual Best Doctors survey. The Best Doctors database includes the names and professional profiles of some 50,000 physicians representing about 5 percent of the nation's doctors. Learn More »
- **Becker's Hospital Review** – The publication included UAB Hospital on its 2014 list of "100 Great Hospitals In America", and it recognized UAB among the "100 Hospitals With Great Women's Health Programs" for 2013. Learn More »
- **A Magnet Hospital** – The Magnet Recognition Program certifies nursing excellence in healthcare organizations. UAB Hospital was Alabama's first Magnet-designated hospital and has received three subsequent redesignations; one of only 12 hospitals worldwide to have done so. Learn more »
- **The UAB Comprehensive Cancer Center** – One of the eight original highest-level centers as designated by the National Cancer Institute when the "war on cancer" was declared in 1971 (there are now 41 such centers), and it remains the only one in a six-state region that includes Alabama, Georgia, Mississippi, Louisiana, Arkansas, and South Carolina.

- **UAB Callahan Eye Hospital** – The first ocular trauma center in the nation to achieve Level 1 ranking. Nearly 2,200 patients annually are evaluated and treated for eye trauma.

Locale

UAB’s 100-block campus channels all the energies and opportunities of Birmingham, a metropolitan city of some 1.2 million and a thriving nexus of medicine, banking, business, and research and development nestled in the serene foothills of the Appalachian Mountains. It borders the historic Five Points and Lakeview districts, with their eclectic mix of restaurants, cafes and live music venues, and it is minutes from cultural, outdoor, and leisure attractions. The Campus Green is at the heart of UAB’s pedestrian-friendly campus, anchored by an award-winning recreation center, dining commons and residence halls, and several mini parks create oases of green on this urban campus.

UAB is home to an exciting Cultural Arts District, anchored by the Alys Stephens Center for the Performing Arts, which hosts premier artists and top-quality productions and performances, legendary acts from all corners of the world, and is home to the Alabama Symphony Orchestra and UAB’s theater and music departments as well as UAB’s community arts education program Art Play. Across the street is the Abroms-Engel Institute for the Visual Arts, UAB's new home for art instruction and professional galleries, which provides innovative opportunities for education, sharing the
outstanding work of UAB’s faculty and students and attracting acclaimed artists to UAB. The William Hansell and Susan Mabry Hulsey Center for Arts and Humanities, with amenities that include state-of-the-art music-technology labs, recording studios and a recital hall, affords music students broad, balanced instruction from a faculty that includes numerous world-renown scholars and performers.

Beyond the campus discover an environment where professional satisfaction and career achievement are paired with optimal quality of life – in a relaxed metropolitan area that is surrounded by mountains, rivers, and lakes, in a temperate climate that encourages year-round outdoor recreation within a tradition of relaxed hospitality. The city of Birmingham has a vibrant arts, culture, and food scene. The Birmingham Museum of Art (BMA), Birmingham Civil Rights Institute, Birmingham Zoo, McWane Science Center, Opera Birmingham, Alabama Ballet, Alabama Dance Council, BJCC Broadway Theater League, Red Mountain Theatre Company, Birmingham Music Club, and music festivals throughout the year offer many opportunities for arts lovers of all ages. Jazz, Blues, R & B, and Indie Rock music can be found across the city in clubs and on stages. Nationally renowned restaurants and culinary offerings as well as James Beard award-winning chefs are central to the city’s “cool factor”.

Railroad Park is a 19-acre green space in downtown Birmingham that celebrates the industrial and artistic heritage of the city. Hailed as "Birmingham's Living Room," Railroad Park provides a historically rich venue for local recreation, family activities, concerts, and cultural events, while connecting Birmingham's downtown area with Southside and UAB's campus. Also in the Southside is Minor League Baseball’s Region’s Field and home to the Birmingham Barons. Rounding out the immense offering of greenspace is Red Mountain Park, which encompasses 1,500 acres of land along the Red Mountain Ridge in central Alabama. The Park is central to Birmingham and its surrounding diverse communities. Current attractions include over 15 miles of trails featuring 2 city overlooks, 3 tree houses, the 6-acre off-leash Remy’s Dog Park, and adventures like the Vulcan Materials Zip Trip and Kaul Adventure Tower. Tying Birmingham’s greenspaces together is the Red Rock Trail System. The system’s masterplan includes as many as 250 miles of greenways and trails and 500 miles of streets open to cars, bicycles and pedestrians.

In Birmingham you will find a thriving economy in one of the top philanthropic communities in the nation, one of the foremost centers of healthcare in the world, along with nationally ranked public high schools and some of the best private education in the nation. The region is home to some of the best run, best managed, and best performing companies in America, attracting major global performers including Mercedes, Honda, and Hyundai. Residents of the region enjoy a variety of amenities including the 378-hole Robert Trent Jones Golf Trail (100+ miles of some of the best golf in the world), and a 122-acre zoological park. Southern Business and Development has named the locale “State of the Year” for economic development and job creation success, the Milken Institute ranked the region on its “Best Performing List”, and Employment Review has ranked it # 4 in the U.S. in its annual “America’s Best Places to Live and Work”. Family members of all ages will find here the elements that contribute to a safe and enjoyable lifestyle. It's all here for the proven development leader who is professionally prepared to grasp this superb opportunity.

**Job Specifications**

*Specific background/experiences and skills/accomplishments that appear to be the most important for success in the position.*

- Career track of progressive, documentable accomplishments in driving impact, outcomes and success as a lead fundraiser and proven development/advancement executive. Advanced knowledge of fundraising principles and practices, capacity to provide visionary leadership for fundraising efforts, direct successful capital campaigns, and oversee the progressive growth of an alumni giving and major donor development program. Ideal candidate brings proven success in providing strategic direction for all areas of Development within a research intensive higher education and academic medical center environment including individual major giving, grateful patient giving programs, corporate and foundation giving, planned giving, annual giving, advancement services and alumni programs.
• Skill to provide leadership in the planning and directing of all philanthropic initiatives for the University and Health System, including the completion of the $1 billion Campaign for UAB, and to implement strategies that protect, promote and enhance the University’s image and reputation, and contribute to the achievement of university goals. The selected executive will serve as a key advisor to the President, working directly with the President on the solicitation of leadership gifts, and with other University executive officers in a team capacity to develop and implement institutional advancement strategies in accordance with the University’s strategic plan.

• Leadership presence, relationship building skills, executive sales acumen, with proven experience in identifying, cultivating, nurturing and closing significant gifts and contributions to advance support of the University and Academic Medical Center in partnership with key constituents that include alumni, students, faculty, staff, friends and volunteers, grateful patients, corporations and foundations, and the general public.

• Marketing mindset to communicate and elevate the value and potential of the work of Development among the campus community, to work in close collaboration with other Vice Presidents, the Athletic Director, Deans, and faculty, to inspire broad-based personal participation and passionate commitment to philanthropy and support of advancement/development initiatives, and to clearly articulate UAB’s programs, strengths, and funding priorities to the community, alumni, donors and donor prospects.

• Critical to UAB’s continued success is an understanding of advancement services/operations, including generating development/campaign reports for leadership, database management which provide data for metrics evaluation, prospect research and management, donor relations and stewardship, and a HIPAA compliant grateful patient fundraising program. Ultimately, continued enhancement of the department’s infrastructure is critical to ongoing success. Proven experience planning and determining strategic investment is critical.

• Proven ability to broaden the university’s donor pool and to access funding opportunities and donor sources that have not previously been reached. Marketing mindset to work with the Development Department’s communications staff to engage new donors and advancement opportunities through appropriate branding.

• Skill to oversee the Office of Alumni Affairs. Ability to bring purposeful engagement and focus in establishing and overseeing programs and services that engage alumni located across the state, nation, and world in the life of the university, and executing an effective plan for enhancing and expanding alumni and donor relations.

• A change agent with change management skills and proven ability to develop new strategic focus and vision. Management skill to design and implement effective management/organizational structures. Proven record of hiring development officers with demonstrated fundraising capabilities and advancement services staff with documented operational skills necessary for a successful comprehensive development operation. Ability to mentor and develop staff to understand and articulate what is important to donors and to the institution.

• Skill to provide leadership, analysis and accountability in gathering key data benchmarks and metrics essential for a successful development program to measure progress against strategic initiatives and timelines.

• Leadership acumen to maintain stewardship and accountability for the UAB Development function and its overall operational, ethical and fiduciary integrity. Demonstrated experience managing complex budgets and accountability systems.

• Executive presence to represent the University at various public events and functions as needed. Excellent public speaking skills complimented by a demonstrated ability to interact in a social setting with ease and grace.
• Ability to cultivate and work with volunteers. Proven record of successful leadership and team management with experience in leading a volunteer board of community and alumni leaders, and planning and setting strategic direction for fund-raising initiatives. An innovator that thinks outside the box to develop inventive action plans to accomplish goals and adjusts action plans, as needed, to align with organizational direction and focus. Skill to build commitment and drive for results, establishing a culture of excellence.

• Leadership presence, marketing mindset, and skill to serve as UAB’s ambassador and the face and voice of university development to the local and regional community, and beyond.

• Highly innovative, bringing a diverse strategy that encompasses inventive models of funding to leverage a variety of demographics, geographies, business partnership approaches and national/global resources in addition to personal philanthropy.

• Significant experience working with board leadership and governance. Coaching and mentoring skills to develop fundraising and donor relationship skill sets among leadership volunteer committees.

• Ability to work in concert with events management to support recognition dinners, donor dinners, building dedications, award and appreciation ceremonies, and related events.

• Record demonstrating a working knowledge of processes, procedures, legalities and compliance regarding fundraising activities especially as it relates to adhering to CASE standards. Proven skill to negotiate, document, and administer structured gift and fund agreements, ensuring that proposed gifts comply with all regulatory requirements, including HIPAA, and best practices and policies of UAB.

• Bachelor’s Degree required. Master’s preferred. Ten years of progressively successful development experience with a track record of building comprehensive fundraising programs and plans that achieve results. Record of significant successful experience as the lead or #2 development/advancement officer in a university, academic medical center and/or research-intensive setting. Demonstrated success in major gifts fundraising and comprehensive institution-wide campaign management in a university or similar institutional environment. Certified Fund Raising Executive (CFRE) designation a plus.

Attributes Desired
Those human traits and abilities which appear to be most important for the success of this position.

• A mature, energetic, well-grounded, innovative, service-oriented personality and calculated risk taker with a bias for action, a record of setting and surpassing objectives, and the proven “can do” conation and drive to execute strategies and produce results beyond expectations. A smart, effective, team oriented bottom-line producer.

• Possesses a strong moral compass along with personal and professional integrity beyond reproach, reflected in accountability, ethical behavior, honesty, and reliability.

• An intelligent, approachable, positive minded, likeable persona with a sense of humor and exceptional relational skills. An influencer that carries weight and gravitas within the local community, with skill to rapidly gain confidences.

• Discernment to effectively “read” people. Politically astute, yet not political. Ability to sell a point in a non-polarizing manner.

• Capable of seeing opportunities that aren’t always apparent. Possesses the instincts and knowhow to get in “the back door” of organizations and be well received.

• Strategic, forward thinking and future-oriented, with robust commitment to the mission, strategic plan and growth strategies of UAB.

• Decisive, yet inclusive. Proven experience making sound judgments in a complex environment. Possesses ability to analyze existing paradigms and create streamlined processes.
• Able to facilitate multiple competing priorities with excellent follow through skills.

• Excellent presentation, negotiation, verbal and written communication skills. An energetic and highly visible leader who can articulate and communicate the institution’s mission and vision to internal and external constituencies. The willingness to travel in order to do so is essential.

• Effective social skills.

• High level of professional appearance and demeanor.

• A dauntless personality with a record of setting and surpassing objectives, balanced by a sense of humor.

• Demonstrates fair consideration and respect to various viewpoints. Proven to be discreet with confidential information.

• Skill in identifying problems and opportunities, using creativity to map and bring about solutions. Successful experience in managing and resolving conflict.

• An amiable analytic with exceptional planning, analytical, data management and organizational abilities.

• Demonstrated experience and diplomacy to work collaboratively and effectively with and across diverse teams and communities. Skill to bring about affirmative results and positive change via working through others.

• Visible and accessible, with responsive listening skills and active interest in the personal and professional development of others.

• Maintains composure under pressure.

• Outstanding mentoring skills. Interacts with consistency throughout the organization.

• Possesses humility and a servant heart. Prefers transparency in operations and decision-making processes.

• Demonstrates mutual respect for diverse cultures and inclusivity and a commitment to a diverse faculty, staff, and student population.

• Ability to foster/engender an environment that promotes teamwork and consensus building.

• Trustworthy, with the ability to readily engender confidence and trust. Possesses talent to influence people positively, be a catalyst for progress, to make a decisive impact.

**Key Attractors**

**Key points Administration believes will be strong attractors to top candidates.**

• Career making opportunity to lead, enhance, promote and grow the development and alumni affairs functions on behalf of a financially sound, nationally prominent institution, building upon the University’s commitment to academic teaching while advancing UAB among the nation’s preeminent universities, research institutions, and academic medical centers, in a community known for its philanthropic generosity. As the executive leader overseeing university and health system development, serve as a key catalyst in determining the future course and culture of an advancing institution.

• A visible leadership role in a key executive position where pivotal decisions well made will impact a fine institution prepared to recognize and reward success. Enjoy the autonomy to bring your best ideas and create the ideal model within an environment where you will be listened to, heard and affirmed, and in which you can build your own personal brand equity.

• Grasp the opportunity to work in a collaborative, collegial environment with strong support at the highest levels of administration and influence within the institution and the community. Serve as a trusted advisor and colleague to the President in an open work environment with no hidden agendas and where success is measured by your efforts in taking the university to the next levels of accomplishment in significantly increasing constituent and alumni involvement and fund raising outcomes.
• Be a key, strategic leader of the University within a nationally acclaimed System with a documented commitment to excellence and innovation in education and research, involvement and integration into the community, and an ongoing commitment to having superior facilities, technology, and material resources.

• Geography, climate, demographics, and ambiance combine to offer a superb quality of life in a highly desirable locale where family members will discover a warm, open, sophisticated, highly educated community that offers an outstanding array of activities, amenities, services and cultural opportunities.

UAB is committed to equal opportunity in education and employment, and the maintenance and promotion of nondiscrimination and prevention of discriminatory harassment in all aspects of education, recruitment and employment of individuals throughout the university.

Send your resume, current bio/profile, and compensation to:
VPAdvancement@WhelessPartners.com

For more information or to discuss this position, contact:
Scott Watson, Senior Partner
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