



**FACTOR-INWENTASH**  
**FACULTY OF SOCIAL WORK**  
**UNIVERSITY OF TORONTO**

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# POSITION BRIEF

## Director of Advancement

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## APPLICATION PROCESS

For more information, interested individuals are invited to contact Tara George or Samantha David, at KCI Search + Talent via email at [UofTFSW@kci talent.com](mailto:UofTFSW@kci talent.com) by **March 18, 2021**.

Candidates who are interested in applying for this position should please send a resume and letter of interest to the email address listed above. All inquiries and applications will be held in strict confidence. If you require accommodation during the recruitment and selection process, please let us know. We will work with you to provide a seamless recruitment experience.

The position is classified as a 1AP, with a salary range of \$76,286 to \$176,046. The target hiring zone is approximately \$115,000 to \$130,000 per annum. Information about U of T benefits can be found at <https://hrandequity.utoronto.ca/careers/benefits/> .

*The Factor-Inwentash Faculty of Social Work (FIFSW) at the University of Toronto welcomes applications from highly qualified individuals who are interested in joining our Faculty for a dynamic and challenging learning experience.*

*U of T is strongly committed to diversity within its community, and welcomes applications from racialized persons/persons of colour, Indigenous People of North America and the world, persons with disabilities, LGBTQ persons, and others who may contribute to the further diversification of ideas.*

*Canada’s leading teaching and research University, the University of Toronto is ranked one of the Greater Toronto’s Top 100 Employers 2021 and one of Canada’s Top Family-Friendly Employers for 2020. Committed to enhancing the diversity and experience of both staff and students, U of T offers employees challenging work, flexible family-friendly programs and opportunities for professional and personal development.*



## Director of Advancement

# University of Toronto, Factor-Inwentash Faculty of Social Work

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### THE OPPORTUNITY

The Factor-Inwentash Faculty of Social Work is seeking a high-performing advancement professional to fill the role of Director of Advancement. The Director of Advancement will lead and manage the Factor-Inwentash Faculty of Social Work’s advancement programs with the goal of increasing fundraising revenues and alumni engagement in support of the Factor-Inwentash Faculty of Social Work’s highest academic and institutional priorities.

The Director of Advancement reports jointly to the Dean of the Factor-Inwentash Faculty of Social Work and to the Vice President, Advancement (or his/her designate). The Director of Advancement is a member of the Dean’s senior executive committee, and is also a member of the Vice-President, Advancement’s University-wide Senior Advancement Leadership Team.

This is a terrific opportunity for an experienced fundraising professional who has a strong commitment to social justice and inclusive excellence. Bringing a significant track record of success in increasingly senior advancement positions, candidates should also possess experience in large, complex institutions.

### ABOUT THE FACTOR-INWENTASH FACULTY OF SOCIAL WORK

The Factor-Inwentash Faculty of Social Work at the University of Toronto is distinguished by its emphasis on the integration of research and practice in both the classroom and its practicum education. As the oldest school of social work in Canada, the Factor-Inwentash Faculty of Social Work has been on the cutting edge of education, policy, research and practice for more than 100 years. Teaching in the Faculty is enriched by the internationally recognized research of faculty members which is designed to help governments, agencies and communities effectively address real world challenges.

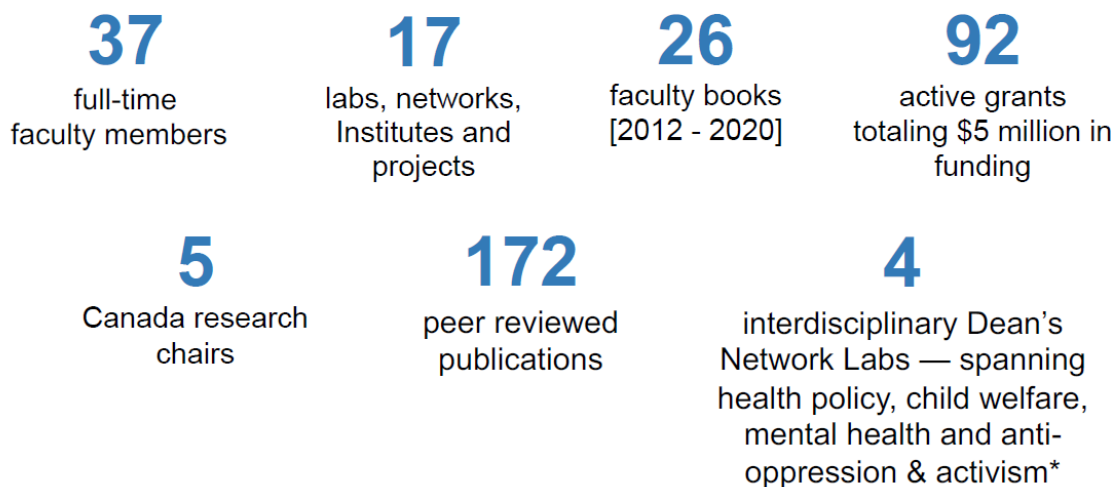


Recognized as one of the leading social work research Faculties in North America, Factor-Inwentash Faculty of Social Work is highly involved in promoting excellence in social work practice and policy development. The Factor-Inwentash Faculty of Social Work is ranked #1 among faculties of social work in Canada and #2 among schools of social work globally – a hallmark of our innovation, impact, interdisciplinarity and international reputation, and a reflection of our deep values and commitment to more just and inclusive communities.

The Factor-Inwentash Faculty of Social Work is a leader in education, research and evidence-based practice that meets the changing needs of individuals and communities. Working with diverse community and institutional partners, our teachers, researchers and students strive to champion and empower society's most vulnerable.

The Faculty offers an academic program of study leading to a Master of Social Work (MSW) and a Doctor of Philosophy (PhD) degree, as well as Collaborative specializations, Interprofessional education (IPE), and Continuing Education. Now in its fifth year, the Faculty's Indigenous Trauma and Resiliency MSW program is the first of its kind in North America. The MSW Program is distinguished by the integration of research and practice in both the classroom and its practicum education. It is fully accredited by the Canadian Association of Social Work Education.

## FACULTY RESEARCH IMPACT BY THE NUMBERS



## ADDITIONAL INFORMATION

- [About U of T's Factor-Inwentash Faculty of Social Work](#)
- [Faculty of Social Work News](#)
- [2019-2020 Year in Review](#)
- [The Factor-Inwentash Faculty of Social Work's 2017-2022 Academic Strategic Plan](#)
- [Factor-Intenwash Faculty of Social Work Alumni & Friends](#)
- [Alumni Impact](#)
- [Advancement Alignment Priorities](#)
- [Faculty of Social Work Annual Reports](#)
- [President's Biography](#)
- [University of Toronto's Three Priorities](#)
- [U of T News](#)
- [U of T Magazine](#)
- [Division of University Advancement](#)
- [Boundless campaign](#)
- [Impact Stories](#)

## ADVANCEMENT AT THE FACTOR-INWENTASH FACULTY OF SOCIAL WORK

The Advancement Team at the Factor-Inwentash Faculty of Social Work consists of the Director of Advancement, and an advancement coordinator with the commitment to grow the team under the leadership of the incumbent Director. The team works closely with Faculty colleagues and the Division of University Advancement team to engage with alumni, donors, and community members in order to benefit the Faculty, its research, its students, and the society more broadly. We are very proud of the impact of our alumni and our faculty and staff.

The Factor-Inwentash Faculty of Social Work has benefitted from the generosity of many people over the years. Through the Boundless campaign, donors generously contributed over \$33 million to the Faculty, and typically raises approximately \$1+ million per year. We will be looking to grow this revenue as the University moves into a new comprehensive campaign.

## ADVANCEMENT AT THE UNIVERSITY OF TORONTO



The Division of University Advancement (DUA) promotes and supports the University of Toronto by engaging a worldwide community of more than 600,000 alumni, plus many donors and friends. DUA encompasses a highly skilled team of staff focused in the areas of development, alumni and volunteer engagement, advancement services, and advancement marketing and communications. The uniquely integrated structure of University Advancement encourages each division to bring its particular strengths and expertise to the common cause of advancing U of

T's relations with alumni, donors, and friends.

Having completed the largest campaign in Canadian University history in 2018, the University of Toronto's *Boundless* campaign brought together more than 100,000 donors in 99 countries to raise \$2.641 billion and saw a tripling of alumni engagement. This incredible achievement reflects our supporters' shared belief in U of T's ability to imagine a brighter future for the city, the country and the world.

The Boundless campaign created incredible impacts for the University, by opening doors of opportunity for students through scholarships and bursaries; building major facilities to enhance undergraduate education for future generations; fuelling innovative and award-winning research, faculty and programs; and increasing engagement with alumni around the world.

The Division of University Advancement at the University of Toronto is committed to a transformative agenda deeply rooted in the University's vision for growth and innovation. We are focused on doubling fundraising performance on a sustainable basis; doubling the number of newly engaged alumni by 2023; achieving Advancement goals through the foundational integration of Alumni Relations and Development both centrally and through collaborations with divisional colleagues; creating an organization and culture that fosters leadership, initiative, effectiveness, and community; and contributing to the creation of an external relations strategy for a transforming image, reputation and standing of U of T along an axis of differentiation and excellence.

## THE IDEAL CANDIDATE

Highly organized, intellectually curious and innovative in approach, the ideal candidate will have a passion for building and broadening the community of FIFSW supporters. The new Director will be a strategic fundraiser with a track record of success in collaborating with internal stakeholders to create and support compelling funding opportunities that align with organizational priorities. Deeply interested in broadening their own knowledge, the ideal candidate will be energized by inspiring others to take positive action in enhancing FIFSW. A leader who will balance long term goals with short term gains, the Director will identify opportunities in challenges, and will take a direct and creative approach to securing new revenue in support of the priorities of the Factor-Inwentash Faculty of Social Work.

The ideal candidate will be a seasoned boots-on-the-ground fundraiser who is motivated to identify new donors and build strategic and meaningful relationships that drive major gift success. With a deep appreciation for the importance of social work and its impact on communities, the Director will find new ways to excite and involve donors. Invigorated by building relationships, the ideal candidate will be motivated to engage in face-to-face meetings with donors and prospects, and will have an intense ability to identify and nurture donor motivations. An experienced public speaker, the new incumbent will be highly comfortable with leading discussions, presenting financials, and verbally communicating impact to donors as individuals or as a group.

Responsive, timely, and deadline-driven, the ideal candidate will demonstrate an attitude of assistance to both the internal and external stakeholder community. Supportive and accessible to colleagues, the new incumbent will be an excellent listener and agile communicator who will successfully coach and engage a wide variety of individuals in the fundraising process. Confident, creative, and talented in the art of soft persuasion, the Director will take a consultative and proactive approach to working with others.

The successful candidate will be a personable, empathetic, and respectful professional who will give and encourage feedback and will be openly accessible to staff, colleagues and donors alike. The Director will be an experienced staff manager who will be comfortable working in a unionized environment, and who will be committed to life-long learning for both the individual and team development.

## KEY RESPONSIBILITIES OF THE DIRECTOR OF ADVANCEMENT

The Director of Advancement is responsible for the development and execution of advancement plans and strategies to accomplish campus fundraising and alumni engagement goals, as well as the related personal and team results. The Director is accountable for the development and fulfillment of the Faculty's advancement plans and strategies that support the Faculty's academic mission.

In this role, the Director of Advancement will:

- Develop, lead, and implement annual and multi-year plans and strategies to achieve transformational growth in lifting the Factor-Inwentash Faculty of Social Work's overall fundraising and alumni engagement results and to advance the Faculty's highest academic, strategic and institutional priorities.

- Provide exemplary leadership, direction, and mentorship to a team of advancement professionals, in order to increase the impact and effectiveness of staff in advancing the Factor-Inwentash Faculty of Social Work's goals and to build the Faculty's capacity in major gifts, stewardship, annual leadership giving, and alumni engagement. By example and direction, the incumbent will help create an organization and culture that values excellence, initiative, effectiveness, and community, and offers opportunities for professional development and growth.
- Work closely with the Factor-Inwentash Faculty of Social Work's academic leadership to translate academic priorities into compelling funding propositions and alumni engagement propositions that create opportunities to advance the Faculty's academic, institutional, and strategic priorities, both within the immediate community of the Factor-Inwentash Faculty of Social Work's alumni, friends, and partners, and among broader national and international constituencies.
- Represent the Factor-Inwentash Faculty of Social Work's priorities and mission to external constituents as an effective, credible institutional leader, persuasively projecting opportunities for engagement and maximizing opportunities for giving. This will include contributing to the Faculty's fundraising performance by assuming personal responsibility for cultivating and soliciting a portfolio of major and principal gift prospects.
- Work closely with the leadership of University Advancement to ensure alignment with the University's best practices for fundraising and alumni relations programs, compliance with relevant University and Provostial guidelines and policies, collegial and collaborative engagement with other University advancement programs.
- Take full advantage of the broad range of Division of University Advancement's services and supports for the benefit of the Factor-Inwentash Faculty of Social Work's advancement programs.
- Initiate or participate in other projects to cultivate liaison or promote community outreach and generate goodwill toward the Factor-Inwentash Faculty of Social Work and the University as a whole.
- Represent the Factor-Inwentash Faculty of Social Work on various University committees and boards involved in advancement activities.

### **Strategic leadership and management**

- Lead the Factor-Inwentash Faculty of Social Work's advancement functions, ensuring the alignment of the Faculty's development and alumni activities with its academic and institutional priorities and with University-wide advancement initiatives and with Provostial and Governing Council guidelines, policies and best practices.
- In close collaboration with the Dean, senior academic leadership of the Factor-Inwentash Faculty of Social Work, and senior advancement leadership within the DUA, develop and implement strategies, initiatives, campaigns, and annual business plans that integrate development and alumni engagement activities and that advance the Faculty's overall academic mission.
- Develop multi-year campaign strategies that frame the Faculty's unique strengths and opportunities, align with University-wide campaign structures and practices, integrate alumni and development strategies, maximize support, and rally the Faculty community around a compelling vision for the Factor-Inwentash Faculty of Social Work's longer-term aspirations and goals.
- Direct the Faculty's advancement staff, implementing measures to develop and maintain a strong team environment and a goal-oriented and evaluative approach to all advancement activities. Oversee the development, implementation and management of the departmental budget and ensure that all HR and appointment practices comply with University policies and guidelines.
- Provide input and advice to the Dean and to the Factor-Inwentash Faculty of Social Work's senior team with respect to advancement implications of campus projects, initiatives and priorities. Advance community building and outreach activity as an executive committee representative of the campus by attending events, speaking engagements, and advancing the Dean's community building objectives.

- Participate on the University-wide Senior Advancement Leadership Team, and work closely with the AVP Divisional Relations and other members of the DUA leadership team as a member of the University's senior advancement community. Represent the Faculty on important forums and works to ensure that University-wide initiatives appropriately recognize the distinctive nature of the Factor-Inwentash Faculty of Social Work's campus identity and requirements.

### **Development**

- Prepare an annual development plan, and campaign framework, outlining the Factor-Inwentash Faculty of Social Work's advancement goals, priorities and objectives. Establish fundraising priorities and goals in conjunction with various stakeholders both within the campus and within the DUA and ensure that goals are achieved.
- Working in close collaboration with the University's Prospect Management Office, oversee the management of major gift prospects on the campus, ensuring gift officers have strong prospect portfolios and supports that enable them to meet University-wide major gift performance standards, and ensuring major gift prospects enjoy tailored cultivation and stewardship strategies that are designed to enhance their interest and involvement in the Factor-Inwentash Faculty of Social Work and the wider University and to maximize their satisfaction and giving over time.
- Define goals and desired outcomes for the incumbent's own major gift prospect portfolio; identify, cultivate and solicit prospective donors, and effectively steward all donors.
- Oversee the design and implementation of an overall donor relations program that complements other University initiatives while focusing on stewardship of all donors to the Factor-Inwentash Faculty of Social Work. Ensure the coordination of the recognition of donors at all levels pursuant to University guidelines for stewardship.
- Recruit strategic volunteer leadership and manage volunteer committees established to support the Factor-Inwentash Faculty of Social Work's advancement activities, to help broaden the base of meaningfully engaged prospects and donors and to help create and project an environment of warmth and appreciation for the Faculty's donor community.
- Ensure that the Factor-Inwentash Faculty of Social Work's fundraising priorities, funding proposals, gift agreements, and gift announcement strategies are developed to the University's standards in close collaboration with senior DUA leaders and in compliance with all relevant Provostial and Governing Council policies for approval, so that they protect academic integrity, embody/exemplify best practice, manage reputational issues, support equity across the University, and achieve optimal results.
- Establish the infrastructure to support the needs and aspirations of the Faculty's academic units within the Faculty's overall advancement strategy and annual plan. Advise academic leaders on strategic plans and policies relating to advancement to ensure the development and implementation of appropriate, effective and coordinated programs at the departmental level.
- Work with senior academic leaders and their faculty to advance prospects and steward donors.
- Oversee the gift planning activity for the campus, ensuring that the program is fully functional.
- Maintain communications with key stakeholders (departments, alumni, students) on development strategies, activities and achievements.

### **Alumni Relations**

- Oversee the development and implementation of the Factor-Inwentash Faculty of Social Work's alumni relations activities, ensuring consistency with the Faculty's advancement strategic goals and objectives and with University-wide standards and best practices for alumni engagement and programming and ensuring integration with desired development outcomes.



- Working in close collaboration with the AVP Alumni Relations and the DUA Directors of Business Analytics and Alumni Engagement Metrics, oversee the development of plans and strategies in support of both acquisition and deepening alumni engagement. Actively collaborates with DUA Alumni Relations Program and Services team on the evolution and continuous improvement of alumni engagement strategies and aligns these efforts to support philanthropic goals.
- Selectively build relationships with high profile or highly motivated alumni. Ensure the development of effective volunteer identification and recruitment programs to develop resources for various Faculty needs.
- Work with the AVP Alumni Relations and AVP Divisional Relations in the development of annual business plans and strategies that include clear, measurable goals for alumni engagement, and ensure that the Faculty's engagement data is recorded in University-wide systems.

### **Advancement Communications**

- Liaise with the Faculty's senior communications strategist on the development and implementation of the Faculty's advancement-related communications strategies and alignment of all messaging with the Faculty's overall communications priorities.
- Work closely with the DUA's advancement communications and marketing unit to develop persuasive advancement communications materials that project a compelling vision for the Factor-Inwentash Faculty of Social Work's unique strengths and opportunities.

### **Operations and Finance**

- Develop, implement and manage the overall Factor-Inwentash Faculty of Social Work's advancement budget. Develop plans for use of budgetary resources in collaboration with the Dean of the Faculty and the Vice President, Advancement.
- Track financial performance including revenue/experience and budget controls.

### **Human Resources Management**

- Provide guidance and direction to staff on an ongoing basis to ensure fair and equitable treatment. Oversee staff and provide direction to managers responsible for advancement communications and media programs, annual giving, major gifts, stewardship, alumni relations and special events.
- Has full managerial authority over the staff in the work unit/department.
- Discuss performance with employees to provide feedback and address performance related issues as part of the employee development process.
- Discipline employees where necessary and appropriate.
- Strategically manage labour relations implications of business disruptions; participate as representative of department in broader strategic management initiatives related to planning for business disruptions in the University.

### **Reporting Relationships**

Key duties and responsibilities are all accomplished in close consultation with the Dean of the Factor-Inwentash Faculty of Social Work and the Vice President, Advancement. The Director has a functional reporting relationship to the Vice-President, Advancement or delegate (typically the AVP Divisional Relations and/or their designate) that ensures alignment with and accountability to University-wide standards, guidelines, and procedures that protect academic integrity and promote best practice, excellence, and equity in advancement. Further details on the definition of joint reporting can be found in the [Provost's Guideline on Joint Reporting in University Advancement](#).

## EXPERIENCE & COMPETENCIES OF THE IDEAL CANDIDATE

The Director of Advancement, Factor-Inwentash Faculty of Social Work will possess superior solicitation experience and a demonstrated track record of securing significant philanthropic support; a strong commitment to recruiting, developing, and empowering a team of high- performance advancement professionals; and a strong commitment to establishing and supporting efforts to meaningfully engage alumni and volunteers in support of the Factor-Inwentash Faculty of Social Work's academic mission.

The new incumbent will demonstrate proactive leadership and team building skills, outstanding communication and interpersonal skills, an ability to work collaboratively with other teams, and a commitment to set and achieve ambitious advancement goals. As such, the Director will also embody a strong commitment to define the leading edge of advancement practice in Canada and to enhance the University's overall reputation for advancement excellence.

### Required Experience & Education

- University degree(s) is required, ideally a professional or graduate degree, or equivalent combination of education and experience.
- 5+ years of significant relevant fundraising experience and a proven track record of executive advancement responsibility and leadership in annual, major and planned giving programs in a large, complex organization, preferably in an educational or medical institution.
- Experience in organizing complex programs and events.
- Experience in a management capacity and directing the work of others.
- Demonstrated volunteer management experience.
- Highly knowledgeable and experienced in both new and traditional channels of revenue generation.
- Proficient with and demonstrated experience working with Microsoft Office suite.
- Experience working with ARBOR, Blackbaud CRM, or similar donor database management system.
- Demonstrated strategic conceptualization, analytical, and planning skills.
- Knowledge of current trends as they relate to the duties and responsibilities of the role.

### Abilities, Qualities, and Attributes

- Vision, the ability to think and plan strategically, and a creative, entrepreneurial spirit.
- Demonstrated experience and success managing, motivating, and mentoring volunteers and advancement professionals, bringing out the best in teams and individuals.
- The ability to mentor, coach, motivate, and inspire colleagues and volunteers.
- High level of initiative, maturity, tact and diplomacy; excellent judgement and discretion.
- A deep understanding of and sympathy for the mission of an academic and research intensive university.
- The ability to serve as an articulate, credible representative of the University with diverse constituencies and particularly with the sophisticated individuals who support the institution.
- The ability to understand the research and teaching dimensions of a proposed project, to conceptualize them in an integrated proposal, and to make a compelling case to a donor for philanthropic support.
- An engaging personal style, a sincere interest in people, patience, a willingness to listen, and the capacity to engender trust and to establish lasting relationships.
- Reputation for integrity, openness, decisiveness and sound judgement.
- A high level of comfort interacting with academic leaders as well as donors and volunteers.
- The ability to navigate and be effective within a complex matrix organization that values collaboration and teamwork as well as individual initiative and creativity.

- Excellent attention to detail and superb organizational skills, including the ability to set principal gift fundraising goals and to establish an internal system for meeting deadlines, tracking, follow-up, monitoring, and reporting of progress.
- Ability to work in a hectic and results-oriented environment with a strong capacity to meet targets, deadlines, and budgets.
- A high energy level, an appropriate degree of sophistication and self-confidence, optimism (and the ability to engender optimism in others) and a sense of humour.
- Exceptional oral and written communication, presentation and interpersonal skills.
- Strong research, analytical and problem-solving skills.

### **Other Considerations**

- Cultural sensitivity and capacity to work with international students and donors.
- Valid driver's license and access to personal vehicle required.
- Valid passport for international travel is required.



## BIOGRAPHIES

### Dexter R. Voisin

Dean, Factor-Inwentash Faculty of Social Work



Professor Voisin has served as Dean of the Factor-Inwentash Faculty of Social Work since 2019. He holds the Sandra Rotman Chair in Social Work. Prior to his appointment at the University of Toronto, he was Professor at the School of Social Service Administration at the University of Chicago for two decades where he was a Faculty Affiliate at the Center for the Study of Race, Culture, and Politics and the Center for Health and the Social Sciences. He was also the Director of the STI/HIV Intervention Network (SHINE) and Co-Director of the Chicago Center for HIV Elimination (CCHE).

A central focus of Professor Voisin's scholarship is examining the impact of structural, neighborhood and police violence on the life chances and behavioral and health trajectories of racialized youth and the factors that mitigate poorer outcomes in the presence of such adversities. His research has informed public policy in the State of Illinois. He is noted as one of the most influential and cited Black scholars in top tier schools of social work in North America. He has published more than 150-peer reviewed publications and secured more than 10 million dollars in research funding.

His latest project, a book entitled *America the Beautiful and Violent: Black Youth and Neighborhood Trauma in Chicago*, was published by Columbia University Press in August 2019.

Dr. Voisin has more than 28 years of post-M.S.W. clinical experience in the areas of substance abuse, adult psychopathology, and adolescent and family therapy. He earned his B.A. (psychology, cum laude) from St. Andrews College, M.S.W. (practice) from the University of Michigan, and Ph.D. (advanced practice) from Columbia University School of Social Work.

### David Palmer

Vice President, Advancement, University of Toronto



Since 2007, David has served as Vice-President, Advancement for the University of Toronto, Canada's largest research-intensive university, with 88,000 students on three campuses, 21,000 faculty and staff, and 562,000 alumni in more than 180 countries. David has led the planning and execution of the University's ambitious Boundless Campaign, publicly launched in November 2011 with an original goal of \$2 billion, which was increased in December 2016 to \$2.4 billion. Boundless is the largest campaign in Canadian university history – an ambitious and necessary undertaking to help prepare the next generation of global citizens and to address today's defining global challenges.

From 1999 to 2007, David served as President of the Royal Ontario Museum Board of Governors (originally the ROM Foundation) where he led Renaissance ROM – a transformational campaign that re-defined the Museum's financial resource base, its public brand, and its position as a major international cultural destination. Recognizing the Museum's mandate that encompasses both world civilizations and natural history, he made a priority of reaching out to Canada's Japanese, South Asian, Chinese, Ukrainian, Italian, Greek and other communities locally and nationally. The Renaissance ROM Campaign, unique in Canada for its inclusiveness, generated an enormous sense of pride and engagement among these diverse communities, exemplified by a landmark gift from Michael Lee-Chin to name the Museum's new building.

David Palmer is a Senior Fellow of Massey College, an executive committee member of the National Council of Foundation Executives, and a director of the Earth Rangers Foundation. He earned his Master of Fine Arts in musicology from Princeton University and began his career as a Lecturer in the Faculty of Music at The University of Western Ontario, his undergraduate alma mater. After his first foray into development and marketing at Orchestra London, David would return to Western to lead a groundbreaking campaign for the University of Western Ontario's School of Business Administration. These efforts resulted in it being renamed the Richard Ivey School of Business, ushering in a new era in professional faculty fundraising in Canada.

In recognition of his strategic and principled approach, and for helping redefine the fundraising potential for several charitable sectors in Canada, David was recognized in 2011 with the Outstanding Fundraising Professional Award by the Association of Fundraising Professionals. In 2016 he was recognized with the Outstanding Achievement Award by the Canadian Council for the Advancement of Education.

**Chantelle Courtney**  
**Assistant Vice-President, Divisional Relations**



Chantelle oversees the Division of University Advancement (DUA) programs in Divisional Relations, Major Gifts, and Prospect Management and Advancement Research that support the success of campus and divisional advancement programs. Chantelle works closely with campus Vice-Presidents and tri-campus Principals and Deans, and with leaders of divisional advancement programs and their teams, on their annual business plans and goals, multi-year campaign goal-setting and strategies, prospect management, performance management, organizational development, and volunteer management.

With 18 years of experience in the fields of advancement, talent management and professional development at prominent institutions, Chantelle brings extensive knowledge and experience to the role. For the past five years, Chantelle has consistently been among the top advancement performers at U of T as the Assistant Dean, Advancement for the Faculty of Law. Prior to this, Chantelle led talent management and professional development programs at major law firms, most recently as the firm-wide Director of Professional Development. Under her leadership, Law's advancement programs achieved significant gains in fundraising and alumni relations, organizational capacity, communications, volunteer relations, and donor relations.

**Beth McCarthy**  
**Executive Director, Divisional Relations, Division of Advancement**



Beth has 25 years of experience in leading integrated fundraising programs, staff teams and volunteer cabinets and committees. Her expertise includes comprehensive annual and major gift campaigns in education, arts and culture and health care agencies, and she led university division advancement programs for over 12 years prior to her current role.

McCarthy completed both her undergraduate and graduate work at the University of Guelph, completing her Masters in Drama in 1993. She then completed the Income Managers' Program in 1997 which provided post-graduate training in marketing and fundraising in the arts and culture sector by University of Waterloo, Orchestras Canada, and Genovese &

Vanderhoof Consultants.

Most recently, she completed the Queen's Leadership Program at the School of Business. McCarthy served as the President of the Association of Fundraising Professionals, Southeastern Ontario Chapter from 2007 to 2009 and qualified for her Certified Fund Raising Executive professional designation in 2006.

# FACTOR-INWENTASH FACULTY OF SOCIAL WORK LEADERSHIP ORGANIZATIONAL CHART

