



 Questrom School of Business

Director of Development, Questrom School of Business

Boston, MA

Boston University Questrom School of Business (Questrom) seeks an entrepreneurial, energetic, and collaborative Director of Development (Director) to lead a team of fundraising and stewardship professionals in planning and implementing long- and short-term fundraising and engagement strategies that will elevate the advancement capabilities at Questrom as it seeks to actualize a strategic plan and moves toward the School's and BU's next comprehensive campaign. Questrom has always been defined by values-driven innovation, evolution, and impact, accelerated in recent years by the leadership of Dean Susan Fournier. Now ranked #15 in undergraduate business programs by *Poets & Quants*, Questrom's highly ranked full-time and innovative online MBA programs serve a diverse population, including 27 percent first-generation students.

Since its founding in 1913, Questrom has been forward thinking and values driven. Founding dean Everett W. Lord believed management education should support democracy and human welfare, not just profits. That mission carries forward today and underpins the strategy for the future of Questrom, outlined in the new [strategic plan](#) built on the fundamental beliefs that the success of Questrom's students is a collective responsibility and that business plays a critical role in society as a force for innovation and good. The new strategic plan provides ripe ground for the Development and Alumni Relations team to be innovative and opportunistic in identifying prospects, implementing strategies, and cultivating, soliciting, and stewarding major gifts as the University enters an ambitious multi-billion-dollar comprehensive fundraising campaign.

In partnership with Questrom's Assistant Dean for Development and Alumni Relations David Frew, the Director of Development will provide strategic focus and mentorship for a team of fundraisers charged with securing commitments of \$100,000 and above, with the goal of maximizing philanthropy in support of strategic priorities and core activities for Questrom School of Business. Leading by example, the Director will personally manage a portfolio of major gift prospects. The Director will elevate the fundraising capabilities of a team of four professional and administrative staff members and serve as a close partner to the Assistant Dean in helping to identify and set advancement priorities, design compelling cases for support, and facilitate regular lines of communications across DAR and the University to advance the School's overall advancement efforts.

This is an exciting opportunity for an accomplished development professional to strengthen Questrom's advancement program and enhance the connective tissue between the Questrom community of student and alumni, industry partners, and the University more broadly. The successful candidate will be an inspiring leader and an effective advocate with all constituents. The Director will maintain the strong partnership between Questrom and centrally based staff, encouraging a culture of collaboration and cooperation.

The ideal candidate will have at least 12 years of directly applicable experience, including a minimum of eight years of fundraising leadership within a complex academic setting. The Director will possess a collaborative and collegial style, strong work ethic, and enthusiasm for the mission and goals of the Questrom School of

Business and the broader University. A bachelor's degree is required. In accordance with its core values and mission, BU is especially interested in recruiting members of diverse communities and individuals with a commitment to multiculturalism.

Boston University

Boston University is an international, comprehensive, private research university, committed to educating students to be reflective, resourceful individuals ready to live, adapt, and lead in an interconnected world. Under the leadership of [President Robert A. Brown](#), the University's 17 Schools and Colleges generate new knowledge to benefit society.

BU remains dedicated to its founding principles: that higher education should be accessible to all and that research, scholarship, artistic creation, and professional practice should be conducted in the service of the wider community—local and international. These principles endure in the University's insistence on the value of diversity, in its tradition and standards of excellence, and in its dynamic engagement with the City of Boston and the world.

Boston University comprises a remarkable range of undergraduate, graduate, and professional programs built on a strong foundation of the liberal arts and sciences. With the support and oversight of the Board of Trustees, the University, through its faculty, continually innovates in education and research to ensure that it meets the needs of students and an ever-changing world.

Questrom School of Business

Boston University's Questrom School of Business prepares innovative and ethical leaders who understand the impact of business on society and create value for the world. Questrom students comprehend organizational systems, the vital role of leadership, and the forces transforming the global economy. Questrom generates scholarly knowledge and insights that advance management practice through research, teaching, and community engagement. Students come from around the world to be a part of this selective, esteemed business community.

Questrom offers undergraduate, graduate, executive, distance learning, and certificate programs taught by acclaimed faculty—many of whom are internationally recognized for their research. The School features modern classrooms with built-in interactive technology, cutting-edge centers and institutes, a broad array of lectures, symposia, student clubs, and competitions.

The School's [strategic plan](#) emphasizes education that transforms, collaborations that enable, and research with impact, focusing on six strategic priorities that will shape the case for philanthropic support through the next campaign. The Questrom School of Business is on an accelerating trajectory of excellence and innovation. More facts about the School are available at: <https://www.bu.edu/questrom/about/questrom-at-a-glance/>.

Dean Susan Fournier

[Allen Questrom Professor and Dean, and Professor, Marketing](#)

Susan Fournier joined the faculty at Boston University Questrom School of Business in 2005 as an Associate Professor of Marketing and Dean's Research Fellow. In the ensuing years, she advanced through the faculty ranks and was named Questrom Professor in Management in 2013. She has been an influential member of the community in her varied roles as an educator, researcher, and administrator.

As Questrom’s first academic dean in over 40 years, Dean Fournier has the benefit of an inside perspective. She brings a wealth of personal experience in academia with over 24 years in the Undergrad, MBA, and Executive classrooms of Harvard Business School, Tuck School of Business at Dartmouth College, and Questrom. She is a celebrated professor who designed and delivered one of Questrom’s Top 10 MBA electives. She recently served as Senior Associate Dean of Faculty & Research, and was a prior Faculty Director of the Questrom MBA and Doctoral programs. She is an award-winning researcher with an in-depth knowledge of the research and publication enterprises, what it takes to produce “research with impact,” how to bring that knowledge into the classroom, and what it takes to translate academic research for the most significant impact on practice—facets critical to understand in the pursuit of creating value for the world.

Dean Fournier is also the first woman dean at Questrom, marking a significant moment in School history. She is “looking forward to a time when this descriptor is not considered a unique attribute.” Of equal importance, Dean Fournier is a first-generation college student. This status gives her meaningful insight as Questrom continues to focus on diversity and inclusion in all aspects of the School’s life.

David Frew

Assistant Dean, Development and Alumni Relations, Questrom School of Business

David joined the Questrom School of Business in 2012. As Assistant Dean, he leads a team of fundraising, donor relations, and stewardship professionals. David was responsible for the success of the School’s \$120 million effort within the University’s \$1.5 billion *Choose to be Great* capital campaign. Prior to his current role in Development and Alumni Relations, David led the School’s team of major gift officers, while maintaining his own cohort of alumni and parents, which he cultivated, solicited, and stewarded through the major gift process.

In his nearly 20 years of development work, Boston University’s *Choose to be Great* campaign was David’s third capital campaign for an educational institution. His career in development also includes time at his alma maters: Saint John’s High School in Shrewsbury, Massachusetts, and Tufts University.

David received a BA from Tufts University with degrees in Spanish and political science.

Development & Alumni Relations at BU

With an endowment valued at approximately \$3.4 billion, BU has a legacy of endowment giving in support of faculty chairs and student scholarships. The university is currently raising approximately \$225 million in annual philanthropic support. There are approximately 345,000 known prospects and more than 400,000 living alumni; the alumni giving rate is approximately 10 percent.

BU’s [Board of Trustees](#) and the university’s executive leadership team are invested in the future of BU and are mobilizing for a comprehensive fundraising campaign, which is currently in the quiet phase. The last campaign for BU, [Choose to Be Great](#), which closed in 2019, raised \$1.85 billion for the university.

Development & Alumni Relations (DAR) comprises a team of 235 professionals in principal and major gifts, foundation relations, annual giving, alumni engagement, and operations, including stewardship, database management, and prospect research and management. As BU prepares for another campaign, DAR is reinvigorating its approach to prospect management and analytics. DAR has recently added a Prospect Information Strategies team that is incorporating prospect analytics and predictive modeling to the work of

DAR that includes information and process flows around prospect, portfolio, and pipeline development. They have also added resources to the leadership annual giving and donor experience teams, underpinning the major gifts pipeline with growth in the breadth and depth of the donor base. These are just a few of the exciting areas of investment in staff and resources aimed at supporting the ramp up into the next campaign.

DAR harnesses the power of philanthropy to make an excellent education accessible and welcoming to all, and to advance BU's global leadership in research, scholarship, artistic creation, and professional practice. To support their work, DAR has built—and is continuing to build—an outstanding team of dynamic, mission-driven advancement professionals who constantly strive to create an environment where everyone belongs. It's not just a job, but a career and a community.

DAR values:

- **Teamwork, transparency, and mutual respect**, because we value every member's contributions and know that leadership can come from anywhere
- **Diversity, equity, inclusion**, and a commitment to ensuring that each of us knows we belong here
- **Integrity** in how we work and how we treat one another
- **Strategic thinking and curiosity** in the relentless pursuit of fresh approaches and measurable results
- **Continuous growth and improvement**, both as individuals and as a team
- **Joy and shared appreciation** for working hard toward goals that matter

To hear directly about what it's like to work in DAR at BU, visit: www.bu.edu/dar-talent/voices-of-dar.

Director of Development, Questrom School of Business

Reporting to the Questrom School of Business Assistant Dean for Development and Alumni Relations, the Director will be responsible for setting appropriately ambitious goals for prospect discovery, solicitations, and gift closures for members of their team and managing each to success against those goals. The Director is responsible for the daily management of two major gift officers, a Questrom Senior Associate Director of Stewardship and Donor Relations, and a Development Coordinator.

The Director will build a portfolio of approximately 80 major gift prospects located across the United States. The Director will be responsible for developing a regular cadence of strategic opportunities focused on engaging existing and prospective major donors with the end goal of qualifying, soliciting, and closing major gifts.

The Director also must collaborate with and convene other Development & Alumni Relations stakeholders to ensure a coordinated and thoughtful approach to all activities meant to engage BU's leading prospects and donors with an interest in Questrom. These stakeholders include but are not limited to Principal Giving, Regional Giving, Annual Giving, Alumni Relations, and School/College-affiliated colleagues.

Essential Duties

- Manage a portfolio of major gift prospects. Direct solicitation of major gifts at the \$100,000 plus level, involving all phases of engagement and cultivation. Targeted goal of 8-10 visits per month and annual dollar goal as determined by the Vice President. Support both the Dean of Questrom and Questrom's Assistant Dean for Development & Alumni Relations in their frontline development efforts by arranging key visits and staffing those prospect meetings when appropriate. Collaborate with Development & Alumni Relations colleagues to devise specific strategies and timetables for the

successful solicitation of individuals with a goal of maximizing their philanthropy to Boston University and Questrom. Integrate Alumni Relations activities as an essential component of the overall development strategy.

- Direct management of team members to ensure significant fundraising productivity in service to Questrom's strategic goals. Collaboratively sets goals for direct reports consisting of a team of frontline gift officers, the Senior Associate Director of Stewardship and Donor Relations, and a development coordinator. Completes performance evaluations and oversees performance management for all direct reports.
- Works with the Assistant Dean to develop and implement strategies for School fundraising priorities. Provides support to the Assistant Dean and colleagues in efforts to engage high-level prospects in volunteer roles. In collaboration with the Assistant Dean, manages fundraising budgets and operations.
- Holds formal and informal meetings with respective Major Gift Officers and Annual Leadership Giving Officers as necessary to ensure effective and efficient moves management of all key prospects.

Experience and Qualifications

The ideal candidate will bring many of the following professional qualities and experiences:

- A Bachelor's degree is required; an advanced degree is preferred.
- 12 or more years of directly related experience with at least eight years of demonstrated leadership experience.
- Outstanding and successful experience as a fundraiser, including comprehensive management of major gifts prospects.
- Strong development credentials; including a proven track record of building and developing a high-level portfolio.
- A successful track record of managing a fundraising team.
- Effective experience in enlisting and interacting with senior level leadership volunteers and committees.
- Excellent written and oral communication and presentation skills.
- Superb judgment and the sensibility to adjudicate wisely among competing priorities.
- A disposition to listen and circulate widely.
- Outstanding interpersonal skills.
- Exceptional reasoning, problem-solving and analytical skills, including an ability to translate ideas and concepts into clear, actionable steps.
- Superb organizational skills and the ability to multi-task.
- Ability to work independently as well collaboratively with team members.
- Energy and stamina, self-confidence and humility, a strong sense of purpose, a tolerance for ambiguity and a sense of humor.
- Extensive travel, nights and weekends required.



Location

BU's campus is located in Boston's Fenway-Kenmore neighborhood. Nestled between the beautiful Charles River and historic Fenway Park (home of the Boston Red Sox), BU's location is ideal for a healthy contemporary lifestyle. Boston is a vibrant city steeped in history with diverse neighborhoods, a rich arts and culture scene, and a legacy of education, innovation, and ideas.

DAR provides a hybrid work schedule, offering employees the opportunity to work two days per week from home, if circumstances allow. More information about the university's remote work policy is available here: www.bu.edu/hr/lifebu/remote-work.

Compensation

Compensation is highly competitive and budgeted in the range of \$160,000 - \$180,000 annually, depending on experience. Boston University offers a comprehensive [benefits package](#), which adds significantly to the employee's total compensation.

Interested in Learning More?

Boston University has partnered with Talent Citizen to assist in this recruitment. Please contact President Tracy D. Welsh and Senior Associate Rachel K. Partin to share your resume and cover letter via email at: bu-dodq@talentcitizen.com.

Boston University is an equal opportunity employer and gives consideration for employment to qualified applicants without regard to race, color, religion, sex, age, national origin, physical or mental disability, sexual orientation, gender identity, genetic information, military service, or because of marital, parental, or veteran status or any other characteristic protected by law.

If you require a reasonable accommodation in order to complete the employment application process, please contact the Equal Opportunity Office at 617-353-6474 or druckman@bu.edu.

Please note all newly hired staff and faculty, will need to be in compliance with Boston University's COVID-19 Vaccination and Booster [Requirement](#) within 30 days of date of hire. You must upload your vaccine documentation or request a medical or religious exemption ([instructions](#)). For further information on the University's response to COVID-19, please visit the [Back2BU site](#).