



POSITION DESCRIPTION

FOR THE POSITION OF

**SENIOR VICE PRESIDENT OF
INSTITUTIONAL ADVANCEMENT**



2022



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POSITION DESCRIPTION

POSITION	Senior Vice President of Institutional Advancement
ORGANIZATION	Morehouse School of Medicine
REPORTS TO	Valerie Montgomery Rice, MD, FACOG President & CEO
LOCATION	Atlanta, Georgia
WEBSITE	msm.edu

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INSTITUTIONAL OVERVIEW

Morehouse School of Medicine (MSM) is highly regarded as the premier institution among U.S. medical schools for its social mission and health equity thought leadership. Founded in 1975 as the Medical Education Program of Morehouse College, Morehouse School of Medicine became an independently chartered institution in 1981. MSM is located in Atlanta, Georgia and is among the nation's leading educators of primary care physicians and healthcare professionals, with faculty and alumni known for their excellence in teaching, research, clinical care delivery, community engagement and public policy. Housed within the cluster of Historically Black Colleges and Universities known as the Atlanta University Center, MSM attracts a diverse student body drawn by its unique social mission and academic excellence.

As a Historically Black Graduate Institution, MSM has a deep commitment to serving BIPOC and the underserved in urban and rural populations in Georgia, the nation, and the world.

MSM is accredited by the Southern Association of Colleges and Schools Commission on Colleges, Liaison Committee on Medical Education, Council on Education for Public Health, Accreditation Council for Continuing Medical Education, and Accreditation Council for Graduate Medical Education.

Committed to preparing the researchers, scientists, and health professionals the nation and the world need, MSM offers various degree options and programs to fit the different career choices of its learners, including Doctor of Medicine, Master of Public Health, Graduate Education in Biomedical Sciences, and Physician Assistant Studies. Additionally, MSM proudly features nationally ranked online degree programs and numerous dual degree and academic preparedness programs.

MSM houses seven residency programs: Family Medicine, Preventative Medicine, Internal Medicine, Psychiatry, Surgery, Obstetrics and Gynecology, and Pediatrics, as well as three fellowship programs: Cardiovascular, Child and Adolescent Psychiatry, and Pulmonary Disease and Critical Care Medicine.

About 70% of MSM's patient care and clinical training happens at Grady Memorial Hospital, the fifth-largest public hospital in the United States, and one of the busiest Level I trauma centers in the country. With a mission to increase the delivery of compassionate care and innovative medicine, MSM's clinical footprint is expanding in national markets.

As a thought leader in health equity, most alumni choose to honor the MSM mission by serving communities located in rural areas and inner cities. Over 1,700 alumni have distinguished themselves in leadership roles locally, nationally, and internationally.

Mission

Morehouse School of Medicine exists to:

- Improve the health and well-being of individuals and communities
- Increase the diversity of the health professional and scientific workforce
- Address primary health care through programs in education, research, and service

With emphasis on people of color and the underserved urban and rural populations in Georgia, the nation, and the world.

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With more than 250 full- and part-time faculty members, many faculty are internationally recognized in their field for their teaching or research. MSM houses seven world-renowned centers and institutes: The Cardiovascular Research Institute; The Center of Excellence on Health Disparities; The National Center for Primary Care; The Neuroscience Institute (NI); Prevention Research Center (PRC); Cancer Health Equity Institute; Center for Maternal Health Equity; Research Core Facility and The Satcher Health Leadership Institute (SHLI). Over the last decade, MSM's research stature and reputation has continued to grow, fueled by significant investments in research infrastructure including funding from the National Institute of Health, Health Resources and Services Administration, and the Georgia Cancer Coalition.

Over the past five years, Morehouse School of Medicine has continued to see sustained momentum as their enrollment, research, and resources have grown substantially. The current class size has exceeded 225 students, with the addition of a physician's assistant program and a separate Master of Public Health. The budget has grown from \$160 million to \$360 million, with annual research expenditures increasing from \$35 million to \$110 million. The capital campaign raised \$225 million in three years, setting a new goal of \$500 million. Across the street from their current campus, spanning four acres, is the development of a state-of-the-art surgical center and Level 3 emergency services unit.

Morehouse School of Medicine is trailblazing into the future. Intending to become the first Historically Black College and University to receive Carnegie R1 classification, MSM has increased its research efforts and awarded 20 research doctoral degrees. Additionally, MSM is building a Medical Science Training Program (MSTP), funded by the National Institute of Health. When completed, this will be the first MSTP affiliated with a Community Based Medical School. In addition, MSM has applied for a National Institute of Health funded Cancer Center. These efforts will double MSM's faculty over the next five years.

Academic Programs

MSM awards Doctor of Medicine, Doctor of Philosophy in Biomedical Sciences, Master of Public Health, Master of Science in Physician Assistant Studies, Master of Science in Medical Sciences, Master of Science in Biomedical Research, Master of Science in Clinical Research, Master of Science in Biotechnology (online), Master of Science in Health Informatics (online), and Master of Science in Neuroscience (part of the B.S./M.S. Program in Neuroscience) degrees.

MSM employs more than 250 full and part-time faculty members, many of whom are internationally recognized in their field.

Residency Programs

MSM has seven residency programs: Family Medicine (1981), Preventive Medicine (1986), Internal Medicine (1991), Psychiatry (1991), Surgery (1993), Obstetrics and Gynecology (1997) and Pediatrics (2000). The majority of MSM patient care and clinical training occurs at Grady Memorial Hospital, one of the largest public hospitals in the Southeast. Over the past five years, 67 percent of MSM resident graduates have elected to stay and practice in Georgia.

Research

From the genetic epidemiology of cardiovascular disease in ethnic populations to the physiology of sleep disorders, Morehouse School of Medicine (MSM) leads rigorous basic science, clinical, community health, and policy research to improve the health and well-being of people everywhere. MSM is a world leader in scientific and evidence-based solutions to address health equity.

MSM's research portfolio in cancer, cardiovascular disease, neuroscience, and HIV/AIDS, among other topics impacting underserved communities, is well-established with significant funding from leading research funders such as National Institutes of Health, Centers for Disease Control and Prevention, Health Resources and Services Administration, the Georgia Cancer Coalition, and others. MSM's research stature and reputation have grown exponentially over the last decade, fueled in large part by significant investments in research infrastructure.



MSM is home to world-renowned centers and institutes: The Cardiovascular Research Institute; The Center of Excellence on Health Disparities; The National Center for Primary Care; The Neuroscience Institute; Prevention Research Center; Research Core Facility; and The Satcher Health Leadership Institute, the unique purpose of which is to convene a diverse cross-section of public health leaders to influence policies and practices toward the reduction and elimination of disparities in health.

Alumni

MSM has graduated more than 2,300 physicians, public health practitioners, and biomedical scientists and another 931 medical resident and fellow graduates from 1983 to 2020. MSM alumni span the globe from the United States to Canada, Japan, and South Africa. The majority of alumni choose to honor the MSM mission by serving communities located in rural areas and inner cities. While most MD graduates choose primary care specialties, such as family medicine, pediatrics, and internal medicine, some also choose sub-specialties such as cardiology, pulmonology, general surgery, critical care, orthopedics surgery, neurosurgery, obstetrics and gynecology, gastroenterology, dermatology, and anesthesiology. Master of Public Health graduates serve in local, state, and federal government, as well as in the nonprofit and private sectors. And, masters and doctoral graduates of the Graduate Education in Biomedical Sciences (GEBS) program excel in roles across academia, pharmaceutical/biotechnology, and nonprofit sectors. MSM alumni have distinguished themselves in leadership roles locally, nationally, and internationally.

The Morehouse School of Medicine National Alumni Association (MSMNAA) has established an endowed scholarship as part of its efforts to lessen the financial burden of medical education.

Why MSM?

Health Equity is MSM's North Star. Its vision statement is leading the creation and advancement of health equity. The Commonwealth Fund reports more than half of BIPOC, particularly Latinx/o/a and Black Americans, experience poor economic challenges, including mental health risks, compared to 21% of white respondents. Consequently, these same populations continue to be unduly burdened by poor health outcomes and experience greater inequities in access to quality care. To that end, the bold mission at MSM is relevant, and MSM is uniquely poised to address the health and wealth gap in the U.S. and the world. While the healthcare system is broken for underserved individuals and communities of color, MSM is resolute in its guiding principles and core values to eliminate health disparities for people to achieve their optimal level of health.

Advancing Meaningful Partnerships

Recently, CommonSpirit Health and Morehouse School of Medicine formed an integrated academic health center partnership known as the More in Common Alliance that will be a gamechanger in diversifying the healthcare workforce in America. The development of three undergraduate and four graduate medical education sites will double undergraduate enrolment and increase the number of post-graduate residency and fellowship slots. The announcement launched the first phase of the More in Common Alliance, a 10-year, \$100 million initiative to increase cultural competency and expand representation to improve both access and quality of care patients receive. The collaboration will extend to developing research programs to impact illnesses that disproportionately affect minority and underserved communities.



Morehouse School of Medicine has developed initiatives with the NFL (NFL Diversity in Sports Medicine Pipeline Initiative), Microsoft (to be its healthcare provider for its new 100-acre campus), and others to continue to have a broader impact on health in our society. These meaningful partnerships will help advance MSM's mission and set the framework for sustainable impact and growth.

Human Capital

Morehouse School of Medicine places employees at the center of everything we do on our mission to create and advance health equity in the nation and in the world. Equity, respect, civility, diversity, inclusion, and a commitment to collaborative, interdisciplinary work is at the heart of who we are. We have a team of passionate and committed faculty and staff who are at the center of all we do for our students. MSM has just added a Chief People Officer and a Chief Diversity, Equity and Inclusion Officer as a commitment to our mission and to advancing our human capital strategies. A strategy predicated on

developing, implementing, and monitoring systems which build competency and capacity for justice and inclusive excellence within Morehouse School of Medicine.

Linkages to Care

Morehouse School of Medicine has served as a catalyst for culturally competent, innovative medicine as we have worked to transform medical education, patient care, research, and scientific discovery. At Morehouse School of Medicine, health equity is predicated on giving people what they need, when they need it, and in the amount they need to reach their optimal level of health. This requires us to transcend the traditional role of an academic health center and work directly alongside the communities we serve, innovating against the challenges and issues they face. With this in mind, Morehouse School of Medicine relies heavily on community partners and leaders to provide linkages to care in underserved communities and works alongside government and public officials to usher in a brighter, more equitable future.

Leadership

Valerie Montgomery Rice, MD, FACOG | President & CEO

Valerie Montgomery Rice, MD, FACOG, provides a valuable combination of experience at the highest levels of patient care and medical research, as well as organizational management and public health policy. Marrying her transformational leadership acumen and strategic thinking to tackle challenging management issues, she has a track record of redesigning complex organizations' infrastructures to reflect the needs of evolving strategic environments and position the organization for success through sustainability tactics.



The sixth president of Morehouse School of Medicine (MSM) and the first woman to lead the freestanding medical institution, Montgomery Rice serves as both the President and CEO. A renowned infertility specialist and researcher, she most recently served as Dean and Executive Vice President of MSM, where she has served since 2011.

Prior to joining MSM, Montgomery Rice held faculty positions and leadership roles at various health centers, including academic health centers. Most notably, she was the founding Director of the Center for Women's Health Research at Meharry Medical College, one of the nation's first research centers devoted to studying diseases that disproportionately impact women of color.

Dedicated to the creation and advancement of health equity, Montgomery Rice lends her vast experience and talents to programs that enhance pipeline opportunities for academically diverse learners, diversifies the physician and scientific workforce, and fosters equity in healthcare access and health outcomes. To this end, she holds memberships in various organizations and participates on a number of boards, such as the following: member, National Academy of Medicine, the Association of American Medical Colleges Council of Deans, and the Horatio Alger Association and board of directors for The Metro Atlanta Chamber, Kaiser Permanente School of Medicine, The Nemours Foundation, UnitedHealth Group, Westside Future Fund, Josiah Macy Jr. Foundation, Headspace, Wellpath, and CARE.

Montgomery Rice has received numerous accolades and honors. She was named to the Horatio Alger Association of Distinguished Americans and received the 2017 Horatio Alger Award. For three consecutive years (2016-2018) Georgia Trend Magazine selected Montgomery Rice as one of the 100 Most Influential Georgians. Other honors include the following: The Dean Griffin Community Service Award from the Georgia Institute of Technology, Girls Inc. 2019 Smart Award, The National Medical Association OB/GYN 2019 Legend of the Section Award, The Turknnett Leadership Character Award (2018), Visions of Excellence Award, Atlanta Business League (2018), Links Incorporated Co-Founders Award (2018), Trumpet Vanguard Award (2015), The Dorothy I. Height Crystal Stair Award (2014), National Coalition of 100 Black Women - Women of Impact (2014), YWCA – Women of Achievement of Atlanta-(2014) and Nashville(2007), American Medical Women’s Association Elizabeth Blackwell Medal (2011) and Working Mother Media Multicultural Women’s Legacy Award (2011).

A Georgia native, Montgomery Rice holds a bachelor’s degree in chemistry from the Georgia Institute of Technology, a medical degree from Harvard Medical School, an honorary degree from the University of Massachusetts Medical School and a Doctor of Humane Letters honorary degree from Rush University. All reflect her lifetime commitment to education, service, and the advancement of health equity. She completed her residency in obstetrics and gynecology at Emory University School of Medicine and her fellowship in reproductive endocrinology and infertility at Hutzel Hospital.

Montgomery Rice is married to her fellow Georgia Institute of Technology alumnus, Melvin Rice Jr., and they have two children: Jayne and Melvin III.

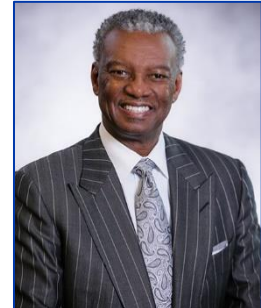
Arthur R. “Art” Collins | Chairman, Board of Trustees

Arthur “Art” Collins is the Managing Partner of theGROUP, and has over 25 years of experience as a valued advisor on political strategy, public policy, and corporate campaigns.

Prior to founding theGROUP, Collins was Chairman and CEO of Public Private Partnership, Inc., which he established in 1989. He led the company's multifaceted practice that counseled corporate, government, nonprofit and political clients in areas of national security, energy healthcare, agriculture, information technology, transportation, manufacturing and financial services.

Collins also served as a Senior Political Strategist for the 2008 Obama for America presidential campaign, where he provided leadership on key constituencies in the primary and general elections. Following the general election, Collins was a Public Liaison for the Obama-Biden Transition Project. In 2004, he was a Senior Advisor to the Kerry Presidential Campaign, and in 1990, he served as Campaign Manager for now-retired Florida Supreme Court Justice Leander J. Shaw, Jr.

As part of his commitment to public policy and global advocacy, Collins is Chairman of the Morehouse School of Medicine Board of Trustees. He is on the Board of Trustees of the Brookings Institution, the globe's leading public policy think tank and Meridian International Center, and leading non-partisan, non-profit organization dedicated to international understanding. Additionally, he serves as Chairman of the



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Congressional Black Caucus Institute's (CBCI) policy think tank, the 21st Century Council. Previous appointments include membership on the Florida Prepaid College Board, Florida Consumer Council, Florida Small Minority Business Advisory Council on Education, Florida A&M University's Board of Trustees, where he was elected its first Chairman.

Collins began his professional career as an engineer with the IBM Corporation, where he counseled elected officials and state government executives on management efficiency and delivery of vital services through emerging technology. He also served as the Legislative Director for the Florida Department of Insurance.

A graduate of Florida A&M University's School of Business and Industry, Collins was awarded an honorary doctorate from the University in 2009. He has studied at the University of Miami School of Law and abroad at the University of Montpellier in Montpellier, France.

Collins resides in Arlington, Virginia with his wife, youngest son, and daughter.

CONTEXT FOR RECRUITMENT AND ROLE SUMMARY

Morehouse School of Medicine stands at the vanguard of efforts to achieve health equity for people of color and the underserved in urban and rural populations, to advance a diverse healthcare workforce, and to ensure biomedical discoveries permeate such that all communities can realize the promise of science. And as our society broadly reassesses matters of race and equity, reorders priorities, embraces community, and looks to science, medicine, and public policy to extend and improve quality of life, MSM's critical leadership role has been further highlighted. A wide range of individuals and organizations are carefully evaluating how to best align their philanthropy with the needs of minority populations and socioeconomically disadvantaged communities, and MSM is well-positioned to leverage their partnership and investment. An abundant solution for an abundant need, MSM champions the innovative and forward-thinking models that allow every person the access and resources they need to be healthy.

Under the leadership of President & CEO Valerie Montgomery Rice, MSM has established a well-functioning Office of Institutional Advancement to build partnerships and financial support to carry the institution's bold vision forward. Dr. Montgomery Rice has also launched MSM's first-ever comprehensive campaign, called *IMPACT: The World Needs What We Do Best*, which has secured more than \$240 million to date towards Phase 1 of the \$225 million goal. In September 2022, MSM entered Phase 2 of its capital campaign with an overall goal of \$500 million. In addition, MSM is seeking to raise \$105 million in support of its recently announced partnership with



CommonSpirit Health, the first nationwide initiative between two of the country's leading health organizations to address the underlying causes of health equity.

Amid this favorable backdrop of social consciousness, programmatic expansion, and growing investment, MSM seeks candidates for the role of Senior Vice President of Institutional Advancement (SVP). Reporting to the President & CEO, the SVP is responsible for visioning and leading a comprehensive development program, ensuring alignment with mission and strategy, promoting a culture of philanthropy, integrating high-quality and innovative alumni relations, and executing against short and long-term objectives in an evolving, growing organization. The SVP will leverage the committed partnership of the President & CEO, other executive leadership, and Board of Trustees in continuing sustainable growth of major, multi-year, and principal gifts from individual, foundation, and corporate sources. The SVP will prioritize a donor-centric, relationship-based approach, deepening existing partnerships and cultivating new support from both alumni sources and continuing MSM's strong track record of securing non-traditional support. The SVP oversees the Office of Institutional Advancement comprising approximately 18 staff, serving as a hands-on, player-coach and effectively balancing strategic and operational management. The SVP will be a highly visible leader in articulating the case for support and play a key role in expanding high-level donor relationships through frontline engagement with current and potential partners, donors, and sponsors.

The SVP will be a leader with vision, capable of sustaining best-in-class systems and processes, growing and diversifying the MSM donor base, and managing, developing, and growing a high-performing team. The SVP will drive best practices, team cohesion, and growth by inspiring trust, attracting top talent to the Office of Institutional Advancement, building strong relationships, and empowering staff and volunteers.

Principal Duties and Responsibilities

- ▲ In collaboration with the President & CEO, develop and manage implementation of an integrated, comprehensive strategic plan for institutional advancement activities. Establish and manage the attainment of annual, multi-year, and campaign goals aligned with institutional priorities and enterprise-wide goals.
- ▲ Collaborate with the President & CEO, Executive Vice President of Health Affairs and Dean of the School of Medicine, leadership of the Board of Trustees, and development colleagues, among others, to identify and refine giving priorities.
- ▲ Ensure the Office of Institutional Advancement's optimal organizational structure, systems, and use of technology. Ensure that sound processes and data-informed decision-making guide the work of the office. Oversee all departmental budgets, ROI analysis, management controls, policies, and procedures, ensuring sound fiscal management and efficient allocation of resources.
- ▲ Oversee the hiring, management, mentoring, training, and evaluation of an experienced and highly talented development staff. Set appropriate annual goals and monitor progress on a regular basis



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to maximize staff performance, ensuring the utilization of appropriate metrics on a team and individual basis. Foster an environment of accountability, continuous learning and improvement, and cross-team collaboration.

- ▲ Serve as the MSM's lead development officer and ensure strategic management of activities for donor identification, cultivation, solicitation, and stewardship. Contribute to and drive a culture of philanthropy, servant leadership, and engagement, exemplifying an approach that is defined by transparent communication and collaboration.
- ▲ Manage a personal portfolio of top prospects and donors, including individual and institutional sources, moving them through the stages of cultivation, solicitation, and stewardship.
- ▲ Lead and oversee donor cultivation and solicitation opportunities that involve the President & CEO, senior administrators, faculty leadership, leaders of MSM's institutes and centers, Trustees, and other high-level volunteer leaders. Manage connections between these leaders and prospective or current donors, ensuring the preparation of strategic communications, reports, briefings, and other materials, as necessary. Exercise sound judgment and efficiently communicate prospect strategies when involving MSM or volunteer leaders.
- ▲ Ensure ongoing discovery of new major and principal gift prospects, including both traditional and non-traditional sources of potential support, as well as examination of existing donors that may have greater capacity. Maintain current knowledge of important developments across regional and national funding environments as they relate to MSM, its programs, and giving priorities.
- ▲ Ensure high-quality, innovative alumni programming and an authentic alumni relations effort that provides meaningful engagement and service opportunities and expands the growing, diverse, and inter-generational alumni audience. Work collaboratively and synergistically to build interest and drive membership in the Morehouse School of Medicine National Alumni Association (MSMNAA) to be the collective voice and advocate of all MSM alumni and alumni engagement and development efforts. Ensure Alumni engagement and development initiatives are adequately staffed with professionals that are adept at navigating and supporting a diverse, intergenerational alumni body. Integrate alumni relations and development activities, as appropriate, including the identification of high-priority alumnus/alumni groups for targeted development initiatives.
- ▲ In strategic partnership with the President & CEO and Board Chair, identify potential Trustees, create stewardship and engagement opportunities for Trustees, educate Trustees about their role in advancing a culture of philanthropy, cultivate and solicit Trustees' financial support, and leverage their respective networks to expand the donor base.



- ▲ Oversee the planning and execution of special events, including staff and volunteer participation therein. Maximize events and the visitor experience so they are highly valued by attendees and appropriately relate to engagement, stewardship, and/or major and principal gift strategies.
- ▲ Ensure effective, ongoing, and productive communication with current and prospective donors. Collaborate with the Chief Marketing Officer and the Director for Development and Campaign Communications to ensure integrated, consistent, and effective marketing and communications in support of Office of Institutional Advancement initiatives. Strategically leverage a variety of communication channels and platforms to support fundraising goals, including digital platforms and social media.
- ▲ Prepare regular reports and presentations on Office of Institutional Advancement activities to the President & CEO, executive leadership team, and Board of Trustees.
- ▲ Consistent with public health guidelines, conduct travel regionally and nationally to support MSM priorities, including donor cultivation and solicitation, support and engagement of local MSMNAA chapters to cultivate impactful alumni engagement, and strategic communications.
- ▲ Support the analysis of development activities and benchmark with peer institutions to ensure MSM is on track and employing best practices.

CANDIDATE PROFILE

Professional Skills and Competencies

- ▲ A seasoned development leader who has achieved progressive levels of responsibility, including extensive experience managing all dimensions of a comprehensive fundraising program (individual giving, institutional giving, annual giving, major and planned giving, stewardship, board relations) and leadership in a major fundraising campaign (planning, implementation, management, and successful conclusion), preferably within an academic medical center, higher education institution, healthcare organization, or other environment of similar complexity.
- ▲ Strong grasp of and commitment to best practices in all areas of development; experience integrating giving programs at various levels to cultivate greater donor commitments.
- ▲ At least five to seven years of experience in a supervisory capacity in a nonprofit development role, with a strong record of providing strategic and operational leadership, including creating and managing a budget. Demonstrated ability to recruit, coach, mentor, motivate, and ensure ongoing professional development of staff; foster a cohesive team and an environment of trust, collaboration, professionalism, and transparency; and increase effectiveness and accountability for direct reports through established objectives, performance standards, and guidance.
- ▲ Experience in developing the case for support and strategic fundraising plans, particularly a major fundraising campaign, and executing plans to achieve goals and objectives. Demonstrated experience cultivating, training, and working collaboratively with senior-level colleagues, board members, and other high-level volunteer leaders on successful development-related activities.

- ▲ Successful track record of personally cultivating, soliciting, and stewarding major gifts from individual and institutional donors at the level of six to seven-figures or greater. Strength in prospect discovery and in building effective strategies to compel new major donor investment.
- ▲ Demonstrated ability in planning and executing integrated, strategic, and innovative communications in support of achieving fundraising goals, including leveraging digital and social media. Experience identifying and coaching project spokespeople, and in partnering with marketing and communications colleagues to implement strategies that broaden the donor pool.
- ▲ Demonstrated analytical and organizational skills in evaluating existing programs, conceiving and implementing new programs or strategies, and resolving complex and/or sensitive operational and interpersonal issues. The ability to extract and analyze data to make effective, efficient decisions about donor strategy and process, as well as working knowledge of modern data management practices and innovations that can streamline the development process and contribute to the integration of related functions.
- ▲ A forward thinker with a track record of utilizing new methods of donor engagement and connectivity.
- ▲ Ability for regional and national travel, consistent with public health guidelines.

Personal Characteristics

- ▲ Passion for the mission of Morehouse School of Medicine.
- ▲ Unimpeachable integrity and high ethical standards; mature judgment in handling sensitive information. Servant leader who is values-driven, committed to personal and professional development, and leads by example. Elevates institutional goals and values beyond personal gain, ensuring efforts are mission-focused and quality driven.
- ▲ Culturally competent with respect to issues such as racial, cultural, religious, sexual, generational, and gender identity and committed to diversity, equity, and inclusion. An understanding and appreciation of Historically Black Colleges and Universities environments.
- ▲ Emotionally intelligent and self-confident leader with the interpersonal skills to develop and sustain impactful relationships with internal and external stakeholders from disparate backgrounds. An approach that is collegial, collaborative, and transparent.
- ▲ Superb written and oral communication skills, with the gravitas, stature, demeanor, and comfort level to serve as an inspiring, highly visible ambassador of MSM; the ability to translate medical science into accessible terms and compellingly communicate the institution's goals and impact to the broader community.
- ▲ An energetic self-starter who is highly organized and detail-oriented, with a strong sense of professionalism. A bold thinker with a bias toward action, as well as an openness to new ideas and adaptability in a nimble, growing organization.

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Morehouse School of Medicine is dedicated to providing equal opportunities and equal access to all individuals regardless of race, color, religion, ethnic or national origin, gender, genetic information, age, disability, sexual orientation, gender identity, gender expression, and veteran's status. Morehouse School of Medicine does not discriminate in admissions, educational programs, or employment on the basis of any factor stated above or prohibited under applicable law. Students, faculty, and staff are assured of participation in University programs and in the use of facilities without such discrimination. Morehouse School of Medicine complies with Executive Order 11246, as amended, Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veteran's Readjustment Assistance Act, and applicable executive orders, federal and state regulations regarding nondiscrimination, equal opportunity and affirmative action. Morehouse School of Medicine is committed to achieving a diverse workforce through application of its affirmative action, equal opportunity and nondiscrimination policy in all aspects of employment including recruitment, hiring, promotions, transfers, discipline, terminations, wage and salary administration, benefits, and training.

Compensation

The annual salary for the role is currently anticipated to range from \$375,000 to \$425,000, commensurate with experience.

Full-time employees receive a comprehensive benefits package including the following: medical, dental, vision, and prescription coverage; life insurance; a pension plan; paid personal leave; and more.

SEARCH TEAM - DIVERSIFIED SEARCH GROUP

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