



# Director, Gift Planning

LEADERSHIP PROFILE

FALL 2025

*Prepared by Ashley Buderus*

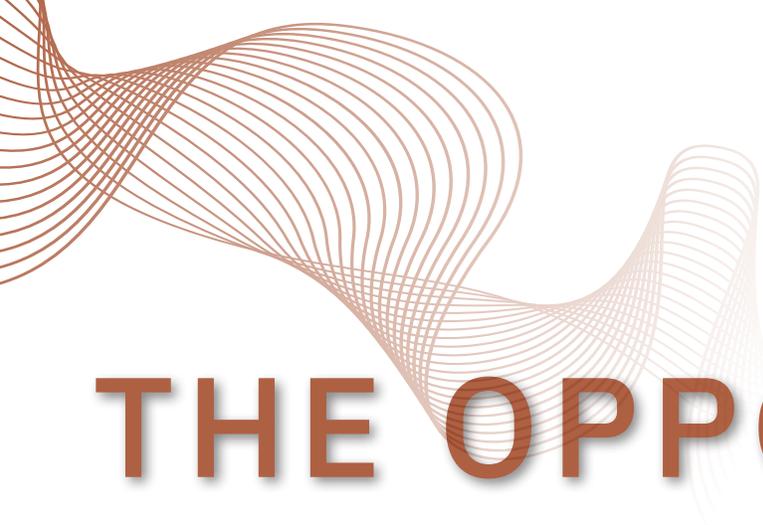
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# THE OPPORTUNITY

The University of Texas Health Science Center at Houston (UTHealth Houston), a nationally recognized leader in health education, research, and patient care, is seeking a visionary Director of Gift Planning II to drive innovative strategies for planned and blended giving. This is a unique opportunity to join one of the nation's foremost academic health institutions at a time of remarkable momentum—helping shape the future of philanthropy that fuels life-changing medical breakthroughs, world-class education, and compassionate care.

Founded in 1972, UTHealth Houston comprises seven distinguished schools—dentistry, medicine, nursing, public health, behavioral health sciences, biomedical sciences, and biomedical informatics—and is strategically located in the Texas Medical Center, the largest medical complex in the world. The university manages more than 60 properties totaling nearly 5 million square feet, employs over 8,000 faculty and staff, and educates more than 5,400 students annually. Beyond the campus, UTHealth Houston is increasingly influencing national health policy and expanding its impact in global health innovation, tackling the most complex health challenges of our time.

This is an especially exciting chapter in the university's history. In September Dr. Melina R. Kibbe joins UTHealth Houston as President, bringing a bold vision for advancing academic medicine and fostering interdisciplinary innovation. An accomplished researcher and clinician with strong entrepreneurial experience, Dr. Kibbe has a successful record of leading programs and partnerships at large, prominent academic health institutions.

The Director of Gift Planning II will play a central role in sustaining and amplifying this momentum. Reporting to the Senior Director of Gift Planning, David Starnes, and collaborating with Major Gift Officers, the Vice President of Principal Gifts, and other key stakeholders, the Director will build lasting relationships with donors, guiding them toward meaningful philanthropic investments. With a portfolio of approximately 70 major planned gift prospects and a focus on asset-based giving, the Director will advance strategies that inspire donors to make transformational commitments. This work will not only secure resources for the present but also strengthen UTHealth Houston's long-term philanthropic foundation.

The Office of Development fuels UTHealth Houston's mission by generating resources that support students, faculty, research, and community programs. Following the record-breaking success of the Many Faces. One Mission. campaign—which raised \$534.4 million—the university is well positioned for its next chapter of philanthropic achievement. The Director will be a critical partner in expanding engagement within the grateful patient community, cultivating high-value opportunities for giving, and ensuring the highest level of stewardship.

The successful candidate will become part of a team of dedicated professionals within the Office of Development who are deeply committed to the university's mission and passionate about supporting the future of academic medicine. Together, this team advances UTHealth Houston's philanthropic priorities with integrity, creativity, and a shared vision for improving health outcomes locally and globally.

The ideal candidate will bring at least six years of major gift fundraising in planned giving, or related experience. Preference for experience in higher education and/or healthcare setting, along with strong communication skills, strategic thinking, and the ability to earn the trust and confidence of donors. A professional presence, collaborative approach, and proven track record of closing significant gifts will be essential to success.

This hybrid position requires the successful candidate to be on campus at least three days each week and to reside within a reasonable commute of the Houston, Texas office.

To submit a nomination or express personal interest in this position, please refer to "Procedure for Candidacy" at the conclusion of this document.





# ORGANIZATION OVERVIEW

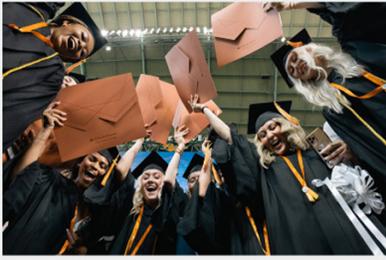
UTHealth Houston is a comprehensive health science university focused on educating health science professionals, discovering and translating advances in the biomedical and social sciences, and modeling the best practices in clinical care and public health. UTHealth Houston advances the quality of human life by enhancing the diagnosis, treatment, and prevention of disease and injury and promoting individual health and community well-being.

Established in 1972 by The University of Texas System Board of Regents, UTHealth Houston is Houston's health university and Texas' resource for health care education, innovation, scientific discovery, and excellence in patient care.

UTHealth Houston is one of 61 institutions that are part of the Texas Medical Center – the largest life sciences destination in the world. Located in the heart of the Texas Medical Center and across the state, UTHealth Houston's students, faculty, and staff are creating a healthier future for all – in more than 7 million square feet of state-of-the-art clinical, research, training, and administrative space across 127 buildings. With approximately 106,000 core employees (and more than 120,000 when including all roles), 61 institutions, and thousands of volunteers and patient visits, over 160,000 people visit the Texas Medical Center daily. Over the year, the campus records more than 10 million patient encounters. The TMC [member institutions](#) work together to promote the highest patient care, research, and education standards.

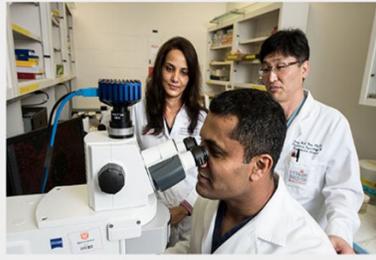
Philanthropy plays a critical role in UTHealth's past successes and future growth. Over the past several years, UTHealth Houston has averaged more than \$60 million annually, including several eight-figure transformational gifts. Philanthropy creates possibilities and sparks innovations that make a lasting difference in the health and well-being of the communities impacted by UTHealth Houston.

To visit the latest statistics and to learn more, visit: <https://www.uth.edu/about/>.



## EDUCATION

UTHealth Houston's faculty educate and train the next generation of health care providers and researchers to deliver outstanding patient care and improve community health in Houston and beyond.



## RESEARCH

Faculty and students conduct research to improve the dual pillars of health and well-being while addressing the nation's most pressing public health crises. million awarded to date.



## PATIENT CARE

UTHealth Houston has provided more millions in unreimbursed charity care. Their faculty, residents, fellows, and students provide inpatient care at its primary teaching hospital affiliates.

## UTHEALTH HOUSTON AT A GLANCE

**2,532**

Full-time and part-time faculty

**8,844**

Total staff

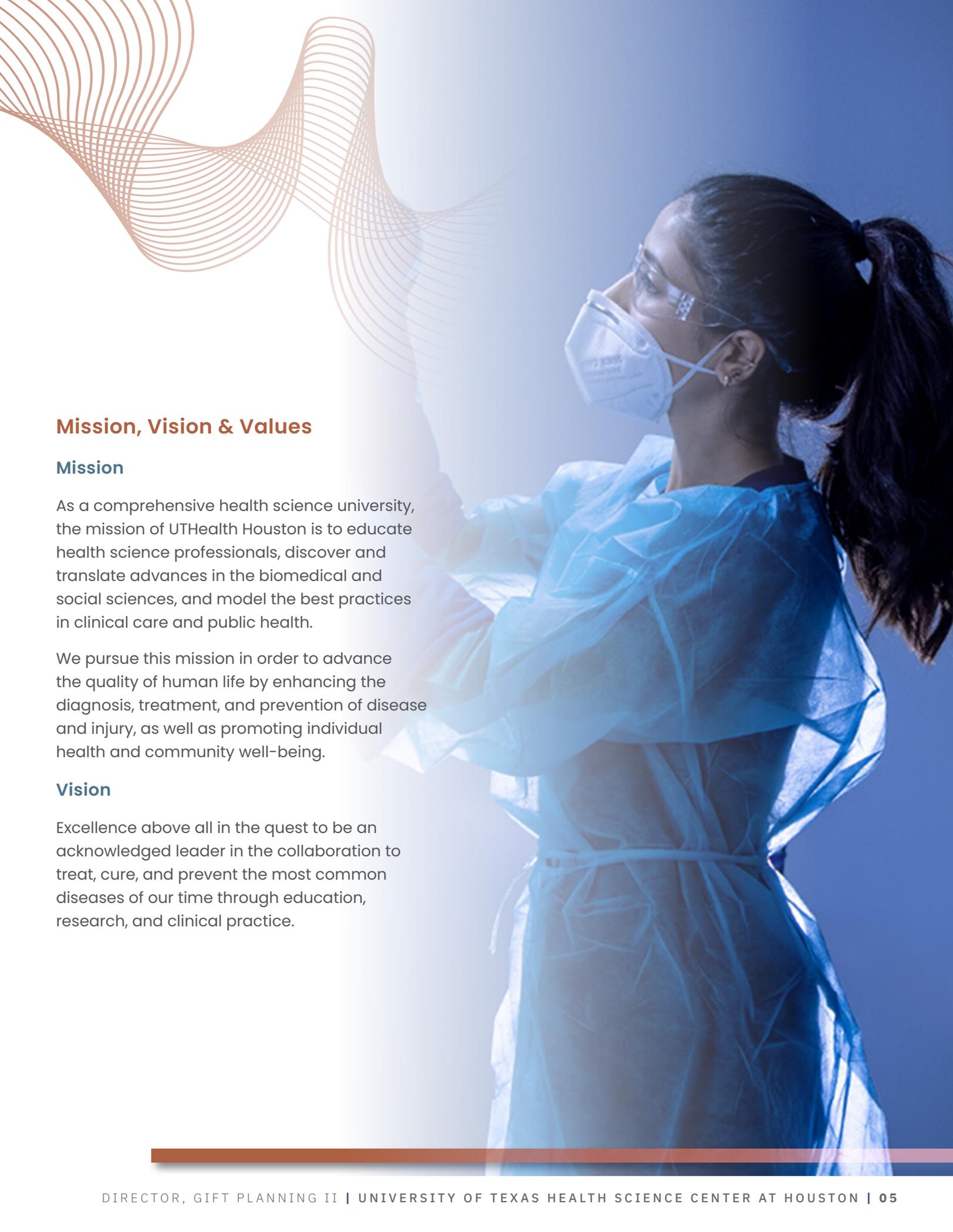
**4,929**

Total students

**55,000+**

Alumni making a difference around the globe





## Mission, Vision & Values

### Mission

As a comprehensive health science university, the mission of UTHouston is to educate health science professionals, discover and translate advances in the biomedical and social sciences, and model the best practices in clinical care and public health.

We pursue this mission in order to advance the quality of human life by enhancing the diagnosis, treatment, and prevention of disease and injury, as well as promoting individual health and community well-being.

### Vision

Excellence above all in the quest to be an acknowledged leader in the collaboration to treat, cure, and prevent the most common diseases of our time through education, research, and clinical practice.

## Schools

### Cizik School of Nursing

Since 1972, Cizik School of Nursing's rigorous, highly ranked programs have prepared more than 13,000 nurses for challenging and rewarding patient care, research, nursing education, and leadership careers. Top students at various educational and professional levels choose Cizik School of Nursing to advance their careers by earning a Bachelor of Science in Nursing, Master of Science in Nursing, Doctor of Nursing Practice, or Doctor of Philosophy in Nursing degrees or by completing non-degree post-graduate programs. The school is named after Jane and Robert Cizik, who donated \$25 million in 2017. The gift endowed scholarships, faculty chairs, research, and a lecture series at the school.



### McGovern Medical School

With nearly 1,000 medical students and a similar number of residents and fellows, McGovern Medical School is one of the country's largest and most diverse medical schools. Located in the heart of the Texas Medical Center, the Texas Legislature established the school in 1969 to address the shortage of physicians and the then-untapped resources for medical education in Houston. The school is named after Dr. John P. McGovern and his wife, Kathrine. In 2015, the John P. McGovern Foundation donated \$75 million to UTHealth Houston, the largest donation in the university's history, and the school was renamed in its honor. The endowment also supports the school's McGovern Center for Humanities and Ethics.



### MD Anderson Cancer Center UTHealth Houston Graduate School of Biomedical Sciences (GSBS)

MD Anderson UTHealth Houston Graduate School was established on June 11, 1963, and was activated by the Board of Regents for the University of Texas on September 28, 1963. It is a unique school formed by a partnership between two powerhouse institutions: UTHealth Houston and The University of Texas MD Anderson Cancer Center—the nation's leading cancer hospital.



The graduate school allows students to study many diseases that impact humanity. From Parkinson's to Alzheimer's to coronavirus and cancer, the graduate school, with the help of world-renowned faculty, is ready to equip the researchers of tomorrow with the education and training to turn discovery into lifesaving solutions.

## **McWilliams School of Biomedical Informatics**

As a global academic leader in artificial intelligence, health data science, and informatics for medicine and health care, McWilliams School of Biomedical Informatics at UTHealth Houston is helping the world reshape the future of medicine and health care through active engagement in the AI Revolution.

Our expertise comprehends three broad areas of education and research: Data Science and Artificial Intelligence, Clinical and Health Informatics, and Bioinformatics and Systems Medicine. The graduate school focuses on education, research, and application. This school was recently named after a \$22 million donation from UTHealth Houston development board member D. Bradley McWilliams.



## **UTHealth Houston School of Behavioral Health Sciences**

Founded in 2023, the UTHealth Houston School of Behavioral Health Sciences is the newest school at UTHealth Houston, created to expand Texas' behavioral health workforce. The school will launch in fall 2025 (pending accreditation) with master's and doctoral programs in Clinical Psychology, Cognitive and Behavioral Sciences, and Clinical Social Work. Students will train at the nation's largest academic behavioral health campus, including the John S. Dunn Behavioral Sciences Center, Harris County Psychiatric Center, and 37 community clinics.



## **School of Public Health**

Founded in 1967, UTHealth Houston School of Public Health is ranked the #1 School of Public Health in Texas (U.S. News & World Report 2021) and the #5 Public School of Public Health for NIH Funding (National Institutes of Health 2020). The school enrolls over 1,500 students with five departments annually and has over 9,250 alumni. In 2023, the School of Public Health broke ground on a \$299 million, 10-story new home in the Texas Medical Center.



## **School of Dentistry**

Founded in 1905, UTHealth Houston School of Dentistry was the first dental school in Texas and a founding institution of the world-renowned Texas Medical Center. The school focuses on patients, students, and research. Each year, it enrolls 100 DDS and 40 dental hygiene students. The School of Dentistry students gain clinical skills at on-site clinics, hospitals, and community outreach projects.



## Office of Development and Public Affairs

UTHealth Houston's philanthropic community provides critical funding to advance its mission of educating future health professionals, pursuing life-changing research, and improving the health and well-being of patients and their families.

The Office of Development and Public Affairs advances UTHealth Houston's mission by seeking and securing philanthropic support for its programs serving students and society. The office comprises five giving programs—Annual Giving, Corporate and Foundation Relations, Gift Planning, Major Gifts, and Principal Gifts. The team operates within a culture defined by collegiality, sophistication, and mission alignment. In this dynamic environment, the team collaborates seamlessly, viewing each member as a valued partner working collectively to support the institution's overarching vision.

The office has a history of philanthropic success, highlighted by the completion of the ambitious campaign *Many Faces. One Mission*, which ran from September 1, 2015, to January 31, 2023. Thanks to the generosity of donors, UTHealth Houston exceeded its \$500 million goal during this campaign, securing crucial funding to address pressing challenges within healthcare, research, and education.

As the Office moves forward, it remains dedicated to building upon this achievement and sustaining a culture where philanthropy thrives. The *Many Faces. One Mission.* campaign set a powerful precedent, inspiring UTHealth Houston to continue making a meaningful impact on the future of healthcare and education.

### Leadership



#### **Kevin J. Foyle, MBA, CFRE Sr. Vice President, Development and Public Affairs**

Kevin J. Foyle, MBA, CFRE, is the senior vice president of development and public affairs for UTHealth Houston, where he oversees all aspects of UTHealth Houston's development program, including principal, planned, major, and annual gifts; corporate and foundation relations; alumni and donor relations and communications; and development operations and compliance, as well as the university's external and internal communications.

Since 2013, Foyle has managed the development programs, including the university's \$500 million comprehensive funding campaign to carry out UTHealth Houston's mission to educate health science professionals, discover and translate advances in the biomedical and social sciences, and model the best practices in clinical care and public health. Under his leadership, UTHealth Houston has received a number of transformational gifts, including a \$75 million gift from the John P. McGovern Foundation, a \$25 million gift from Jane and Robert Cizik, and a \$25 million commitment from the John S. Dunn Foundation. He has also played an integral role in elevating the brand of UTHealth Houston through strategic marketing initiatives, including the popular "Many Faces of UTHealth Houston" campaign.

Foyle has 30 years of development experience based in the Houston community. Before coming to UTHealth Houston, he served in multiple roles at Rice University, culminating his efforts as the associate vice president for development, directing a \$1 billion campaign and managing a team of 70. Previously, he raised major gifts for The University of Texas MD Anderson Cancer Center within their \$351 million campaign. Prior to that, Foyle was the director of institutional advancement at Texas Chiropractic College, where he oversaw fundraising, alumni, and public relations.

Foyle is a graduate of Trinity University and of the University of Houston–Clear Lake with a master’s degree in business administration. Additionally, he serves as the immediate past chair of the board of the Association of Fundraising Professionals (AFP) Global, the largest organization of charitable fundraisers in the world. In 2017, he was awarded the Outstanding Fundraising Executive of the Year by AFP Greater Houston Chapter.

### **David Starnes, Senior Director, Estate and Gift Planning**



David serves UTHealth Houston as Senior Director, Estate and Gift Planning. Before joining UTHealth Houston, David served as Senior Director of Gift Planning at MD Anderson Cancer Center, Director of Gift Planning at Baylor College of Medicine and the Director of Gift Planning at the University of Houston. Since starting his fundraising career, David has focused on gifts of non-cash assets and helping individuals develop a gift plan that will produce beneficial results for the donor and their family. Professional memberships include the National Association of Charitable Gift Planners and the Houston Estate and Financial Forum. David has served on the speaker committee for the National Conference on Gift Planning. David and his wife Sheri have been married for over 40 years and have two boys, two great daughters-in-law, and two granddaughters.





# POSITION SUMMARY

The Director of Gift Planning works closely with department and institutional leadership, faculty, and administrators to identify and engage high-capacity individuals to secure and sustain transformational gifts for university initiatives.

## **Reporting Relationships**

Reporting to the Senior Director, Estate and Gift Planning, the successful Director will manage a portfolio of donors and partner with various stakeholders across campus. The Director will not supervise staff.

## **Responsibilities**

The successful Director, Gift Planning candidate will:

### **Donor Relations and Prospect Management**

- Work with the prospect research team to develop a strong and continuous donor pool.
- Travel primarily in-state with occasional national travel to secure private support from individuals.
- Founders Circle Members, which includes follow-up visits as needed.

### **Collaboration and Support**

- Serve as a resource for development officers by assisting with planned giving discussions and donor presentations, as well as developing strategies for blended gifts to maximize gift potential.
- Collaborate with the stewardship team to ensure timely and appropriate donor recognition.



## Strategy and Planning

- Develop and implement strategies to secure planned and blended gifts from individuals. Manage and cultivate a pool of approximately 70 prospective planned and blended gift donors.
- Design and execute a comprehensive set of activities and initiatives to solicit planned and blended gifts. Collaborate with volunteers, professional advisors, and development directors to identify and engage potential planned giving prospects.
- Contribute to the planning of marketing programs.
- Support the budget planning process to ensure alignment with strategic goals.
- Assist in the development and execution of activities for the planned giving advisory council.

## Training and Professional Development

- Assist in training the development staff and others on planned giving topics.
- Keep abreast of charitable giving tax laws and planned giving instruments.

## Compliance and Reporting

- Meet metrics and goals as established by the central development office.
- Responsible for the design, execution, and effectiveness of a system of internal controls which provides reasonable assurance that operations are effective and efficient, assets are safeguarded; financial information is reliable and compliant with applicable laws, regulations, policies, and procedures.

## Administrative and Human Resources Responsibilities

- Manage Human Resources activities for direct reports in regard to recruiting and selection, hiring and termination, training, development, mentoring, counseling, performance evaluations, and salary planning.

## Participation and Representation

- Participate in University development meetings as appropriate. Attend events/special functions as required.

## Other Duties

- Perform other duties as assigned.



# CANDIDATE QUALIFICATIONS

## Education/Certification

- Bachelor's degree in related field.

## Knowledge and Work Experience

- Six (6) years major gift fundraising in planned giving, or related experience. Preference for experience in higher education and/or healthcare setting. May substitute required experience with equivalent years of education beyond the minimum education requirement.

## Leadership Skills and Competencies

- **Passion for excellence:** Believes in exceptional patient care, education, research, and service to the community.

## Benefits

The salary for this position is competitive in the market, and UTHealth Houston offers comprehensive benefits.

To learn more, visit <https://www.uth.edu/hr/department/talent-acquisition/benefits.htm>.

## Location

This position allows the candidate to work a hybrid schedule. The successful candidate is expected to be on campus at least three days a week and should live within a reasonable commute of the Houston, Texas, office. Employees must permanently reside and work in the State of Texas.

## Working at UTHealth Houston

As one of the most comprehensive health leaders in the Texas Medical Center, UT System, and the U.S. Gulf Coast region, UTHealth Houston offers professionals of all disciplines an outstanding work environment. Our talented researchers, educators, clinicians, and professionals are committed to building healthier communities in Texas and worldwide. While we take a multidisciplinary approach to care, each individual at UTHealth Houston can make a difference by bringing expertise, innovative thinking, and dedication to advancing human health.



# THE COMMUNITY



## Houston, Texas

Houston, the fourth-largest city in the United States and the largest metropolitan area without a state income tax, is a dynamic and diverse urban center. With over 2.2 million residents, it offers a blend of world-class arts, thriving businesses, professional sports, and acclaimed cuisine. The city's recognition on the national stage as "the New Capital of Southern Cool" and a culinary hotspot is well-deserved.

Houston's climate encourages outdoor living, allowing residents and visitors to explore its diverse neighborhoods, attractions, and over 55,000 acres of parks and green spaces. The city's cultural scene includes resident professional companies in ballet, opera, theater, and symphony, rivaled by only a few U.S. cities.

Houston is an economic powerhouse that boasts 22 Fortune 500 company headquarters, including NASA and the Texas Medical Center. Its affordability stands out, with a cost of living approximately 23.85% lower than Chicago and about six percent below the national average.

Houston's appeal extends beyond its borders, drawing a multicultural population with over 90 languages spoken. The city's vibrant lifestyle, professional sports teams, and outdoor recreational opportunities make it a top choice for residents and newcomers. Houston's international flair, Southern charm, and exceptional quality of life make it one of the best places to live in Texas and a city that captures the imagination of tastemakers worldwide.

To learn more, visit: <https://www.visithoustontexas.com/> or <https://www.houstontx.gov/about/houston/tourism.html>.





# PROCEDURE FOR CANDIDACY

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

WittKieffer is assisting the University of Texas Health Science Center at Houston with this recruitment. Application materials should be submitted using WittKieffer's [candidate portal](#).

Please direct all nominations and inquiries to the WittKieffer consultants, preferably via e-mail, to [UTHealthHouston\\_PlannedGiving@wittkieffer.com](mailto:UTHealthHouston_PlannedGiving@wittkieffer.com).

**Ashley Buderus**

Consultant

[abuderus@wittkieffer.com](mailto:abuderus@wittkieffer.com)

**Maya Holt-Brockenbrough**

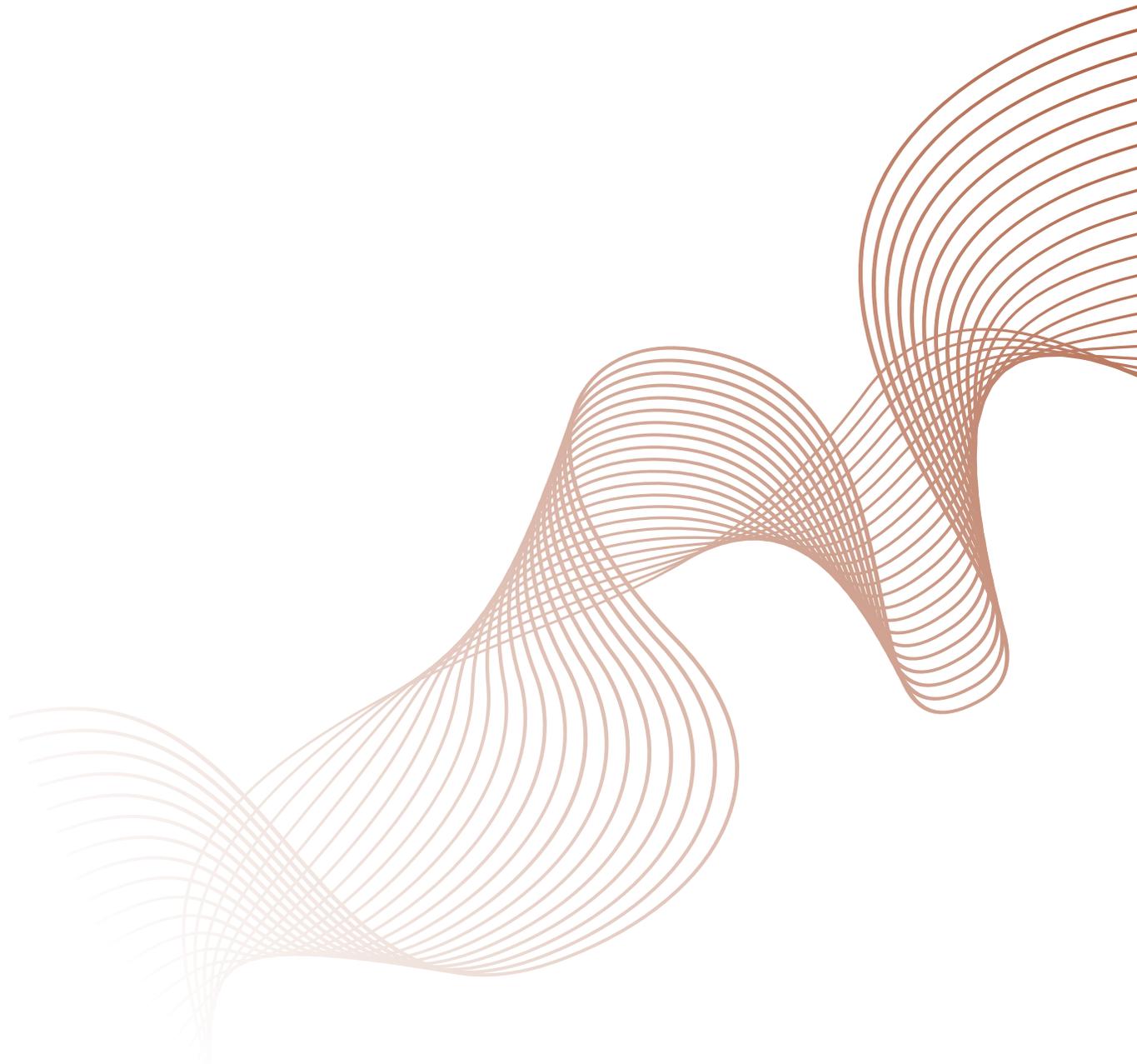
Senior Associate

[mayahb@wittkieffer.com](mailto:mayahb@wittkieffer.com)

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