



Vice Chancellor for Development and Alumni Engagement



THE SEARCH

The [University of California, Riverside](#) (UCR) seeks an aspirational, creative, and collaborative vice chancellor for development and alumni engagement (VC) to lead a new era of innovation and sustainability for UCR's fundraising, alumni, and constituent relations.

Operating as one of ten campuses in the University of California system, the world's leading public research system, UCR is a premier R1 research university and member of the Association of American Universities. UCR is a national leader for social mobility and student success, proudly ranked number one in the nation for social mobility by [U.S. News & World Report](#). Located on nearly 1,200 acres in Southern California's Inland Empire, UCR has more than 1,200 faculty—including two Nobel laureates and 15 National Academy members—serving over 27,000 students and 160,000 alumni. Its unique and diverse student body includes 49.1% first-generation undergraduates and 47.7% Pell Grant recipients, which is more than nearly every other university in the country.



Joining UCR at a transformative moment, marked by the recent appointment of [Chancellor S. Jack Hu](#), the incoming VC will partner closely with a committed and visionary leader early in his tenure to advance impactful fundraising, engagement, and growth, including initiatives set forth in the [UCR 2030 strategic plan](#) and the burgeoning [UCR Health](#) enterprise. This role offers an exceptional opportunity to galvanize and inspire UCR's valued alumni, parents, friends, and civic and industry partners to propel the university forward as it embarks on an exciting new chapter to amplify its academic excellence, commitment to social mobility, and impact as a major economic driver for the Inland Empire. The VC will be instrumental in redefining and cultivating UCR's culture of philanthropy, unlocking its potential for an ambitious, comprehensive campaign.

As a critical member of Chancellor Hu’s cabinet, the VC will serve as the chief development and engagement officer, overseeing UCR’s development, alumni engagement, development services, the division’s finance and administration, university events, and the [UCR Foundation](#). Providing direction to nearly 100 staff, including seven direct reports, the VC will design and execute a comprehensive strategy to meet the university’s fundraising aspirations in tandem with senior leaders and academic deans, deepen volunteer and alumni affinity, secure new corporate and foundation partnerships, and build integrated engagement and outreach to all constituents thus enriching UCR’s institutional pride and reputation across the globe. The VC will also identify opportunities to position Chancellor Hu to connect with philanthropists, entrepreneurs, and business leaders who are not currently engaged with the university, and maximize UCR’s existing relationships in the region, nation, and world for philanthropic gain—notably expanding connections between UCR and its regional business and legislative communities.



The next VC will be relied upon to implement best practices, optimize team culture and performance, build donor capacity and commitment, bring fresh ideas that respond to the evolving nature of philanthropy, and apply data-informed outreach and fundraising strategies that increase the impact and effectiveness of the development and alumni engagement division. Additionally, the VC guides and supports the UCR Foundation Board, advising on a range of decisions including those impacting the university’s endowment. The successful candidate will lead by example and maintain an active fundraising portfolio. The VC must be an exceptional storyteller with remarkable communication and listening skills, including creating compelling cases for support and building genuine relationships with UCR’s broad range of internal and external constituencies.

The ideal candidate will have served in progressive leadership roles in development, preferably in higher education, healthcare, or a similarly complex setting, and have a clear track record of significant personal success in donor cultivation, solicitation, and stewardship at principal gift levels. This individual must have

demonstrated success in or potential for foundation management. They must possess strong managerial, strategic planning, and motivational skills, along with a keen understanding of best practices in fundraising and constituent relations, as well as comprehensive knowledge of major development and alumni engagement functions, including campaign and volunteer management. This leader will excel at mobilizing a diverse and talented staff and facilitating team success. They must be collaborative, creative, and adaptable to complex environments where efficient resource management is critical. The successful candidate will embody UCR's core values of respect, empathy, and integrity, in addition to demonstrating a deep appreciation and passion for its mission, goals, and unique qualities. A bachelor's degree is required.

The University of California, Riverside has retained Rachel Ellenport of the national executive search firm Isaacson, Miller to assist in conducting this important search. Inquiries, applications, and nominations for this position should be directed to the search firm as indicated at the end of this document.



ROLE OF THE VICE CHANCELLOR FOR DEVELOPMENT AND ALUMNI ENGAGEMENT

Reporting directly to the chancellor and serving as a key member of UCR's executive leadership team, the vice chancellor for development and alumni engagement (VC) provides strategic counsel to the chancellor, senior administrators, deans, faculty, and staff, helping to advance the university's vision and lead the university's philanthropic, corporate and foundation relations, donor, and alumni engagement efforts.

The VC actively builds and maintains relationships with UCR's broad community, business, and government leaders across the region. This role manages an operational budget of over \$17 million for FY

2025, directs nearly 100 staff, and makes policy, budget, and personnel decisions for six major areas: Development (i.e., individual giving, annual giving, principal and gift planning, corporate and foundation relations, campus-wide initiatives, and athletics), Alumni Engagement, DAE Services, Finance and Administration, Event Management and Protocol, and the UC Riverside Foundation.

In close partnership with the chancellor and the UCR Foundation board of trustees, the VC will lead the planning and execution of an aspirational comprehensive campaign to generate resources for students, faculty, academic programs, infrastructure, and UCR Health.



UCR Philanthropy

Campus fundraising efforts continue to grow. In FY 2025, UCR raised over \$32.2 million in gift revenue. The UC Riverside Foundation has an endowment of approximately \$350 million, alongside \$400 million in endowment funds managed by the [UC Board of Regents](#). The VC serves as a strategic advisor to the chancellor in the management and stewardship of these assets.

In 2020, the university completed its first-ever comprehensive campaign, [Living the Promise: The Campaign for UC Riverside](#), which surpassed its \$300 million goal, raising \$313 million from more than 66,000 donors and over 91,300 gifts. The following year, UCR launched a five-year bridge campaign, [Beyond Brilliant](#), which raised over \$50 million in less than two years. The campaign focused on student success through scholarships, graduate fellowships, experiential learning opportunities, and addressing basic needs.

As part of UCR 2030, the university is laying the foundation for growing its philanthropic support, increasing extramural research funding, and advocating for resources from the state of California. Sustaining its

financial health will better position UCR to continue leading in access and inclusivity while navigating the challenges facing public universities across the country.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Executive Engagement and Coordination of Efforts

- Guide, position, and support the chancellor in his role as UCR's chief spokesperson and fundraiser, serving as an advisor to him, as well as being his co-strategist in cultivating prospective donors and soliciting transformational gifts. Similarly, guide and support senior leaders, volunteers, deans, faculty, and other key constituents in development-related activities.
- Serve as an active and contributing member of the chancellor's cabinet to build collaborative professional relationships with peers and foster a robust culture of philanthropy among university students, alumni, employees, friends, civic advocates, and retirees. Ensure that the division of Development and Alumni Engagement is seen as a collaborative, accessible, proactive, and trustworthy partner capable of professionally addressing opportunities, concerns, and new ideas.
- Participate in campus-wide strategic planning efforts and contribute to discussions that guide strategies and policies shaping UCR's future. Identify compelling major and principal gift funding opportunities within the university and match them with existing and potential donors.
- Work closely with the chancellor and provost to systematically engage academic partners in the fundraising process. Provide deans with the resources and tools necessary to leverage the strength of their faculty, students, alumni, and donors in supporting the needs and aspirations of their colleges and schools. Develop and implement strategies to effectively integrate the university development program with the institution's academic goals and activities.
- In conjunction with the chancellor and senior leaders, develop clear, consistent, cohesive, and compelling messages around funding opportunities that leverage the uniqueness, strengths, and aspirations of UCR and its community in a way that reflects the excitement for the university's accomplishments, future direction, and results in philanthropic support for various priorities.
- Develop, maintain, and enhance effective working relationships with key executive staff in the UC Office of the President and the UC Office of Investment, as well as with senior administrative and academic leadership of sister UC campuses.

Programmatic Elevation and Fundraising

- Assess the university's fundraising potential and craft a comprehensive, multi-year fundraising and engagement strategy that will yield sustainable short- and long-term growth in individual and institutional philanthropic contributions at all giving levels, aligning with the mission and core values of UCR.
- Strategically lead, elevate, and identify innovations for a cohesive and systematic development and alumni engagement program to broaden fundraising, outreach, and engagement activities.

- Expand the university's fundraising capacity, building upon existing strengths and identifying unrealized opportunities. In preparation for future campaigns, strategically augment development staff and resources, ensuring an optimally deployed team and an effective, efficient infrastructure.
- Serve as the key institutional liaison and strategist for high-capacity donors – independently or in collaboration with the appropriate university colleagues, as the situation requires – personally cultivating, soliciting, and stewarding a portfolio of principal and transformational prospects and donors.

Alumni Engagement & Constituent Relations

- Shape a vision for engagement that articulates how best to leverage alumni, parent, and family communities regionally, nationally, and internationally to generate and capture the excitement and enthusiasm for UCR and provide opportunities for greater interaction and engagement.
- In partnership with the [UCR Alumni Association](#), ensure that UCR draws upon the skills and talents of its nearly 160,000 living alumni—over 60% of whom remain in the region. Guide efforts to create and amplify alumni programming and engagement opportunities across regional networks, affinity chapters, and tentpole events, including Commencement, to enhance and support the university's vision and aspirations.
- Drive new and innovative techniques and leverage technology to connect with alumni, parents, and families across generations, recognizing the various ways in which individuals want to connect with UCR in order to deliver tailored, meaningful, and nuanced modes of engagement.
- Maintain existing donor and alumni relationships while deepening those alliances through regular, relevant communications, engagement, and stewardship. Ensure that stewardship is comprehensive, timely, and inventive.

Management and Leadership

- Lead, inspire, support, and retain a team of new and seasoned development and alumni engagement professionals to meet ongoing challenges and ambitious objectives; set clear direction and priorities; promote accountability through well-defined and measurable goals.
- Establish annual performance objectives, metrics, and standards in an environment of best practices and high achievement; utilize contemporary analytics to project, measure, and report on progress against goals.
- Maintain a leadership style that is fair, equitable, open, and fluid; empower and motivate staff through active communication and delegation, placing staff members' work within the context of the university's mission and strategic priorities.
- Foster a welcoming and inclusive work environment that recognizes and rewards performance, supports new ideas and risk-taking, builds confidence and trust, promotes teamwork, reduces silos, and retains staff.

Volunteer and Board Engagement

- In partnership with the chancellor, supervise, direct, and implement the Foundation Board of Trustees' initiatives in accordance with, and subject to, the board's direction; manage finances, including endowment growth strategies.
- Provide the highest level of support to trustee members and volunteer leadership for their activities on behalf of UCR. Ensure that their experiences are meaningful, productive, and enjoyable, and that their intellectual and emotional connections to UCR and to one another are strengthened.
- Assist the chancellor and trustee leadership in identifying, recruiting, and cultivating new trustee members, focusing on potential key leaders with an affinity for the UCR mission while building a volunteer structure that fosters a culture of philanthropy.
- Build capacity and volunteer engagement by identifying, tracking, and nurturing UCR's alumni, parents, and friends. Develop meaningful and strategic frameworks to leverage and mobilize volunteers and to raise sights and involvement with volunteers and donors at all levels. Convey to volunteers that their service is valued, and their support is appreciated.



QUALIFICATIONS & CHARACTERISTICS

The ultimate hire will bring many of the following professional qualities and experiences:

- A deep appreciation for the history, mission, achievements, and aspirations of UCR and the ability to effectively articulate its uniqueness and relevance to broad audiences. An interest in and commitment to understanding the Inland Empire and the surrounding region are highly desirable.
- A minimum of 15 years of progressively responsible development leadership experience, ideally within higher education and/or healthcare; experience serving on a senior leadership team and

contributing at the strategic level; depth of knowledge of best practices in all key areas of development, including a demonstrated ability and experience to plan, manage, and successfully close a comprehensive multi-million-dollar campaign.

- Demonstrated ability and experience building upon an existing development program, resulting in a transformative increase in philanthropic revenue for an organization. Success with increasing the effectiveness of a development program and its staff through established objectives and performance standards.
- A track record of success personally cultivating, soliciting, and stewarding gifts of seven- and eight-figures from individuals, foundations, and corporations; a high level of comfort and effectiveness working with high-net-worth benefactors.
- A commitment to shared governance, communication, and transparency; the ability to nurture current relationships and forge new ones to build strong collaborative partnerships with all members of an operation across a university and a broad body of alumni and constituents.
- Exceptional ability to motivate, inspire, and manage a diverse group of professional and administrative staff; proven ability to build effective and productive teams.
- An ability to effortlessly convey an infectious sense of optimism while managing the vision and purpose of UCR.
- An ability to be astute, politically savvy, and adaptable; understanding high-level relationships and systems in a strategic manner.
- Exemplary interpersonal and communication skills; the ability to understand and translate information for all audiences, adopting the university's message and voice; clarity, crispness, and elegance in writing and speaking.
- A sharp eye for operational efficiency and the best use of resources, including a demonstrated understanding of complex budgets and the ability to manage them.
- Knowledge of the application of data analytics, artificial intelligence, and machine learning, to inform decision-making and drive philanthropic outcomes.
- Bachelor's degree required.

COMPENSATION AND LOCATION

The budgeted salary range that the university reasonably expects to pay for this position is **\$350,000-\$408,000**. UC offers excellent benefits, including medical, dental, vision, and retirement plans as well as relocation assistance. Salary offers are based on a variety of considerations, such as education, licensure and certifications, experience, and other business and organizational needs.

Situated just 60 miles east of Los Angeles, Riverside seamlessly combines the welcoming atmosphere of a hometown with rich history, cultural vibrancy, and diversity found in major metropolitan areas. Home to more than 336,000 residents, Riverside is the 12th-largest city in California and the 6th-largest city in Southern California. As part of the dynamic Inland Empire—encompassing Riverside and San Bernardino counties—the region stands out for its thriving communities, rapid development, and significant economic

potential, representing one in every nine California residents. To learn more about Riverside, visit: <https://riversideca.gov/about-riverside>.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. A complete application includes: resume, cover letter, and [completion of the UC Applicant Self-Identification forms](#). Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/university-california-riverside/vice-chancellor-development-alumni-engagement>.

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The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age or protected veteran status. For the University of California's complete nondiscrimination and affirmative action policy, please visit this website: [University of California Policy on Discrimination, Harassment, and Affirmative Action in the Workplace](#)

This document has been prepared based on the information provided by the University of California, Riverside. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by the University of California, Riverside would supersede any conflicting information in this document.

ADDENDUM A: ABOUT THE UNIVERSITY OF CALIFORNIA SYSTEM

The University of California, Riverside, is part of the [University of California](#) (UC) system, a public land-grant research university system comprising 10 campuses across the state. The University of California system is one of the largest and most prominent centers of higher education in the world. All campuses adhere to the same admission guidelines and high academic standards, yet each has its own distinct character and academic individuality. Among the campuses are six medical schools and four law schools, as well as schools of architecture, business administration, education, engineering, and many others.

The UC campuses have a combined enrollment exceeding 305,000 students, and over 75% of them are California residents. About one-fifth study at the graduate level. Approximately 150 laboratories, extension centers, and research and field stations enhance teaching and research while providing public service to California and the nation. The collections of over 100 UC libraries on the 10 campuses surpass in size those of any other North American institution, except the U.S. Library of Congress. The UC faculty is internationally known for its distinguished academic achievements. On its 10 campuses, the University of California boasts 28 living Nobel laureates, making it the university system with the largest membership in the National Academy of Sciences in the country.



The UC system is governed by a [Board of Regents](#) whose regular members are appointed by the Governor of California. In addition to setting general policy and making budgetary decisions for the UC system, the Regents appoint the president of the University of California, the 10 chancellors, and the directors and deans who administer the affairs of the individual campuses and divisions.

The UC budget is \$53.6 billion for FY 2025-2026, which is sourced from the state General Fund, student tuition and fees, UC medical centers, and other areas. A small portion comes from lottery funds, a share

of patent royalty income, and overhead funds associated with federal and state research grants. In FY 2024-2025, the UC system raised nearly \$2.2 billion in private philanthropic support. Its endowment is valued at \$29.8 billion.

ADDENDUM B: ABOUT THE UNIVERSITY OF CALIFORNIA, RIVERSIDE

Located on nearly 1,200 acres nestled against the Box Springs Mountain Range in Southern California and distinguished by more than 70 years of high-impact research, UC Riverside is a living laboratory for exploring issues critical to growing communities. Rooted in its history as a Citrus Experiment Station and guided by its land-grant tradition, UCR embodies the historic and contemporary promise of the Golden State by serving as an incubator of new knowledge and a catalyst for breakthroughs in many of today's most relevant fields. In 1948, the University of California Regents approved the establishment of the College of Letters and Science on the campus. UCR marks its founding in 1954 when the UC Board of Regents approved its status as a general campus incorporating the Agricultural Experiment Station (AES) and formalizing it as one of three land-grant campuses of the UC.



From its inception, UCR has been a dynamic institution. The scope of the academic program continues to grow and evolve, including the establishment of a school of medicine in 2008 – the first new public school of medicine in California in 40 years – and a school of public policy in 2015. UCR's colleges and schools include the [College of Humanities, Arts, and Social Sciences \(CHASS\)](#); [College of Natural and Agricultural Sciences \(CNAS\)](#); [Marlan and Rosemary Bourns College of Engineering \(BCOE\)](#); [School of Business \(SOB\)](#); [School of Medicine \(SOM\)](#); [School of Public Policy \(SPP\)](#); [School of Education \(SOE\)](#); and [University Extension \(UNEX\)](#). UCR is also home to 17 men's and women's NCAA Division I athletic teams.

UCR has become a national model for inclusion and excellence. With over 26,000 students and more than 1,200 faculty members, UCR is pioneering research that has an economic, scientific, and social impact on real-world challenges in California and beyond. The invitation to join the Association of American Universities (AAU) in 2023 reflects the university's upward trajectory and its position among the most pre-eminent research institutions in the country.

In addition, the university is ranked no. 1 in the nation for social mobility by *U.S. News & World Report* and has won accolades for the success of its low-income students, including a no. 1 retention ranking from the Chronicle of Higher Education. In 2008, UCR became the first UC campus designated as a Hispanic-Serving Institution, and in 2018, UCR was designated an Asian American and Native American Pacific Islander-Serving Institution. In 2022, UCR was named an Innovation and Economic Prosperity Designee by the Association for Public and Land Grant Universities. Most recently, in 2024, UCR received the prestigious Carnegie Elective Classification for Community Engagement in recognition of its strong community-engaged research, as well as collaborations with local schools, non-profit organizations, businesses, and other institutions as a result of a wide range of community-engaged activities that have fostered meaningful partnerships within the Inland Empire. This recognition highlights UCR's strong commitment to community-engaged research and its extensive collaborations with local schools, nonprofit organizations, businesses, and other institutions, strengthening connections and driving positive change across the region.

The university budget in FY 2025 is \$1.7 billion, and as of June 2025, UCR had \$1.29 billion in endowed assets.



UCR Health

Established alongside the School of Medicine at UCR, [UCR Health](#) is growing to meet the healthcare needs of the Inland Empire by providing innovative, culturally sensitive medical care to the community and increasing service capability and capacity for underserved urban and rural areas. Together, UCR Health and UCR School of Medicine at UC Riverside strive to address the shortfall of healthcare professionals in the Inland Southern California region. UCR Health offers medical offices throughout the region and trains physicians, specialists, and healthcare professionals to provide university-based healthcare excellence and innovation. UCR has also made significant investments in the expansion of the School of Medicine as the campus opened its doors to the new [School of Medicine Education Building II](#) in September 2024, a \$100

million project that will provide space for medical students, faculty, and staff and a path for expansion of the medical school class.

UCR 2030

[UCR 2030](#) outlines the campus' strategic goals for 2030 and provides the foundation for faculty and staff in the schools, colleges, and other organizational units to achieve the goals laid out in the respective plans. The strategic plan guides UCR toward its future of growth while remaining deeply rooted in its values of research excellence, access, inclusion, and service to the region. At its core, UCR 2030 has three strategic goals, developed alongside internal and external stakeholders, which include:

- **Strategic Goal 1:** Build financial stability, resiliency, and sustainability by increasing net revenue and improving financial models.
- **Strategic Goal 2:** Invest in the success of the people who teach, do research, work, learn, and live at UCR by addressing faculty recruitment, retention, and professional growth; improving graduate student success and pipelines; improving undergraduate student success and experience; addressing staffing levels, staff flexibility, and professional growth; and enhancing campus space.
- **Strategic Goal 3:** Expand the visibility and scope of influence of UCR locally, nationally, and globally by strengthening AAU membership metrics; serving as an anchor institution for research and economic development in the Inland Empire; and achieving additional national recognition.



Leadership

Dr. S. Jack Hu began his service as the tenth chancellor of UC Riverside in July 2025. A mechanical engineer by training and a nationally recognized leader in advanced manufacturing, Dr. Hu brings nearly four decades of experience in education, research, academic leadership, and innovation to his role.

Prior to UCR, he served as senior vice president and provost at the University of Georgia, where he led the institution's academic mission across 19 schools and colleges encompassing disciplines in the arts, humanities, social and behavioral sciences, physical, biological and agricultural sciences, engineering, health, and medicine. Dr. Hu has also served as vice president for research at the University of Michigan, overseeing a \$1.5 billion research enterprise. He helped launch major interdisciplinary initiatives in data science and mobility technology, including Mcity, a public-private partnership for connected and automated vehicles. He also led the formation of several international partnerships for research and education.

A leader in manufacturing science, Dr. Hu has advanced the fields of assembly systems, materials joining, and quality control. His research has been supported by more than \$46 million in funding from the U.S. Department of Energy, the National Science Foundation, and major industry partners such as General Motors. He holds 10 U.S. patents and has published nearly 200 peer-reviewed journal articles, as well as conference papers, book chapters, and technical reports. His work has improved manufacturing processes and productivity in several industrial sectors. In 2015, Dr. Hu was elected to the National Academy of Engineering for his groundbreaking contributions to manufacturing systems. He also served on President Obama's Advanced Manufacturing Partnership, advising the federal government on how to strengthen American industry.

A first-generation student, Dr. Hu earned his bachelor's degree in engineering from Tianjin University in China before completing his master's and doctorate degrees in mechanical engineering at the University of Michigan. He is a strong advocate for the role of public research universities in advancing knowledge, driving innovation, transforming lives, and serving the public good.

The University of California, Riverside Foundation and the Board of Trustees

Established in 1974, the [UCR Foundation](#) is a nonprofit corporation that channels philanthropic resources to the University of California, Riverside. The foundation raises, records, and manages gifts from individuals, corporations, organizations, and foundations for the sole benefit of UCR in accordance with donors' wishes. The UCR Foundation Board is governed by the [Board of Trustees](#), including 31 elected volunteer members, six trustee emeriti, two student representatives, and two ex-officio trustees.



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