



# SEARCH SPECIFICATIONS



## ASSISTANT VICE PRESIDENT FOR DEVELOPMENT, COLLEGES AND UNITS

PREPARED BY:



## THE OPPORTUNITY

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Nestled in the vibrant heart of Nashville, Tennessee, Belmont University stands as a pillar of academic excellence and community engagement. Led by Executive Vice President David Rosselli, the Office of Advancement is undergoing a period of rapid growth and transformation, shifting to a decentralized advancement model and emphasizing strength of internal and external relationships at the college and unit level.

The newly created role of Assistant Vice President for Development, Colleges and Units marks a significant shift in strategy for the Office of Advancement. In collaboration with university partners, the AVP will play a vital role in planning for the university's most ambitious comprehensive campaign to date, *Hope Transforms*. The AVP will focus on bolstering support for Belmont's colleges and units, including the Jack C. Massey College of Business, the Mike Curb College of Entertainment and Music Business and the College of Law, among others.

At the heart of this position lies the opportunity to shape and implement a new fundraising approach for the University, tailored to the unique needs and aspirations of each college and unit. By fostering strategic partnerships with college deans and other key stakeholders, the AVP will cultivate a culture of philanthropy deeply rooted in Belmont's mission and vision.

The AVP will curate and manage a portfolio of major gift prospects and donors, leveraging their expertise to drive impactful fundraising strategies aligned with donor interests and institutional priorities. Collaborating closely with the Deputy Chief Advancement Officer, the AVP will set ambitious goals and metrics, inspiring a dynamic team of development professionals to achieve unprecedented success.

Belmont University's commitment to excellence extends beyond its academic pursuits to encompass a dedication to fostering a diverse and inclusive community. A visionary leader aligned with Belmont's Christ-centered values, the AVP will seize this momentous opportunity to shape the future of philanthropy at one of the nation's premier institutions.

As Belmont University continues to ascend as a leader in higher education, the AVP for Development, Colleges and Units will play a pivotal role in propelling the institution to new heights of impact and influence, both locally and globally.

# BELMONT UNIVERSITY

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Belmont University transforms its students into leaders of purpose and character. Located near the heart of Nashville, Tennessee, Belmont is recognized nationwide for its high-quality academic programs, entrepreneurial ethos and inclusive community.

On Belmont's picturesque campus, over 9,000 students from across the United States and more than 30 countries convene to reside, study and evolve, all while striving for lives of significance, meaning and influence.

At the core of Belmont's identity lies its commitment to being a Christ-centered institution. The university is dedicated to nurturing students into leaders characterized by purpose, integrity, discernment and a transformative outlook – leaders who are eager and empowered to effect positive change in the world. Belmont also promotes the pursuit of abundant life for all. Embracing students from diverse faith backgrounds, the university provides support as they explore their spiritual journeys and live out their individual callings.

This commitment to a Christ-centered community finds expression in various facets of Belmont life – from robust academic offerings and over 20 faith-oriented student groups to worship gatherings and global mission endeavors.





**Mission:** We are a Christ-centered, student-focused community, developing diverse leaders of purpose, character, wisdom and transformational mindset, eager and equipped to make the world a better place.

**Vision:** To be the leading Christ-centered university in the world, radically championing the pursuit of life abundant for all people.

**Aspirational Aim:** To be widely recognized as the leading Christ-centered university in the world, known for:

- Forming diverse leaders of character
- Equipping people to solve the world's complex problems through teaching, research and service
- Being radical champions for helping people and communities flourish

**Values:** Integrity, Inquiry, Collaboration, Service and Humility

# BELMONT UNIVERSITY

# A GOD-SIZED TRAJECTORY

## OUR STRATEGIC PATH TO 2030



### OUR MISSION

We are a Christ-centered, student-focused community, developing diverse leaders of purpose, character, wisdom and transformational mindset, eager and equipped to make the world a better place.



### OUR VISION

To be the leading Christ-centered university in the world, radically championing the pursuit of life abundant for all people.

### ASPIRATIONAL AIM FOR 2030

To be widely recognized as the leading Christ-centered university in the world, known for:

- Forming diverse leaders of character
- Equipping people to solve the world's complex problems through teaching, research and service
- Being radical champions for helping people and communities flourish

**1** Be the model for whole person formation, to teach and develop people of character, purpose, wisdom and transformational mindset.

**2** Lead the way in data-informed social innovation to enable regions to thrive.

**3** Champion an integrative approach to achieve better health and well-being for all.



**4** Embrace hope and inclusive excellence to help reweave the social fabric.

**5** Amplify storytelling to inspire the world with messages of truth, beauty and goodness.

### FIVE STRATEGIC PATHWAYS TO ACHIEVE THE ASPIRATIONAL AIM

### OPERATIONAL EMPHASES

- Attract, retain and graduate students with the potential to lead extraordinary lives of purpose, character and wisdom.
- Invest in and support the development of faculty and staff who are people of character, exceptionally skilled in the meaningful work to which they are called and eager to collaborate.
- Cultivate a more welcoming, equitable and inclusive environment where diverse viewpoints shape the University's future.
- Embrace, engage and serve our neighbors in Nashville and Middle Tennessee as a trusted community partner and radical champion for flourishing.
- Continuously improve academic and organizational processes, capabilities and relationships to ensure we remain nimble and adaptive to the changing world.
- Expand sources of revenue and manage financial resources wisely so we can advance our collective work confidently and responsibly.
- Pursue operational and relational excellence in all we do to strengthen the Belmont community, enhance our reputation and place us at the forefront of higher education.

# TOP 100

BEST VALUE SCHOOL

(U.S. News & World Report)

**93%**  
OF FIRST-YEAR STUDENTS RECEIVE  
SOME FORM OF FINANCIAL AID

**74%**

of admitted first-year students offered  
**INSTITUTIONAL MERIT  
SCHOLARSHIPS**

**9,000+**  
**ENROLLMENT**

**LARGEST**  
**ECUMENICAL CHRISTIAN**  
*UNIVERSITY IN THE U.S.*

STUDENTS FROM  
**49 STATES & 30 COUNTRIES**

**79%**

of faculty hold the highest  
achievable degree in their field



## OFFICE OF ADVANCEMENT

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The Belmont University Office of Advancement is a vibrant and dynamic hub dedicated to garnering philanthropic support and fostering meaningful relationships with donors, alumni and friends. Recently, the office welcomed David Rosselli as the new Executive Vice President for Advancement, bringing his wealth of strategic development experience to the team.

With Rosselli at the helm, the office collaboratively works with a team of 45 professional staff, focusing on fundraising, alumni and family engagement, advancement services and special events. Building upon the university's successful philanthropic initiatives, Belmont is preparing for its most ambitious comprehensive campaign yet, in support of the Strategic Path to 2030.

Rosselli's vision aligns with Belmont's mission as a Christ-centered institution and a leader in healthcare, entertainment and social innovation. He is partnering with President Greg Jones and the rest of the leadership team to accomplish the university's God-sized dreams.

The office's dedication to exceptional stewardship and their innovative approach ensures that every interaction with donors is enjoyable and impactful.

Supported by Belmont's executive leadership team, the Office of Advancement plays a crucial role in the university's comprehensive fundraising efforts. Rosselli's demonstrated ability to build strong teams and achieve successful outcomes will undoubtedly have a significant impact across the campus and contribute to Belmont's bright future.

# FUNDRAISING RESULTS

## RESULTS

**\$46.2 MILLION**  
FY22 DOLLARS RAISED THROUGH MAY 31

# TOTAL CAMPAIGN REVENUE

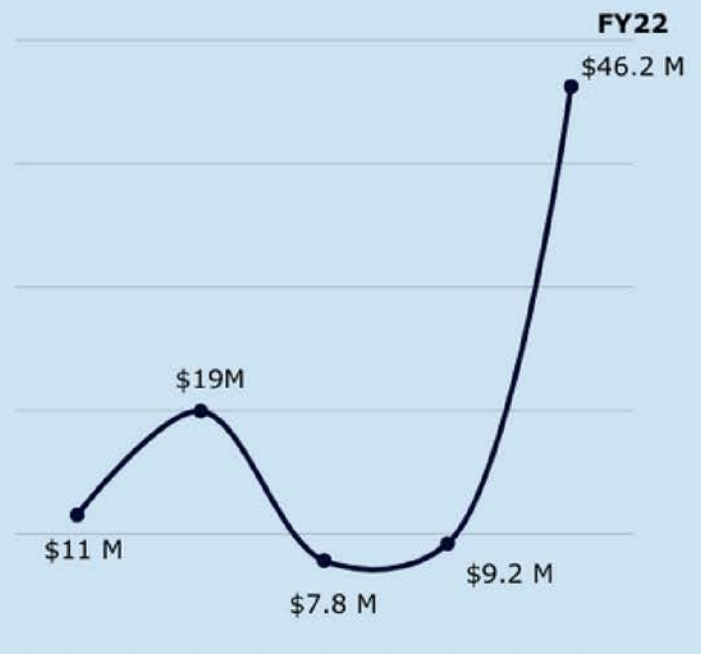
### FISCAL YEAR:

APRIL 1ST THROUGH MAY 31ST

### FY22 UPSWING

RECOGNIZING UNTAPPED POTENTIAL

UNCOVERING NEW OPPORTUNITIES

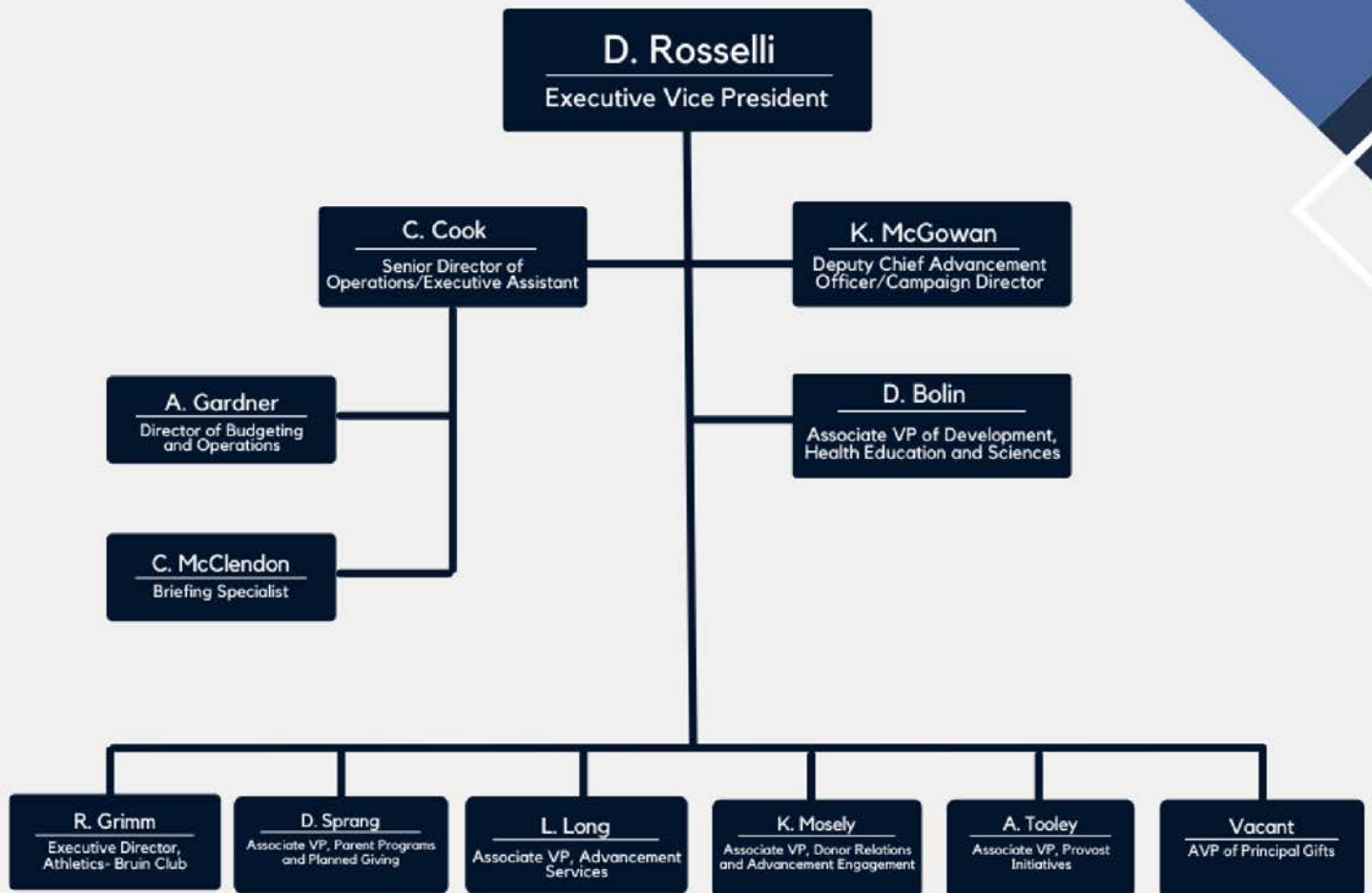






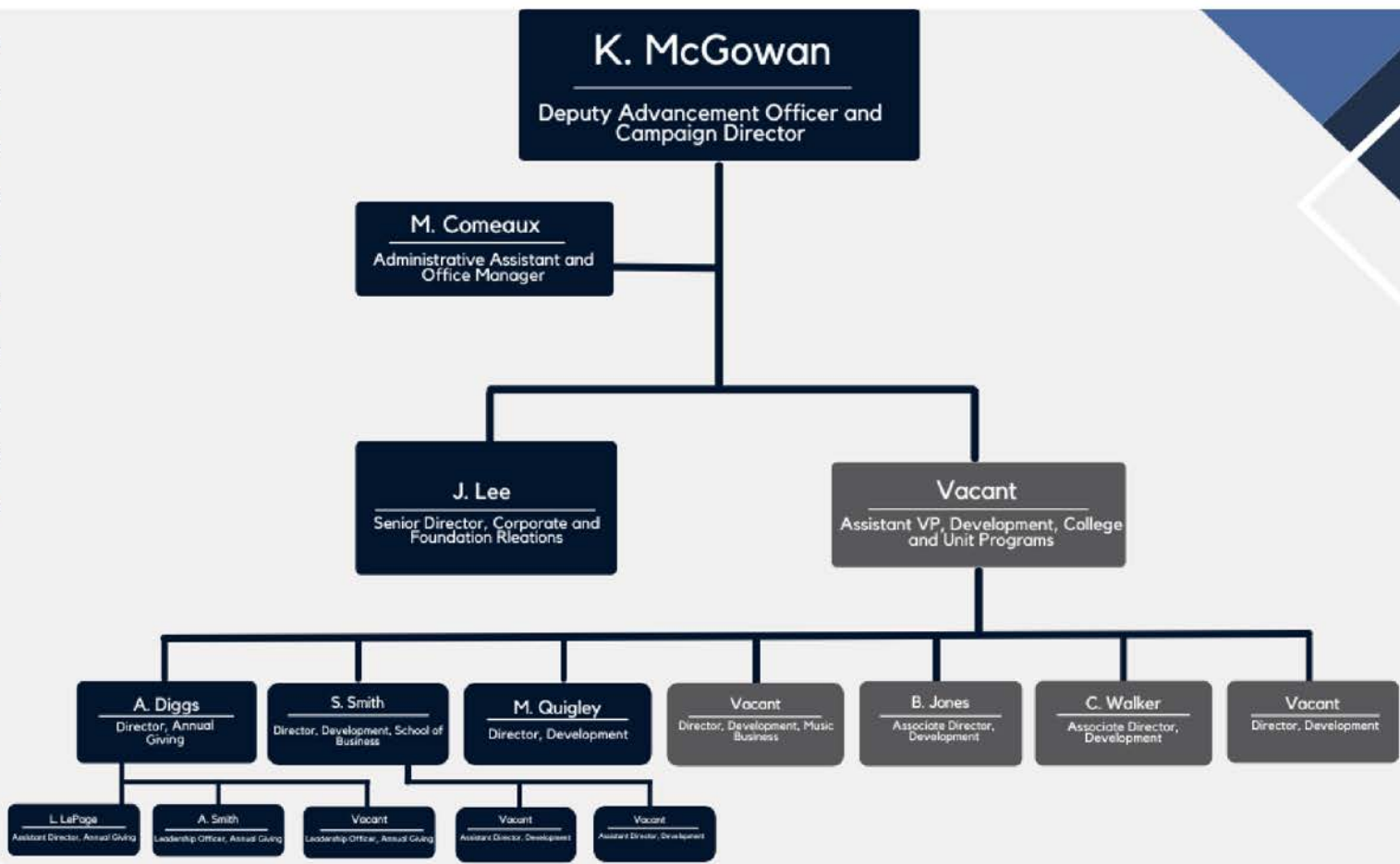
**BELMONT  
UNIVERSITY**

# Office of University Advancement Organizational Chart





# DEVELOPMENT ORGANIZATIONAL CHART



# MEET THE EXECUTIVE VICE PRESIDENT FOR UNIVERSITY ADVANCEMENT

## DAVID ROSSELLI

David (Dave) Rosselli was hired as Belmont's Executive Vice President for University Advancement effective August 1, 2023. He oversees all aspects of development and alumni relations including the oversight of Belmont's \$600 million *Let Hope Abound* campaign.

Dave served as Vice President for University Advancement and Alumni Relations at Baylor University from October 2015 to June 2023, overseeing all aspects of Baylor's successful \$1.5 billion *Give Light Campaign*. Previously, he served as senior executive director of institutional advancement at the University of Southern California (USC), where he managed the development operations and staff for the advancement team in San Francisco, as well as the oversight of USC's fundraising and campaign operations in Northern California.



Before his time at USC, Dave served as assistant dean for institutional advancement at the Arthur A. Dugoni School of Dentistry at the University of the Pacific, where he was responsible for all areas of campaign development and fundraising for the school's \$150 million relocation to downtown San Francisco. Earlier in his career, he spent six years as associate athletic director at the University of California, Berkeley, overseeing a \$500 million athletics campaign. Prior to his work at UC Berkeley, he was associate athletic director and executive director of the Bronco Bench Foundation for Santa Clara University (2002-2004) and assistant athletic director for broadcasting at the University of the Pacific (1995-2002). Dave also spent more than six years as the director of development for the schools of business and engineering at Pacific.

He is a former television and radio broadcaster, including regular work calling basketball play-by-play for Baylor University as well as assignments covering other collegiate and professional teams from 1985-2004 including the SF 49ers, Golden State Warriors and University of California athletic programs.

Dave is a graduate of the University of the Pacific, with a bachelor's degree in broadcast journalism and a master's degree in educational psychology.

# MEET THE DEPUTY CHIEF ADVANCEMENT OFFICER AND CAMPAIGN DIRECTOR

**KYLE MCGOWAN**



Kyle McGowan is Deputy Chief Advancement Officer and Campaign Director for Belmont University. He brings 25 years of institutional advancement experience, having held senior positions at Vanderbilt and Georgetown University and a Vice President for Advancement role at Idaho State University. He has also served as a university strategic planning consultant for the Napa Group and worked with a range of clients including Tulane, Princeton and Northwestern. He has direct experience with campaign planning and execution, leading annual and major gift teams, new program development and implementation and organizational design. His work has led to stronger communities of support at each of his prior institutions and helped generate hundreds of millions of dollars in philanthropic support.

Kyle earned a Bachelor of Science in Business Administration from the University of Oregon and a Master of Public Policy from Georgetown University.

# MEET THE DEANS



## **Bryce Sullivan, College of Liberal Arts & Social Sciences**

Bryce Sullivan, Ph.D. is Professor of Psychology and Dean of the College of Liberal Arts and Social Sciences at Belmont University. He was appointed Dean in 2008, following seven years as Chair of the Department of Psychology at Southern Illinois University Edwardsville. He is currently serving as Interim Chair of the Department of Education in addition to his dean responsibilities.

Dr. Sullivan received his B.S., summa cum laude, from Georgia State University, and his M.A. and Ph.D. from The Ohio State University. His publication record includes 15 peer-reviewed journal articles, four book chapters and 36 conference papers. Dr. Sullivan's scholarly interests include higher education, clinical psychology and ethics in psychology. His teaching interests include personality theory and clinical psychology. He is a licensed clinical psychologist (license granted in Illinois), but all of his professional activities are currently devoted to his role as Dean.

At Belmont, Dr. Sullivan's teaching has included a First Year Seminar class titled "Christianity and the Life of the Mind," a class on Exercise and Stress Management and the Senior Capstone class.

He is an elder at Covenant Presbyterian Church in Nashville.



## **James Pierce, Watkins College of Art**

James Pierce began his creative career in the video industry, working with everything from local to international clients. However, he primarily worked to help non-profit clients. After over a decade worth of experience in video, he applied his expertise in motion and design and to web design and development.

Prior to joining Belmont full-time in 2011, he started a company that allowed artists to create

websites, without the need to know all the inner workings of web design.

James continues to design and build web applications that solve needs in the community, educational institutions and design industry. James's thesis for his MFA degree, entitled Natural User Interfaces in the Information Age, explored the history and changes in consumer-based computer interactions. He continues to research graphic and natural user interfaces and consults local entrepreneurs creating mobile and web design products.

James is married to a graphic designer and has two small dogs.



### **Stephen Eaves, College of Music & Performing Arts**

Dr. Stephen Eaves is the Dean and Professor of Music at Belmont University's College of Music and Performing Arts (CMPA). With 25 years of experience in arts leadership, teaching and performing, he brings valuable knowledge to his position. Dr. Eaves has a strong background in planning arts facilities, fostering partnerships, securing financial support and developing entrepreneurial career paths for student artists. He is an active advocate for the arts and serves on various boards.

As a conductor and performer, Dr. Eaves has led choral ensembles in prestigious venues worldwide, including Carnegie Hall. He holds degrees in music education and conducting and is a member of professional organizations such as the National Association of Schools of Music and the American Choral Directors Association. Prior to Belmont, he served in administrative and faculty roles at universities in Texas, Arkansas and Kansas.

As Dean, Dr. Eaves is committed to serving and leading the faculty and staff of the CMPA, ensuring a vibrant educational experience for students in music and the performing arts.



### **Alberto R. Gonzales, College of Law**

Alberto R. Gonzales is a highly-accomplished individual with a rich educational and professional background. After attending the United States Air Force Academy, he earned a Bachelor of Arts degree from Rice University and a Juris Doctor degree from Harvard University. He was appointed by President George W. Bush to serve as the 80th Attorney General of the United States from February 2005 to September 2007. Throughout his career, Gonzales has held various important positions, including partner at a major Houston law firm, Justice of the Texas Supreme Court, Texas Secretary of State, General Counsel to the Governor of Texas and Counsel to the President of the United States. He has also made valuable contributions to academia, serving as a Visiting Professor and minority/veteran recruitment consultant at Texas Tech University.

Currently, Gonzales holds the Doyle Rogers Distinguished Chair of Law and serves as the Dean of the law school at Belmont University. He teaches subjects such as Constitutional Law, First Amendment Law, National Security Law and Separation of Powers. Gonzales has received numerous recognitions for his accomplishments, including being named a Distinguished Alumnus of Rice University, receiving the Harvard Law School Association Award and being recognized as Hispanic American of the Year by HISPANIC Magazine and one of The 25 Most Influential Hispanics in America by TIME Magazine.



### **Jhennifer Amundson, O'More College of Architecture & Design**

Jhennifer A. Amundson, Ph.D., is the inaugural Dean of the O'More College of Architecture and Design at Belmont University. Prior to joining Belmont in 2019, she served as Associate Provost of Faculty, Dean of the School of Art, Design and Architecture and Professor of Architecture at Judson University in Elgin, Illinois.

Dr. Amundson completed her doctoral studies at the University of Delaware after receiving both her M.Arch. and B.S.A.S. from the University of Illinois at Urbana-Champaign.

In addition to her responsibilities as Dean, Dr. Amundson developed the curriculum for Belmont's new programs in architecture, with special focus on the five-year B.Arch., for which Belmont is a candidate for accreditation by the National Architectural Accrediting Board (NAAB).

As a Professor of Architecture, she focuses on the program's innovative, multi-year learning portfolio curriculum. Her broader academic interests include equitable practices and pedagogy in design education, distance and hybrid learning, digital humanities, academic experience as vocational discernment (and vice-versa) and transformational community-based educational partnerships.

As a former architect, she studies architectural history with a particular interest in 19th-century style, theory and technology, the history of the profession of architecture and the education of architects. Supported by grants and fellowships from such institutions as the National Endowment for the Humanities, Smithsonian Institution, U.S. Capitol Historical Society, Athenaeum of Philadelphia, Graham Foundation and Winterthur Museum, she has published extensively, especially in connection with the topic of her dissertation and first book publication, *Thomas U. Walter*. Her recent research focuses on the architectural and social histories of maternity hospitals in the United States.



### **James McIntyre, Jr., College of Education**

Dr. James McIntyre, Jr. is the Dean of the College of Education and Assistant Provost for Academic Excellence at Belmont University. With an extensive background in educational leadership, Dr. McIntyre has made significant contributions to the field. Prior to joining Belmont, he served as the Director of the Center for Educational Leadership and Assistant Professor of Practice at the University of Tennessee, Knoxville.



During his time there, he oversaw the Leadership Academy for aspiring school principals and provided leadership coaching to school and district leaders across Tennessee.

In his previous role as Superintendent of the Knox County Schools in Knoxville, Dr. McIntyre achieved remarkable results. Under his guidance, the district witnessed a substantial increase in the four-year high school graduation rate, from 79.3% to 90.3%. His leadership was recognized when the Knox County Schools became one of only twelve "Exemplary" School Districts in the state of Tennessee.

Dr. McIntyre's expertise extends beyond Knoxville. He has served as the Chief Operating Officer for the Boston Public Schools and as the Budget Director for the district, further contributing to his broad range of experience in educational administration. His teaching career began at Vincent Grey Alternative High School in East St. Louis, Illinois, where he taught a diverse group of at-risk students.

# POSITION DESCRIPTION

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## OVERVIEW

Belmont University is seeking a mission-driven and adaptable fundraising leader to assume the inaugural role of Assistant Vice President for Development, Colleges and Units.

The Assistant Vice President for Development, Colleges and Units provides leadership and direction for all development-related activity for the following colleges at Belmont University:

- [Jack C. Massey College of Business](#)
- [Mike Curb College of Entertainment and Music Business](#)
- [College of Liberal Arts and Social Sciences](#)
- [College of Music and Performing Arts](#)
- [Watkins College of Art](#)
- [College of Education](#)
- [O'More College of Architecture and Design](#)
- [College of Law](#)

Reporting to the Deputy Chief Advancement Officer (CAO) and Campaign Director, the newly created role of Assistant Vice President for Development, Colleges and Units will partner with college deans and lead a dynamic team of development professionals, shaping and championing a transformative college- and unit-based fundraising model. Additionally, the Assistant Vice President will provide strategic direction and oversight for the annual giving program and play a vital role in preparing for the university's most ambitious comprehensive campaign to date, *Let Hope Abound*.

The successful candidate will have a bachelor's degree with a minimum of 10 years of experience working in higher education fundraising or in a commensurate fundraising/business development role. The candidate will also have experience managing experienced professionals across multiple programmatic areas and a passion for building strong, long-term relationships.

In addition to these qualifications, candidates should demonstrate a strong passion for building strong and long-lasting relationships. Alignment with Belmont's vision to be the leading Christ-centered university in the world is crucial.



## **NASHVILLE, TENNESSEE**

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Nashville, Tennessee, known as the "Music City," combines a rich cultural heritage with contemporary appeal, offering a diverse and dynamic environment. Famous for its music scene—from the Grand Ole Opry to honky-tonk bars on Broadway—Nashville is a hub for those seeking a thriving arts and entertainment community.

Nashville boasts a diverse culinary landscape that caters to every palate, featuring renowned restaurants and local eateries. Vibrant neighborhoods like The Gulch and 12 South add character to the urban tapestry, providing unique experiences and a sense of community. The city's charm extends to its outdoor spaces, with numerous recreational opportunities along the picturesque Cumberland River, inviting residents to enjoy nature and an active lifestyle.

Nashville's appeal goes beyond its cultural and recreational offerings. The city is a powerhouse in terms of economic vitality, with a robust and diverse economy that continues to thrive. The burgeoning tech sector further positions Nashville as a city on the rise, creating opportunities for professional growth and innovation. As job candidates consider their next career move, the welcoming community of Nashville ensures a warm embrace, making the prospect of relocation even more enticing.

Nashville stands as a multifaceted city, where the rhythm of its music scene harmonizes with diverse culinary experiences, vibrant neighborhoods and outdoor adventures. Its flourishing economy, particularly in the tech sector, adds a layer of professional opportunity, while the welcoming community promises a vibrant setting for individuals and families alike.

**"THE PROJECTED GROWTH RATE FOR TECH JOBS IN MIDDLE TENNESSEE (2020-2025) IS 12.0%, COMPARED TO 8.0% PROJECTED NATIONAL TECH JOB GROWTH, 10.0% PROJECTED STATEWIDE JOB GROWTH, AND 7.0% PROJECTED GROWTH ACROSS ALL OCCUPATIONS IN MIDDLE TENNESSEE."**

*State of Middle Tennessee Tech 2021, Middle Tennessee State University*



"Nashville and Middle Tennessee are continuing to experience tremendous amounts of growth. Passenger numbers at BNA are skyrocketing as more and more businesses are opening operations or relocating their headquarters to Tennessee. The airport embraces these new opportunities to meet the future needs of our growing city, and we remain committed to working with our airline partners to provide a full range of travel options. With 96 non-stop destinations, you can get anywhere quickly when you fly out of BNA. We recognize the vital role that plays in strengthening our economy. Easy access to other cities and countries is not just attractive to visitors, but it's vital to business leaders. We're proud to be the gateway to Music City and continue to connect passengers to the world."

**- Doug Kreulen, President and CEO, Nashville International Airport**



# APPLICATION PROCEDURE

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To express your interest in the Assistant Vice President for Development, Colleges and Units opportunity at Belmont University, please submit your resume of qualifications and a letter of interest in confidence to Krystal Floyd at [kfloyd@bryantgrp.com](mailto:kfloyd@bryantgrp.com). Priority will be given to candidate materials received by April 1, 2024.



**Krystal Floyd**  
**Senior Executive  
Recruiter**  
BRYANT GROUP  
[kfloyd@bryantgrp.com](mailto:kfloyd@bryantgrp.com)



**Chris Bingley**  
**President**  
BRYANT GROUP



Bryant Group, based in Dallas, Texas, and with associates located across the United States, specializes in executive search and leadership consulting for higher education, healthcare and nonprofits. In 1988, Bryant Group founder, Chris Bryant, started one of the country's first search firms specializing in philanthropy recruitment. Now under the leadership of CEO Sally Bryant, the woman-owned firm has impacted more than 10,000 leaders and served more than 275 organizations.

Our commitment to people and our determination to live our values every day, in every conversation, make our firm unique. We like to think of it as being uncommon on purpose, which can be seen in the high level of service we provide our client in- executive search, leadership development and talent strategy.

**Visit our website today at [www.bryantgrp.com](http://www.bryantgrp.com) to learn more about how we can help you achieve your goals.**