



DIRECTOR OF MAJOR GIFTS
ROSE-HULMAN INSTITUTE OF TECHNOLOGY
FLEXIBLE/REMOTE LOCATION

ROSE-HULMAN

INSTITUTE OF TECHNOLOGY

Aspen Leadership Group is proud to partner with Rose-Hulman Institute of Technology in the search for a Director of Major Gifts.

The Director of Major Gifts will create and implement strategies that secure financial support from various sources. The Director will provide direct leadership and oversight for a team of gift officers, ensuring that the staff set and attain ambitious goals, develop effective fundraising strategies, and manage fundraising projects and initiatives developed by the President, Vice President, and Institute Administration.

Founded in 1874, Rose-Hulman Institute of Technology has established itself as the consistently top-ranked undergraduate engineering college in the United States. The beautiful campus in west-central Indiana is home to some of the nation's best STEM students, faculty, staff, and facilities. Averaging more than 2,000 undergraduate students and 70 graduate students, Rose-Hulman offers over 25 STEM academic programs. Students represent 49 states and territories and 29 countries. Since its founding by businessman Chauncey Rose in 1874, Rose-Hulman Institute of Technology (then Rose Polytechnic Institute) has thrived under dedicated leaders whose vision has propelled the Institute from its beginning as a little-known, all-male engineering college to a world-class institution on the leading edge of engineering education in the United States. Today's Board of Trustees, acting president Robert A. Coons, and cabinet members are committed to continuing, and building upon, this legacy of excellence.

From the beginning, the Institute has sought to provide its students with a firm foundation of academic excellence. Rose Polytechnic's first President, Charles O. Thompson, said "the engineer is distinct from the artisan or craftsman by exactly the amount of his knowledge of the scientific principles which underlie the practice of his profession." Rose-Hulman's mission remains to provide the world's best undergraduate science, engineering, and mathematics education in an environment of individual attention and support.

At the heart of the academic culture at Rose-Hulman stand the dedicated professors, past and present, whose love of teaching and commitment to student success have been instrumental in making Rose-Hulman a leader in undergraduate engineering, mathematics, and science education. Many have been recognized nationally for expertise in their respective fields and skill in teaching. Just as in years past when Herman Moench and Bob Steinhauser engaged students and helped mold them into world-changers, faculty today continue to serve as wise teachers and beloved mentors to the next generation of engineers, scientists, and mathematicians.

A Rose-Hulman education is more than simply mastering textbook material. Surrounded by a campus full of artwork and enrichment opportunities, students can enhance and apply their academic knowledge outside the classroom. At Rose-Hulman, solid instruction is combined with hands-on experiences, cultural engagement, and the ability for students to pursue their individual passions. Through performing arts, competition teams, study-abroad opportunities, and community involvement, students become well-rounded graduates ready to make a difference in their workplaces and communities.

Innovation comes naturally at Rose-Hulman, but enterprises such as Rose-Hulman Ventures, and facilities such as the Branam Innovation Center—the *BIC*—cultivate it to a higher degree. At Ventures, student interns can tackle projects for clients in a variety of industries. The student competition teams that call the BIC home get valuable hands-on experience as they build, test, and refine their designs. Both experiences enable students to apply and build on their classroom lessons, honing their innovative abilities in the process, before graduation.

Ranked as the No. 1 undergraduate engineering program for 25 straight years by *U.S. News & World Report*, Rose-Hulman is also nationally ranked for value and teaching excellence. The *Wall Street Journal* ranked the institute top for Learning Opportunities and Learning Facilities, as well as fourth for Career Preparation in 2024. Many of the individual programs and degrees are ranked in the top 10 by *College Factual*, such as #1 Computer Engineering, #2 Chemical Engineering, #4 Computer Science, and #3 Mechanical Engineering.

The Rose-Hulman experience builds lifelong connection. These “Forever Rose” relationships have supported the growth and enhancement of the Institute, its facilities, and programs. Since its move to the current campus in 1922, Rose-Hulman has benefited from the generosity of many alumni, faculty, and staff whose belief in its mission and love for its community have been manifested through investments of time, expertise, and financial support. Many of the buildings enjoyed by students today, such as White Chapel, Hatfield Hall, and Percopo Residence Hall, trace their roots to a legacy first planted years ago by a donor with a desire to enhance the Rose-Hulman experience for the next generation.

REPORTING RELATIONSHIPS

The Director of Major Gifts will report to the Vice President for Institutional Advancement, Steve Brady. The Director of Major Gifts will serve as a member of the Institutional Advancement Leadership Team.

FROM THE VICE PRESIDENT

Thank you for taking the time to explore Rose-Hulman Institute of Technology and learning if it might be a good place for you to make a difference. This year, Rose-Hulman is celebrating its sesquicentennial anniversary. Founded 150 years ago, our mission is simple: provide our students with the world's best undergraduate science, engineering, and mathematics education in an environment of individual attention and support.

After working at various institutions, I have come to appreciate the unique blend of impact and opportunity that Rose-Hulman provides me. When I walk from my office across a scenic campus full of dedicated students, I know that my work is making a difference. It is what has kept me here for eight years. I have been able to witness firsthand the joy of philanthropy when donors meet the students who are getting a top-notch education because of the scholarship support they provide. The impact of the development office is noticed and appreciated by the campus community.

This is also an incredible opportunity to work with some amazing alumni who have done well with their STEM degrees, from CEOs at Fortune 500 companies to entrepreneurs who started and sold their companies. Layer that with faculty and staff who are innovators and making real-world impact, and it's a recipe for a motivated campus.

Rose-Hulman has many accolades and recognitions that we're proud of. For over 25 years, we've been consecutively named the No. 1 undergraduate engineering college by U.S. News and World Report. We are the only top 20 college in the Midwest in the 2024 Wall Street Journal Ranking. We have lots of data and awards showing that students who come to Rose-Hulman get an exceptional education and go on to successful careers. But when I'm asked why I like working at Rose-Hulman, it always comes back to the vibrant community and engagement we find with our alumni, students, and campus community.

Two years ago, we finished a \$250M campaign and have increased the average amount fundraised by about 20% in the last decade. We just received a \$30.5M grant to build a new entrepreneurial ecosystem called Innovation Grove, with a solar farm and a trail system to connect the Terre Haute community.

There are many opportunities to do great things at a place like Rose-Hulman. President Rob Coons is a unique leader in that he has been at Rose for the last 35 years and has a unique depth of understanding of our history because he has lived it. Our alumni and donors have confidence in his leadership, and he's proven time and time again that we are "punching above our weight class." When I ask the gift officers what they most enjoy about their position, it is the opportunity to specialize in major gifts, but also work closely with planned giving and alumni relations along with making solicitations with campus administrators including President Coons. The rest of the Institute's leadership team is focused on supporting fundraising efforts, ensuring that we continue to thrive and grow.

The Institutional Advancement office is a tight group of colleagues who like to work together in a community-minded spirit. We take our responsibilities seriously but strive to never take ourselves too seriously. We are looking for entrepreneurial-minded gift officers who seek an opportunity to work in a small community that is indeed changing the world. If you're passionate about making a difference and thrive in a collaborative forward-thinking atmosphere, I hope you'll consider taking the next step to learn more.

—Steve Brady, Vice President for Institutional Advancement

ROSE-HULMAN INSTITUTE OF TECHNOLOGY'S COMMITMENT TO DIVERSITY AND INCLUSION

Rose-Hulman Institute of Technology celebrates the intrinsic value of each individual from all ages, disabilities, races, economic status, ethnic backgrounds, genders, religions, sexual orientations, and other diverse perspectives and individual differences. It is committed to respect, inclusiveness, tolerance, and sensitivity everywhere within its campus community. Rose-Hulman promotes a safe and affirming campus climate for all students, faculty, and staff. Its Office of Diversity, Inclusion, and Belonging affirms this responsibility to promote a welcoming place for one and all by creating a diverse and inviting campus environment for all; providing diversity and inclusion education experiences; engaging in strategic outreach, recruiting, and support to diverse audiences; and creating awareness and goodwill for Rose-Hulman across diverse communities.

PRIMARY RESPONSIBILITIES

Goal Setting and Strategy

The Director of Major Gifts will

- develop and execute a comprehensive fundraising plan that includes Major Giving (\$50,000+), Corporate and Foundation, and Leadership Annual Giving (\$5,000+) into a cohesive strategy that helps achieve the financial needs of the Institute;

- as a member of the Institutional Advancement Leadership Team, provide strategic planning, goal setting, resource allocation, leadership, and mentorship;
- develop, plan, implement, and administer organizational goals and objectives;
- ensure departmental goals align with Institute priorities and participate in the budgeting process by identifying project needs and priorities; and
- in addition to working on fundraising strategy for department-wide goals and initiatives, manage small, focused campaigns and fundraising initiatives.

Leadership and Communication

The Director of Major Gifts will

- recruit, supervise, motivate, and mentor a high-performing team of fundraisers;
- sustain and elevate working relationships with administration, faculty, and departmental leaders across campus, specifically working in conjunction and partnership with the Alumni Relations and Advancement Services team to advance departmental goals;
- provide daily verbal and written communication to the unit and department staff;
- ensure the flow of consistent information between administrative and departmental staff; and
- participate in continuing education activities to maintain leading-edge skills.

Fundraising

The Director of Major Gifts will

- manage a personal major gift donor/prospect portfolio with a primary focus on securing gifts at or above the \$100,000 level and a personal fundraising goal of approximately \$1 million in accordance with performance metrics (financial and visit goals).

Finance and Operations

The Director of Major Gifts will

- develop, prepare, forecast, and oversee the department budget, ensuring revenue goals are met and expenses are controlled within guidelines;
- ensure that all risks are assessed and addressed appropriately; and
- ensure compliance with prospect management system guidelines and use the CRM database (Dynamics) to track and forecast progress.

LEADERSHIP

Steve Brady

Vice President for Institutional Advancement

As Vice President for Institutional Advancement at Rose-Hulman, Steve Brady oversees operations involving fundraising, alumni affairs, and corporate and foundation giving. Brady came to Rose-Hulman in 2016 from the Illinois Institute of Technology (IIT), where, in ten years, he significantly grew the major gifts program, introduced a metrics-driven method of measuring outcomes, and led a successful \$250M comprehensive campaign. Brady began his career in higher education fundraising at Webster University in Saint Louis where he worked as a student phonathon caller. After graduating with honors in 1996, he took on the role of the university's phonathon coordinator for three years. He then served for six years at Saint Joseph's College in Rensselaer, Indiana, as Director of the College Fund, raising the alumni donor participation rate by 11 percent and increasing phonathon revenue by 40 percent in just six years. In 2006, Brady joined Chicago-based IIT as a Major Gifts Officer but was soon asked to serve as Acting Director for Alumni Relations. Within a year, he moved into a role as Senior Director for Major and Planned Gifts, later adding the role of Associate Campaign Director in 2010. He was named Campaign Director in 2013.

PREFERRED COMPETENCIES AND QUALIFICATIONS

Rose-Hulman Institute of Technology seeks a Director of Major Gifts with

- **Commitment**
 - a commitment to the mission of Rose-Hulman Institute of Technology—to provide its students with the world's best undergraduate science, engineering, and mathematics education in an environment of individual attention and support; and
 - a commitment to community, integrity, and excellence.
- **Fundraising Experience**
 - experience with major gift planning and coordination including the development and execution of comprehensive fundraising plans that include major giving, corporate and foundation giving, and leadership annual giving.
- **Leadership and Management Experience**
 - an understanding of the changing landscape in higher education fundraising while being a creative and innovative leader that helps to shape a growing development office;
 - experience managing volunteers, students, and other professionals;
 - a team-oriented approach, effective time management skills, and an ability to handle conflict and challenges in a tactful manner; and
 - an ability to direct staff and develop operational work plans.
- **Communication and Interpersonal Skills**
 - effective communication and interpersonal skills across platforms and an ability to relate to a diverse group of faculty, staff, alumni, and donors; and
 - an ability to exercise diplomacy in all facets of one's work.
- **Project Management Skills**
 - an ability to identify and analyze existing programs and make decisions regarding new programs.
- **Financial Fluency**
 - experience developing budgets, allocating funds, and creating necessary controls that ensure operations are executed within budgetary constraints; and
 - experience forecasting future financial needs and providing input for future budgeting processes.

A bachelor's degree or an equivalent combination of education and experience and at least five years of experience in donor relations, overseeing at least two staff, is preferred for this position, as is experience in higher education advancement. Rose-Hulman Institute of Technology will consider candidates with a broad range of backgrounds. If you are excited about this role and feel that you can contribute to the Institute, 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 \$103,500 to \$126,500 annually. Rose-Hulman Institute of Technology offers a comprehensive benefits package including health, dental and vision insurance; flexible spending account; life and accidental death insurance; long-term disability insurance; pet insurance; TIAA retirement plan; tuition assistance and tuition exchange; and work-life balance including vacation and sick leave, hybrid and remote for some positions, summer work hours, and more.

Rose-Hulman supports and recognizes excellence in the teaching, learning, innovation, and intellectual growth of its students, faculty, and staff. Its campus culture is student-, faculty-, and staff-focused, welcoming, and inclusive. Rose-Hulman believes that every employee has a role to play in the mission of the Institute: to provide its students with the world's best undergraduate science, engineering, and mathematics education in an environment of individual attention and support.

LOCATION

This is a remote/flexible location position. The Director of Major Gifts may work remotely from any location near a major metropolitan airport.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of the Rose-Hulman Institute of Technology as well as the responsibilities and qualifications stated in the prospectus.***

To apply for this position, visit: [Director of Major Gifts, Rose-Hulman Institute of Technology](#).

To nominate a candidate, please contact Eric Rosario, ericrosario@aspenleadershipgroup.com.

All inquiries will be held in confidence.