The Opportunity:

LOIS L. LINDAUER SEARCHES is proud to partner with Beth Israel Deaconess Medical Center (BIDMC) in its search for the position of Director of Development. What BIDMC does every day makes a difference in people’s lives. It is passionate about caring for its patients like they are family, finding new cures, using the finest and the latest technologies, and teaching and inspiring caregivers of tomorrow.

BIDMC’s mission is to provide extraordinary care, where the patient comes first, supported by world-class education and research. Critical to its success is the partnership between the Medical Center and its physicians. It is their alliance that allows BIDMC to carry out its mission of teaching, research and clinical care. The Medical Center’s partnership with Harvard Medical School and its role as a major Harvard teaching hospital
strengthen its ability to train, teach, and create new knowledge. BIDMC is committed to recruiting the best physicians, scientists, nurses, and others to support these activities.

In addition to servicing its patients, the Medical Center is committed to being active in its local community. Community service is at the core of the religious tradition of both the founding hospitals, and remains an important part of the mission. BIDMC has a covenant to care for the underserved and work to change disparities in access to care.

This newly created position is an ideal opportunity for a seasoned and innovative fundraising professional to partner with BIDMC leadership including a dynamic Chief Information Officer to raise philanthropic support for health care delivery systems and innovative technologies, among other emerging priorities at the Medical Center.

**Client Overview**

*Mission: To provide extraordinary care, where the patient comes first, supported by world-class education and research.*

Beth Israel Deaconess Medical Center (BIDMC) is one of the nation’s preeminent academic medical centers. It is committed to excellence in clinical care, biomedical research and education, and to the health and wellness of its patients and its communities. Decades before Beth Israel and Deaconess hospitals came together as Beth Israel Deaconess Medical Center, each was a leader in health care with a long history of personalized patient care and community service. In 1896, as part of their missionary charter, Methodist deaconesses founded Deaconess Hospital to care for the city’s residents. In 1916, Beth Israel Hospital was established by the Boston Jewish community to meet the needs of the growing immigrant population.

A major teaching hospital of Harvard Medical School, BIDMC is ranked each year as a "Best Hospital" by *U.S. News & World Report* in multiple specialties. BIDMC is a fully integrated medical center, providing adult care, with over 1,250 full-time staff, virtually all of whom are faculty at Harvard Medical School. Its focus on safe and quality patient care has helped establish BIDMC as a national leader in health care quality, safety and transparency.
BIDMC is home to a renowned academic research program where scientific discoveries are helping to transform medical care. It ranks third in the country for National Institutes of Health funding among independent hospitals. With revolutionary advances and therapies happening right here within its walls, BIDMC is a national leader in "bench to bedside" research.

BIDMC is also training the next generation of physicians. It has raised medical education to a higher level, with a uniquely strong and deep program that enhances its ability to attract top faculty and residents. All of its physicians are on the staff of Harvard Medical School, and BIDMC education programs are highly sought after.

Its nurses have a longstanding reputation of leadership in patient care and compassion. Its quality and safety initiatives are second to none and are often held up as a model for other institutions. As a "Most Wired"—and a "Most Wireless"—hospital, it also leads the way in understanding the importance of health information technology: its systems are state-of-the-art, and all BIDMC clinicians use centrally hosted, certified electronic medical records.

**Highlights:**

Located in the heart of Boston's Longwood Medical and Academic Area, BIDMC hosts more than 750,000 patient visits annually in and around Boston.

**Patient Care:**

- 649 licensed beds, including 440 medical/surgical beds, 77 critical care beds and 60 OB/GYN beds
- Approximately 5,000 births a year
- A full range of emergency services, including a Level 1 Trauma Center and rooftop heliport; and The Beth Israel Deaconess Learning Center, offering patients and families up-to-date health information and access to current research on a wide range of medical conditions.

**Inpatient Discharges**

2012 - 50,990
Outpatient Visits
2012 - 548,677

Emergency Department Visits
2012 - 55,668

Radiology Visits
2012 - 291,464

Biomedical Research:

- BIDMC consistently ranks among the top three recipients of biomedical research funding from the National Institutes of Health. Research funding totals over $229.8 million annually. BIDMC researchers run more than 850 active sponsored projects and 500 funded and non-funded clinical trials.
- The Harvard-Thorndike Laboratory, the nation's oldest clinical research laboratory, has been located on this site since 1973.
- Beth Israel Deaconess Medical Center shares important clinical and research programs with institutions such as the Dana-Farber/Harvard Cancer Center, Joslin Diabetes Center and Children's Hospital.

Teaching:

- Beth Israel Deaconess Medical Center has 1,250 physicians on the active medical staff (including over 800 full-time staff physicians). Most of these physicians hold faculty appointments at Harvard Medical School.
- In addition to its medical students, Beth Israel Deaconess Medical Center provides clinical education to students in nursing; social work; radiologic technology, ultrasound and nuclear medicine; and physical, occupational, speech and respiratory therapies.
- The Carl J. Shapiro Institute for Education and Research provides medical students and physicians in training with an on-site centralized educational facility, a state-of-the-art computer lab, and a variety of educational resources that let students diagnose, manage, and learn technical skills on simulated patients.
A Network of Care:

- BIDMC’s expertise reaches well beyond downtown Boston. It has integrated a wide range of services with its partners, sharing physicians and technology to benefit the community.
- In the pursuit of clinical and research excellence, BIDMC has formed partnerships with other outstanding institutions to benefit its patients in the areas where they live and work. Some of these partners include: Beth Israel Deaconess Hospital-Milton, Beth Israel Deaconess Hospital-Needham, Beth Israel Deaconess-Plymouth, Anna Jaques Hospital, Lawrence General Hospital, Commonwealth Hematology-Oncology, Beth Israel Deaconess HealthCare, Community Care Alliance, Atrius Health and Hebrew Rehabilitation Center.

A Caring Employer:

Over 6,000 diverse employees, including approximately 819 full-time staff physicians; 1,179 full-time registered nurses; and 3,600 non-clinical employees.

Innovations in Health Care:

Health Care Delivery Science: Quality, Safety, and Innovation

Based in Boston, the epicenter of implementing health care reform, BIDMC is uniquely positioned to play a vital and significant role in the future design of health care delivery systems. Building on a history of advancing patient-centered initiatives and ideas, the medical center has a wide range of core competencies—including leadership and original thinking in patient-centered primary care, health care quality and safety, clinical information science and technology, and medical research and education—that will allow it to be a driver of change for improving efficiency, ensuring quality, and reducing costs.

BIDMC has an unrivaled reputation for excellence in making medical care safer. Through the Silverman Institute for Health Care Quality and Safety, which acts as the coordinating hub for accelerating innovation and facilitating innovation in this area, BIDMC has launched medical center-wide quality and safety initiatives, from preventing hospital-acquired infections to improving the administration of medicine, that have won it national acclaim and numerous awards for leadership in this area. In fact, BIDMC recently launched the Center for Healthcare Delivery Science to lead its efforts in applying rigorous, high-quality science to the evaluation of real-world innovations aimed at improving the quality, safety and value of health care.
Health Care Technology: Innovations of the Future

BIDMC’s Division of Clinical Informatics, created more than 40 years ago, was among the first academic divisions in the world to concentrate on the use of computers for patient care, teaching, and medical research. Today, it is still pioneering the use of technology in the medical setting from being the first hospital to adopt the wearable computer Google Glass in its emergency department to launching the groundbreaking project OpenNotes to allow patients to view the notes of their doctors through our online patient portal. Being an academic medical center, it also continually strives to make health care better, safer, more efficient, and more cost-effective by continually evaluating and testing the efficacy of new tools and processes as well as creating replicable models that can be taught and disseminated easily.

With a goal to create data collection systems and managing and analyzing data in a way that is clinically useful, BIDMC hopes to integrate systems and data into compatible languages so that technologies work together while maintaining patient privacy. Advances in technologies/systems like mobile devices and social media offer unprecedented opportunities to collect a dizzying amount of data on people and patients. With BIDMC’s collaborative approach, integration of genomic, physiologic, behavioral, social, and environmental data is possible, to achieve not just descriptive but ultimately predictive and prescriptive information for patients and providers. In turn, delivering better care, at a lower cost.

Leadership

Kevin Tabb, M.D.
President and CEO
Beth Israel Deaconess Medical Center, and
Co-Chair, Beth Israel Deaconess Care Organization

Kevin Tabb has been president and chief executive officer of Beth Israel Deaconess Medical Center since September 2011. Dr. Tabb previously was the chief medical officer (CMO) at Stanford Hospital & Clinics in Stanford, CA and had broad strategic and operational responsibilities, including physician network strategy; clinical quality and patient safety initiatives; regulatory and medical staff affairs; and graduate and continuing medical education. He was previously chief quality and medical information officer at Stanford, where he oversaw primary care, outreach clinics, and the Stanford Cancer Center. Prior to joining Stanford, Dr. Tabb led the Clinical Data Services division of GE Healthcare IT.

Dr. Tabb received his M.D. from Hebrew University-Hadassah Medical School in Jerusalem, Israel, as well as his undergraduate degree from Hebrew University. He completed his residency in internal medicine at Hadassah Hospital. Raised in Berkeley, CA, Dr. Tabb emigrated to Israel at the age of 18 and served in the Israel Defense Forces, the country’s military service.
The chief information officer at Beth Israel Deaconess Medical Center and former CIO and Dean of Technology of Harvard Medical School, John Halamka is responsible for all clinical, financial, administrative, and academic information technology, serving more than 7,700 doctors and employees, and 3,000,000 patients.

Dr. Halamka completed his undergraduate studies at Stanford University where he received a degree in Medical Microbiology and a degree in Public Policy with a focus on technology issues. While at Stanford he served as research assistant to Dr. Edward Teller, Dr. Milton Friedman, and presidential candidate John B. Anderson. He authored three books on technology related issues and formed a software development firm, Ibis Research Labs, Inc. Additionally, he served as a columnist for Infoworld, technical editor of Computer Language Magazine and technology consultant to several startup companies.

Dr. Halamka served his residency at Harbor-UCLA Medical Center in the Department of Emergency Medicine. While at Harbor-UCLA he was an active member of the information systems team and developed a hospital-wide knowledge base for policies, procedures, and protocols. Further, he was instrumental in creating an online medical record, a quality control system, and several systems for medical education. His research focus during residency was building automated triage tools for patients infected with HIV.

As Chief Information Officer at Beth Israel Deaconess, he is responsible for all clinical, financial, administrative and academic information technology serving 3,000 doctors, 12,000 employees and one million patients. As Chief Information Officer and Dean for Technology at Harvard Medical School, he oversees all educational, research and administrative computing for 18,000 faculty and 3,000 students.

As Chairman of the New England Health Electronic Data Interchange Network (NEHEN) he oversees the administrative data exchange among the payors and providers in Massachusetts. As Chief Exchange Officer of MA-SHARE he oversees the Regional Healthcare Information Organization (RHIO), which develops clinical data exchange efforts in Massachusetts. As Chair of HITSP he coordinates the process of electronic standards harmonization among stakeholders nationwide.
Kris Laping  
**Senior Vice President of Development**

The senior vice president for development at Beth Israel Deaconess Medical Center since 2003, Kris Laping has been a development professional for over 25 years. She began her fundraising career at Brandeis University, and over the course of five years there, she held various roles in annual giving, including director of annual giving for a $12 million annual program. She then became the director of development at Deaconess-Nashoba Hospital, where she ran a successful capital campaign that resulted in a new ambulatory care center for the hospital. Ms. Laping next went to the Harvard School of Public Health, where she served as the director of development for five years before being promoted to lead the $25 million+ per year fundraising operation as the dean for development for three years. In 2001, she became the vice president for development at Boys & Girls Clubs of Boston.

Laura Sobel  
**Senior Executive Director of Principal and Major Gifts**

Laura Sobel is the senior executive director of principal and major gifts at Beth Israel Deaconess Medical Center, where she has been for over 10 years. During her time at BIDMC, Ms. Sobel has held various roles overseeing the major gift team and helped successfully launch and close the largest campaign in BIDMC’s history. She began her fundraising career over 20 years ago in donor relations at CARE, an international development organization, before becoming the manager for regional major gifts at Facing History and Ourselves, where she managed a portfolio of major gift prospects and volunteers in NY, NJ, and CT. Ms. Sobel was then named director of major gifts at The Boston Foundation, where she played a major role in the completion of a $225 million development goal.

**Philanthropy at BIDMC**

Over the past 13 years, Kris Laping and her team have gone from a staff of three, raising $8.5M a year, to a team of 50 raising $54M in FY14 with a goal of $60M in FY15. In 2012, they completed a $300M capital campaign. They are now in the early planning stages of their next campaign.

**Position Overview – Director of Development**

Building on its expertise in patient-centered primary care, health care quality and safety, clinical information science and technology, and medical research and education, BIDMC aims to be a leader in the design of the health care delivery and technological innovations of the future. The Director of Development is a newly created position and the selected candidate will be...
responsible for the identification, cultivation, and solicitation of individual major and principal gift level prospects and donors with a focus on signature hospital-wide programs including new and innovative funding sources to support the vision and needs of its chief information officer, as well as the existing programs that define the excellence of BIDMC such as, the Silverman Institute for Health Care Quality and Safety, the hub of its quality and safety efforts and the Center for Health Care Delivery Science, which uses data-driven science to evaluate the effectiveness of new health care systems.

S/He serves as a member of the development team and plays a central role in developing, overseeing, and managing major gift strategies and programs, and coordinating them with other segments of the department’s efforts. An advocate for the mission and programs of the institution, the Director of Development represents the institution among its senior volunteer leadership and key and influential public audiences. Reporting to the Senior Executive Director of Principal and Major Gifts, the Director of Development will play a major part in an upcoming fundraising campaign for the medical center.

**Primary Responsibilities:**

- Serve as lead strategist in creating and implementing a comprehensive major gift strategy to advance the goals of the medical center. With BIDMC leadership, establish fundraising priorities, develop fundraising goals and timelines and create plan for building prospect pipeline through both traditional and nontraditional means.
- Serve as a senior member of the department’s frontline fundraising staff with the primary responsibility for advancing the institution’s major gifts program to successfully identify, cultivate, solicit, and steward major gift ($500,000+) prospects and donors.
- Manage a personal portfolio of 125 major gift prospects and donors; work in consultation with the Senior Executive Director of Principal & Major Gifts and key board and other volunteer leaders to discuss and devise individually tailored major gift strategies.
- Responsible for devising, implementing, and managing effective, creative, and original strategies designed to individually and systematically interest, engage, and secure a wide range of key prospects to meet or exceed divisional, departmental, and institutional funding goals.
- Establish and maintain high quality relationships with the institutions’ department chairs, division chiefs, senior physicians and researchers, and other key staff by establishing a personal rapport and acquiring and demonstrating a firm grasp of a wide range of medically related terms and critical issues facing the health care profession.
- Shape key institutional and development related messages through the direction and preparation of major proposals, solicitation letters, and other materials for major prospects and donors; ensure that they are persuasively communicated to key and target audiences and are consistent with the efforts of others to strategically position the institution in the marketplace.
• Work with the Senior Director of Donor Relations to devise and execute effective cultivation and stewardship programs and events for major gift prospects and donors, design systematic and individual stewardship strategies for major gift donors, and ensure adequate coverage and representation during prospect, donor and VIP visits to the institution.

• As the department grows, will supervise major gift officers who are responsible for screening (discovery) calls and major gift solicitations typically in the five and six-figure range.

**Required Qualifications:**

• Bachelor’s degree required.
• More than 10 years related work experience required with an established track record of major gift or other related development experience.
• Solid volunteer management experience; demonstrated ability to engage and successfully utilize volunteers in achieving fundraising goals.
• Demonstrated success in personally cultivating, soliciting, and stewarding major and/or annual fund gifts.
• Demonstrated ability to effectively represent an organization to external audiences through the use of strong verbal and written communications skills and marketing concepts and ideas.
• Experience with computer systems required, including web-based applications and some Microsoft Office applications which may include Outlook, Word, Excel, PowerPoint or Access.

**Preferred Qualifications:**

• Knowledge of the utilization of information systems to support fundraising activities. Demonstrated ability to prioritize and coordinate a large number of projects simultaneously with minimum supervision. Supervisory experience a plus.
• Strong interpersonal skills: self-confidence and assertiveness, diplomacy, teamwork, good judgment, confidentiality, and a sense of humor.
• Ability to travel, occasional evening and weekend work, and to adjust to the other needs of the department.

**Competencies:**

• Decision Making: Ability to make decisions that are guided by precedents, policies and objectives. Regularly makes decisions and recommendations on issues affecting a department or functional area.
• Problem Solving: Ability to address problems that are highly varied, complex and often non-recurring, requiring staff input and innovative, creative, and lean diagnostic techniques to resolve issues.
• Independence of Action: Ability to set goals and priorities for functional area. May make recommendations for department policies, practices and programs. Manager or Director provides broad guidance and overall direction.
• Written Communications: Ability to communicate complex information in English effectively in writing to all levels of staff, management and external customers across functional areas.
• Oral Communications: Ability to verbally communicate complex concepts in English and address sensitive situations, resolve conflicts, negotiate, motivate and persuade others.
• Knowledge: Ability to demonstrate broad and comprehensive knowledge of theories, concepts, practices and policies with the ability to use them in complex and/or unprecedented situations across multiple functional areas.
• Teamwork: Ability to lead collaborative teams for larger projects or groups both internal and external to the Medical Center and across functional areas. Results have implications for the management and operations of multiple areas of the organization.
• Customer Service: Ability to lead operational initiatives to meet or exceed customer service standards and expectations in assigned unit(s) and/or across multiple areas in a timely and respectful manner.

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 Humink, 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.