



UNIVERSITY of  
**ROCHESTER**

# Assistant Vice President, URMC Clinical, Research, & Hospital Programs Advancement

SUMMER 2025

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**WittKieffer**

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# The Opportunity

The University of Rochester seeks a strategic, collaborative fundraising leader to serve as its next Assistant Vice President (AVP) for Clinical, Research, and Hospital Programs Advancement. Employed by the University and embedded within the University of Rochester Medical Center (URMC), this senior-level position offers an exceptional opportunity for a results-driven advancement professional to elevate philanthropic support for one of the nation's leading academic medical centers. The AVP will play a vital role in advancing the most critical clinical, academic, and research priorities at URMC as part of the University's largest-ever comprehensive campaign.

Reporting to the Senior Associate Vice President for URMC Advancement, in close partnership with the CEO of URMC and Dean of the School of Medicine and Dentistry, the AVP is a key member of the University's Advancement leadership team. The role leads fundraising across a broad portfolio of medical center initiatives, including Strong Memorial Hospital, signature clinical departments such as the Department of Surgery, Department of Medicine, and the Department of Orthopaedics, along with several others. The AVP will oversee a team of frontline fundraisers and programmatic staff, developing strategies to secure transformational gifts that align with institutional priorities.

URMC is the academic medical center of the University of Rochester and the centerpiece of its clinical, research, and education missions. With an enterprise budget of \$5.2 billion, URMC includes seven affiliated hospitals, more than 20,000 employees, and nationally ranked programs in pediatric care, cancer, geriatrics, neurology, and dentistry. It is recognized for its innovation in interdisciplinary care, groundbreaking vaccine and cardiology research, and its commitment to advancing health equity across upstate New York.

This role is critical to the success of the University's next campaign, which will exceed \$1.75 billion in philanthropic support. URMC will account for nearly half in total fundraising, with clinical and hospital-based programs playing a central role. The AVP will work closely with department chairs, physician-scientists, health system executives, and advancement colleagues to shape compelling cases for support, strengthen donor engagement, and drive meaningful investment in the future of health care and medical discovery.

The ideal candidate will bring substantial experience in advancement within an academic medical center or complex health system, a track record of securing seven- and eight-figure gifts, and strong leadership and relationship-building skills. They will possess the strategic vision, institutional savvy, and passion for mission required to lead a high-impact advancement program at a pivotal moment for the University and URMC.

The position is open due to the internal promotion of the previous incumbent, underscoring the opportunity for impact, visibility, and professional growth within the University's Advancement leadership.

Those interested in this role or wishing to nominate a candidate are encouraged to consult the "Procedure for Candidacy" section, which is detailed at the end of this profile.

# Organization Overview

## THE UNIVERSITY OF ROCHESTER

Founded in 1850, the University of Rochester (UR) is one of the nation's leading private research universities. Under the leadership of President Sarah Mangelsdorf, Ph.D., the University comprises seven schools—Arts and Sciences, Engineering, Eastman School of Music, Simon Business School, Warner School of Education, the School of Medicine and Dentistry, and the School of Nursing—as well as key interdisciplinary research units like the Laboratory for Laser Energetics.

With more than 3,900 full- and part-time faculty and instructional staff, UR offers over 200 academic majors to more than 12,000 students. Known for its small-scale, highly collaborative academic environment, the University fosters discovery and creativity in a deeply personalized way. UR is a Carnegie “very high research activity” institution, with more than \$438 million in annual sponsored research funding and several departments consistently ranked among the best in their fields.

The University's motto, *Meliora*—“ever better”—guides its pursuit of excellence in research, education, and public service.



## UNIVERSITY OF ROCHESTER MEDICAL CENTER (URMC)

The University of Rochester Medical Center (URMC) is the largest unit within the University and serves as its academic health sciences center. A nationally recognized leader in research, education, and clinical care, URMC integrates the University's missions across the biomedical and health sciences. It comprises the School of Medicine and Dentistry, the School of Nursing, the University of Rochester Medical Faculty Group, and UR Medicine—a regional health system anchored in Rochester and extending throughout the Finger Lakes and Southern Tier regions.

URMC includes eight hospitals, more than 325 outpatient practice sites, and over 24,000 employees. With a total annual budget of approximately \$6 billion, URMC accounts for more than 85 percent of the University's total revenue and continues to expand in both reach and impact. In FY 2024, URMC investigators secured over \$276 million in sponsored research support, and the Medical Center now ranks among the top quartile of U.S. academic medical centers in federal funding. Its mission is to be a home for healing, learning, discovery, and innovation—committed to improving health and quality of life for patients, families, and communities.

### Clinical Care

URMC delivers integrated, team-based clinical care across the full continuum—from primary care and outpatient services to highly specialized, complex procedures. The system's flagship, **Strong Memorial Hospital**, is the largest and most specialized hospital in western New York. It provides comprehensive tertiary and quaternary services, including the region's only liver and cardiac transplant programs and a Level I Trauma Center that serves both adults and children.

The clinical enterprise includes more than 1,500 faculty clinicians and over 250 advanced practice providers. URMC sees more than three million patient visits annually through a broad regional network of practices, urgent care centers, and ambulatory surgery sites. Clinical teams emphasize quality, safety, and an exceptional patient experience, drawing national recognition across specialties and supporting a robust teaching and residency environment.



## Research and Scientific Leadership

URMC is home to more than 3,000 researchers and staff engaged in cutting-edge biomedical science. Over the past five years, the institution has garnered more than \$1.3 billion in research funding, driving breakthroughs in cancer, neuroscience, infectious disease, immunology, and health disparities. The School of Medicine and Dentistry plays a central role, with NIH funding supporting work in clinical and translational science, vaccine development, and data-intensive research.

State-of-the-art facilities such as the Clinical and Translational Science Institute and the Health Sciences Center for Computational Innovation ensure that URMC scientists have the infrastructure needed to accelerate discovery and improve human health. Collaborative efforts across departments and disciplines further distinguish URMC as a national model for scientific excellence.

## Hospital Programs

URMC's hospital programs span urban and rural communities and provide a wide range of services to meet the diverse needs of patients across upstate New York. Strong Memorial Hospital, an 886-bed academic medical center, remains the cornerstone of this network, offering nationally ranked specialties and an expansive new patient tower and Emergency Department currently under construction.

**Highland Hospital**, a 261-bed community hospital affiliated with URMC, is a regional leader in women's health, orthopedics, geriatrics, and bariatrics. It plays a critical role in community care and medical education, and its foundation raises \$1 million annually to support hospital initiatives.

**UR Medicine Home Care**, through its foundation, delivers vital services such as hospice, bereavement support, telehealth monitoring, and Meals on Wheels. These donor-supported programs enable thousands of patients to live safely and independently in their own homes and reflect URMC's commitment to community-based care.

As key pillars of URMC's clinical strategy, these programs support a comprehensive approach to healthcare that spans academic research, frontline care, and public health engagement.

## University Advancement: The Role of Philanthropy

Philanthropy plays a pivotal role in enabling the University of Rochester to fulfill its mission to learn, discover, heal, and create. Through generous donor support, the University can realize bold ideas, accelerate research, broaden student access, and expand clinical excellence.

The University's last comprehensive campaign, *The Meliora Challenge*, concluded in 2016 after raising more than \$1.37 billion, surpassing its \$1.2 billion goal. Over 200,000 donors and 7,300 volunteers helped drive significant progress across the institution. Nearly \$700 million of that total was designated for the Medical Center, helping to establish major programs and facilities such as Golisano Children's Hospital, the Wilmot Cancer Institute, and initiatives in neuroscience, aging, and health equity.

The University is currently preparing for its next comprehensive campaign, *For Ever Better: The Campaign for the University of Rochester*—its most ambitious to date. The campaign will align philanthropic priorities with institutional strategy across education, health care, research, and innovation. At its core is a commitment to advancing faculty excellence, expanding patient-centered care, and creating a more inclusive and accessible future.

## Philanthropy at URMC

Philanthropy is a driving force behind the University of Rochester Medical Center's ability to deliver on its mission of healing, teaching, and discovery. From groundbreaking clinical innovations to life-saving research and compassionate community care, donor support fuels programs that transform lives across the region and beyond.

During the University's last comprehensive campaign, *The Meliora Challenge*, URMC raised nearly \$700 million—more than half of the campaign's total—enabling the construction of Golisano Children's Hospital, the expansion of Wilmot Cancer Institute, and the launch of new programs in neuroscience, aging, and personalized medicine.

URMC is poised to play a pivotal role in *For Ever Better. The Campaign for the University of Rochester*, the University's most ambitious philanthropic initiative to date. With a preliminary goal of \$1.75 billion and commitments counted through FY2030 URMC is expected to be one of the campaign's largest contributors, with a comprehensive goal of \$850 million.

The campaign will support key strategic pillars, including driving discovery and innovation, creating vibrant and healthy communities, and building for boundless impact across research, education, and health care. For URMC, this includes expanding the medical complex through major capital projects, investing in new clinical and research facilities, and deepening engagement with the patients, families, and communities it serves.

In addition to financial goals, the campaign seeks to foster a broader culture of engagement—connecting with 250,000 individuals through philanthropy, advocacy, volunteerism, and events. For the Medical Center, this means deepening relationships with grateful patients, alumni, clinicians, and regional partners to fuel a shared vision for the future of health care.

### PHILANTHROPY HIGHLIGHTS

#### Golisano Institute for IDD (June 2024)

A \$50 million gift from entrepreneur Tom Golisano established the Golisano Intellectual and Developmental Disabilities Institute—one of just eight federally designated centers nationwide—positioning Rochester as a leader in integrated care, research, and advocacy for individuals with intellectual and developmental disabilities.

#### Saunders Center for Orthopaedics (October 2024)

The Saunders Foundation made a \$30 million gift—the largest in URMC orthopaedics history—to endow the new Saunders Center. The gift supports clinical care, education, and anchors a new 330,000-square-foot outpatient campus.

## LEADERSHIP

### Michael P. Fahy

#### Senior Associate Vice President for URM C Advancement



Michael P. Fahy serves as the Senior Associate Vice President for University Advancement at the University of Rochester Medical Center (URMC), where he leads philanthropy and engagement programs supporting the institution's academic and clinical missions. Appointed following a national search, Fahy brings over 15 years of progressive leadership experience in advancement at URMC.

Fahy began his career at the University in 2010 as Assistant Director of Community Affairs for Golisano Children's Hospital. He has since held several key roles, including Associate Director of Advancement for GCH, Director of Advancement for the Wilmot Cancer Institute, and Assistant Vice President for Clinical, Research, and Hospital Programs. In these roles, he developed strategic giving programs, led fundraising initiatives, and helped double average fundraising commitments across departments.

Recognized for his strategic vision, collaborative leadership, and deep institutional knowledge, Fahy is known for building strong relationships with faculty, clinicians, and donors. His appointment comes at a pivotal time as URMC prepares for a new comprehensive campaign.

Fahy has previous experience at Nazareth University and has served as an adjunct instructor at the Rochester Institute of Technology. He is deeply committed to advancing URMC's mission and is honored to support its transformative work through philanthropy and engagement.

### David C. Linehan, MD

#### CEO of the University of Rochester Medical Center (URMC), Dean of the School of Medicine and Dentistry (SMD), and Senior Vice President for Health Sciences at the University of Rochester



David C. Linehan, MD, previously served as Chair of URMC's Department of Surgery for 10 years. A surgical oncologist and an accomplished researcher, Linehan is recognized for bringing new therapies to patients with difficult-to-treat cancers and for his compassionate approach to care. He is also internationally renowned for his research into new immunotherapy treatments for pancreatic cancer; his laboratory has been continuously funded by the National Cancer Institute for nearly two decades. He specializes in treating cancers and benign surgical conditions of the liver, pancreas, gallbladder, and bile ducts.

Dr. Linehan graduated from Dartmouth College and the University of Massachusetts Medical School, then completed his internship and residency at Deaconess-Harvard Surgical Service. He was a research fellow at Brigham and Women's Hospital and the Kristin Ann Carr Fellow in Surgical Oncology at Memorial Sloan-Kettering Cancer Center. He went on to become a professor of surgery at Washington University and chief of hepatobiliary, pancreatic, and gastrointestinal surgery.

## Thomas J. Farrell '88, '90W

### Senior Vice President for Advancement



Before joining the University in 2014, Mr. Farrell was Chief Development Officer for the University of Illinois and President/CEO of the University of Illinois Foundation. In these roles, he oversaw development programs across three campuses and was responsible for the university's core endowment of \$1.6 billion. Prior to his tenure with Illinois, he was the Chief Advancement Officer for the University of Chicago, overseeing a staff of 450 and launching Chicago's recently completed \$5 billion campaign. For 10 years, he served at the University of Pennsylvania, where he led individual and undergraduate advancement programs and was a key strategist for Penn's \$4.3 billion Making History campaign. In addition, he has held senior positions at Dartmouth College and the University at Buffalo. Mr. Farrell's more than 30-year career in advancement began at the University of Rochester in the early 1990s. He returned to his alma mater to complete the \$1.4 billion Meliora Challenge campaign and to ensure the ongoing success of the University's advancement program. Tom holds undergraduate and master's degrees from the University and an Ed.D. in higher education management from the University of Pennsylvania.



# Position Summary

## OVERVIEW

The Assistant Vice President (AVP) for Clinical, Research, and Hospital Programs Advancement is responsible for planning and executing a comprehensive development program and university capital campaign supporting all clinical departments, divisions and centers within URMC as well as priority research centers and institutes, including the Del Monte Institute for Neuroscience. The AVP also provides Advancement leadership for Strong Memorial Hospital, Highland Hospital, and UR Medicine Home Care, ensuring a collaborative and coordinated approach to engagement and philanthropy across facilities and clinical service lines. This role will oversee the team member who manages the Philanthropy Champions program, which identifies and engages patient prospects who have an interest in making a philanthropic impact at the University of Rochester Medical Center. Their best opportunity to identify patient prospects is through a robust advancement relationship with healthcare providers, cultivated by a Physician/Nurse Champion program. The role will also oversee the team member who manages the Communicating Science program, which engages research faculty members and prospects/donors who wish to support the research mission.

Reporting to the Senior Associate Vice President for Medical Center Advancement, the AVP will lead a high-performing team of gift officers to garner a minimum of \$35M annually in philanthropic support, significantly contributing to the URMC comprehensive campaign goal of \$850M. The AVP will work closely with department chairs, division chiefs, center/institute directors, and hospital leadership to identify and articulate philanthropic priorities. They will work in close coordination with both URMC and central advancement units to optimize grateful patient giving, stewardship, planned giving, principal gifts, and corporate and foundation relations. They are also expected to take a leadership role in URMC and UR Advancement, by heading specific initiatives to develop strategic directions, define philanthropic inventory, and maximize Medical Center fundraising from all areas of University Advancement.

The AVP will carry a portfolio of roughly 75 Major Gift prospects and will serve as a mentor and coach to other members of his/her team. Significant local and some national travel is required.

## COMMUNICATING SCIENCE PROGRAM

The Communicating Science Program is an annual program aimed to enhance the partnerships between research faculty members and the Advancement team, increase the visibility of the research mission to the global and local communities, and generate additional engagement and philanthropic investment with research-based funding priorities at URMC.

## REPORTING RELATIONSHIPS

The AVP is an employee of the University that partners with UPMC. Reporting to the Senior Associate Vice President for UPMC Advancement, the AVP provides strategic leadership for advancement initiatives across a broad spectrum of clinical, research, and hospital-based priorities within the University of Rochester Medical Center (UMC). This role is part of a nationally recognized advancement program supporting the largest campaign in the University's history, reflecting the university's standing as one of the nation's top private research universities.

### Direct Reports

The AVP directly oversees the following leadership roles:

- Director, UR Medicine Home Care
- Senior Director, Highland Hospital and Highland Foundation
- Executive Director, UPMC Clinical Programs Advancement (Medicine)
- Executive Director, UPMC Clinical Programs Advancement (Orthopaedics)
- Senior Director, UPMC Clinical Programs Advancement (Neuromedicine)
- Senior Director, UPMC Clinical Programs Advancement (Philanthropy Champions)

In total, the AVP leads a team of 14 advancement professionals, supporting a cohesive and integrated approach to fundraising and engagement across UPMC's clinical, research, and institutional missions.

## RESPONSIBILITIES

### Major Gift & Capital Campaign Fundraising (25%)

- Manage an active portfolio of up to 75 high level major gift (\$250,000+) prospects, maintaining a robust schedule of visits and solicitations, and closing gifts as outlined in annual performance metrics.
- Play an integral role in facilitating and achieving UPMC's \$850M capital campaign goal.

### Major Gift Fundraising & Comprehensive Campaign Support (15%)

With latitude for independent judgment, the AVP actively works with grateful patients, families, and friends who have a connection to UPMC clinical programs with the goal of increasing engagement and philanthropy. Responsibilities include, but are not limited to:

- Working closely with Department Chairs, Division Chiefs, and Center/Institute Directors to identify fundraising priorities and articulate compelling cases for support.
- Creatively utilizing a variety of approaches to engage prospects, strengthen their relationship to the institution, build lasting relationships built on trust, promote three-part giving, and document donor history.
- Maintaining regular contact with prospects and donors through personal visits, letters and

phone calls; identifying donors with volunteer leadership potential.

- Tapping internal resources to develop and execute planned giving and annual giving strategies for clinical prospects and donors.
- Actively using the Salesforce Ascend system for research, reports, and mailing lists; preparing call reports following visits and events; and utilizing the MAS system for prospecting work.

### **Management (20%)**

- Serve as a role model as both a manager and a fundraiser, implementing best practices in grateful patient fundraising, mentoring junior team members, and building capacity in clinical fundraising.
- Oversee the Senior Director who leads the Philanthropy Champions program, providing strategic guidance and helping to educate and engage clinical partners in providing referrals of prospective donors.
- Oversee the Senior Director who leads the Communicating Science program, providing strategic guidance in defining research priorities, developing a prospect pool for potential philanthropic support, and outlining an engagement and fundraising plan for the program.

### **Leadership (20%)**

- Provide leadership and vision to optimize philanthropic support for clinical programs, research institutes, and hospital priorities.
- Develop comprehensive annual operating plans for their unit, setting clear goals for the team, and aligning unit goals with URMC Advancement goals.
- Create a climate for results by setting the pace and driving and measuring the team's activity with metrics.
- Ensure the Clinical, Research and Hospital Programs team functions as full partners with University and URMC Advancement, leverage resources and support to maximize fundraising and engagement opportunities and build connectivity across the organization.

### **Strategic Volunteer Engagement and Advisory Board/Council Management (15%)**

- Lead efforts with Clinical, Research and Hospital Programs staff to strategically manage volunteer councils in support of key initiatives, such as the Flaum Eye Institute, the Orthopedics Council, and the Foundation Boards for Highland Hospital and Home Care.
- Review existing volunteer groups and assess the needs for additional potential impact in areas such as neuromedicine and cardiovascular care and research, and implement management strategies to ensure all volunteer boards and councils, and committees are functioning in the most optimal way.
- Provide oversight for team members as they develop and implement personalized engagement plans for each volunteer.
- Work closely with Clinical, Research and Hospital Programs staff to develop meaningful content and agendas for volunteer board meetings; prepare Advancement presentations; and identify and recruit new volunteer members.

### **Other duties as assigned (5%)**

# Goals and Objectives

The following goals and objectives have been identified as priorities for this position:

The Assistant Vice President (AVP) for Clinical, Research, and Hospital Programs Advancement will play a pivotal leadership role in the University of Rochester's most ambitious campaign to date. Reporting to the Senior Associate Vice President for URMCA Advancement, the AVP will be responsible for driving philanthropic growth across a diverse portfolio of mission-critical areas—ranging from scientific research to clinical innovation and regional health care delivery. In partnership with faculty, clinicians, and colleagues across University Advancement, the AVP will translate institutional priorities into compelling philanthropic opportunities and help secure the support necessary to realize the Medical Center's long-term strategic goals.

## **LEAD STRATEGIC FUNDRAISING EFFORTS IN SUPPORT OF THE CAMPAIGN**

The AVP will serve as a senior strategist for campaign planning and execution, helping to shape and lead advancement efforts tied to the University's next comprehensive campaign. With URMCA anticipated to comprise nearly half of the campaign's overall fundraising goal, this position will be instrumental in securing transformational gifts for key research, clinical, and hospital-based priorities. The AVP will work closely with Advancement leadership, faculty, and internal partners to ensure alignment between campaign strategy and institutional impact.

## **STRENGTHEN THE PROSPECT PIPELINE AND ELEVATE DONOR STRATEGY**

The AVP will build and manage a robust portfolio of prospective donors capable of making transformational gifts. This includes strengthening relationships with grateful patients, community partners, philanthropic advisors, and longtime supporters of URMCA. The AVP will work closely with faculty, researchers, and clinicians to identify and articulate compelling cases for support, often bridging programs and disciplines. They will also guide strategy for high-value prospects across the Medical Center and collaborate with Advancement Services and Prospect Management to ensure appropriate tracking and accountability.

## **BUILD INTERNAL PARTNERSHIPS ACROSS URMCA**

The AVP will serve as a connector and advisor across the Medical Center's clinical and research enterprise. From Strong Memorial Hospital and Highland Hospital to the University's nationally ranked research institutes and the UR Medicine Home Care Foundation, the AVP will work closely with faculty leaders, clinicians, and administrators to surface emerging priorities and build compelling cases for support. Listening, learning, and establishing trust with institutional partners will be critical in the early months of the role.

## **STRENGTHEN TEAM PERFORMANCE AND PHILANTHROPIC CAPACITY**

The AVP will provide day-to-day leadership, mentorship, and strategic direction to a dedicated team of fundraisers and support staff. They will foster a collaborative and performance-driven culture, helping team members develop professionally while advancing sophisticated donor engagement strategies. Working in partnership with Advancement leadership, the AVP will ensure the team is aligned with campaign goals and equipped to meet both individual and collective fundraising targets.

## **ENSURE ALIGNMENT ACROSS THE ADVANCEMENT TEAM**

As part of the broader University of Rochester Advancement team, the AVP will be a visible and collaborative leader, ensuring alignment between URM C fundraising and the University's overarching goals. The AVP will work closely with colleagues across schools and units to coordinate strategy, elevate donor experience, and contribute to a culture of philanthropy that spans the University. A strong institutional perspective—and the ability to operate effectively within a matrixed organization—will be key.



# Candidate Qualifications

## EDUCATION/CERTIFICATION

- Bachelor's Degree required
- Advanced Degree, preferred

## KNOWLEDGE AND WORK EXPERIENCE

### Required

- A minimum of 10 years of related, relevant experience in major gift fundraising at an academic institution or close equivalent.
- Experience leading and managing a team of gift officers.
- Experience leading a grateful patient and family engagement and fundraising program.

### Preferred

- Extensive executive-level experience or other senior leadership role) in a nationally recognized health care organization with exemplary quality, growth and sustained financial strength.

## LEADERSHIP SKILLS AND COMPETENCIES

- **Critical Thinking:** Independent level of problem-solving ability. Resolves semi-complex problems that require independent judgment.
- **Freedom to Act:** Work is accomplished without considerable direction. Exercises judgement in selecting methods, techniques, and evaluation criteria in obtaining results. Exerts significant latitude in determining objective of assignment. Takes calculated risks with consultation from an expert.
- **Supervision of Others** (including hire/fire): Supervisory (two or more fulltime direct reports or equivalent).
- **Planning:** Develops and executes goals and objectives for a department or functional group. Recommends and gives input to strategic initiatives.
- **Consequence of Error:** Erroneous decisions or recommendations would normally result in the inability to reach crucial organizational objectives and may have a prolonged effect, as well as the expenditure of substantial resources.
- **Financial Responsibility:**
  - » Manage a pre-determined budget.
  - » Responsible for revenue-generating processes greater than \$5M.

# The Community

## **ROCHESTER, NEW YORK**

Rochester is the seat of Monroe County, New York. Situated east of Buffalo, west of Syracuse, and northwest of New York City, it is at the center of a large metropolitan area that encompasses and extends beyond Monroe County to include the counties of Genesee, Livingston, Ontario, Orleans, and Wayne. This area, which is part of the Western New York region, has a population of approximately 1,700,000. The City of Rochester has a population of approximately 210,000, making it New York's fourth most populous city after New York City and Buffalo. Located on the southern shore of Lake Ontario, where the Great Lakes meet the vineyard-dotted Finger Lakes, Rochester provides easy access to a wealth of four-season outdoor recreation.

Rochester became America's first 19th-century "boomtown" and rose to prominence initially as the site of many flour mills located on the Genesee River, then a major manufacturing hub.

Today, it is an international center of higher education, medical, and technological development. The region is known for acclaimed universities, and several of them (notably the University of Rochester and the Rochester Institute of Technology) are nationally renowned for their research programs. In addition, Rochester continues to be the site of many important inventions and innovations in consumer products. The Rochester metropolitan area is the second-largest regional economy in New York State, after the New York City metropolitan area.

Its lively "knowledge economy" draws its strengths from established companies (e.g., Xerox, Bausch and Lomb, Eastman Kodak) and their many small business spin-offs, including growing telecommunications, biotechnology, and information technology enterprises. In recent years, the University of Rochester has become the largest employer in the Rochester area and the seventh-largest employer in New York State.

Rochester consistently receives high rankings nationally as a "most livable city" for overall quality of life and as among the very best places to raise a family. The region has outstanding, highly ranked public and private schools, with a relatively modest cost of living and a stable, affordable housing market. Home to the renowned Eastman School of Music, the Rochester Philharmonic Orchestra, and the Xerox Rochester International Jazz Festival (among the nation's most popular and respected), Rochester enjoys economic stability and a level of arts, culture, sports, and dining comparable to that of many larger cities.

For more information about living in Rochester, see [www.visitrochester.com](http://www.visitrochester.com).



# Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a resume and a cover letter. Review of applications has begun and will continue until the position is filled.

Please direct all applications (resumes) and nominations to the WittKieffer consultants supporting this search through the WittKieffer Candidate Portal by clicking [here](#). Candidates can also find this portal at [www.wittkieffer.com](http://www.wittkieffer.com) by selecting the "Become a Candidate" button.

To express interest or inquire further, the WittKieffer search team can be reached via e-mail, at [jcummings@wittkieffer.com](mailto:jcummings@wittkieffer.com).

## Ashley Buderus

Consultant

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Cleveland, OH

## COMPENSATION RANGE

The pay range for this position is \$200,000 - \$230,000. The referenced pay range represents UR's good faith and reasonable estimate of the base range of compensation for this position. Individual salaries will be determined within the job's salary range and established based on (but not limited to) market data, experience, and expertise of the individual, and with consideration to related position salaries.

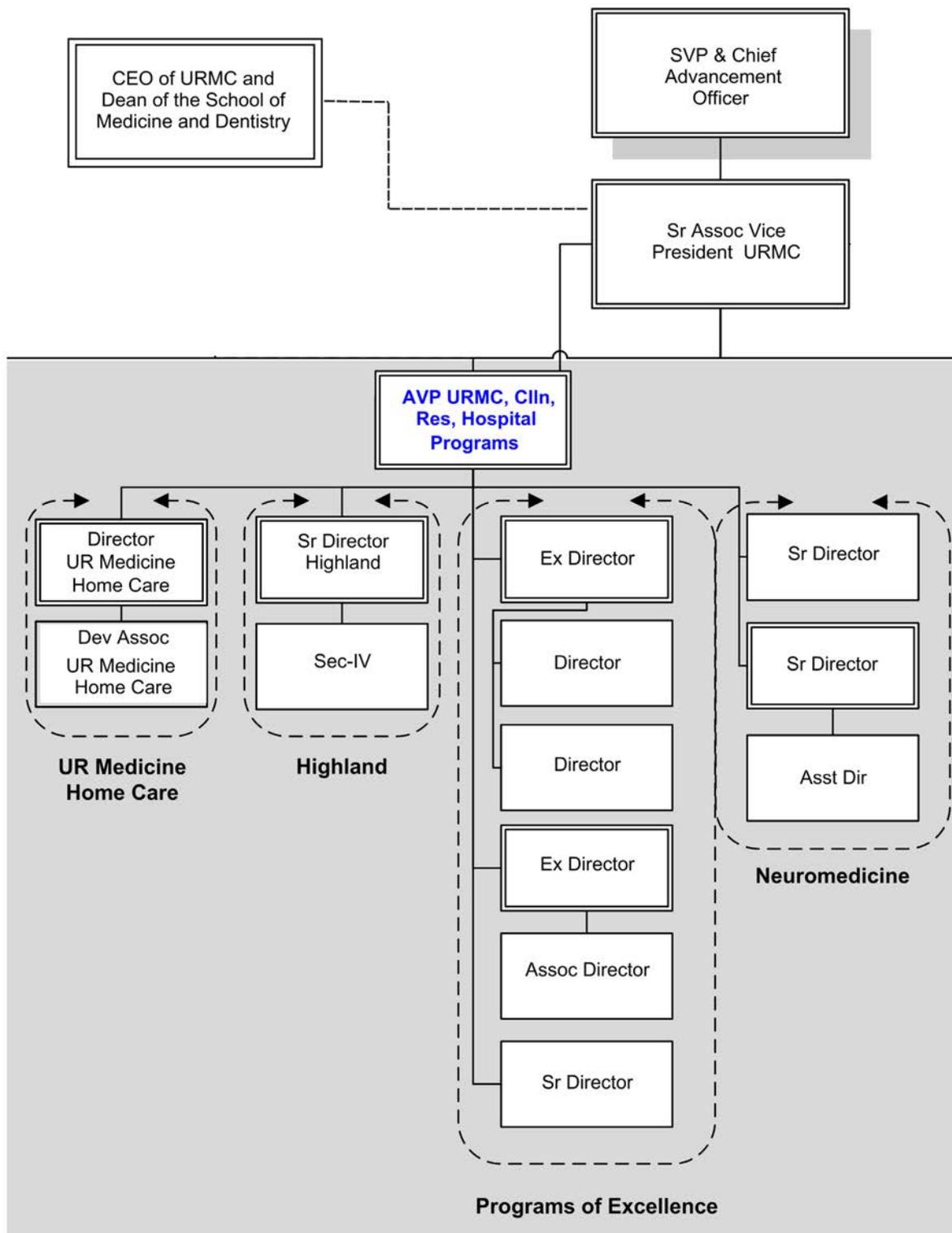
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# Appendix

## University of Rochester Medical Center Advancement



WittKieffer is the premier executive search and leadership advisory firm developing impactful leadership teams for organizations that improve quality of life. We work exclusively with organizations in healthcare, science and education—the Quality of Life Ecosystem. Leveraging our unwavering focus on this complex ecosystem, we amplify clients' ability to succeed through a deep understanding of the factors that influence leadership needs, capabilities and culture. Through our executive search, interim leadership and leadership advisory solutions, we strengthen organizations that make the world better.

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