



ASSOCIATE VICE PRESIDENT, UNIT DEVELOPMENT

[ASU FOUNDATION](#)

TEMPE, ARIZONA



Aspen Leadership Group is proud to partner with the ASU Foundation in the search for an Associate Vice President, Unit Development.

The Associate Vice President, Unit Development will lead a team of college and school-based development directors and officers, providing guidance, mentorship, and counsel on all aspects of development including annual giving, major and leadership giving, corporate and foundation giving, estate and gift planning, stewardship, and donor relations. The Associate Vice President will ensure sound business practices and a high quality of service to support these university-wide development officers. In addition to these management and leadership responsibilities, the Associate Vice President will maintain a portfolio of major and leadership gift prospects and personally secure philanthropic support of ASU.

ASU FOUNDATION

The ASU Foundation for a New American University works to unite ideas, people, and philanthropy to further ASU's mission. Donor support empowers ASU to advance student access, serve the community, protect the planet, create equity in higher education, and conduct research for the public good. The ASU Foundation is a registered nonprofit with a proven history of transparency, accountability, and good stewardship. With a perfect four-out-of-four stars rating on Charity Navigator, the ASU Foundation is committed to handling philanthropic gifts responsibly and making a lasting impact.

ARIZONA STATE UNIVERSITY

ASU is a comprehensive public research university, measured not by whom it excludes, but by whom it includes and how they succeed; advancing research and discovery of public value; and assuming fundamental responsibility for the economic, social, cultural, and overall health of the communities it serves.

Two decades ago, Arizona State University set forth a new and ambitious trajectory to become a comprehensive knowledge enterprise dedicated to the simultaneous pursuit of excellence, broad access to quality education, and meaningful societal impact. From that point forward, all its energy, creativity, and resources have been brought to bear on the design of a uniquely adaptive and transdisciplinary university committed to producing master learners. Today, ASU exemplifies a new prototype for the American public research university.

Year after year, ASU ranks at or near the top of the list in areas that matter. Consistently recognized by *U.S. News & World Report* as the country's most innovative school, Arizona State University also takes the top spot in the nation for sustainability (*Sustainability Tracking, Assessment and Rating System*) and global impact (*Times Higher Education*).

ASU is where students and faculty work with NASA to advance and lead space exploration. Where undergraduates learn from Nobel laureates and Pulitzer Prize winners. Where world-renowned scientists and scholars take on the most pressing challenges facing the planet and its people. Where 83 undergraduate and graduate programs rank among the top 25 degree programs in the country, according to *U.S. News & World Report*, with 44 programs ranked in the top 10. ASU is where next-generation innovators thrive while advancing pioneering research, strategic partnerships, entrepreneurship, and economic development.

REPORTING RELATIONSHIPS

The Associate Vice President, Unit Development will report to the Vice President, Unit Development, Eric Spicer and participate on the senior leadership team of the ASU Foundation. The Associate Vice President will oversee seven direct reports and a team of 23.

FROM THE VICE PRESIDENT

Two decades ago, ASU set out to change higher education by defining a prototype that didn't yet exist: the New American University. The goal was to renew the public purpose of higher education for people and communities in Arizona and across the globe. Our [Charter](#) succinctly captures this goal: "ASU is a comprehensive public research university, measured not by whom it excludes, but by whom it includes and how they succeed; advancing research and discovery of public value; and assuming fundamental responsibility for the economic, social, cultural and overall health of the communities it serves."

The ASU Charter is our north star. It serves as a beacon for all faculty, staff, and foundation team members, providing a common direction that drives all our efforts. It has led to the creation of new ways to teach, learn, discover, and serve at all levels of our institution. It has enabled us to make college degrees attainable on a greater scale and put more ASU graduates out into the world than ever before. It has greatly increased the diversity of our student body with nearly half of our 2023 first-years students identifying as minorities with a third being first-generation college students.

Over the last 20 years, we have repeatedly proven the transformative potential of the New American University. We have shown that higher education can make a difference, not only in the lives of students and learners, but throughout the communities we serve. As humanity faces some of the most complicated issues in recorded history, our powerful community of visionaries, leaders, and advocates are ready to step up to drive change our world needs through the launch of our next comprehensive university wide campaign that will launch publicly in the spring of 2025.

As we prepare to launch our next campaign, I am seeking a true partner to help me lead Unit Development within the ASU Foundation. I believe the best leaders have the highest levels of integrity and model humility and service to their teams. I believe in setting high standards of excellence and providing the support needed for those standards to be achieved. It is critical for me to hire an individual who truly cares about their teammates and finds joy and fulfillment in investing in the growth of those they lead.

The Associate Vice President we hire will be fortunate to join an organization with a very strong culture. One where we care about our own success, but we care just as much about the success of our colleagues. A culture that is collaborative, supportive, and creative! As a leader in the organization, the Associate Vice President will influence organizational culture and —importantly— they will align well with our values of character, service, and innovation.

If you are looking for an opportunity to do challenging and meaningful work in a successful organization with a healthy work environment, I hope you will engage to learn more about this opportunity. As someone who has been with the organization for 15 years, I remain tremendously grateful for the opportunities I've had to learn, grow, and help facilitate societal impact with our generous philanthropic investors and incredible faculty members. These same opportunities exist for each of our team members, and they are waiting for our next Associate Vice President!

—Eric Spicer, Vice President, Unit Development

PRIMARY RESPONSIBILITIES

The Associate Vice President, Unit Development will

- lead a team of development directors for specified colleges and schools;
- identify and manage a portfolio of prospects, serving as a major and leadership gifts officer who cultivates relationships, submits proposals, and stewards high level donors;
- hire, recruit, and train development directors and officers;
- provide ongoing staff management including training, mentoring, continuing education, performance evaluations, annual operating plans, budget development and oversight, and professional advancement;
- guide specific team fundraising and prospect management strategies from identification through stewardship;
- demonstrate and build a spirit of teamwork as an integral part of the overall development team culture;
- ensure accountability for team fundraising metrics and exemplify accountability and transparency by routinely recording contact reports, proposals, and other pertinent information;
- support consistent messaging across the development team, supporting foundation goals, objectives, and processes;
- manage a personal principal gift donor/prospect portfolio with a primary focus on securing gifts at or above the \$1,000,000 level building toward a personal fundraising goal of at least \$5M in accordance with performance metrics;
- develop and execute strategies to involve campus leaders, alumni, friends, and volunteers to identify and cultivate new individual, corporate, institutional and/or foundation prospects on behalf of assigned areas of responsibility;
- guided by the direction and scope of a prospect's interest, collaborate with various faculty, institute/center directors, and unit-based and foundation-based fundraisers to leverage the maximum philanthropic potential of a prospect;
- guide the direction of written proposals, concept notes, strategic plans, and other collateral materials as needed for securing philanthropic investments;
- ensure the proper stewardship and recognition of donors in portfolio;
- ensure compliance with prospect management guidelines for tracking and maintenance of contact and progress reporting;
- work closely with ASU Foundation leadership and ASU deans and directors to manage expectations, build support, and develop strategies and programs necessary to ensure fundraising success;
- participate on the ASU Foundation senior leadership team and work collaboratively with colleagues to advance university initiatives; and
- provide valuable strategic thinking and leadership, related not only to development but to a broader set of foundation priorities and opportunities.

LEADERSHIP

Eric Spicer

Vice President, Unit Development

Eric Spicer is the Vice President of Unit Development for the ASU Foundation. In this role, Eric serves unit leaders within the ASU Foundation as they build and lead high performing teams. He is also privileged to help amazing people create transformative impact by investing in access to education, student success, groundbreaking research, and community focused programs.

He began his career with the Celebrity Fight Night Foundation raising support for the Muhammad Ali Parkinson Center at the Barrow Neurological Institute. Before joining ASU as a Major Gift Officer in 2009, Eric was the Director of Development for Ronald McDonald House Charities of Phoenix.

As an active volunteer in the Phoenix community, Eric has primarily worked with organizations that provide support to children in the Arizona foster care system. Eric is also a graduate of Valley Leadership's Class 29 Leadership Institute and a member of the *Phoenix Business Journal's 40 Under 40* class of 2019. Additionally, he holds a master's degree from ASU in Nonprofit Leadership and Management and is a Certified Fundraising Executive.

Eric earned a Bachelor of Science from Southeast Missouri State University, Cape Girardeau.

PREFERRED COMPETENCIES AND QUALIFICATIONS

The ASU Foundation seeks an Associate Vice President, Unit Development with

- a commitment to the mission of the ASU Foundation — to build partnerships and relationships, and to unite ideas, people, philanthropic support, and investments to advance ASU's goals for inclusion, student success, discovery, and local and global impact;
- extensive knowledge of principles and techniques related to development and fundraising in higher education;
- an ability to design and implement effective cultivation, solicitation, and stewardship strategies;
- experience identifying and qualifying new prospects, preparing and delivering complex and detailed proposals, and securing philanthropic investment;
- strong leadership skills including an ability to build consensus, inspire confidence, motivate, and lead a team to achieve desired results;
- exceptional interpersonal skills and an ability to communicate effectively across platforms with academic leaders, faculty, staff, donors, and volunteers;
- an ability to problem-solve creatively, to take initiative, and set priorities while remaining sufficiently nimble to embrace unanticipated opportunities;
- a highly flexible nature, a professional demeanor, and an ability to think quickly and react effectively to unanticipated circumstances, opportunities, and situations;
- sufficient presence to effectively engage with high-profile individuals;
- a collaborative style, combined with an ability and desire to work in a team-based environment;
- a team-oriented mindset and an ability to effectively manage complex situations involving numerous and sometimes competing constituencies and interests;
- an ability to effectively represent the ASU Foundation internally and externally and to enthusiastically serve as an emissary for ASU;
- attention to detail and thoroughness in completing assignments and activities;
- highly refined organizational skills and an ability to successfully manage multiple projects;
- an ability to maintain a high degree of confidentiality and responsibility regarding information related to foundation and university business and confidential prospect information; and

- proficiency with Microsoft Office Suite and comfort working in donor/prospect computer database systems.

A bachelor's degree and at least 10 years of fundraising experience, including at least three years of experience in higher education or within a comparable complex organization with management experience of development professionals and support staff, is preferred for this role. The ASU Foundation will consider candidates with a broad range of backgrounds. If you are excited about this role and feel that you can contribute to the foundation, but your experience does not exactly align with every qualification listed above, we encourage you to apply.

SALARY, BENEFITS, AND CULTURE

The salary range for this position is \$200,000 to \$220,000 annually. To ensure its employees can thrive and pursue their best life, the ASU Foundation has created an award-winning company culture that prioritizes health, well-being, and work-life balance. A foundational aspect of that culture is a comprehensive benefits package designed to serve the physical, mental, emotional, and professional needs of its staff across all life stages and circumstances. Benefits include medical, dental, and vision coverage; flexible spending account; basic and voluntary life insurance; short-, long-term, and accident disability insurance; employee assistance program; 401(k); health care reimbursement account; and tuition reduction.

Because words aren't enough. ASU Foundation proudly stands beside ASU and commits to building a more inclusive culture that supports diverse identities. It is working to recognize and address its shortcomings and hold itself accountable for setting and achieving thoughtful goals, initiatives, and metrics.

The ASU Foundation is committed to fostering an inclusive environment where everyone can show up as their full selves and feel safe, respected, supported, and heard. The ASU Foundation also is committed to a workforce that is reflective of the communities it serves. Representation matters. This work matters. The ASU Foundation has started by looking inward and recognizing where it has done well and where it can do better.

LOCATION

The position is in Tempe, Arizona.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of the ASU Foundation and the responsibilities and qualifications specified in the position prospectus.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit: [Associate Vice President, Unit Development, ASU Foundation](#).

To nominate a candidate, please contact Gregory Leet: gregoryleet@aspenleadershipgroup.com.

All inquiries will be held in confidence.