



**Apply For the Position Of
Senior Director of Development and External Relations
James E. Rogers College of Law**



**University of Arizona
Tucson, Arizona**

“The Senior Director of Development will join an established and highly-respected institution, but, at the same time, will play a key role in the building of a sophisticated and sustainable development function.” Lawrence Ponoroff, Dean-designate

The Opportunity

The James E. Rogers College of Law (College) at the University of Arizona (UA) is a nationally prominent law school that has developed an outstanding academic program to prepare lawyers for leadership and service throughout the State, the country and internationally. It has created a close-knit community of scholars, educators and students who seek to advance justice. The College’s core values— justice, professional integrity, public leadership and community service—inform all of its programs, activities and decisions.

Historically, the law school has worked independently and in partnership with the University’s Foundation to identify, cultivate and solicit funds from donors on behalf of the College. Soon to be under the direction of a prominent new Dean and having benefitted from a strong and effective Dean of ten years, the College seeks an accomplished Senior Director of Development and External Relations to oversee all fundraising and alumni relations efforts. The Senior Director will join the new Dean at an exciting time at the College, Foundation and University, and will have a unique opportunity to build and implement a best-in-class development and alumni relations program. Though successful in raising \$3-\$4 million per year, the potential to expand advancement efforts beyond a few core donors, is significant and offers growth and opportunity for the College’s new chief advancement officer. The following pages provide information about the position, the mission and strength of the University,

Foundation, College of Law, the nature of the fundraising program and an overview of current fundraising programs. We are truly excited to present this unique opportunity to prospective candidates.

Senior Director of Development and External Relations Rogers College of Law

The Senior Director will be an employee of the University, and will have the opportunity to report jointly to the Dean of the College and the Vice President for University Development in the Development Office, which is managed under contract by the University of Arizona Foundation. The Senior Director will serve as the College's chief development officer. Specific responsibilities are to:

- In partnership with the Dean and Vice President for University Development, develop, implement and oversee the annual giving and major gift programs for the College of Law. This includes the identification, cultivation and solicitation of short and long-term gifts to benefit the College;
- Conduct campaigns to increase both numbers and levels of giving in all categories (capital, scholarships, endowments, faculty development, and operations);
- Manage, motivate, evaluate and lead a team of 2-3 professionals involved in fundraising and external relations for the College. Oversee their effectiveness and professional development and training. Create a spirit of team work and cooperation;
- Develop, implement and oversee class giving, reunion and alumni relations programs;
- Liaison with the Development Office and identify and solicit interdisciplinary fundraising opportunities with colleagues in the Development Office;
- Participate in the activities of the Law College Association, which is a private, not-for-profit corporation established by alumni for the benefit of the College;
- Oversee all relevant publications; and
- Other duties as assigned by the Dean and the Vice President.

The Senior Director of Development will be responsible for increasing the level of support for the College from individuals, corporations, foundations and other sources. He or she will be expected to build robust fundraising and alumni relations programs to support the College's needs.

University of Arizona and President Robert Shelton

The University of Arizona is a world-class land grant institution with a three-fold mission of teaching, research and public service. Founded in 1885 with only six faculty members and thirty-two students, the University of Arizona has grown dramatically to include a faculty of 1,700 and student body of 34,000, and to achieve an international reputation for academic excellence and innovation. The faculty of the University of Arizona are distinguished teachers and scholars who have received many honors, including Nobel and Pulitzer Prizes; Sloan, Guggenheim and Fulbright Fellowships; and MacArthur Foundation "Genius" Awards. Almost two dozen Arizona faculty are elected members

of the National Academy of Sciences, Institute of Medicine or Britain's Royal Society; 12 are members of the National Academy of Engineering; 20 are members of the American Academy of Arts and Sciences; and 14 are members of the American Law Institute. The University of Arizona offers 130 undergraduate programs and over 200 masters, doctoral, professional and specialist degrees in 17 colleges and 12 schools.

The University of Arizona provides a wealth of intellectual and cultural opportunities, facilities and events for students and the community. All facilities and services, from the new Student Union Memorial Center (the largest in the country) to lectures by internationally regarded scholars, are available to law students. In addition, the University of Arizona Library is one of the finest and largest research libraries in the country, with a collection of over 11 million items, and links to other university libraries to provide interlibrary loan services at no cost to students.

The University is fortunate to be under the leadership of President Robert Shelton, inaugurated in October 2006. He is the 19th President of The University of Arizona and comes to the UA from the University of North Carolina at Chapel Hill where he was Executive Vice Chancellor and Provost for five years.

Dr. Shelton is leading The University of Arizona in its quest to advance its standing as one of the country's top public research universities. He will focus on continuing to enhance the overall quality of the University, while increasing diversity and ensuring that the UA is accessible to Arizona students, particularly first-generation college students. He embraces the UA's land grant status, its commitment to the people of Arizona and the important bond between the public and public research universities.

At UNC-Chapel Hill, Dr. Shelton was the chief operating officer, responsible for the university's budget, and chief academic officer, overseeing the conduct, coordination and quality of the University's academic and research programs. He has been active on external boards and councils, including the Space Telescope Institute Council that advises and provides oversight and advocacy to NASA for the Hubble Space Telescope; the Board of Trustees of the North Carolina School of Science & Mathematics, responsible for policy decisions for the residential school for high school juniors and seniors; and the Board of Trustees and Executive Committee of Research Triangle Institute, an organization with a distinguished history in scientific research and technology development.

Dr. Shelton has served as major professor for 24 doctoral and six master's degree students, and is the author of more than 240 articles published in refereed journals. He served as a guest scientist at Kernforschungsanlage in Julich, Germany, and at the National Institute for Materials Science in Tokyo. He has held a visiting professorship at the Universite de Geneve in Geneva, and served as editor of the Journal of Physics and Chemistry of Solids. He is a fellow of the American Physical Society, the California Council on Science and Technology and a member of the American Association for the Advancement of Science. Dr. Shelton earned his undergraduate degree from Stanford and his master's degree and doctorate in physics from UC-San Diego. He is an active

fundraiser and looks forward to preparing the University for its next comprehensive fundraising campaign.

More information on the University and Dr. Shelton can be found at www.arizona.edu.

Strategic Plan for UA and Mission Statement

The mission of the University of Arizona is to improve life for the people of Arizona and beyond through education, research, creative expression and community engagement.

The five year strategic plan, 2010-2014, is guided by a shared commitment to three priorities: academic excellence, access and success and quality of life and societal impact. To assess how best to advance its mission, the Strategic Planning Budget Advisory Committee of the University researched the needs of the state of Arizona and studied the broader strategic goals of the Arizona Board of Regent's 2020 Vision. The Plan also reflects the longstanding strengths in interdisciplinary studies and the opportunities afforded by the University's geographic location in the deserts of the US-Mexico border region. Detailed information on the plan can be found at <http://plan.web.arizona.edu/>

The James E. Rogers College of Law

The University of Arizona College of Law (*Arizona Law*) - the first law school in Arizona and one of the first established in the West - was founded in 1915, when a Department of Law was created as part of the College of Letters, Arts and Sciences at the University of Arizona, Arizona's first University. In 1925, the College of Law was established as the fifth college at the University of Arizona. In 1999, the College was renamed the James E. Rogers College of Law, in honor of the generous support of James E. Rogers, prominent Las Vegas attorney, businessman, educational leader and philanthropist, who received his undergraduate and law degrees from the University of Arizona. During the College's almost 100-year history, many of Arizona's most distinguished judges and lawyers have pursued their legal educations at the UA. In addition, its graduates hold positions of leadership in the legal, corporate and political arenas throughout the U.S. and internationally.

The College is fully accredited by the American Bar Association and has been a member of the Association of American Law Schools since 1931. The College is one of 80 law schools nationwide to have a chapter of the Order of the Coif, the prestigious national law academic honor society. *Arizona Law* is part of one of the world's premier research universities and is located in Tucson, a vibrant Southwestern city that straddles multiple cultural and national borders. The College has launched *Our Promise to the Future*, a campaign to improve all aspects of the College. The College raises approximately \$3-\$4 million per year from donors and aims to continue that success as well as increase giving levels significantly.

Mission, Curriculum, Faculty and Students of the College of Law

The College is dedicated to first-rate teaching, research and service to the public and the legal profession. It strives to create an educational environment that challenges, nourishes and embraces each student. The College is small by choice - approximately 150 students in each entering JD class and a total student body of about 475. The College also has two advanced degree programs for about 40 lawyers – an LLM/SJD in Indigenous Peoples Law & Policy, and an LLM in International Trade Law. Its varied curriculum permits small classes and close interaction between students and faculty. The spirit of collegiality promotes an environment of collaboration among students. The College emphasizes demanding coursework, critical analysis, excellent written and oral communication skills, as well as a strong sense of professional ethics and responsibility. Students develop their legal research and writing skills and cultivate an understanding of a substantial body of law through a wide array of courses, and learn how law is used in practice via exceptional clinical, trial advocacy and career services programs. *Arizona Law* offers the opportunity to pursue a broad-based general legal education and to focus in depth in several areas of law. Expanding and encouraging students' vision of their talents, opportunities and potential is central to the College's educational goals.

The law school is a public school that recognizes that law is a public profession. It seeks to prepare lawyers with skills and knowledge for a lifelong ability to practice in a multicultural society and global environment and for leadership positions locally, nationally and internationally in the 21st century. At *Arizona Law*, the full-time faculty includes 36 outstanding scholars and teachers with national and international reputations for excellence. They are the authors of major texts; they write extensively in the law reviews, and participate widely in the academic and professional communities nationally and internationally. Before teaching, they had exemplary academic preparation and had varied and significant experiences in the law, from national public interest organizations to Wall Street to international legal development work, from large international law firms to the United States Justice Department and clerkships in federal and state trial and appellate courts throughout the United States.

The law school's students bring outstanding academic backgrounds, unique work experiences, diverse cultural perspectives and great humanity to the law school experience. The student body represents over 170 different undergraduate and graduate institutions, almost 40 states and several foreign countries, and a rich array of interests and experiences—internationally, from Peace Corps service, military combat, human rights and international business work to domestically, from Teach for America service and law enforcement work to journalism and entrepreneurship.

The strength of the University of Arizona's many departments and offerings campus-wide encourages interdisciplinary work and collaboration. The school transcends

traditional academic boundaries to foster cross-disciplinary dialog that brings vexing societal issues into better focus. Through the Rogers Program in Law in Society, *Arizona Law* collaborates with Arizona's nationally acclaimed Departments of Anthropology, Philosophy, Psychology and Sociology to offer interdisciplinary coursework for students, colloquium series on public policy issues, national conferences on important multi-disciplinary topics, and promote faculty and student research collaborations to explore new ways of addressing problems. The academic environment is strengthened further by numerous endowed lectures and the Sabbatical Visitors Program, which brings leading teachers and scholars from other outstanding law schools to the campus, typically for a semester.

More information on the College can be found at <http://www.law.arizona.edu/>.

Deans Toni Massaro and Larry Ponoroff

President Shelton and Provost Meredith Hay recently announced the appointment of Lawrence (Larry) Ponoroff, currently Dean and Mitchell Franklin Professor of Private and Commercial Law at Tulane University School of Law, as the next Dean of the Rogers College of Law. His appointment is effective July 1, 2009.

Dean Ponoroff has led Tulane's law school for eight years, and was involved in successfully bringing the school through the aftermath of Hurricane Katrina. He served as part of the Tulane President's Leadership Group, which coordinated the rebuilding and reopening of the university. Prior to his appointment as law dean in 2001, he served as Vice Dean of the law school and Professor of Law at Tulane and was appointed the Mitchell Franklin Professor of Private and Commercial Law in 2000. Dean Ponoroff joined the Tulane faculty in 1995. Prior to that, he was a member of the faculty at the University of Toledo College of Law, where he taught since 1986. From 1990-92 he served as Associate Dean for Academic Affairs at the University of Toledo. He also has taught as a visiting faculty member at the University of Michigan Law School and Wayne State University. In 1997, he received teaching awards at both the University of Michigan and at Tulane.

Formerly, Dean Ponoroff was a partner with the Denver-based law firm of Holme, Roberts & Owen specializing in corporate and commercial litigation. He is the author or co-author of numerous law review articles as well as four books in the areas of business and consumer bankruptcy, contracts, and commercial law. From 1992-1994, the Dean served as the reporter to the Long-Range Planning Subcommittee of the Committee on the Administration of the Bankruptcy System of the Judicial Conference of the United States. Dean Ponoroff is a member of the Colorado and Ohio Bars, as well as the Bar of the United States Supreme Court. He serves by appointment of the Chief Justice of the United States on the Advisory Committee on Bankruptcy Rules to the U.S. Judicial Conference, and on the Bankruptcy Judges Education Committee of the Federal Judicial Center. He is also a fellow of the American College of Bankruptcy, fellow of the American Bar Foundation, member of the American Law Institute, chair of the ABA Committee on Graduate Legal Education and member of the Board of Directors of the

Louisiana Supreme Court Historical Society. Ponoroff has previously served on the Board of Governors of the Louisiana State Bar Association, the Advisory Board of the American Bankruptcy Institute Law Review and the Board of Directors of the American Board of Certification.

"The James E. Rogers School is an elite public law school that is part of a world-class University located in a highly attractive and multicultural community in which to live and work," said Dean Ponoroff. "Despite the difficult challenges we are all facing in today's economic environment, I am quite confident that the Rogers College of Law can continue the advances it has enjoyed over the past 10 years under the superb leadership of Toni Massaro."

Larry is an active and successful fundraiser and believes that the College of Law offers a tremendous opportunity for the new Senior Director to partner with him in the development of a sophisticated and effective advancement program. The Dean anticipates a close partnership where the officer will create a strategy and plan to effectively identify, cultivate and solicit from UA alumni, institutions and "friends" on behalf of the College. He will be an active participant in all phases of the process, when and where his involvement will be beneficial. The Rogers College of Law has been fortunate to be under the leadership of Dean Toni Massaro since 1999. Toni will return to the faculty at the College and will be an important resource for the incoming Dean and Senior Director of Development as they partner to build a premier fundraising program for the College.

University of Arizona Foundation, Fundraising Operations and Senior Management

The University of Arizona Foundation (UAF) advances the mission of the University of Arizona by securing resources and managing assets and relationships for the benefit of the University. Incorporated in 1958, The Foundation is one of the largest foundations in Arizona, raising more than \$100 million annually and with an asset base of nearly \$500 million. In its 48-year history, the Foundation has helped generate a cumulative total of more than \$2 billion in private funding to support the University.

A separate 501(c)(3) entity, the Foundation's vision is to advance the UA mission by providing exemplary service delivered with accountability and integrity. Its mission is to secure resources, and manage assets and relationships solely to advance the University of Arizona. Currently, the Foundation has approximately 120 employees and has an operating budget of \$9.5 million. The Foundation is governed by a Board of Trustees. The Foundation has a contract to provide fundraising services to the University and as such, organizes and manages professionals to provide central services to the college development officers, including donor services, prospect research, communications and marketing, planned giving, principal gifts, athletics, financial services and asset management and gift transactions. As mentioned previously, the Senior Director of Development for the College of Law will report jointly to the Dean and the Foundation's Vice President for University Programs, as do other unit based development officers.

He/she will be an employee of the University of Arizona and enjoy its full range of benefits.

The Foundation is lead by James H. Moore, Jr., President and CEO. Jim grew up in Tucson and previously worked at the University. His development career spans over 20 years, beginning in the annual fund at his alma mater, Clarkson University. He returned to Northwest Missouri, where he received his MBA, then to Iowa State and onto the University of Arizona's Eller College of Business and Public Administration. At UA's business school, Jim directed the college's \$100 million capital campaign, increasing annual fund and corporate partner contributions.

Jim also joined the University of Northern Colorado program, where he served two-and-a-half years as the Foundation's President and Chief Executive Officer. He increased cash and cash equivalent contributions by \$500,000 and helped identify and cultivate 800 alumni donors between his first and second years on the job. He also started a planned giving program, restructured the alumni association administration staff and governance board, and established an alumni chapter program.

Jim was in the right place again in March 2006 when Arizona called for the second time in his career, this time, to become President of the University of Arizona Foundation. "I grew up out here, so this is like coming home." Jim joined the Foundation at the end of the University's \$1.2 billion campaign and commented: "We're celebrating the success of the campaign, but making plans to ramp up our giving levels to \$200 million per year, which is double the current level (2006)." Jim has already led the Foundation through a successful reorganization and has hired outside consultants to begin planning for a new comprehensive campaign.

As mentioned, the Senior Director of Development will report jointly to a newly hired Vice President for University Development at the University of Arizona Foundation and-jointly, with Dean Ponoroff. A national search is currently in the final stages for recruiting a top advancement executive to lead all college based major gift operations. The Vice President will report to Roger Neuhaus, who was named Senior Vice President, Development and University Campaigns, a newly created position, in mid 2008. He has 22 years of fundraising experience in both higher education and non-for-profit healthcare systems.

The Foundation and the University are committed to bringing the most talented professionals to Tucson to work for the benefit of the University. The leadership has instituted a new professional evaluation system for development professionals which continues to foster accountability and transparency, along with guidance for successful prospect moves management

For more information on the Foundation, go to www. <http://www.uafoundation.org/>.

University and College of Law Alumni

More than 225,000 former students of the University of Arizona live throughout the 50 states and in more than 150 countries. Alumni participate in activities sponsored by The University of Arizona Alumni Association such as alumni clubs, college councils, and special interest groups in the United States and abroad. There is access to the UA Alumni Club Network across the nation and around the globe, with business, career, and social networking opportunities as well as minority constituent programs including the American Indian Alumni Club, Asian American Faculty, Staff, and Alumni Association, Black Alumni Club, and Hispanic Alumni Club. There are over 6000 living alumni on record for the College of Law. In 1967, alumni and friends organized the Law College Association of The University of Arizona for the purpose of providing support and financial assistance to the College of Law. The Law College Association also serves as the alumni association for the College.

Notable university alumni are too numerous to list but include Joan Ganz Cooney, founder of the Children's Television Workshop and Sesame Street, the late Barry M. Goldwater, U.S. Senator Jon Kyl, the late U.S. Congressman Morris K. Udall, former Governors Raul Castro and Sam Goddard, Robert A. Eckert, Chair of the Board and Chief Executive Officer of Mattel, Inc., Jeffrey Rein, President and Chief Operating Officer of Walgreens Company, Ray Oglethorpe, former president, AOL, and Karl Eller, Advertising Hall of Fame member. Others include Andrew Greeley, priest, writer, professor, television personality, J. A. Jance, mystery writer, Travis Edmonson, Linda Ronstadt, and Harvey Mason, musicians, Greg Kinnear, Craig T. Nelson, and Valerie Perrine, actors, Garry Shandling and Caroline Rhea, comedians, Geraldo Rivera, talk-show host and television journalist, and Robert Sarver, managing partner, majority owner of the Phoenix Suns basketball team and director, SkyWest Airlines and Meritage Corporation.

First 12 Months and Anticipated Challenges

The first 12 months will be filled with opportunities and challenges. The priorities for this time period are to: (1) Develop an effective partnership with Dean Ponoroff, VP for University Programs and College faculty (2) Become familiar with the University, College of Law, Foundation central services and alumni body and begin to develop appropriate and effective relationships (3) Develop a fundraising and alumni relations plan and begin to implement programs designed to elevate participation and pledges and to utilize available resources most effectively, and (4) Increase the number of major gifts in the \$50,000 range and above.

Qualifications and Requirements

The Senior Director of Development must possess a combination of major gift fundraising, leadership and volunteer management skills. A Bachelor's degree is required and a law degree and/or experience working in law school advancement is a plus but not required. Advanced experience in development with a non-profit is strongly preferred. The appointed candidate should be computer literate and possess strong managerial, leadership, organizational, writing and public relations skills. The Senior Director may

travel extensively and must have the demonstrated capacity to deal effectively, with potentially large benefactors.

It is expected that the Senior Director will be able to act in a strategic manner and perceive how a donor's interests might best serve the University. A sense of humor and an ability to develop a passion for the University and the College's mission are expected. All development officers are to use the Foundation's moves management system to advance prospects. He/she must be able to motivate others around campus to work toward a common goal. He/she will be able to travel. The Senior Director will be willing to comply with standard background and reference checks.

The successful candidate will also be a seasoned professional with an entrepreneurial bent. He or she will enjoy having overall responsibility for an advancement program and can multi-task in such an environment. The highest standard of professionalism is required as is the ability to work independently but within a collaborative, team environment. The appointed Senior Director must apply sound judgment, maintain the confidentiality of proprietary data, develop and sustain long-term donor relationships and act with integrity, honesty and focus at all times. All members of the Development Team are expected to operate as part of a team without the promotion of personal agendas and to exhibit a commitment to the profession and the University. The Foundation and College aim to attract candidates with a long term interest in working for the University of Arizona.

Benefits, Compensation and Community Information

The University of Arizona offers nationally competitive salaries and excellent benefits, including a generous qualified UA/ASU/NAU tuition reduction program, choice of medical and dental plans, vision insurance, life insurance, retirement participation, a flexible spending account option, tax deferred annuities, deferred compensation, parking permits, sick child program, a child care assistance program for employees and qualified family members as well as access to campus cultural and recreational activities. The Senior Director of Development position is categorized as "appointed personnel," and therefore is employed through an annual contract with the University. Compensation will be commensurate with the qualifications and experience of the finalist. It is important to note that the University has established five non-paid days this fiscal year. For more information and details about benefits go to <http://www.hr.arizona.edu/benefits>.

Tucson is a vibrant and livable metropolitan area with a population over 1 million. It encompasses 195 square miles, surrounded by five mountain ranges and is bordered by Catalina State Park, the Saguaro National Park East and West and other forests and parks. Many enjoy the outdoors in the region, with a city that boasts it is "bicycle friendly." It hosts 3.9 million domestic overnight visitors per year and has a \$2.3 billion economy. Its top employers include the University, Raytheon Missile Systems, Wal-Mart Stores, and Ventana Health Systems among others.

More information on Tucson and its beautiful communities, populations, employment base, tourist attractions, schools and housing can be found at <http://www.visittucson.org/> as well as other internet sites.

Search Process and To Apply

The University of Arizona Foundation has retained Higher Talent, Inc. to manage the search process. Interested candidates should direct inquiries, resumes, cover letters and compensation history to one of the firm's Principals:

Diane Charness, President at 301-320-9007 or dc@highertalentinc.com
Mindy Suissa, Vice President at 301-915-0906 or ms@highertalentinc.com

Higher Talent Inc.
4938 Hampden Lane, #470
Bethesda, MD 20814
Fax: 301-320-7209

The University of Arizona is an equal opportunity, affirmative action organization. The University prohibits discrimination on the basis of race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, or gender identity and is committed to maintaining a diverse and inclusive work environment.

The University of Arizona conducts pre-employment screening for all positions, which includes a criminal background check, verification of academic credentials, licenses, certifications, and work history. In addition, a check of names and identification documents is conducted on all new employees to ensure they are legally authorized to work in the United States. This position is security sensitive based on the job duties and requires a finger-print criminal background check.