



University of Washington
Seattle, Washington

SEARCH SPECIFICATIONS

Assistant Dean for Advancement
School of Nursing

Prepared By

BRYANT GROUP
Building Powerful Teams



**University of Washington
School of Nursing**

Assistant Dean for Advancement

Search Specifications

The Opportunity

The School of Nursing at the University of Washington is seeking an energetic and experienced advancement leader to assume the role of Assistant Dean for Advancement. The Assistant Dean is responsible for leading School-wide advancement efforts with individuals, corporations and foundations with the goal of maximizing private funding for nursing-specific priorities.

Reporting jointly to the Executive Dean of the School and the Senior Associate Vice President/Chief Budget Officer for University Advancement, the Assistant Dean for Advancement is responsible for raising private philanthropic support and for leading the alumni relations program on behalf of the School. The Assistant Dean is expected to meet and exceed annual targets for financial contributions from alumni and non-alumni individuals, corporations and foundations, and for personal and team targets for activity, including donor visits and proposals submitted, with a focus on gifts of \$100,000 or more.

The University of Washington is in the midst of a \$5 billion comprehensive campaign, *BE BOUNDLESS FOR WASHINGTON/FOR THE WORLD*, which is slated to close in June 2020.

This position calls for a dynamic professional who thrives in a complex and fast-paced environment; has a track record of success in major gift fundraising in an academic institution, healthcare setting, or other comprehensive nonprofit organization; and has a passion for the nursing profession and associated research. The Assistant Dean for Advancement will be based in Seattle, Washington.

The University of Washington has retained BRYANT GROUP to manage the search for the Assistant Dean for Advancement for the School of Nursing.



University of Washington

The University of Washington aims to be the best public university in the world as measured by impact.

The Territorial University of Washington opened November 4, 1861. Since World War II, the UW has earned an international reputation for its research and graduate programs. Research is of great benefit to the broader community and undergraduates benefit by learning from professors who are at the forefront of generating new knowledge. The UW's graduate programs are among the most highly-rated in the nation.



The Seattle campus, with 218 buildings, occupies 643 acres just north of downtown Seattle. There are two additional campuses, one in Bothell and one in Tacoma, as well as a world-class academic medical center. The University is governed by a 10-member Board of Regents appointed by the Governor.

In Fall 2016, the UW enrolled nearly 57,000 undergraduate and graduate students. The Seattle campus enrolls 46,081 students, including 31,418 undergraduates, and 14,663 graduate and professional students.

The UW is one of the top public universities in the nation in the number of students who have received premier national awards such as the Rhodes, Marshall, Truman, Fulbright and Goldwater scholarships and fellowships. In addition, the UW ranks first among all U.S. universities in the number of graduates volunteering for the Peace Corps.



The UW has approximately 4,350 faculty members, including 7 Nobel Prize winners, 15 MacArthur Fellows (the so-called “genius award”), more than 240 members of the Institute of Medicine and the National Academies, and 162 Fellows in the American Association for the Advancement of Science.

The UW receives more federal research dollars than any other public university in the nation. In 2013, all grants and contracts amounted to \$1.24 billion (4,756 grants), which supports 7,088 direct jobs in the local economy. Seventy-nine percent of these funds are from federal sources. Two hundred-eighty companies have been started by UW faculty and students or with UW-developed technology. Eighty-one patents were awarded in 2014, and more than 80 ventures are currently in the startup pipeline.

The Department of Intercollegiate Athletics has an extensive program in college athletics, with competition in 23 sports and membership in the Pac-12 Conference. Many of the 11 men's and 12 women's teams frequently earn national honors. Women's intercollegiate sports at Washington are basketball, crew, cross country, golf, gymnastics, soccer, softball, swimming, tennis, indoor and outdoor track and field, and volleyball. Men's intercollegiate sports are baseball, basketball, crew, cross country, football, golf, soccer, swimming, tennis, and indoor and outdoor track and field. Their mascot is the Husky.



SCHOOL OF NURSING
UNIVERSITY of WASHINGTON

School of Nursing

The School of Nursing is dedicated to educating the next generation of nurse leaders, advancing nursing science and improving the health of communities locally, regionally and globally.

Nursing became an independent school within the UW health sciences department in 1945. It was the first nursing school on the West Coast to offer a baccalaureate program and only the second university-affiliated nursing school in the United States. The four-year integrated nursing major was the first of its kind at a state university and became the national standard for nursing education.

The UW School of Nursing has been a top-ranked school in the nation since 1984, when the first national survey of nursing schools was conducted. It consistently ranks in the top three recipients for nursing research grants. The nursing school offers a variety of degrees, including bachelor's, master's and doctorate programs.

The Office for Nursing Research (ONR) supports the UW School of Nursing's research mission to advance nursing science. UW is among the top ranked Schools of Nursing in research funding from the National Institutes of Health (NIH), with eight centers of excellence and more than 185 active and pending research projects.



The School of Nursing Simulation Center is a major component of the nursing goal of the *BE BOUNDLESS* campaign. Simulation is state-of-the-art nursing education that provides a safe, supportive and controlled environment in which students at all levels learn clinical skills and critical thinking, as well as prepare to work in an authentic healthcare setting. The new center will provide nearly 64,000 hours of simulation learning to more than 600 students each year. Half of all undergraduate nursing student clinical education can be offered through simulation.

There are eight centers of excellence at the School of Nursing:

- The Center for Global Health Nursing works to promote nursing research and training to build capacity for appropriate and sustainable improvements in health and healthcare with 30 research and training programs in 16 countries.
- The new Center for Innovation in Sleep Self-Management (CISSM) develops, tests and implements self-management interventions to help adults and children with chronic illnesses sleep better and improve their health.
- The Barnard Center for Health and Development supports the professional development of interdisciplinary infant and early childhood practitioners and conducts research related to infant and early childhood mental health.
- The de Tournay Center for Healthy Aging serves as a catalyst for promoting healthy aging through its support of research and education in the field of gerontology.
- The Northwest Roybal Center for Translational Research on Aging exists to accelerate the translation of Alzheimer's and dementia-related research gains from the research environment to the community.
- The Center for Health Sciences Interprofessional Education employs an approach to teaching and learning that brings together students from two or more professions to learn about, from, and with each other in service of enabling effective collaboration. The goal of IPE is to improve health outcomes through the education of a practice-ready healthcare team that is prepared to respond to local health needs.
- The NCAST (Nursing Child Assessment Satellite Training) Program provides health professionals, parents and other caregivers the knowledge and skills to provide nurturing environments for young children by developing and disseminating innovative research-based products and training programs used in many disciplines and settings.
- The Cambia Palliative Care Center of Excellence was launched in 2012 with the goal of giving every patient with serious illness access to high-quality palliative care focused on relieving symptoms, maximizing quality of life and ensuring care that concentrates on patients' goals.





University Facts

University of Washington

Founded:	1861
President:	Ana Mari Cauce, Ph.D.
Total University Enrollment:	56,819 Total 40,832 Undergraduate 15,987 Graduate/Professional
Seattle Enrollment:	46,081 Total 31,418 Undergraduate 14,663 Graduate/Professional
Areas of Study:	440 Degree Options Across 280 Academic Programs
Degrees Awarded, Seattle Campus (2016):	Bachelor's – 7,772 Master's – 3,598 Doctoral – 778 Professional – 518 Total – 12,666
Faculty:	4,350



Staff:	25,850
Seattle Campus:	643 acres 218 buildings
Library Holdings:	22 libraries on campus 5 million cataloged volumes 5 million microforms 50,000 serial titles
Governance:	Ten-member Board of Regents, appointed by the Governor
Endowment:	4,506 Endowments with a Market Value of \$3 billion
Operating Budget:	\$7.1 billion
University Web Site:	www.washington.edu

UW School of Nursing

Founded:	Department of Nursing Established in 1923 UW School of Nursing Established in 1945
Executive Dean:	Azita Emami, PhD, MSN, RNT, RN, FAAN
Faculty:	52 Professorial Rank 5 Research Professorial Rank 22 Part- and Full-time Lecturers 137 Adjunct and Affiliate Faculty
Students:	689 Total 241 Undergraduate 448 Graduate
Research Grants (2016):	60 Grants Totaling \$12.2 million
Research Centers/Centers of Excellence:	8 (as described on previous page)
Degree Programs:	6 Bachelor of Science in Nursing, Accelerated Bachelor of Science in Nursing, Master of Science, Doctor of Philosophy in Nursing Science and Doctor of Nursing Practice.



Degrees Awarded (2106): 139 Bachelor's (BSN & ABSN)
25 Master's (MN & MS)
96 Doctorate (Ph.D. & DNP)

School Web Site: <http://www.nursing.uw.edu>

University Advancement

The University's Advancement program is comprised of more than 600 advancement professionals located throughout the UW's schools, colleges, programs and units on three campuses, as well as in the central development office, Advancement Services, University Marketing and Communications, and the UW Alumni Association. The office is led by the Vice President for University Advancement (Connie Kravas) who reports directly to the University President. Reporting to the Vice President are the Senior Associate Vice President & Chief Budget Officer; Associate Vice Presidents for Advancement Services, Alumni Relations, Individual Giving, and UW Medicine; the Assistant Vice President, Campaigns; and the Chief Marketing and Communications Officer.

Volunteer Organization

The UW Foundation Board has 46 members, including University representatives and volunteer directors from among the University's alumni, friends, parents, and staff. The Foundation Board is led by the Board Chair and the Foundation President/Vice President for University Advancement.

Additionally, volunteers are engaged at the unit level via advisory boards, visiting committees, and leadership committees to help achieve unit development objectives. At present, about 20 leadership committees are actively advancing unit fundraising strategies, including the School of Nursing Advisory Board. These committees, typically chaired by prominent business, community, civic, or professional leaders, represent the UW's schools, colleges, programs, and units on three campuses.

Structure

UW fundraisers are aligned primarily in the academic units, working directly with faculty, deans, volunteers, and alumni to engage donors and cultivate gifts that benefit the units and the entire University. Working with academic leaders, advancement professionals collaborate to develop key strategies for cultivation, solicitation, and proposal development.

A focus on the "top 25 potential donors" in each unit offers both deans and advancement staff an opportunity to review cultivation strategies together regularly. Their efforts are supported and facilitated by central development through events, publications, recognition programs, annual giving solicitations, regional events and cultivation activities, planned giving, prospect research and management, and other continuing stewardship efforts.



The UW Alumni Association also plays a vital role in keeping alumni connected to the University, and in keeping established and future prospects connected to the University, informed of its priorities and accomplishments, and engaged as potential contributors. The Regional Giving Program serves as an additional connection point by executing stewardship efforts—including special events and one-on-one visits—directed at alumni residing outside of Washington State.

The University of Washington is undertaking the most ambitious campaign in its history. Goals center on transforming the student experience, driving the public good, expanding its impact and empowering innovation. By supporting the campaign, donors help unleash the potential of UW students, faculty, programs and partnerships to make a difference for Washington and the world. *BE BOUNDLESS FOR WASHINGTON/FOR THE WORLD* is a \$5 billion comprehensive campaign. Campaign planning began in 2010, the nucleus phase began in 2013 and the public launch was in 2016. At the close of fiscal year 2017, UW had raised \$4.2 billion.

The School of Nursing’s goal is \$40 million. With 3 years remaining in the campaign, the School has raised \$27.78 million, almost 70% of the total goal (as of June 30, 2017). The alumni participation rate is 17.75%, one of the highest of the schools and colleges at the University.

The following chart reflects total philanthropic support of the School of Nursing for the past three fiscal years:

FISCAL YEAR	NUMER OF DONORS	TOTAL SUPPORT
2017	1,397	\$4,240,461
2016	1,337	\$5,210,791
2015	1,235	\$1,461,533

Position Description

**Assistant Dean for Advancement (Chief Advancement Officer)
School of Nursing**

The Assistant Dean for Advancement develops and oversees the implementation of a strategic approach to fundraising and alumni/constituent relations. This includes creating programs, activities and initiatives that attract private support and volunteerism on behalf of the School.

The Assistant Dean works closely with the UW’s Office of Corporate and Foundation Relations and oversees the Corporate and Foundation Relations program for the School of Nursing. The Assistant Dean reports jointly to the Dean of the School of Nursing and the Senior Associate Vice President for University Advancement.

The ideal candidate for this position will be an experienced leader with a demonstrated track record as a successful fundraiser, preferably in higher education or healthcare, with management, operational, direct major gift fundraising and volunteer management experience.



Responsibilities:

- Provide leadership for and manage the School of Nursing Advancement Team to build strong and mutually beneficial relationships between the School and external audiences.
- Direct and implement the School of Nursing's advancement programs, including annual gifts, major and planned gifts, corporate and foundation gifts, donor recognition, and stewardship.
- In collaboration with the Dean and Senior Associate VP for Advancement, establish fundraising strategies for the School of Nursing. Regularly evaluate fundraising programs, assess progress toward goals, and report on results.
- Manage a portfolio of individual major gift prospects and develop and implement cultivation and solicitation strategies for each assigned prospect.
- Focus the School's advancement activities, including corporate and foundation giving, with a special emphasis on securing major gifts of \$100,000 and above.
- Work closely with the Dean on major gift strategies, involving her at appropriate times. Provide the Dean with consistent updates and effective preparation for donor meetings in a timely manner.
- Involve faculty in fundraising efforts.
- Coordinate Nursing's Advancement efforts with the overall Advancement effort of the university in alignment with the university's mission and goals.
- In collaboration with the School's marketing and communications team, provide strategic direction for the creation of a communication plan to promote the fundraising and advancement objectives of the School.
- Prepare budgets, forecasts and manage finances within the Advancement unit. Prepare and present quarterly and annual financial reports to the Senior Administration and volunteer leadership.
- Provide strategy, counsel, staffing to the School's Advisory Council and participate in related committees with respect to advancement functions. Build strong and mutually beneficial relationships between the School (Dean, faculty and staff) and external audiences.

Key Competencies:

- Effective communicator, both verbally and in writing.
- Superior interpersonal skills, working equally comfortably and effectively with scholars, administration, professional and administrative staff, and alumni(ae).
- Critical thinker. Analyzes information effectively and makes appropriate decisions, even in the face of ambiguity.
- Trustworthy, open, inclusive and honest at all times.
- Donor-focused and results-oriented.
- Strategic, visionary thinker.
- Selfless and determined.



Minimum Requirements:

- Bachelor's degree and least seven years of progressively responsibly experience in institutional development/advancement, or related experience.
- Ability to understand the School's key priorities and balance the Dean and faculty priorities—discerning ways in which they present Advancement opportunities, and identifying sources of support that direct giving to the School's key objectives.
- Past success partnering with a Dean, Executive Director or equivalent.
- Demonstrated ability to improve organizational effectiveness and results.

Preferred Qualifications:

- Fundraising experience at a comprehensive research university or healthcare institution.
- Working knowledge of planned giving vehicles.
- Demonstrated ability to initiate and maintain corporate and foundation contacts.
- Demonstrated experience working with volunteers and not-for-profit boards, proactively identifying opportunities to engage volunteers as ambassadors and stakeholders and supporting their work.
- Strong personnel and budget management experience.
- Master's degree and/or CFRE.

Biographical Profiles

Azita Emami, PhD, MSN, RNT, RN, FAAN

Executive Dean and
Robert G. and Jean A. Reid Endowed Dean
School of Nursing
University of Washington



Dr. Emami earned a bachelor's degree in nursing from the renowned Karolinska Institutet in Sweden, where she grew up after emigrating from Iran. She went on to earn a master's degree in international health care from Karolinska and the Red Cross College of Nursing; a nursing education degree with a teaching certification and a doctorate in medical sciences from Karolinska.

Her academic leadership experience spans two countries and 25 years, including positions as the Dean of the College of Nursing at Seattle University, Head of the Division of Nursing in the Department of Neurobiology Care Sciences and Society, Karolinska Institutet, and Academic Leader in the Division of Elder Care in the Department of Nursing at the Karolinska Institutet.

In her role as Executive Dean, Dr. Emami has emphasized the increasingly global nature of nursing and the importance of educating nurses to deliver care in a wide variety of culturally and economically diverse settings.



Dan Peterson

Senior Associate Vice President and Chief Budget Officer
University Advancement
University of Washington



In 2016, Dan was recruited to the position of Senior Associate Vice President & Chief Budget Officer at the University of Washington Office of Advancement. In this role, his primary responsibilities include the advancement efforts of 15 schools and colleges, the satellite campuses in Bothell and Tacoma, Corporate & Foundation Relations, and Regional Development programs. In addition, Dan provides leadership to the advancement programs for the UW Libraries, Intercollegiate Athletics, Academic Student Affairs and two campus radio stations. Dan also oversees the Finance & Administration departments for the Office of Advancement.

This is Dan's second tour of duty with UW, having previously served as the Assistant Vice President at UW Medicine from 2006 to 2008. Dan has also held leadership positions at the University of Illinois at Urbana-Champaign, the Oregon State University Foundation, and the Washington State University Foundation.

Dan earned his Bachelor of Arts in History from Washington State University and was awarded his Juris Doctorate from Seattle University School of Law.

Seattle, Washington

Seattle is an exciting city surrounded by unmatched natural beauty. Situated on Puget Sound in the Pacific Northwest, "The Emerald City" is surrounded by water, mountains and evergreen forests, and contains thousands of acres of parkland.

Washington State's largest city, Seattle is home to a variety of industries, including technology, aerospace and defense, forest products and clean and renewable energy. The Port of Seattle is the largest container seaport in the US and is a gateway for trade with Asia, as well as Alaskan cruises. The futuristic Space Needle, a 1962 World's Fair legacy, is its most iconic landmark. The population in the Seattle Metropolitan area is nearly 3.8 million.



Seattle's reputation is one of a great arts city, and is home to a number of prestigious arts organizations, including the Seattle Symphony Orchestra, the Seattle Opera, Pacific Northwest Ballet, the Seattle Art Museum, the Asian Art Museum, the Chihuly Garden and Glass, and many others.

There are nine major medical facilities in Seattle, including Fred Hutch, University of Washington Medical Center, Seattle Children's, and Veteran's Affairs Medical Center. Higher education is represented by ten public and private colleges and universities, including the University of Washington and Seattle University.

Local professional sports teams include the Seahawks (NFL), Mariners (MLB) and Sounders FC (MLS). Women's professional teams include the Seattle Storm (WNBA) and Reign (NWSL).

Seattle's mild, temperate marine climate allows year-round outdoor recreation, including walking, cycling, hiking, skiing, snowboarding, kayaking, rock climbing, motor boating, sailing, team sports, golf and swimming.

More information about the Seattle area is available at www.visitseattle.org and more information about the state of Washington is available at <http://access.wa.gov/topics/statefacts>.

Application Procedure

To apply for the Assistant Dean for Advancement, School of Nursing opportunity at the University of Washington, please submit your resume and cover letter in confidence to:

Sally Bryant DeChenne
Senior Vice President
BRYANT GROUP
sdechenne@bryantgrp.com

BRYANT GROUP is the industry leader in executive search for philanthropy. For nearly 30 years, BRYANT GROUP professionals have focused on recruiting successful development and advancement professionals at the mid- and senior-executive levels for institutions of higher education, hospitals and medical centers, and other nonprofits nationally and internationally. The firm also offers team-building education and executive coaching to help our clients build powerful advancement teams.

