



SEARCH SPECIFICATIONS



ASSISTANT VICE PRESIDENT, PLANNED GIVING & REGIONAL PROGRAMS

PREPARED BY:



THE OPPORTUNITY

The University of Central Florida seeks an accomplished and strategic fundraising leader to assume the role of Assistant Vice President, Planned Giving and Regional Programs.

Reporting to the Senior Associate Vice President for Development, the Assistant Vice President for Planned Giving and Regional Programs (AVP) is a fundraising leader charged with the strategic development of a planned giving pipeline and developing philanthropic capacity outside of Florida. The Asst. VP is responsible for collaborating across the organization as the expert on Planned Giving and developing relationships with individuals and organizations that lead to planned gifts. Crucially important to the university's growth, the individual in this role will develop a strategic regional program, managing and mentoring a team of regional gift officers.

The successful candidate will demonstrate a strong foundation and proven experience working with the various gift vehicles and all that encompass Planned Giving, have a proven ability of building a program, with a preference towards an entrepreneurial style. Experience working within a regional development program, in higher education or a similarly complex organizational structure is desired. Preferred experience includes management of staff in a remote capacity, with the ability to travel frequently.



ABOUT UNIVERSITY OF CENTRAL FLORIDA



Unleashing Potential: Becoming the university for the future

The state founded UCF in 1963 to provide talent to fuel the nation's race to the moon. This challenge required students and faculty courageous enough to reach for the stars and capable enough to engineer the new technologies to get there.

Orlando's Hometown University has evolved to become a next generation metropolitan research university with internationally recognized programs in engineering, planetary sciences, hospitality, healthcare, video game production, education, public service and the arts. UCF currently serves more than 69,000 students seeking undergraduate, graduate and professional degrees in 13 colleges, four campuses, nine satellite locations and accessible digital learning modalities that reach students around the globe. In recent years, they have expanded student access, broadened learning pathways, and extended the physical and digital footprints in support of business migration and population growth in Florida. The student body, faculty and staff — reflective of the future of Florida and America and composed of entrepreneurial, creative and community-minded innovators — are changing the world.



UCF's commitment to student success, access to opportunity and excellence has attracted some of the world's brightest talent. UCF earned its reputation and ranking by U.S. News and World Report as one of the most innovative universities in the country. With student success and social mobility outcomes comparable to the world's top institutions, and several world-class research and academic programs, UCF amplifies the uniqueness, quality of life and economic vitality of Central Florida. With a commitment to accessible learning pathways, UCF reduces achievement gaps among students from all walks of life, revealing the power of education to unleash the potential that exists within each individual. Today, UCF enrolls more than 20,000 Pell Grant-eligible students each year, 71 percent of whom complete a post-secondary degree — well above the national average. UCF has contributed significantly to Central Florida's growth by building productive community and industry partnerships, supporting the region's evolving talent pipeline and conferring nearly 425,000 degrees — the most within the last two decades.

UCF is located within the 23rd-largest and fourth-fastest-growing metropolitan region in the United States. The region is a leader in aerospace, defense, advanced manufacturing, digital arts, optics, lasers, photonics and related industries. UCF's campuses are near the Kennedy Space Center; several Fortune 500 companies; dynamic, high-tech industry clusters; and a vibrant entrepreneurial ecosystem fueled by startup ventures, public-private partnerships and transformative technologies. UCF is woven into the fabric of the Central Florida community and embraces the region's youthful, welcoming spirit. The university's mission is intertwined with the region's as Orlando's cultural, economic and industry growth parallels its own.

University Governance

Under the Florida Constitution, each state university is administered by a board of trustees consisting of thirteen members dedicated to the purposes of the State University System of Florida (SUS). The Board of Governors of the SUS establishes the powers and duties of the university boards of trustees.

Six board of trustees members are citizens appointed by the Governor and five members are citizens appointed by the Board of Governors. The appointed members are confirmed by the Florida Senate and serve staggered terms of five years.

The chair of the university's Faculty Senate and the president of the university's Student Government Association are also members. These members serve for the duration of the term of their respective elected offices.

The UCF Board of Trustees is responsible for the administration of UCF in a manner that is dedicated to and consistent with the university's mission and with the mission and purposes of the State University System. This responsibility includes cost-effective policy decisions, the implementation and maintenance of high-quality education programs, and oversight of university performance, financial management and accountability, personnel, the reporting of information and compliance with laws, rules, regulations and requirements.

Foundation Governance

The UCF Foundation, Inc. board of directors is composed of community leaders who volunteer their time to guide the foundation. The board has many different roles, including acting as a financial and investment advisor; assisting with real estate policies, procedures, potential transactions and other real estate issues affecting the foundation; providing general direction of fundraising plans; and managing and governing the business affairs of the foundation.



UCF FAST FACTS

Year Founded:	1963
President:	Dr. Alexander N. Cartwright
University Enrollment:	69,000 Total 59,550 Undergraduate 9,450 Graduate/Professional
Areas of Study:	240 Bachelor Degree Options 219 Master Degree Options 81 Doctorate Degree Options
Degrees Awarded:	18,309 in 2023
Faculty:	2,602
University Staff:	10,143
Foundation Staff:	155
Endowment:	\$228 million (held by Foundation)
University Annual Operating Budget:	\$1.9 billion (FY23)
Foundation Annual Operating Budget:	\$28 million
University website:	www.ucf.edu
Foundation website:	www.ucffoundation.org



UCF FOUNDATION

Founded in 1969, the UCF Foundation, Inc., is a 501(c)(3) nonprofit organization. Led by a volunteer board of directors and staffed by more than 100 professionals including fundraisers, information experts, accountants, communicators and more, today's foundation works with donors to the University of Central Florida to help them maximize the impact of gifts ranging from \$5 to many millions. Gifts are used to fund student scholarships, invest in faculty excellence, construct new facilities, expand important programs and much more.

Vision

Powering partnerships and transforming lives through philanthropy.

Mission

The UCF Foundation encourages, stewards and celebrates charitable contributions from alumni and friends to support the University of Central Florida

UCF Fundraising Totals

FY21	\$77,438,505
FY22	\$75,886,177
FY23	\$114,486,156

UCF FOUNDATION VALUES



Integrity

We embody the highest ethical and professional standards.



Donor Centricity

We listen to our benefactors and aim to find the intersection between donor passions and university aspirations.



Inclusivity

We promote an open, diverse and supportive environment by representing the rights and contributions of every individual.



Excellence

We pursue the highest standards of performance.



Innovation

We originate. We create. We adapt. We embrace change and opportunity.



Partnership

We collaborate with community, alumni, donors and friends who share our commitment to UCF.



LEADERSHIP PROFILES

Alexander Cartwright President

Alexander N. Cartwright was selected as UCF's sixth president by the UCF Board of Trustees on March 20, 2020, following a nationwide search. He was confirmed by the Florida Board of Governors the following week.

Under Dr. Cartwright's leadership, UCF is working toward becoming the world's leading public metropolitan university, a top 50 public research university determined to provide opportunities to earn success to students of all backgrounds and to produce research and creative works that positively impact lives across our community and the world.

As a first-generation college student whose journey to higher education was not traditional, Dr. Cartwright understands and prioritizes the need to build successful outcomes for students from all backgrounds and is dedicated to creating a culture of belonging at UCF. An internationally recognized researcher and scholar in the area of optical sensors, he is a fellow of the American Association for the Advancement of Science, SPIE and the National Academy of Inventors. Dr. Cartwright is a prior winner of both the National Science Foundation CAREER Award and the Office of Naval Research Young Investigator Award. In addition, he earned the 2002 SUNY Chancellor's award for excellence in teaching.

A native of the Bahamas, Dr. Cartwright holds a doctorate in electrical and computer engineering from the University of Iowa.



LEADERSHIP PROFILES

Rodney M. Grabowski Senior Vice President for Advancement and Partnerships



Rodney M. Grabowski is UCF’s Senior Vice President for Advancement and Partnerships and CEO of the UCF Foundation, Inc. A passionate advocate for higher education and its power to transform lives, he oversees the university’s fundraising, alumni relations, partnership, communications and marketing efforts. Under his leadership, the Division of Advancement and Strategic Partnerships builds meaningful, fruitful connections that enhance UCF’s impact and result in new sources of revenue to fuel our excellence and unleash the potential of our students, faculty and community.

Mr. Grabowski has more than three decades of experience in nonprofit and advancement leadership, including extensive experience in higher education and health care philanthropy. He is a national leader in the use of artificial intelligence, data-driven strategy and innovative management strategies.

Before joining UCF in September of 2022, Mr. Grabowski served as Vice President for University Advancement with the University at Buffalo. His team surpassed the university’s fundraising goal of \$650 million a full year early and increased the goal to \$1 billion for the same time period of the campaign — an effort boosted by back-to-back record-setting years for UB.

Prior to his years at UB, Mr. Grabowski was at the University of Cincinnati as President of the University of Cincinnati Foundation, Vice President of Advancement, and President and CEO of the UC Health Foundation. At Cincinnati, he successfully concluded a \$1 billion campaign, surpassing the goal by 10 percent. In Florida, he served as the University of South Florida’s Senior Associate Vice President for Advancement and campaign director, where he managed the university’s \$600 million fundraising campaign. He also served in fundraising leadership positions at the University of North Florida and at Jacksonville University.

A native of Phoenix, New York, Grabowski holds the prestigious CFRE credential — Certified Fund Raising Executive. He earned an MBA from the University of North Florida and a Bachelor of Arts in international relations from Syracuse University. He is an active member and leader in the Association of Fundraising Professionals and CASE, the Council for Advancement and Support of Education. An Eagle Scout, he is active in the Boy Scouts of America.

LEADERSHIP PROFILES

Gina M. Sholtis

Senior Associate Vice President for Advancement and Partnerships



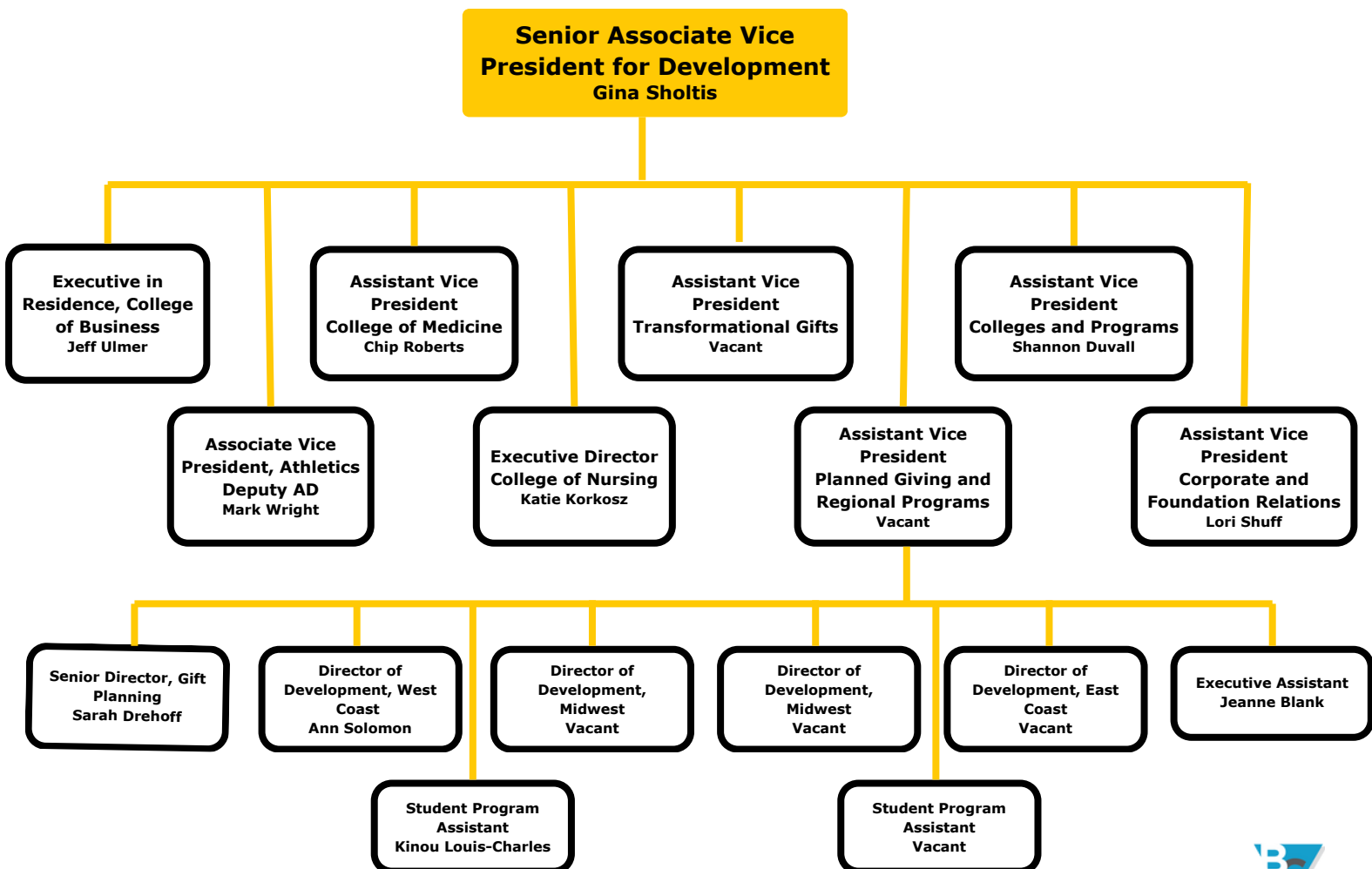
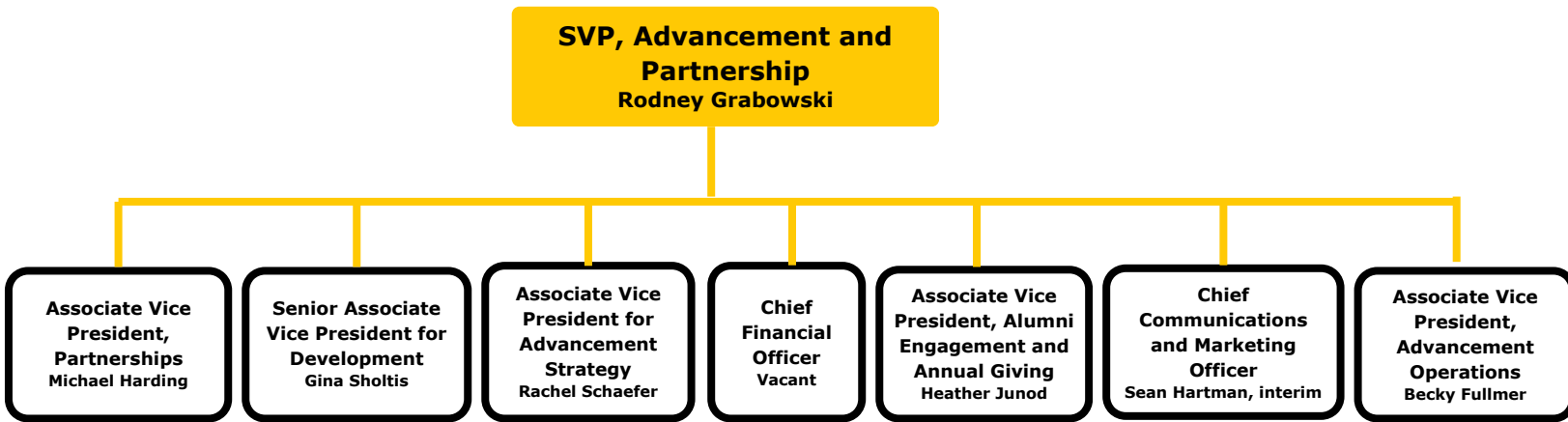
As Senior Associate Vice President for Advancement and Partnerships at the University of Central Florida, Gina M. Sholtis serves as the division's chief fundraising officer and strategist for all philanthropic endeavors with a primary responsibility for building capacity across the UCF community. Under her leadership, the division provides guidance to central, college and unit-based development teams.

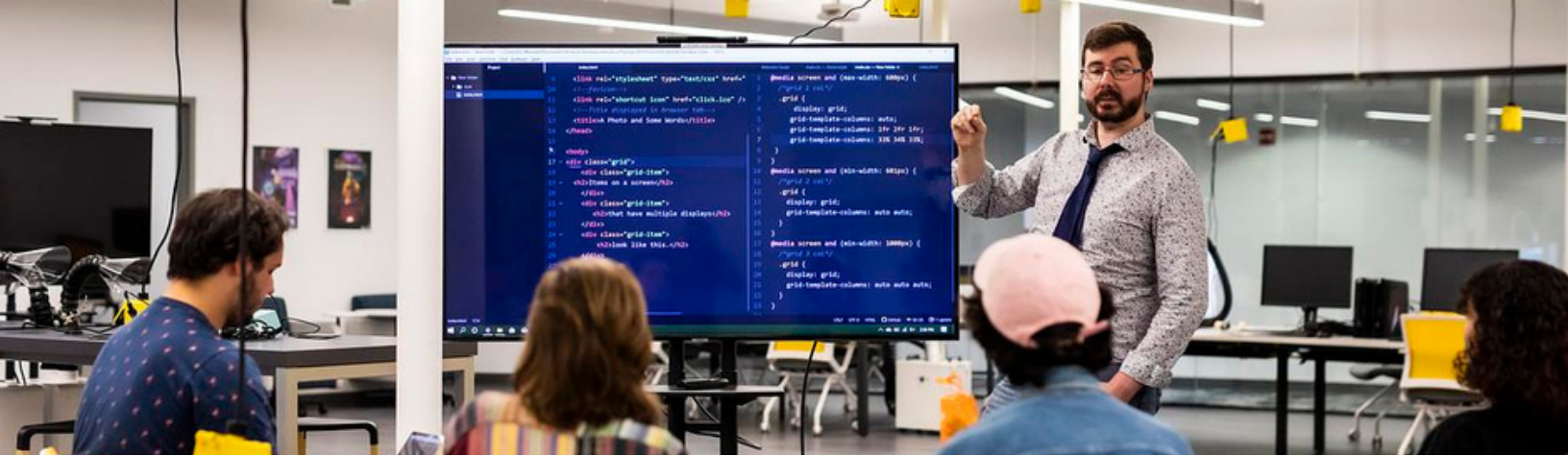
Ms. Sholtis has close to three decades of experience in higher education developing sustainable advancement, engagement, enrollment, and marketing programs. Prior to joining UCF in March 2023, Ms. Sholtis served as Vice President for Institutional Advancement at Stephens College in Columbia, Mo., where, under her direction, fundraising increased by more than \$20 million annually.

Prior to Stephens College, Ms. Sholtis also held positions as Vice President for University Advancement at Marquette University; Assistant Vice Chancellor for Advancement at the University of Missouri; Associate Dean/Senior Director Development at Washington University; and as Assistant Dean for Development and Alumni Relations at St. Louis University.

Ms. Sholtis earned a Bachelor of Arts in International Relations from Missouri State University in Springfield, Mo.

ORGANIZATIONAL CHARTS





ASSISTANT VICE PRESIDENT, PLANNED GIVING AND REGIONAL PROGRAMS

POSITION OVERVIEW

Reporting to the Senior Associate Vice President for Development, the Assistant Vice President for Planned Giving and Regional Programs is a fundraising leader charged with the strategic development of a planned giving pipeline and developing philanthropic capacity outside of Florida.

MAJOR FUNCTIONS AND RESPONSIBILITIES

- Serves as the expert on Planned Giving and develops relationships with individuals and organizations that lead to planned gifts.
- Maintains a portfolio of prospects, particularly those with multiple giving interests.
- Oversees and mentors direct reports responsible for growing the Milican Society.
- Works with the SAVP and the Executive Team to identify areas of focus and prepares comprehensive fundraising goals, objectives, budgets, and plans for all areas of management responsibility.

PERSONAL CHARACTERISTICS AND PROFESSIONAL EXPERIENCE

Minimum Requirements

Minimum requirements for the role are a Bachelor's or Master's and 10+ years relevant work experience with 5+ years of leadership experience or an equivalent combination of education and experience pursuant to [Fla. Stat. 112.219\(6\)](#).

PERSONAL CHARACTERISTICS AND PROFESSIONAL EXPERIENCE

Preferred Experience

A strong foundation and proven experience working with the various gift vehicles and all that encompass Planned Giving. Significant experience in roles of increasing responsibility. Proven ability building a program, with a preference towards an entrepreneurial style. Experience working within a regional development program, in higher education or a similarly complex organizational structure. Preferred experience includes management of staff in a remote capacity, with the ability to travel frequently.

Equal Employment Opportunity Statement

The University of Central Florida is an Equal Opportunity/Affirmative Action Employer including Disabled/Vets. Click on UCF's [Equal Opportunity Statement](#) to view the President's Statement.

The UCF affirmative action plans for qualified individuals with disabilities and protected Veterans are available for inspection in the Office of Institutional Equity, Monday through Friday, from 9:00 a.m. to 5:00 p.m., upon request.

As a Florida public university, UCF makes all application materials and selection procedures available to the public upon request.

The University of Central Florida is proud to be a smoke-free campus and an E-Verify employer.

ORLANDO, FLORIDA

Orlando, Florida, home to UCF's 1,420-acre main campus since 1968, is one of the world's most visitor-friendly cities, thanks to its collection of theme parks, sun-drenched climate and a bustling Downtown area. There are many options for diverse shopping, engaging nightlife and exciting day trips to enjoy pristine nature – from the fascinating wetlands of the Everglades to some of the finest beaches on the Atlantic coast. Locals in Orlando are also famously friendly, which you'll no doubt experience for yourself when out and about in the city.



Economic Growth

As one of the fastest-growing areas in the country, Orlando has a dynamic economy that is home to niche industries extending far beyond the region's traditional strengths in tourism and hospitality. The city is leading the nation in technologies like advanced manufacturing, bio tech, aerospace, defense, simulation and more. It has been named as a Top 10 American City of the Future for three years running.

Adventure at the Parks

The greater Orlando area offers a variety of theme park options for adults and children of all ages. Whether your interest is in movies, animals, outdoor adventure or imagination, you'll find options to entertain and explore from LEGOLAND Florida Resort, SeaWorld Orlando, Universal Orlando Resort and Walt Disney World Resort. Many parks offer discounted admission or annual passes for Florida residents.



Outdoor Recreation Opportunities

The options for outdoor adventures in the Orlando area are never ending - take a stroll through the colorful flora at Harry P. Leu Gardens, a 20-hectare outdoor sanctuary nestled at the shore of Lake Rowena, or rent a bike to pedal your way around bustling downtown Orlando using the city's bike-sharing program. Be sure to park at Lake Eola Park located in the city center for a stroll along the water and a ride on one of the park's signature swan-shaped paddle boats. Lake Eola also hosts the Orlando Farmers Market every Sunday.

Thriving Arts and Culture Scene

Orlando's deep history offers many opportunities for exploring both art and its unique local history. Get to know 12,000 years of local history at the Orange County Regional History Center or visit the Morse Museum in Winter Park, which holds the world's most comprehensive collection of works by Louis Comfort Tiffany.

Shopping and Dining Experiences

Throughout Orlando and the surrounding areas are numerous options for shopping and eating out. The Florida Mall, Orlando International Premium Outlets and Mall at Millenia, boast luxury shops such as Bulgari, Versace and Tiffany & Co. You'll have a tough time deciding where to go to eat: 33 Michelin Guide restaurants, upscale dining (Orlando is home to 17 James Beard Award-honored chefs), international flavors (about 40 ethnic cuisines are represented) and health-conscious (Orlando is ranked a top vegan- and vegetarian-friendly destination).

Proximity to Major Cities and Destinations

A quick weekend getaway is easy from Orlando, with many cities a short drive away and two airports. Within two hours of Orlando you can choose from Clearwater Beach, St. Augustine, Daytona Beach, Tarpon Springs and more. The larger airport, Orlando International Airport sees on average over 850 daily flights on 44 airlines a day.

APPLICATION PROCEDURE

To be considered for this position, or to nominate a colleague, please submit your letter of interest and qualifications for this position in confidence to Katie Riecke.



Katie Riecke
Talent Associate
BRYANT GROUP
kriecke@bryantgrp.com



Sarah Hemen
Vice President
BRYANT GROUP

***Priority will be given to candidate materials received by
March 18, 2024.***



Bryant Group, based in Dallas, Texas, and with associates located across the United States, specializes in executive search and leadership consulting for higher education, healthcare and nonprofits. In 1988, Bryant Group founder, Chris Bryant, started one of the country's first search firms specializing in philanthropy recruitment. Now under the leadership of CEO Sally Bryant, the woman-owned firm has impacted more than 10,000 leaders and served more than 275 organizations.

Our commitment to people and our determination to live our values every day, in every conversation, make our firm unique. We like to think of it as being uncommon on purpose, which can be seen in the high level of service we provide our client in- executive search, leadership development and talent strategy.

Visit our website today at www.bryantgrp.com to learn more about how we can help you achieve your goals.