

Position and Candidate Specification



Assistant Dean for Advancement

PREPARED BY:

Erin Boas

Kaitlin Hayes

Ponneh Varho

David Wick

University of Michigan (U-M) is one of the most distinguished public universities in the nation, a leader in higher education attracting top students and faculty from all over the world. U-M's vision is to be the defining public institution, redefining the power of higher education in service to humanity. The College of Literature, Science, and The Arts (LSA) is the largest of U-M's 19 schools and colleges.

Over its 175-year history, LSA has been a world leader in research and delivering an extraordinary liberal arts and sciences education. Along the way, LSA has invented approaches that have changed higher education and the world. As one of the world's great liberal arts colleges, LSA pushes the boundaries of what is understood about the human experience and the natural world, and fosters the next generation of rigorous and empathetic thinkers, creators, and contributors to the state of Michigan, the nation, and the world.

With more than 225,000 alumni, the college benefits from one of the largest alumni networks in the world. LSA alumni are intensely proud of their liberal arts education and excited to be involved with their alma mater. They provide very generous support, as demonstrated by LSA's success in the "Victors for Michigan" campaign that concluded in 2018. LSA surpassed its campaign goal of \$400 million, raising over \$559 million, which outpaced results of all prior capital campaigns. With an overall fundraising goal of \$750 million in its new "Look to Michigan" campaign, LSA's goal is to cover the unmet financial need for all admitted students while supporting wrap-around student support programs, a culture of student well-being, transformative research, endowed professorships, and innovative teaching.

For more information about the college, as well as its vision, mission, and values, please visit the LSA [website](#).

KEY FACTS ABOUT LSA

- 21,000 undergraduates; 2,000 graduate students
 - 1,600 faculty
 - 1,300 staff
 - \$1.1 billion operating budget
 - 225,000 alumni
 - 140+ study abroad programs in 40+ countries
 - 45 programs ranked top 10 in the nation
 - 75+ academic departments and programs
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DEAN CEBALLO'S BIOGRAPHY



Rosario (Rosie) Ceballo began her appointment as Dean of the College of Literature, Science, and the Arts (LSA) in August 2024. She concurrently serves as a Professor in the Department of Psychology and the Department of Women's and Gender Studies.

She was previously Dean of the College of Arts & Sciences at Georgetown University in Washington, D.C. from 2021 to 2024. And, prior to that appointment, Dean Ceballo was a faculty member at the University of Michigan for 26 years and held several administrative roles, including Chair of the Department of Women's and Gender Studies and Associate Dean for the Social Sciences in LSA.

Dean Ceballo has been recognized with the John Dewey Award for outstanding undergraduate instruction, the Harold R. Johnson Diversity Service Award, and the El Primero Award presented by La Casa students. She received the Women in Psychology Leadership Award from the American Psychological Association (APA) and was elected to the APA's Committee on Socioeconomic Status, serving as Chair in the last year of her term.

Dean Ceballo is a nationally recognized, interdisciplinary scholar whose research examines the strengths and resilience of families living in poverty, with a focus on adolescents who experience community violence. In a second line of research, she investigates the experience of infertility and the impact of race- and class-based stereotypes about reproduction on women of color. Using quantitative and qualitative methods, Dean Ceballo has published in high-impact journals across clinical, community, developmental, and feminist psychology fields, and her work has received funding from NSF and NIH.

Dean Ceballo earned her B.A. in psychology from Yale University and her M.A. and Ph.D. in clinical and developmental psychology from the University of Michigan.

The Assistant Dean for Advancement for the College of Literature, Science, and the Arts (LSA) at the University of Michigan (U-M) will lead a large team that is responsible for planning and executing a comprehensive fundraising strategy to optimize support for the college. The Assistant Dean will serve as LSA's chief advancement officer and report directly to the Dean of LSA. This is an exciting opportunity for a senior advancement professional with strong management experience and frontline fundraising skills. The Assistant Dean will collaborate with LSA's new Dean to develop college fundraising priorities, to help guide the Dean's Advisory Council (DAC), and to lead on strategy for the current capital campaign. This individual must be highly strategic, with the ability to provide the vision and leadership for the energetic, creative, and highly engaged LSA advancement team culture.

The Assistant Dean will manage a large and complex operation with multi-faceted constituencies and programs. This leader is responsible for an operational budget exceeding \$6 million, as well as a large and experienced staff. In consultation with the Dean and the LSA Chief Financial Officer, the Assistant Dean will establish and adhere to annual operating budgets and ensure that development and fundraising programs are operating in a fiscally prudent and productive way. This position will oversee and support the advancement team's role in enhancing LSA's institutional image and visibility. The Assistant Dean will be an active participant in the Dean's Office senior leadership, working closely with the Dean, Associate Deans, Department Chairs and Directors, faculty, and senior administration to identify funding priorities. The Assistant Dean will manage a portfolio of principal gift prospects and donors and will set an example of frontline fundraising success to lead, mentor, and inspire the advancement team. This individual will be responsible for directing the planning and implementation of long- and short-term strategies to secure gifts from individuals and organizations and will establish measurable goals to increase fundraising with results that are both aspirational and achievable.

The Assistant Dean will be an active and visible member of the network that includes U-M and LSA key donors, volunteers, and supporters who are located regionally, nationally, and internationally. The Assistant Dean will collaborate with the Vice President for Development and staff in the Office of University Development, as well as with colleagues and peers in U-M's other schools and colleges, to shape campus-wide strategic efforts and donor engagement that will advance LSA priorities within the U-M fundraising landscape.

In recent years, the Assistant Dean for Advancement has had oversight of the college's marketing and communications functions—working in close partnership with an executive director. As the college's communications needs evolve, this organizational structure may be adjusted. Candidates will need to be flexible regarding this reporting line and area of responsibility.

This position will be located in Ann Arbor, with travel as necessary.

IDEAL EXPERIENCE

- Minimum of eight years of progressive leadership of multi-faceted development work in a large and complex organization, preferably in higher education.
- Evidence of inspiring and leading senior managers, frontline fundraisers, communication professionals, as well as other staff and peers.
- Experience with change management and a track record of successfully leading change initiatives in a dynamic environment.
- Success securing principal and transformational gifts, as well as designing and implementing effective fundraising plans; broad-based knowledge of current and next-generation development programs, campaign design and execution, and advancement services.
- Track record of establishing, building, mentoring, and inspiring high-performing teams.
- Experience building a positive organizational culture based on collaboration, mutual respect, gratitude, and professional development.
- Experience serving as the face of an organization.
- Bachelor's degree required; advanced degree preferred.

CRITICAL LEADERSHIP CAPABILITIES

Strategic Leadership

In an organization that is seeking to maximize its fundraising potential, the ideal candidate will work together with the Dean and the leadership team to deliver sustainable and significant increases in philanthropic support. They will do this by:

- Working together with the Dean and the leadership team to identify gift objectives and translate the LSA fundraising goals into a clear, specific set of objectives and measures of success.
- Managing a personal portfolio of major and principal gift prospects and donors while building a robust fundraising program, significantly expanding the LSA constituency of large gift donors.
- Acting as a public-facing leader for the school, deftly engaging with diverse constituencies within and external to LSA to achieve desired outcomes.
- Seeking creative pathways to identify, activate, and engage new prospects beyond affiliation with LSA.

Driving Results

A creative, results-oriented, and data-driven thinker, the successful candidate will deliver sustainable and significant increases in philanthropic support and alumni engagement by:

- Focusing on results, not simply activity, and demonstrating clear ownership of performance outcomes and related ROI.
- Embodying a readiness to set ambitious goals and take intelligent risks while accepting responsibility, leading by example and translating strategies into measurable actions that deliver results.
- Incorporating best-in-class development processes and operational management that will track progress and ensure accountability.
- Setting continually higher goals for the team that are ambitious but achievable, as well as frequently reviewing and communicating progress toward goals.
- Focusing on opportunities to develop new prospect pools that will enable fundraising targets to be exceeded.

Leading People

As the leader of a talented and dedicated team of professionals across development, alumni relations, data analysis, and support staff, the Assistant Dean:

- Motivates, inspires, and mentors their team with a rigorous understanding of capability and potential, creating uniquely tailored career development plans for employees.
- Fosters energy, enthusiasm, commitment, collaboration, and an environment where people want to excel.
- Demonstrates respect for diversity in people, ideas, and backgrounds.
- Communicates the vision and purpose of the organization with enthusiasm and passion.
- Delegates responsibilities to build team capability and manage workload.

Collaborating and Influencing

The ideal candidate will work collaboratively with senior colleagues at LSA, including LSA faculty and research directors, as well as U-M's central advancement team and other senior administrators, to understand, interpret, and promote the unique and pressing needs related to LSA research, programs, and curricula. A relationship builder who will demonstrate resourcefulness, creativity, and respectful persistence in forging new relationships with internal and external stakeholders, the Assistant Dean will invest time in gaining a clear understanding of the LSA priorities and gain credibility by:

- Developing excellent working relationships with faculty and other senior school leaders and working collaboratively with other development colleagues across the U-M community.

- Building and earning trust by working effectively across functions, understanding others' motivations and priorities, and energizing others' engagement in devising solutions and driving execution; demonstrating a personal style that favors inquiry over advocacy and listening over speaking.
- Leveraging superior interpersonal skills and a significant capacity to engage, inspire, and motivate faculty, staff, volunteers, donors, and prospects, both within LSA and beyond, with the ability to make the appropriate connections among members of these groups.

PERSONAL CHARACTERISTICS

- Transparent, humble, and approachable
- Cultural sensitivity
- Empathetic and human-centric approach
- High level of integrity
- Nimble and adaptive to change
- Organizationally savvy

APPLICATIONS AND NOMINATIONS

Interested applicants should submit their materials, including a resume and letter of interest, via the University of Michigan [portal](#).