

ORGANIZATION and POSITION PROFILE



THE OHIO STATE UNIVERSITY

WEXNER MEDICAL CENTER

**Vice President of Ohio State Wexner Medical Center and
Health Sciences Advancement**

December 2020

The Ohio State University Wexner Medical Center (OSUWMC) is seeking candidates for the position of vice president of the Ohio State Wexner Medical Center and Health Sciences Advancement.

The ideal candidate will be an experienced advancement professional who has successfully built and led effective teams to exceptional achievement, preferably in an academic medical center or research institution setting. Candidates should have a strong personal track record of securing principal gifts and a career path demonstrating increased management and leadership experience. He or she will have built or improved grateful patient fundraising programs and worked skillfully with physicians, researchers and scientists. Experience managing campaigns is highly desired.

The vice president will be accountable for the performance of all of the aspects of advancement for the Ohio State Wexner Medical Center, The Ohio State University Comprehensive Cancer Center – Arthur G. James Cancer Hospital and Richard J. Solove Research Institute, the Ohio State College of Medicine, as well as six other health science colleges, more than 20 research institutes and multiple ambulatory care sites. These include: transformative, principal and major gifts; special events; donor relations; and others. Creating the right organizational structure to administer supervision of the team will be the direct responsibility of the vice president.

The Ohio State University

Founded in 1870 as part of the Morrill Land-Grant Act, The Ohio State University is one of the nation's largest major comprehensive public research universities, serving more than 68,000 undergraduate, graduate and professional students.

With nearly 37,000 full-time equivalent employees, Ohio State is Ohio's fourth largest employer. Located in Ohio's capital city of Columbus, it is a major educational and economic force through its teaching, research and service mission. With more than 575,000 living alumni around the world, the university community is vast and diverse, having an impact on our global society in education, research and public service.

The university's high-quality academic programs are extensive. There are 15 colleges at Ohio State that collectively grant undergraduate degrees in more than 200 majors. The university's more than 53,000 undergraduate students have broad opportunities to major in the arts, architecture, biological sciences, business, communication, education, engineering, food, agricultural and environmental sciences, human ecology, humanities, nursing, mathematics, physical sciences, music, natural resources, public health, social and behavioral sciences, social work, and health and rehabilitation sciences. Graduate and professional programs include these areas as well as dentistry, law, medicine, optometry, pharmacy and veterinary medicine.

One of Ohio's greatest assets, Ohio State is a world-class public research university and the flagship teaching and research institution in the state. The institution provides a distinctive educational experience for students and pursues cutting-edge interdisciplinary research that brings together scholars from diverse disciplines to solve key problems in society.

*Ohio State's Strategic Plan - **Time and Change**: Enable, Empower, Inspire*

Teaching and Learning: Ohio State will be an exemplar of the best teaching, demonstrating leadership by adopting innovative, at-scale approaches to teaching and learning to improve student outcomes.

Access, Affordability and Excellence: Ohio State will further our position as a leading public university offering an excellent, affordable education and promoting economic diversity.

Research and Creative Expression: Ohio State will enhance our position among the top national and international public universities in research and creative expression, both across the institution and in targeted fields—driving significant advances for critical societal challenges.

Academic Health Care: The Ohio State University Wexner Medical Center will continue our ascent as a leading academic medical center, pioneering breakthrough health care solutions and improving people's lives.

Operational Excellence and Resource Stewardship: Ohio State will be an exemplar of best practices in resource stewardship, operational effectiveness and efficiency and innovation.

The Ohio State University Wexner Medical Center

The Ohio State University Wexner Medical Center consists of the Ohio State Health System, the Arthur G. James Cancer Hospital and Richard J. Solove Research Institute, the College of Medicine, Ohio State University Physicians, a hospital network of partner hospitals throughout Ohio and a health plan. It's one of the largest and most diverse academic health centers in the country and the only one in central Ohio. As a premier leading health center, the Ohio State Wexner Medical Center is committed to continuously setting the standard for world-class care.

The Ohio State University Wexner Medical Center is aspiring to take a regional, national and international leadership position in a number of clinical areas of distinctiveness, including cancer, heart, neurology, transplantation, diabetes, musculoskeletal, digestive diseases and critical care. The Ohio State Wexner Medical Center offers health care services in virtually every specialty and subspecialty in medicine through a unified physician practice of more than 1,200 preeminent physicians and over 1,600 faculty on staff. Its seven hospitals and network of community-based offices and care centers manage more than 1.91 million outpatient visits each year.

Health care at the Ohio State Wexner Medical Center is driven by the mission to improve health in Ohio and across the world through innovation in research, education and patient care. A staff of more than 29,000 is earning international distinction by delivering high-quality, safe, efficient, patient-centered care.

Mission: Improve health in Ohio and across the world through innovation in research, education and patient care.

Vision: Push the boundaries of discovery and knowledge, solve significant health problems and deliver unparalleled care.

Values: Inclusiveness, Determination, Empathy, Sincerity, Ownership and Innovation.

Ambition: Become a leading academic medical center driving breakthrough health care solutions to improve people's lives.

We embody the **Buckeye Spirit** in everything we do through our shared values.

Key Ohio State Wexner Medical Center Facts

The Ohio State University Hospitals. There are seven hospitals at Ohio State that operate more than 1,500 inpatient beds and service as a major tertiary and quaternary referral center for Ohio and the Midwest:

- Arthur G. James Cancer Hospital and Richard J. Solove Research Institute
- University Hospital
- East Hospital
- Richard M. Ross Heart Hospital
- Ohio State Harding Hospital
- Dodd Rehabilitation Hospital
- Brain and Spine Hospital
- FY 2020 Statistics:
 - 62,352 patient admissions
 - 5,195 births
 - 1.87 million outpatient visits
 - 121,915 emergency department visits
 - 44,741 surgeries
- More than 2,000 active research studies and clinical trials in virtually every medical specialty.
- One of only 51 National Cancer Institute-designated (NCI) comprehensive cancer centers in the United States; the NCI rated our center “exceptional”—the NCI’s highest ranking.
- The 2019 Blue Ridge Institute for Medical Research Rankings, a compilation of NIH funding rankings for U.S. medical schools, placed four of Ohio State’s programs in the top 20 and two of our programs in the top 10 nationwide.
- In 2020, The Ohio State University Wexner Medical Center was named to *U.S. News & World Report’s* “Best Hospitals” list for the 28th consecutive year. *U.S. News* consistently ranks the Ohio State Wexner Medical Center as the top hospital in central Ohio. Our nationally ranked specialties include an Ear, Nose and Throat program that is ranked fifth in the country.
- *Becker’s Hospital Review* selected us for its 2020 list of “100 Great Hospitals in America” for excellence in quality patient care and clinical research, leadership in innovation and our rankings and awards.
- First hospital in central Ohio to achieve Magnet® status for nursing excellence; first hospital in central Ohio to earn Magnet redesignation.
- Among the 9% of medical centers in the U.S. to receive the highest rating of five stars in the most recent update to the Centers of Medicare and Medicaid Services’ Hospital Compare website.
- Annually since 1999, medical center clinical volunteers have provided free health screenings and information to the medically underserved in Columbus at Healthy Community Day.

The Ohio State University Comprehensive Cancer Center – Arthur G. James Cancer Hospital and Richard J. Solove Research Institute

The only freestanding cancer hospital in central Ohio and the first in the Midwest, The Ohio State University Comprehensive Cancer Center – Arthur G. James Cancer Hospital and Richard J. Solove Research Institute (OSUCCC – James) is an international leader in cancer prevention, detection and treatment. Understanding that no cancer is routine because every case is biologically different, OSUCCC – James physicians and scientists focus on basic, clinical and translational research to determine the molecular origin of each person's cancer and how best to treat it, leading to better outcomes, fewer side effects and more hope. The OSUCCC – James is home to the Pelotonia Immuno-Oncology Research Institute and is the only hospital in central Ohio to offer CAR-T therapy.

The OSUCCC – James is a 356-bed cancer hospital, the largest cancer hospital in the Midwest and the third largest in the nation, one of only 51 comprehensive cancer centers designated by the NCI and one of only a few institutions funded by the NCI to conduct both phase I and phase II clinical trials on novel anticancer agents sponsored by the NCI. With total annual research funding of \$82 million, including just over \$78 million from the NCI, OSUCCC – James researchers are advancing the understanding of cancer and translating that knowledge into new treatments, moving us closer to achieving our vision of a cancer-free world.

For more information, please visit: wexnermedical.osu.edu and go.osu.edu/strategicplan.

Health Science Colleges

Ohio State is one of the few universities in North America with seven health science colleges in close proximity on one campus. A robust portfolio of prominent institutions in our disciplines is provided.

College of Medicine: Founded in 1914, the college is known for curricular innovation, pioneering research and outstanding patient care. With more than 2,000 faculty members, the college comprises multiple clinical departments, seven basic science departments and the School of Health and Rehabilitation Sciences. The college is inclusive of more than 20 research centers and institutes and 25 core laboratories with ongoing collaborations with biomedical investigators across the university. In the 2020 edition of “Best Graduate Schools,” *U.S. News & World Report* ranked Ohio State’s College of Medicine 30th among the nation’s medical schools and 11th among top public medical schools.

The Ohio State College of Medicine enrolls more than 2,500 students in 12 programs, including 850 medical students. Approximately 9% of applicants are accepted as medical students to the college, and more than 50% of those accepted matriculate to Ohio State. Approximately 50% of the matriculating class is from out-of-state, 22% are underrepresented in medicine and, for the past six years, more than half of the entering medical school class have been women. *U.S. News* ranked the Ohio State College of Medicine second out of more than 150 medical schools (excluding historically Black medical schools) for total number of Black students enrolled. Admission to the medical school is competitive, with more than 7,700 student applications for approximately 200 admissions annually. Over 800 residents and fellows participate in more than 60 accredited graduate and residency programs at Ohio State. It is one of the few schools in the world to offer five dual medical degrees: MD/PhD, MD/MBA, MD/JD, MD/MHA and MD/MPH.

College of Dentistry: The college is the fourth largest public dental school in the United States

and consists of nine academic divisions representing all major dental specialties. The divisions offer both patient care services and academic programs, allowing dentists to train as specialists. Also, the Outreach and Engagement activities include more than 60 active programs and more than 42 extramural sites, which continue to expand. The College of Dentistry provides comprehensive patient care in an unparalleled learning environment with internationally recognized faculty and a supportive network of alumni and friends. In addition, the research programs provide students another dimension beyond classroom and clinical education. Students and faculty members are able to participate in both clinical and laboratory research in areas such as dental materials science, oral and maxillofacial pathology, hard tissue biology, microbiology, neuroscience and immunology.

College of Nursing: Over the last several years, the college has experienced fantastic growth in the size of its population, the breadth of initiatives and the stature of its academic programs and research. The college has more than 2,300 students and offers two undergraduate degrees, three master's degrees and two doctoral programs, as well as 10 certificates. The online Master of Science program is ranked 2nd in the country by *U.S. News & World Report*; Ohio State's online bachelor's programs, which includes an online RN to BSN, are ranked 1st in the country. Last year, the college received approximately \$10.7 million in external awards for research and development and rose to 13th in the nation (6th among public colleges of nursing) for NIH funding. The college created the first-ever EBP certificate of added qualification and launched a second Innovation Studio inside Pomerene Hall. This college continues to champion wellness for all and encourage students to LIVE WELL.

College of Optometry: The college is committed to educating optometrists through professional, residency and continuing education programs—and conducting research in vision science through graduate education and research programs; our primary vision clinic is complemented by specialized clinics, including services for children. New clinical facilities will open in the coming year, representing a major new investment by the college in its training and patient care missions. The college recently celebrated its 100th birthday and matriculates 64 students per year.

College of Pharmacy: The college works to improve medications and medication-related outcomes while exploring new frontiers in drug discovery and development, pharmaceutical sciences and translational clinical research. Efforts in recent years have led to more than 40 patents for treatments ranging from cancer to heart failure. The college is ranked 12th in the nation for NIH funding, and is considered among the top 10 colleges of pharmacy in the nation by *U.S. News & World Report*.

College of Public Health: Founded in 2007, and tracing its roots at Ohio State back to 1914, the college is united by a singular goal and unwavering mission—to protect and improve the health of the people of Ohio, the nation and the world. The college enrolls 321 undergraduates and 337 graduate students across 26 degree programs at the bachelor's, master's and doctoral levels, including 10 dual or joint degree programs with other Ohio State colleges. The college is ranked among the top 11 public schools of public health according to *U.S. News & World Report*, and its MHA program is ranked 10th in the nation.

College of Veterinary Medicine: Established in 1885, the college has graduated more than 9,100 veterinarians, and alumni practice in all 50 states and 40 countries. Within Ohio, graduates make up 85% of the practicing veterinarians. The college is ranked 4th by *U.S. News & World Report*. Encompassing four hospitals and a large animal practice, the Veterinary Health System provides care for more than 72,000 canine, feline, equine and farm animal patients

each year.

Key Health Sciences at Ohio State Facts

- The Ohio State University Center for Clinical and Translational Science (CCTS) is funded by a multi-year Clinical and Translational Science Award (CTSA) from the National Institutes of Health (NIH) and is one of only 64 members of an NIH consortium that speeds the translation of scientific discovery into better patient care.
- The Ohio State University currently leads a consortium of academic, state and community partners that aims to reduce opioid overdose death by 40% over three years. As part of the federal HEALing Community Study, they were recently awarded a \$65.9 million NIH research grant to address the opioid epidemic.
- Nine faculty members currently elected to the National Academy of Medicine and four to the National Academy of Sciences.

Collectively, the health science colleges at Ohio State hold \$324 million in grant funding.

Nationwide Children's Hospital

The Ohio State University and Nationwide Children's Hospital have a long, productive history together. The Ohio State College of Medicine's Department of Pediatrics first became affiliated with the small but growing Columbus Children's Hospital in 1916. Over a century later, the depth and strength of the affiliation between Ohio State and Nationwide Children's Hospital have also grown. Nationwide Children's Hospital (NCH) is one of Ohio State's largest medical training "classrooms."

Our alliance weaves through many departments at the Ohio State Wexner Medical Center, including Otolaryngology – Head and Neck Cancer, Psychiatry and Behavioral Health, and Neurology.

Most recently, The Ohio State University Wexner Medical Center, The Ohio State University Comprehensive Cancer Center – Arthur G. James Cancer Hospital and Richard J. Solove Research Institute (OSUCCC – James) and Nationwide Children's Hospital announced a collaborative plan to bring the first proton therapy treatment facility to central Ohio, set to open in 2021.

Pelotonia

As government funding for cancer research becomes ever more competitive, the OSUCCC – James sought other ways to support the vision of creating a cancer-free world. Pelotonia is an annual grassroots bicycle tour that was established in 2008 to raise money for cancer research at the OSUCCC – James. Thanks to the generous underwriters of the event, every dollar raised by riders since Pelotonia began goes to help our 293 researchers translate scientific discoveries to innovative patient care and prevention strategies that contribute to Pelotonia's single goal of ending cancer. Pelotonia dollars support four key areas: the Pelotonia Fellowship Program, Idea Grants, Equipment and Recruitment. Pelotonia has raised more than \$208 million for cancer research at the OSUCCC – James.

The Position:

The vice president of The Ohio State University Wexner Medical Center and Health Sciences Advancement will guide a dynamic team forward in support of the Ohio State Wexner Medical Center, the James Cancer Hospital and Solove Research Institute, and the College of Medicine, as well as seven health science colleges, more than 20 research institutes and multiple ambulatory care sites.

The position will oversee a team of 100 fundraisers and staff who were responsible for raising \$191M in total funds and \$22M in capital funds in 2020.

The position will be responsible for the fundraising policymaking, staff and program development and coordination for all fundraising and grant activities. The vice president will lead and effectively manage the current fundraising campaign, programs, projects and activities designed to seek, receive and administer charitable contributions for the benefit of The Ohio State University Wexner Medical Center (OSUWMC). The position will also oversee the design, implementation and refinement of central services, prospect research, charitable registrations and technology utilized to enhance the fundraising process, as well as the acceptance, stewardship and acknowledgement of gifts.

Specifically, the position will oversee all activities related to OSUWMC capital fundraising—including support for the 1.9 million-square-foot inpatient hospital (opening in 2026)—the largest capital project in the history of the university. The new Ohio State University Wexner Medical Center Inpatient Hospital will enhance leading-edge research, clinical training and world-class patient care. This is the next step in the university's long-term Framework 2.0 planning and the Ohio State Wexner Medical Center strategic plan.

The vice president will foster the philanthropic commitment of alumni, patients, physicians, employees, community members, corporations, foundations and others in accordance with applicable laws, regulations and donors' wishes. She or he will perform duties to support the goals and objectives of OSUWMC in their efforts to provide quality education, patient care and patient satisfaction. The vice president will be directly involved in the identification, cultivation, stewardship and solicitation of major and principal gift donors, and will staff and brief the CEO and other leaders on donor strategies when appropriate.

Reports to:

Hal Paz, MD, executive vice president and chancellor for Health Affairs at The Ohio State University and chief executive officer for The Ohio State University Wexner Medical Center

Michael Eicher, senior vice president for Advancement at The Ohio State University and president of The Ohio State University Foundation

Responsibilities:

Leadership

- Serves as the enterprise leader and member of the chancellor's senior leadership team, and subject matter expert for philanthropy and alumni relations; educates and engages

executives, board members, center directors, department chairs and others on all matters related to philanthropy

- Responsible for the totality of the fundraising enterprise for the medical center and health science colleges, helping enable their trajectory of high-quality teaching, clinical service delivery, innovation and expansion
- Builds a leading and effective fundraising program that utilizes industry best practices to accomplish the development goals
- Develops a fully integrated annual business plan and budget to successfully manage and achieve annual goals and benchmarks for Health Sciences Advancement
- Develops and coordinates a master plan for all fundraising activities and integrates the fundraising effort with program and capital needs of long-range plans; ensures the achievement of fundraising targets and ensures the development of “course correction” options when required
- Ensures that Health Sciences Advancement priorities are integrated into Advancement’s strategic plan and are consistent with Ohio State’s strategic plan
- Provides strategic guidance to develop and implement annual performance plans and standards to achieve overall fundraising and campaign goals for OSUWMC in close partnership with all members of the Advancement Senior Leadership Team
- Develops a culture of cooperation and collaboration by forming partnerships and alliances with leadership and faculty
- Ensures regular and effective communication with senior leadership
- Evaluates, coordinates and ensures the timely and appropriate application for major grants from private foundations, corporations and major gift prospects
- Provides executive leadership for The James Foundation and the Foundation's Board of Directors
- Organizes and provides fundraising advice and support to senior leadership, advancement committees, deans, physician leadership and the organization at large
- Directs the planning, solicitation and follow-up for the various capital, endowment, annual appeals and special projects, and presents these programs to the various donor groups
- Provides periodic status reports on fundraising activities to senior leadership, the OSUWMC Board of Trustees, Institutional Advancement Committee, the Foundation Board and the Alumni Relations Board

Staff Management

- Leads the Advancement Office staff in budget preparations, oversees operating budgets and the formulation of annual financial goals for achieving fundraising targets
- Recruits, motivates, organizes, manages, trains and leads the development staff in a manner which promotes professional accomplishments and career enhancement
- Establishes a culture that fosters racial, ethnic and gender diversity in the department
- Directly supervises the senior fundraising and administrative leaders
- Establishes an appropriate system of metrics and accountabilities and evaluates staff based on these and other performance measurements
- Mentors and coaches staff toward high performance as professionals and leaders
- Oversees the selection, implementation and utilization of technology to effectively address the objectives of stakeholders and meet the needs of the development operation in an efficient and cost-effective manner

Collaborative Partnerships

- Oversees the organization and analysis of prospect research data and its segmentation and reporting to improve the targeting, cultivation and solicitation of qualified prospects
- Builds long-term relationships with a diverse portfolio of alumni and stakeholders as a foundation for future friends and fundraising that taps the opportunities presented by the changing demographics of alumni, health professionals and patients
- Serves on committees as assigned by the CEOs to maintain awareness and understanding of academic, clinic, hospital, physician and program needs in order to plan and to recommend appropriate fundraising strategies
- Work in close collaboration and support of the College of Medicine and Health Science Colleges Alumni Boards
- Develops and manages a successful personal portfolio of up to 75 major prospects, including principal giving prospects, and serves as a strategist of donor cultivation activities
- Performs other duties as assigned

Expectations and Opportunities:

The opportunities listed below represent some of the key issues the new vice president will address during her or his first two to three years in office.

Create a culture of philanthropy

Partnering with the senior leadership of the health science colleges and OSUWMC, and their respective boards and across the institution, the vice president will personally advocate for the importance of philanthropy and provide education, guidance and orientation to internal and external constituencies that will support a culture of giving that integrates philanthropy with the strategic priorities of both Ohio State and OSUWMC. Central to this enterprise will be leadership in the establishment of an internal culture that optimizes the environment for success. Expanding the culture of philanthropy will require the enthusiastic and forthcoming cooperation of the entire internal community. The vice president must be a strong leader dedicated to educating all constituents about the importance of philanthropy. She or he will create opportunities to engage students, alumni, faculty, physicians, leadership, staff and a diverse community in relationship development and fundraising, and through these efforts, will elicit their collective action as donors, participants and active promoters of the cause for support.

It will be important for the new vice president to build brand recognition within the philanthropic community in the region. The profile of OSU's students, cutting-edge research and unique strengths in community-engaged research, and OSUWMC's clinical impact in the community will help build compelling cases for philanthropic support. The vice president will incorporate into the strategic vision for development a plan for significant outreach to the community and continue to build a strong and recognized case for investment.

The vice president will work in concert with Health System and central campus marketing and communications, public relations, and government and community relations and advocacy offices to devise innovative methods for broadening the visibility the health science colleges and OSUWMC as centers of excellence and as organizations that are of significant philanthropic interest both locally and nationally.

Maximize philanthropic support and lead a successful campaign

In particular, the incoming vice president will review the program with an eye toward growing gift income. The program raised just over \$191 million in FY20 and is currently at \$898 million in the public phase of a \$1.95 billion campaign which publicly launched in October of 2019. Increasing the level of giving – and successfully completing the campaign – will require innovation and building a more robust pipeline of donors. The vice president will ensure that all goals of the campaign are met and surpassed while surpassing the financial goals of the effort.

The vice president will maximize the philanthropic potential of Ohio State by furthering the university's engagement with volunteers, alumni, friends, grateful families, corporations and foundations capable of making lasting contributions. Further, the vice president will also maintain a select portfolio of principal gift donors and prospects, focusing on individuals and entities with capacities of \$5 million or more. The vice president will facilitate strategic alignment between Advancement, the health science colleges and OSUWMC, as well as among other schools and programs across campus to maximize fundraising. In addition, the vice president will consult with the health science colleges and OSUWMC leadership regarding advancement priorities and provide guidance and strategies to achieve identified priorities. Along with fundraising officers, the vice president will increase the involvement of faculty and staff, including chairs, chiefs and program directors in all aspects of advancement, and work to strengthen faculty commitment to and understanding of philanthropy while promoting their active involvement.

The vice president will be tasked with enhancing the annual giving program; increasing both participation and level of contribution, expanding the grateful patient program along with the patient-facilitated services program, and significantly growing the base of major gift prospects. The development of a program to target grateful patients of means for cultivation and solicitation is a must to take OSUWMC to the next level of philanthropic support. The vice president will also execute the following:

- Oversee the development of philanthropic proposals to individuals, corporations and foundations in support of initiatives
- Assume overall responsibility for the planning and staffing of all donor cultivation efforts undertaken by OSUWMC and the health science colleges
- Build strong and mutually beneficial relationships between the academic leadership, faculty and staff, as well as external audiences such as donors, alumni, grateful patients, business and community leaders
- Develop methods of securing support across all three missions: research, education and patient care, while protecting the successes of the faculty in securing specific grants for targeted research and recognizing that all of the components of the system are critical to the reputation of the total institution

Inspire front-line fundraising teams

The vice president will be an accomplished fundraiser focused on helping her or his direct reports with the cultivation and solicitation of transformative gifts. The vice president will continue to build a culture of accountability and high performance while mentoring and coaching managers and staff alike. She or he will recruit and retain a diverse, high-functioning, collaborative fundraising team through inclusive leadership skills including open-mindedness, operational transparency, accountability of self and others, and building a culture of trust and respect.

The leadership aspires to a state-of-the-art program that is productive across all donor categories and in the longest term. Guided by best practices, the vice president will create and execute a plan to build the most sustainable, aggressive model for growth. The new vice president will need to create a strong infrastructure focused on the holistic donor experience.

The vice president will ensure that there is continued growth and strength in the base of donors who can eventually make major and principal gifts to the program. She or he will work collaboratively with the administrative leaders within the health science colleges and OSUWMC to identify fundraising and other external relations priorities to continue to build on the success of the current campaign. The vice president will set ambitious goals, implementing metrics and measurement standards for development staff to achieve the highest level of success.

A positive working relationship with the Advancement Leadership Team is critical to the vice president's success. To support that success, Advancement provides a wide array of centralized services including: prospect management, gift planning, corporate and foundation relations, donor relations, principal gifts, donor and financial stewardship, gift processing, events and advancement communications.

The vice president will build strong, trusting relationships with the senior vice president for Advancement and the Advancement Leadership Team. This is a great opportunity to be part of diverse, dynamic senior teams and to enhance the strategic direction of Advancement. The new leader will work collaboratively with the deans, faculty, physicians and administrative leaders in defining fundraising goals and other priorities to build a strategic comprehensive fundraising plan. The new vice president will be a team player and will have the passion, experience and commitment to be strategically focused on the comprehensive campaign.

Qualifications and Experience:

Education/Certification

- A bachelor's degree is required; a master's degree is preferred

Knowledge, Experience, Personal Characteristics

- Significant leadership experience as demonstrated by a record of at least 10 years of increasing managerial/operational responsibility in an organization of equal or greater complexity as well as a successful track record in securing major gifts
- Considerable professional experience and personal success in donor qualification, cultivation, solicitation and stewardship at the principal and transformative (\$5+ million) gift level
- Substantial leadership experience in successful advancement operations, preferably within health care or academic medicine
- Leadership experience within a capital or comprehensive campaign is required
- Broad knowledge of the entire range of advancement activity and a record of innovation and creativity that has led to increased philanthropic support of her or his institutions
- A knowledge of and commitment to upholding the AFP Code of Ethical Principles and Standards as well as the Donor Bill of Rights
- Exceptional interpersonal and relationship-building skills, including substantial personal energy and passion to establish a significant number of strong and sincere relationships, both within and outside of the university
- An understanding of and passion for a faculty-driven institution and a track record of working effectively with faculty, preferably within academic medicine
- Superb written and verbal communication skills and the ability to speak credibly and compellingly about complex medical research and clinical programs
- Experience cultivating, recruiting and supporting volunteer boards of directors
- Substantial experience in planning and execution of strategic fundraising campaigns and initiatives
- Demonstrated successful experience working collegially within a large, highly complex organization
- Demonstrated experience as an exceptional manager and mentor with proven ability to promote a work environment that rewards individual and collective success
- A deep commitment to diversity in all its forms as demonstrated by a track record of enhancing the diversity of his or her workforce

- Strong leadership traits of integrity, outstanding judgment, creativity, decisiveness and intellectual curiosity
- Inclusive leadership abilities including a high degree of emotional maturity, and the ability to build a culture of trust and an adaptive communication style that fosters strong relationships and effective results through engagement of diverse constituencies and organizations is required
- Proven ability to identify and mitigate bias, build connections, and employ people management, development and mentoring competencies to build a high-performing, diverse team of development professionals and leaders
- Proven ability to engage productively at the most senior level on issues facing academic and health care systems beyond her or his direct responsibility.
- A steward who embodies the responsible planning and management of funds and can build long-term trusted relationships with donors and the community

To build a diverse and inclusive workforce, all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status or protected veteran status. The Ohio State University Wexner Medical Center is an Equal Opportunity/Affirmative Action employer.