Send Nominations or Cover Letter and Resume to:
Tisha Stima
Search Director
617-262-1102
tstima@LLLSearches.com

The Opportunity:

LOIS L. LINDAUER SEARCHES is proud to partner with Baylor College of Medicine in Houston, Texas, in its search for a Campaign Director. A free-standing health sciences university, Baylor College of Medicine creates knowledge and applies science and discoveries to further education, healthcare, and community service locally and globally.

The best and the brightest from across the country train and work at the College. They’re attracted to its excellent reputation, innovative healthcare, inspiring faculty, and leading-edge research. Baylor College of Medicine stands at the forefront of the research community, is a nationally recognized medical school, and has faculty providing care across the Texas Medical Center and the world. Its location in the heart of the
world's largest medical center provides a unique perspective for research at the College. While its scientists explore at the molecular, cellular, system, and organism levels, their focus is to translate discoveries in the laboratory to impact the health of patients locally and around the world. The College is a leader in applying the expertise and knowledge gained from the Human Genome Project, in which it played a major role, to directly benefit patients.

This is an ideal opportunity for a collaborative and experienced development professional to come in on the ground floor of the campaign planning process. The Campaign Director will bring a creative yet analytic approach, rooted in best practices and systems, to lead all phases of the next campaign. S/He will develop a strategic vision for an integrated campaign model to support Baylor’s philanthropic priorities. The Campaign Director will work closely with senior leadership at the College, including the Vice President of Philanthropy and Alumni Relations, Board of Trustees, President, and a core of very engaged faculty members. A thorough understanding of philanthropy, including campaigns, events, annual giving, major and leadership gift fundraising, planned giving, fundraising information systems, prospect research, and stewardship is required, along with comprehensive experience in campaign planning, strategy development, volunteer support, and designing communications and marketing strategies to support campaign initiatives.

**Position Overview – Campaign Director**

Reporting to the Assistant Vice President for Development, the Campaign Director will design, plan, implement, manage, and oversee all annual and multi-year major campaigns for projects that support the overall vision and mission of Baylor College of Medicine. S/He will interact with all appropriate professional, executive, and volunteer leadership to utilize their expertise and cultivate their support, and assist the Vice President of Philanthropy and Alumni Relations with the staffing of various high-level volunteer committees, including the Development Committee of the Board of Trustees and Campaign Cabinet.

**Essential Duties:**

- Design, plan, implement, manage, and oversee all annual (such as current year strategic priorities, employee, endowment initiatives, etc.) and multi-year major campaign plans (i.e. capital, alumni, and comprehensive campaigns) for projects that support the overall vision and mission of the College.
• Through collaboration with Baylor’s administration and faculty leadership, continue the integration and alignment of fundraising into the College’s short- and long-term planning process. Identify approved College priorities with the highest potential for fundraising success. Develop and monitor a catalog of funding opportunities and work with development staff to create a menu of cultivation opportunities that showcase existing fundraising needs and the mission of the College. Ensure consistent look and feel for all OPAR collateral.

• Effectively work with AVP of Philanthropy and Alumni Relations, OPAR colleagues, and Office of Communications to develop and execute the campaign communication strategy, including the organizational vision, the campaign’s purpose, and the case for support to staff, external constituents, and supporters. Ensure departmental collaboration, communication, and teamwork is in play for achieving goals for the various fundraising initiatives.

• Oversee all administrative aspects of the campaign planning, including liaising with outside campaign counsel, campaign timeline, naming opportunities, strategic priorities, donor capacity analysis, pipeline development and gift revenue projections. Evaluate effectiveness and provide relevant and meaningful metrics for financial campaign progress.

• In conjunction with VP of Philanthropy and Alumni Relations and OPAR team, contribute to the successful engagement of volunteer and advocacy groups and staff the Development Committee and Campaign Cabinet.

• Work with Sr. Director of Philanthropic Operations on campaign reporting, analysis, data collection, and segmentation.

• In a team approach with development colleagues, and using established development techniques, support and participate in a full complement of identification, cultivation, solicitation, and stewardship strategies for developing support for the College in the highest gift range.

• Manage a small portfolio of major gift donors/prospects/campaign volunteers. Success will be measured by number of donor/prospect visits, annual dollars raised, and stewardship activities.

• Demonstrate leadership qualities.

• Assist team in developing goals and objectives, and reviewing and improving processes.

• Handle other duties as assigned with increasing responsibility.
**Requirements:**

- Bachelor’s degree; graduate degree desirable.
- Minimum of 5 years of fundraising experience with demonstrated success in campaign planning, with 3 years in a healthcare or academic medicine environment.
- Professional development/certification through AHP and AFP preferred.
- Experience designing communication strategies to support campaign initiatives.

**Other:**

- Help train and educate physicians, clinical and research faculty on fundraising practices and strengthen the culture of philanthropy in these partnerships.
- A thorough understanding of philanthropy, including campaigns, events, annual giving, major and leadership gift fundraising, planned giving, fundraising information systems, prospect research, stewardship, and related activities.
- Comprehensive campaign experience, including success in campaign planning, strategy development, and volunteer support, as well as cultivation, solicitation, and stewardship of campaign donors.
- Demonstrated success in organizing and implementing financial goals and strategies, analyzing and identifying problems, and formulating creative solutions.
- Ability to be self-motivated and self-directed.
- Demonstrated written communication skills to prepare and edit effective correspondence, proposals, and creative solicitation materials.
- Exceptional oral communication skills to make persuasive presentations to individuals and groups.
- Strong interpersonal skills are necessary to work effectively with College administrators, faculty, physicians, donors, prospects, volunteers, and the public.
- Previous successful experience in supporting and engaging volunteer leadership.
- Previous experience in motivating, leading, and managing staff in a matrixed environment (i.e., ability to lead peers and superiors who do not report to you).
- Proven ability to initiate programmatic activities independently, organize and set priorities, and complete work in a timely manner despite many deadlines and competing requirements.

Applicants should be passionate about the mission of the College, the major gift process, and campaign strategy, and demonstrate ability and willingness to work with Office of Philanthropy and Alumni Relations colleagues in a team-oriented environment.
Development Overview

The Council for Advancement and Support of Education recognized Baylor College of Medicine with CASE Educational Fundraising Awards in 2008, 2010, 2013, and 2014 and a Sustained Excellence in Fundraising Award in 2014 for consistently having one of the top fundraising programs in higher education. The College has been an accredited charity of the Better Business Bureau since 2013 by meeting the BBB’s 20 Standards for Charity Accountability. The Association for Healthcare Philanthropy’s Report on Giving named the College one of the top 25% of High Performing Health Foundations of 2015 for exemplary performance in raising funds for local community’s healthcare needs.

The Office of Philanthropy and Alumni Relations (OPAR) raises funds to support the College’s strategic growth initiatives in healthcare, research, and education. The OPAR is a close-knit team of 40, including 16 field officers and 24 operations, events, and program staff members. Under Kristi Cooper’s leadership, it enjoys the full support and active participation of President, CEO, and Executive Dean Dr. Paul Klotman, who devotes considerable time to meetings with donors and related activities to support the goals of the Office of Philanthropy and Alumni Relations.

In 2013, the College completed the 10-year Best Minds Best Medicine campaign, exceeding its goal of $1 billion to support educational excellence, faculty development, research initiatives, and the McNair Campus, a new clinical home for patients, physicians, and trainees. The construction and partial build out of the McNair Campus hospital facility allowed the College to enter into a unique joint venture with Catholic Health Initiatives for the Baylor St. Luke’s Medical Center in January 2014. More than 30,000 donors – 74 percent first-time donors – participated in the campaign. Gifts from 5,200 alumni totaled $25.9 million, a record amount for the College, primarily for student scholarships.

The Office of Philanthropy and Alumni Relations completed a staffing assessment, a post-campaign analysis, and a pre-campaign planning study with Bentz Whaley Flessner (BWF) in preparation for the next
fundraising campaign. Based on BWF recommendations, the department now is building a multi-year staffing plan, developing renewed job descriptions, and establishing career mentoring and ladders to strengthen recruitment, advancement, and retention capabilities.

Client Overview

Baylor College of Medicine in the Texas Medical Center in Houston is recognized as a premier academic health science center known for excellence in education, research, patient care, and community service. It comprises four schools – the Medical School, Graduate School of Biomedical Sciences, School of Allied Health Sciences, and National School of Tropical Medicine. Baylor College of Medicine trains more than 3,000 medical, graduate, nurse anesthesia, and physician assistant students, as well as residents and post-doctoral fellows.

The College’s more than 12,000 alumni and over 8,000 former residents can be found chairing academic departments, leading medical schools and graduate programs, running pharmaceutical companies, conducting groundbreaking research, spearheading international initiatives, and providing exceptional healthcare.

For 2016, U.S. News & World Report ranked the College 9th in the nation among medical schools for primary care, 20th for research, and 7th for pediatrics. Its graduate school ranks 25th in Biological Sciences, while its Nurse Anesthesia program ranks 2nd and the Physician Assistant program is 13th in the nation. It also has been ranked No. 2 nationally for best medical schools for Hispanics by Hispanic Business magazine and No. 4 by StudentDoc, a leading online resource for medical students. In addition, the College is home to the first National School of Tropical Medicine in North America.

Founded in 1900 as the University of Dallas Medical Department, the private medical school formed an alliance with Baylor University in Waco and in 1903 became Baylor University College of Medicine. The College relocated to Houston in 1943 to join the newly formed Texas Medical
Center. In 1969, by mutual agreement, the College separated from Baylor University to become an independent institution and entered into an agreement with the state legislature to double its class size in order to increase the number of physicians in Texas. Its name changed to Baylor College of Medicine.

In 2014, in a joint venture believed to be the first for an academic medical center, the College became a co-owner of Baylor St. Luke’s Medical Center with CHI St. Luke’s Health. Baylor St. Luke’s Medical Center has two campuses, the former St. Luke’s Hospital building in the Texas Medical Center and a new hospital under construction on Baylor’s McNair Campus. The hospital ranks among the best hospitals in the nation for cardiology and heart disease, diabetes and endocrinology, gastroenterology and GI surgery, and pulmonology in *U.S. News & World Report*. Baylor St. Luke’s provides a new home for the College’s adult clinical enterprise, access to professional and technical fees, and the opportunity to develop an honor roll adult general hospital. It also enhances the education mission by offering additional training experiences, creates a national platform for translational research in areas such as cancer, cardiovascular disease, genetics and genomics, and improves community access to high quality, high value healthcare.

Baylor College of Medicine has affiliations with seven teaching hospitals, each known for medical excellence:

- Texas Children’s Hospital
- The Menninger Clinic
- Michael E. DeBakey Veterans Affairs Medical Center
- Ben Taub Hospital, part of the Harris Health System
- Memorial Hermann – The Institute for Rehabilitation and Research
- The University of Texas MD Anderson Cancer Center
- Children’s Hospital of San Antonio

Innovation and collaboration have long been hallmarks of Baylor College of Medicine. In these days of increasing competition for funding and growing emphasis on multidisciplinary science, the College’s culture of cooperation and tradition of supporting risk taking help its researchers successfully compete for funding.

The College has total research support of $363 million, with $280 million from federal sources, and more than 90 research and patient-care centers and units. In funding from the National Institutes of Health, it ranks 20th in the nation and first in Texas. Eight departments are in the top 20 for NIH research funding, including the top ranked genetics program. (NIH ranking data are based on reports by Blue Ridge Institute for Medical Research.)
The faculty includes nine members of the National Academy of Sciences, 13 members of the Institute of Medicine of the NAS and two Howard Hughes Medical Investigators.

Leadership

Paul Klotman, M.D.  
*President & CEO  
Executive Dean*

Dr. Paul Klotman began serving as president, CEO, and executive dean of Baylor College of Medicine on Sept. 1, 2010. Previously he was chair of the Department of Medicine of the Mount Sinai School of Medicine.

He received his B.S. degree in 1972 from the University of Michigan and his M.D. from Indiana University in 1976. Dr. Klotman completed his medicine and nephrology training at Duke University Medical Center. He stayed at Duke as a faculty member, rising to the rank of associate professor of medicine before moving to the NIH in 1988 where he became chief of the Molecular Medicine Section in the Laboratory of Developmental Biology. In 1993, he became chief of the Viral Pathogenesis Laboratory in the NIDR/NIH. In 1994, he moved to Mount Sinai School of Medicine as a professor of medicine and the chief of the Division of Nephrology. He became chair of the department in 2001.

Dr. Klotman’s research has been a blend of both basic and clinical research in molecular virology and AIDS pathogenesis. He developed the first small animal model of HIV associated nephropathy using transgenic techniques. He is the author of more than 200 publications and has been elected to both the American Society of Clinical Investigation and the Association of American Physicians.

Kristi Cooper  
*Vice President, Philanthropy and Alumni Relations*

Kristi Cooper is vice president of philanthropy and alumni relations at Baylor College of Medicine, where she has spent 16 years of her career. Her current leadership responsibilities include strategic planning and overseeing philanthropic giving programs including major, annual, and planned giving for the institution. She was part of the team that launched the first ever $1
billion campaign in Houston and saw the Best Minds Best Medicine campaign to successful completion with $1.05 billion raised.

As a healthcare fundraiser, Ms. Cooper is motivated by the dedicated professionals she encounters daily: future physicians in training, scientists on the verge of discovering a new gene, and the compassionate healthcare team caring for her father who suffered from Alzheimer’s disease. She enjoys helping development staff and volunteers work as a team and become their best.

Earlier in her career, Ms. Cooper was part of a successful team of major gift officers raising funds for nearby Rice University. She attended Baylor University in Waco, where she earned a Bachelor of Arts in Sociology and Spanish and a Master of Science in Gerontology.

Kirsten Schachte
Assistant Vice President for Development

Kirsten Schachter began her fundraising career with the Annual Fund for the Houston Grand Opera. Over the past 20 years, she also has raised funds in social service, education, and healthcare, with the majority of her career spent furthering her two greatest passions – finding forever families for abused children at Spaulding for Children, and accelerating cures for tragic diseases through her work at Baylor College of Medicine.

Ms. Schachter considers herself remarkably lucky to have found herself in a career that allows her to work with people at their finest hour – when they are helping others. As a fundraiser, she revels in meeting new people and learning about possible solutions to life’s greatest challenges. Having worked in development shops with as few as one and as many as 60 professionals, she is a constant student of all aspects of development. She finds she can do her best work attracting major gifts and leading teams of field officers.

Ms. Schachter’s interest in human nature and motivations show their roots in her French Literature degree from the University of Texas at Austin. A third-culture child, Ms. Schachter is Australian, grew up in Hong Kong, and now is happily settled in Houston, which she loves for its progressive fundraising environment and family-friendly lifestyle.
Houston, TX:

Houston has been top-ranked by Travel + Leisure as No. 1 in “America’s Best Cities for Food Snobs,” No. 2 in “America’s Favorite Cities,” and No. 3 in “America’s Most Cultured Cities.” Its robust economy, lush vegetation, and thriving intellectual and cultural environment make it a mecca for newcomers and families.

In other recent rankings: Houston was named No. 6 “Happiest Cities in America” by the U.S. National Bureau of Economic Research; Forbes ranked Houston No. 8 in “25 Cities Where Your Paycheck Will Go the Furthest” and No. 6 in “America’s New Brainpower Cities;” and No. 3 in Fortune’s “Number of Fortune 500 Headquarters.”

Houston is the fourth most populous city in the United States and the most racially and ethnically diverse one. An international city, Houston is a leader in the arts, education, and healthcare. The same vision and entrepreneurial spirit that made Houston the energy capital of the world has given rise to global companies in a wide array of industries. Houston also is home to the Texas Medical Center, the largest healthcare complex in the world.

Houston is full of trees and boasts nearly 50,000 acres of parks, public green space, and open water. Urban and suburban neighborhoods offer an abundance of pre-K through post-doctoral education opportunities, recreational activities, restaurants, shopping, cultural performances, entertainment, and sporting events.

The cost of living is low; plus, there are no state or local income taxes. With an average temperature year-round of 68 degrees and average rainfall of 46 inches, the climate is quite enjoyable.

To learn more, please visit: www.bcm.edu/about-us/life-in-houston

Benefits:

Baylor College of Medicine provides an extremely competitive benefits package to its benefits-eligible employees. The benefits, programs, and services offered are a sizable amount of an employee’s overall
compensation and important factors in encouraging a healthy work-life balance. A summary of benefits is available online: [www.bcm.edu/careers/benefits](http://www.bcm.edu/careers/benefits)

**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 Tisha Stima, Search Director at 617-262-1102 or send nominations or cover letter and resume to tstima@LLLSearches.com. All inquiries will be held in confidence.

Setting the Standard in Development Search

420 Boylston Street, Suite 604, Boston, MA 02116
617.262.1102
[www.LLLSearches.com](http://www.LLLSearches.com)