Training the healthcare scientists and caregivers of tomorrow.

The University of Tennessee Health Science Center (UTHSC) is a statewide institution with its home campus in Memphis, and major locations in Knoxville, Chattanooga, and Nashville, as well as more than 100 clinical and educational sites across Tennessee.

As Tennessee’s only public, statewide, academic health system, UTHSC is dedicated to delivering groundbreaking discoveries that improve the lives of those in its immediate area, as well as those in its state, region, and global community. UTHSC is committed to providing an environment that is challenging, enriching, productive, and safe. UTHSC faculty, staff, and administrators recognize that it is training the next
generation of leaders for the health sciences. This knowledge deepens its commitment to UTHSC’s educational, research, and clinical mission.

The Hamilton Eye Institute

Medical discoveries don’t just take place in laboratories; they also occur at the bedsides of patients, where novel ideas become innovative treatments that provide valuable insight for future breakthroughs. This type of research only thrives in an atmosphere where scientists and physicians can work together as conduits of discovery. Few were as keenly aware of this as Ralph Hamilton, MD, who had a vision for a comprehensive facility where researchers, clinicians, students, nurses, and technicians would come together under one roof to study the eye, share knowledge, and care for patients.

Dr. Hamilton's vision inspired the generosity of private donors who shared his dream. Through their commitment and the leadership of Hamilton Professor of Ophthalmology and Hamilton Eye Institute (HEI) Director Barrett G. Haik, MD, FACS, who chaired the department during the creation of the Institute (1995-2012), HEI became a reality. This 60,000-square-foot facility officially opened in 2005 and is dedicated to its threefold mission: to provide the most advanced treatments for patient care, to foster an interplay of ideas among a community of scholars creating a fertile environment for discovery, and to transfer skills and knowledge to the next generation of physicians and researchers through a world-class ophthalmic medical education program. Steadfast dedication to that mission has made the Hamilton Eye Institute one of the finest eye institutes in the world.

The UT Hamilton Eye Institute has become a leader in vision care, research, and medical education. Now under its new Chairman, Philip M. Lewis Professor of Ophthalmology James C. Fleming, MD, FACS, HEI continues to attract patients from throughout the region and world, providing the highest level of eye care within a 150-mile radius. HEI is nationally renowned among the top 10 ophthalmology institutes in the country for its expertise in treating complex eye conditions. For more than a decade, its faculty has consistently been listed among the Best Doctors in America ®. More than 20 UT Medical Group ophthalmologists, many of whom are considered leaders in their fields, provide quality care to patients. HEI’s state-of-the-art facilities provide everything from yearly eye exams to advanced treatment of eye disease and trauma, with skilled personnel providing the most thorough care possible.
With many of the most advanced surgical training technologies available, the Hamilton Eye Institute's educational facilities are nothing short of revolutionary. Its Skills Transfer Center is equipped with virtual reality ophthalmic training simulators for ophthalmic surgery and indirect ophthalmoscopy, while its Surgery Center and Freeman Auditorium provide one of the nation's most sophisticated, high-definition 3-D surgical video systems.

As one of the Mid-South's premier vision research facilities, the Hamilton Eye Institute's Center for Vision Research provides research administrative offices, laboratories, and core facilities for imaging and molecular biology. HEI is well on its way to becoming one of the primary vision research centers for the nation.

**The Opportunity:**

The Director of Development, Hamilton Eye Institute is an excellent opportunity for a skilled gift officer who seeks to bring his or her expertise and energy to a statewide academic health center. Reporting to the Associate Vice Chancellor for Development and Alumni Affairs, the incoming Director of Development will be a proven frontline fundraiser with a background in a complex system who can demonstrate a track record of soliciting and securing high-level gifts.

**Position Overview – Director of Development, Hamilton Eye Institute**

This position is responsible for the development, planning, and execution of fundraising strategies for the UTHSC Hamilton Eye Institute (HEI). This individual will focus on identifying, cultivating, and stewarding potential donors to the Institute. This individual will also develop a portfolio of new prospects and major giving prospects and will collaborate with the chair of HEI in raising funds that meet the philanthropic priorities of the HEI. This individual will have a goal of conducting 120 face-to-face visits with potential or current donors each year, many of them in the form of identification/assessment, along with performing other administrative responsibilities.

This position will focus on meeting regularly with faculty members of the HEI in determining philanthropic priorities for each department and division. This individual will spend a significant portion of his/her time identifying stakeholders and potential donors at all levels, including significant local and occasional regional/national travel. This individual must have a diverse skillset, which includes the ability to show initiative in the fundraising process, identify donors, meet with prospects, meet with faculty, and execute all
aspects of fundraising initiatives for the Institute. S/he will also interface regularly with Regional Directors of Development and in concert with other program directors to work as a team in creating successful strategies for the HEI state and nationwide. This individual should have a strong working knowledge of fundraising strategies and giving vehicles and terminology.

**Function/Responsibility:**

Under the supervision of the Associate Vice Chancellor for Development and Alumni Affairs, this position will have the following responsibilities:

45%
- Identification, Cultivation, Solicitation, and Stewardship of Major Gift Prospects/Donors. This includes working with the Chair to develop and implement comprehensive fundraising plans for numerous individuals and potential donors; setting up and participating in cultivation calls/functions; preparing appropriate gift acknowledgments; updating donors on the status of their gifts, pledges, or restricted/endowed funds; and maintaining close relationships with prospective and current donors.

25%
- Donor Identification and Research. In concert with the chair and other offices, conduct regular prospect data screening and research sessions to identify new prospective donors, and prepare appropriate documentation on prospective donors for database and for the prospect coordination system.

25%
- Administrative Responsibilities. Assist the Chair in all aspects of raising funds for the Institute; attend various college and campus administrative meetings; assist in the development of fundraising and marketing strategies for assigned areas; attend to routine correspondence; draft alumni/development correspondence and speeches for the leadership in assigned areas; review weekly and monthly donor and activity reports; and prepare and manage the budget.

5%
- Alumni Affairs Program. Coordinate the alumni relations programs for the areas of responsibility in conjunction and cooperation with office of Alumni Affairs; may include assisting in the planning and implementation of alumni events, such as receptions, reunions, banquets, and board/committee meetings; attend and participate in all alumni and development functions as needed/required as a representative of the Office of Development and Alumni Affairs; assist with the development of alumni publications; and participate in editorial board meetings.
Decisions:

This position is responsible for the following decisions:

- Determining the most effective approach to persuade an individual, an alumnus, or organization to make a major or significant donation to the HEI;
- Determining what programs are most likely to garner the donor’s interest and support;
- Deciding how much to ask for, and what volunteer or faculty member/administrator could best influence the donor to make a gift;
- Decisions regarding strategy in fundraising development, planning, and execution;
- Errors in judgment could result in loss of support from donors;
- Difficult decisions related to fundraising strategy and execution in a politically complex medical environment that involves UT leadership, the Institute Chair and campus specific Deans, and UTHSC campus leadership.

The following types of decisions are referred to others:

- Chair of HEI, Deans, Vice Chancellor for Development and Alumni Affairs, and Chancellor would be consulted on priorities for funding and resolving conflicts when donors might be prospects for duplicate areas, etc.

The position has autonomy in execution of decisions and is responsible for end result; ultimately coordinates goals and strategies with the Chair for the HEI.

Minimum Qualifications:

- Education: Bachelor’s Degree
- Experience: 4 Years
- Job Skills:
  - Excellent Communication Skills (Both Written and Oral)
  - Excellent Analytical Skills
  - Organizational Skills
  - Planning Skills
  - Team-Oriented and Management Skills
  - Supervisory Skills
Development Overview

The University of Tennessee Health Science Center has raised almost $40M in each of the last two years. This total includes all gifts to the six health science colleges. HEI has received a $10M bequest in each of the past three years from patients; outside of that, they raise between $500K to $2M annually.

At the successful conclusion of this search, the Development and Alumni Affairs team will total 28 staff members. The incoming Director will encounter a very collegial team. UTHSC encourages professional growth through participation in professional activities; retention is high.

UTHSC Overview

As the flagship statewide, public, academic health system, the mission of the University of Tennessee Health Science Center is to bring the benefits of the health sciences to the achievement and maintenance of human health, with a focus on the citizens of Tennessee and the region, by pursuing an integrated program of education, research, clinical care, and public service. Employing more than 6,000 people on its faculty, staff and nonprofit corporation faculty practice groups, UTHSC contributes more than $2.7B to the economy of Tennessee.

The Institution comprises six fully accredited health science colleges - Dentistry, Graduate Health Sciences, Health Professions, Medicine, Nursing, and Pharmacy - which are integrated for maximum educational and clinical impact at UTHSC’s major locations. These colleges are the primary source of healthcare professional training for the state of Tennessee. The main campus in Memphis serves as the home of all UTHSC’s colleges as well as the location of four core, partner, teaching hospitals – Methodist UT Hospital, Le Bonheur Children’s Hospital, Regional One Health (formerly known as The MED), and the Department of Veterans Affairs Medical Center. The Colleges of Medicine, Pharmacy, and Health Professions constitute its major location in Knoxville, which is based at the UT Medical Center. In Chattanooga, the College of Medicine maintains a large campus in close association with the Erlanger Health System. In
Nashville, a partnership with Saint Thomas Health system will serve as a base for all six of UTHSC’s colleges in the state’s capital city.

Its clinical practices account for more than $300M in revenue. Its sponsored program enterprise, consisting of grants, contracts, and non-clinical services, contributes more than $200M to the UTHSC mission. In addition to its degree-granting programs with more than 3,000 students, UTHSC has more than 1,300 physician residents and fellows in 86 fully accredited training programs. Advanced training for nurses, pharmacists, dentists, health professionals, and medical scientists is integral to the Health Science Center.

The colleges are led by professionals with a solid commitment to UTHSC’s mission: to improve human health through education, research, clinical care, and public service.

**Scope of Impact:**

The University of Tennessee Health Science Center is a critical partner to major healthcare organizations across the state of Tennessee.

**A Major Memphis Asset**

In Memphis, UTHSC faculty members fully staff Regional One Health and nearly all of Le Bonheur Children’s Hospital. A major portion of Methodist UT Hospital physicians are UTHSC physicians, and its faculty members are also well represented on the staffs of Baptist, Methodist, St. Francis, and Veterans Affairs hospitals. UTHSC residents, medicine, nursing, and pharmacy students work and are trained in all of these hospitals.

All of the more than 200 clinicians at St. Jude Children’s Research Hospital have appointments at UTHSC. The Health Science Center also has special affiliations through its faculty practice plans with Le Bonheur (UT Le Bonheur Pediatric Specialists — ULPS), Methodist (UT Methodist Physicians — UTMP), and Regional One Health (UT Regional One Physicians — UTROP). UT Medical Group, UTHSC’s original faculty practice plan, now called UCH, University Clinical Health, is a major faculty practice offering excellent niche healthcare services. UTHSC faculty members are also clinical care providers at the Semmes Murphey Clinic and the Campbell Clinic.
Improving Health Across the State

Statewide, residents and fellows receive training in a variety of programs certified by the Accreditation Council for Graduate Medical Education. Fifty-seven of these training programs are organized from Memphis, including a family practice residency in Jackson, Tenn., and an internal medicine residency in Nashville. Fifteen of the programs are under the auspices of the UT Graduate School of Medicine in Knoxville, and 13 are sponsored by the Chattanooga College of Medicine. In addition, public and continuing education programs are offered statewide, plus 15 teaching hospitals and clinical facilities have a formal affiliation with UTHSC.

Discoveries with Global Impact

Scientific exploration is integral to the mission of the University of Tennessee Health Science Center. Pursuing basic science and clinical discovery with an emphasis on translational research, UTHSC investigators are supported by both government grants and private funding. Work done in its labs has led to the founding of several new biotech companies, among them GTx, Luminetx, and RxBio. Launched in 2008 by three of UTHSC faculty members, RxBio is working on development of a product that has the potential to halt the life-threatening effects of radiation.

Institutional Leadership

James C. Fleming, MD, FACS
Philip M. Lewis Professor of Ophthalmology
Chair, Department of Ophthalmology

A native Memphian, Dr. Fleming has been a fulltime physician with the Department of Ophthalmology since 1997, when he was recruited by Dr. Haik to head the Oculoplastic Service. In 2003, he was promoted to professor and appointed Vice Chair of clinical affairs. Four years later, he successfully unified a consortium of the Baptist and Methodist healthcare systems — competitors that almost never work together — and established the HEI ambulatory surgery center. He was named the Philip M. Lewis Professor of Ophthalmology in 2008. On July 1, 2012, Dr. Fleming became the sixth Chair in the department’s 101-year history.

"[Director Barrett G. Haik, MD, FACS, who chaired the department during the creation of the Institute (1995-2012),] has developed a group of people that have a great core value set," Dr. Fleming stated. "The primary job of chairman here is to continue to grow those core values." Those include giving patients the finest care that ophthalmology has to offer, providing the best education possible for future generations of
ophthalmologists, recruiting top vision scientists, fostering a fertile environment for translational research, and providing a vertically integrated facility that inspires all of these to flourish together under one roof.

A master clinician, Dr. Fleming is consistently recognized by "Best Doctors in America" and has received many awards both locally and nationally. Over the course of his career, Dr. Fleming has authored more than 50 articles in peer-reviewed journals and presented more than 100 talks nationally and internationally. He also has a deep interest in healthcare policy and a long and outstanding record of service to multiple organizations. He has served as president of the American Society of Ophthalmic Plastic and Reconstructive Surgery and the Tennessee Medical Association. He is also on the council of the American Academy of Ophthalmology and chair of the American Medical Association's southeast delegation. He has traveled the world with ORBIS International and the World Cataract Foundation, volunteering his surgical expertise to improve the sight and lives of disadvantaged people in developing nations.

Randy L. Farmer Ed.D.
Vice Chancellor for Development and Alumni Affairs

Since 2012, Randy Farmer, Ed.D., has led the Office of Development and Alumni Affairs for UTHSC. Previously, he was vice president for development at University of Texas Southwestern Medical Center and executive associate vice chancellor for development at Vanderbilt University. From 1988 to 2006, he was with Washington University in St. Louis where he served in roles with increased levels of responsibility, broadening his development experience and expanding his management skills.

During his career in the development field, he has supported and led medical alumni and development programs at various levels within his organizations. He also has extensive experience in corporate and foundation relations. From 1981 to 1988, Farmer worked in investment and insurance services, as well as higher education. His resume includes positions at Northwestern Mutual Life, the University of Pittsburgh, and Illinois Wesleyan University.

He received a Bachelor of Science degree from Southeast Missouri State University, a Master of Arts degree from Ball State University, and a Doctorate in Higher Education degree from Indiana University. In addition, through a Lilly Endowment, Farmer completed a postdoctoral internship focusing on statewide coordination of higher education at the Indiana Commission for Higher Education.
Bethany Goolsby served as Interim Vice Chancellor for Development and Alumni Affairs for the University of Tennessee Health Science Center until Dr. Farmer’s appointment to the position in June of 2012. She currently serves as UTHSC’s Associate Vice Chancellor for Development and Alumni Affairs. She formerly served as Assistant Vice Chancellor for Planned Giving. A native of Memphis, Goolsby earned her undergraduate degree from the University of Tennessee, Knoxville in 1996 and her law degree from the University of Tennessee College of Law in 1999.

Goolsby is president of the Planned Giving Council of Greater Memphis, a local professional group whose work includes developing, marketing, and administering charitable planned gifts. She is a Leadership Academy of Memphis Fellow, a member of the Memphis Rotary Club, and serves as president of the board of directors of Grace House of Memphis, a residential substance abuse treatment facility for women.

**Location**

**Memphis, TN:**

Memphis is a beautiful, historic large city with a quaint, small town feel. Known for sunny days, quick commutes, and friendly people, Memphis is also home to great food, original music, professional sports, and an abundance of arts. It’s a city where the cost of living is low, and the quality of life can’t be beat. It’s easy to get involved, and once one does, it’s easy to make a mark.

Some cities never sleep; this one never rests.

Last year, Memphis saw an award-winning Broadway show by the same name take the world by storm; it saw $1B in economic development; it saw the President of the United States inspired by a group of local high schoolers; and the world saw Memphis’ grit and determination in the Academy Award-winning documentary, “Undefeated.”
**Background Checks:**

Prior to submitting your resume for this position, please read it over for accuracy. LLLS does verify academic credentials for its candidates, and our clients frequently conduct background checks prior to finalizing an offer.

To learn more, call Maureen Huminik, Vice President at 617-262-1102 or send nominations or cover letter and resume to mhuminik@LLLSearches.com. All inquiries will be held in confidence.

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