



TEXAS Development

The University of Texas at Austin
University Development



Director of Development for Texas Performing Arts

[Texas Performing Arts](#)

[The University of Texas at Austin](#)

WHAT STARTS HERE CHANGES THE WORLD.

Like the state it calls home, The University of Texas at Austin is a bold, ambitious leader. Ranked among the biggest and best research universities in the country, UT Austin is home to more than 51,000 students and 3,000 teaching faculty. Together we are working to change the world through groundbreaking research and cutting-edge teaching and learning.

UT Austin is a member of the prestigious Association for American Universities and one of the nation's premier centers for academic excellence, with more than 40 programs ranked among the top 10 in the country. The flagship campus of The University of Texas System, UT Austin offers a seamless blend of tradition and innovation in a city recognized for its creative and entrepreneurial spirit.

The university is an enduring symbol of the spirit of Texas, driving economic and social progress while serving the city, state, nation and world as a leading center of knowledge and creativity. Our work is inspired by the bold spirit of Texas and our commitment to its people.

Texas Development

The core purpose of The University of Texas at Austin is to transform lives for the benefit of society. Texas Development's mission is to maximize philanthropic support for the university, our students and our faculty as they work to positively impact our state and world.

With nearly \$3 billion raised in the past four years, Texas Development is quickly becoming one of the best fundraising programs in higher education. We are a dynamic and growing community of more than 400 team members across UT. Our success has been recognized and supported by the UT System's Board of Regents and UT Austin leaders, who have increased their investment in philanthropic operations significantly over the past few years.

Led by Vice President for Development Scott Rabenold, Texas Development continues to increase its annual fundraising productivity and secure major transformational gifts. Our committed team collaborates to reach the highest levels of fundraising success by creating meaningful and powerful experiences for our donors and supporting the professional growth of every team member.

Like the university we serve, Texas Development works to promote a culture of diversity and inclusion among our staff and donor communities through our training, recruitment and cultural practices. A dedicated Diversity, Equity and Inclusion Committee — alongside Texas Development leadership and our entire team — ensure that our culture increases respect for the dignity of each individual.

The What Starts Here Campaign

We are now in the silent phase of one of the most ambitious fundraising efforts in higher education: the What Starts Here campaign, to launch publicly in 2022.

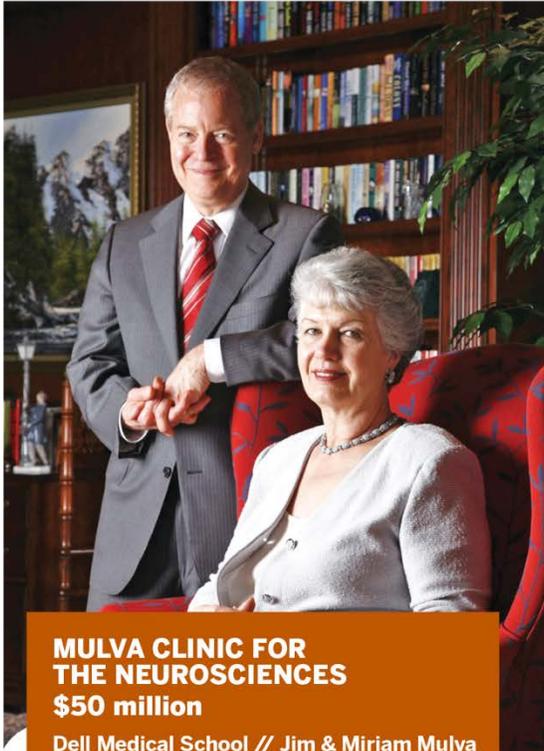
Since its founding in 1883, UT's legacy has been defined by a drive to be exceptional and a desire to serve. Today, as we consider our future as a university, we see a story that is yet to be written — filled with possibility and the opportunity to become even better. That is why we are undertaking the most ambitious fundraising campaign in UT's history. It will be built upon the support of the state of Texas, the talent and ability of those who work, learn and teach at UT, and the philanthropy of generous alumni and friends. Together, we will position The University of Texas at Austin to continue to deliver on its motto: What starts here changes the world.

The University of Texas at Austin invites our alumni and friends — hundreds of thousands of enthusiastic, passionate and motivated supporters — to invest in a bold vision for the future of our university, focused on four major goals:

1. Unlocking the potential of our students, the leaders of tomorrow.
2. Recruiting and retaining the world's best faculty members.
3. Transforming health care.
4. Creating a vibrant future for Texas and beyond.

These goals reflect the deeply held values of our university. They will lead the way for students, faculty, staff, alumni and supporters — to inspire the university to reach even greater heights of achievement. By further enriching the lives of students, recruiting remarkable faculty, reimagining health care and shaping the future of Texas, UT's impact will grow in profound ways. That's what drives our university. That's what drives this fundraising campaign. A more exceptional UT means a greater Texas and a better world.

Selected Transformational Leadership Gifts in the What Starts Here Campaign



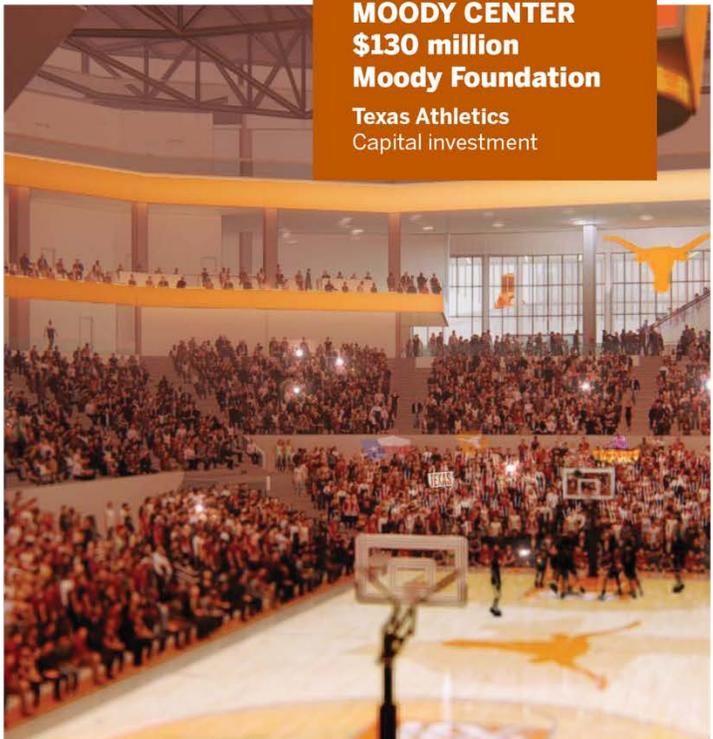
MULVA CLINIC FOR THE NEUROSCIENCES
\$50 million
Dell Medical School // Jim & Miriam Mulva
Brain health research & patient care



SHERRI AND ROBERT L. PATTON HALL
\$20 million
College of Liberal Arts
Student scholarships •
Experiential learning • Faculty &
program support • Matching funds



DELL SCHOLARS
\$100 million
Michael & Susan Dell Foundation
Student success • Scholarships



MOODY CENTER
\$130 million
Moody Foundation
Texas Athletics
Capital investment

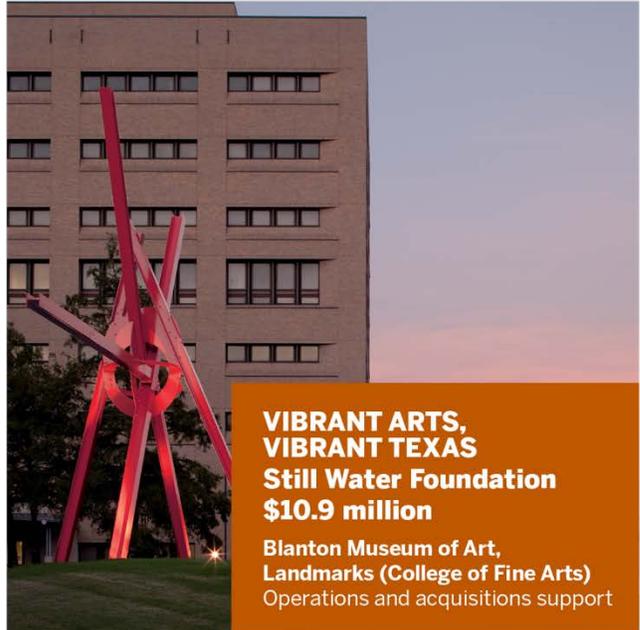
Selected Transformational Leadership Gifts in the What Starts Here Campaign



THANK YOU **DAVID BOOTH** FOR YOUR GENEROUS INVESTMENT IN **GIANT MAGELLAN TELESCOPE** AND THE FUTURE OF SCIENCE

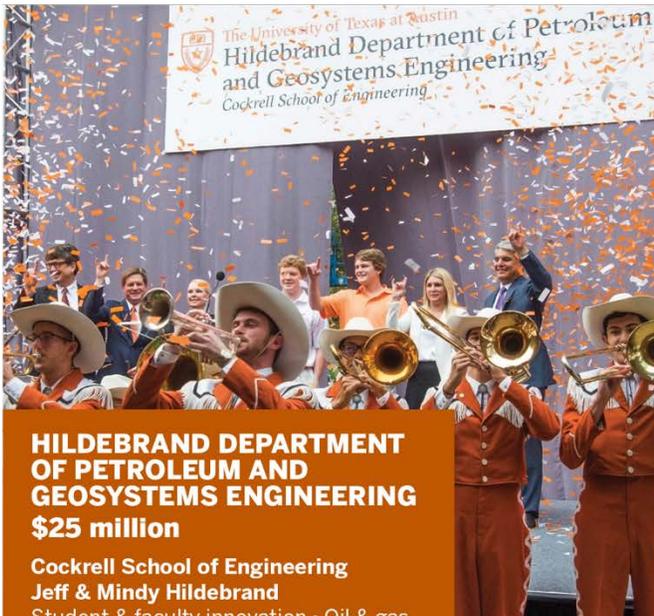
The University of Texas at Austin

GIANT MAGELLAN TELESCOPE
\$10 million
 McDonald Observatory // David Booth
 Next-generation research technology • Faculty & student research



VIBRANT ARTS, VIBRANT TEXAS
Still Water Foundation
\$10.9 million
 Blanton Museum of Art, Landmarks (College of Fine Arts)
 Operations and acquisitions support

BLANTON EXTERIOR TRANSFORMATION
\$20 million
 Blanton Museum of Art // The Moody Foundation
 Capital investment



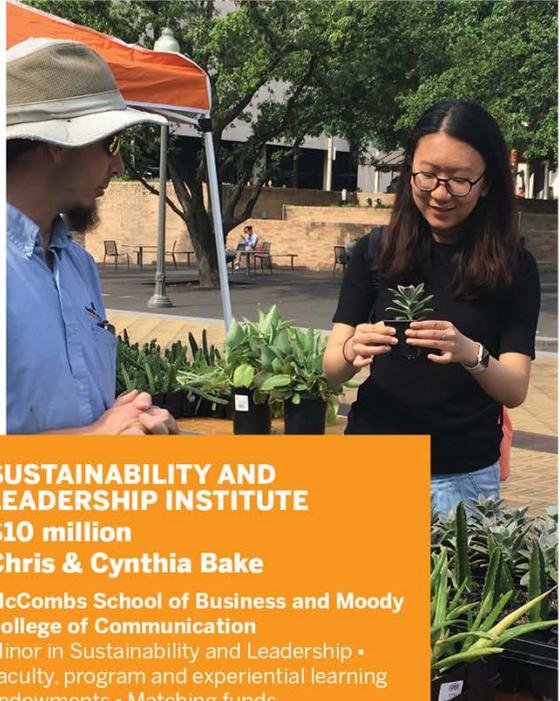
HILDEBRAND DEPARTMENT OF PETROLEUM AND GEOSYSTEMS ENGINEERING
\$25 million
 Cockrell School of Engineering
 Jeff & Mindy Hildebrand
 Student & faculty innovation • Oil & gas teaching & research



Selected Transformational Leadership Gifts in the What Starts Here Campaign



GARY L. THOMAS ENERGY ENGINEERING BUILDING
\$25 million
 Cockrell School of Engineering
 Gary L. Thomas
 Capital investment



SUSTAINABILITY AND LEADERSHIP INSTITUTE
\$10 million
 Chris & Cynthia Bake
 McCombs School of Business and Moody College of Communication
 Minor in Sustainability and Leadership • Faculty, program and experiential learning endowments • Matching funds

CANFIELD BUSINESS HONORS PROGRAM
\$20 million
 McCombs School of Business // Phil & Mary Beth Canfield
 Student scholarships & programs • Matching funds • Program endowment



STEVE HICKS SCHOOL OF SOCIAL WORK
\$25 million
 School of Social Work
 Steve Hicks
 Student scholarships • Matching funds • Growing programs

Texas Performing Arts

[Texas Performing Arts](#) (TPA) is the professional arts presenting and producing program of The University of Texas at Austin. With a mission to connect people through performance, it is one of the largest and most active university-based performing arts centers in the U.S. and an anchor institution in Austin’s vibrant arts, cultural and entertainment scenes. TPA operates venues on the UT campus including Austin’s largest theater, the newly renovated 2900 seat Bass Concert Hall, which ranked 1st in Austin, 2nd in Texas and 19th in the U.S. for total ticket sales in 2019.



TPA will celebrate its 40th season in 2021–22. Its public programs include Broadway in Austin, a curated series of international dance, theater and music, and presentations of national touring artists. More than 285,000 visitors experience the performing arts through 250+ TPA events each year. Over the past 40 years, TPA has presented artists and ensembles such as the Chicago Symphony Orchestra, Mikhail Baryshnikov, Victor Borge, Nina Simone, Ornette Coleman, Merce Cunningham Dance Company, Van Morrison, Philip Glass, Ella Fitzgerald and The English National Opera. The Austin premieres of “Hamilton,” “The Lion King,” “Wicked,” “Jersey Boys,” “Cats” and “The Phantom of the Opera” have all been presented by TPA.

An integral unit of UT’s College of Fine Arts, TPA engages students across the university in creative experiences. Students can receive \$10 tickets, work side-by-side with professional staff and visiting artists, take classes in the College of Fine Arts’ Minor in Arts Administration and Management administered by TPA or connect with other arts-enthusiasts through Hook ‘em Arts, a student-led arts advocacy group.

As the global live events sector recovers from the COVID-19 pandemic, TPA seeks an inspired Director of Development to build a team that will achieve the goals of TPA’s ambitious 40 Forward fundraising effort as part of UT’s overall What Starts Here campaign.

Living and Working in Austin, Texas

At the center of one of America's fastest-growing cities, UT Austin provides students and faculty with the opportunity to participate, discover and develop on an enormous scale. UT students and faculty engage with and learn from the entrepreneurs and creators who have led the city's rapid growth. Adjacent to the Texas State Capitol, the university is at the center of this exciting hub of high-tech innovation and its fast-growing, multi-faceted economy, which also supports a wide range of visual arts, music and theater programs and venues.

Our connected community, the vitality and the values of UT, and Austin's culture provide UT students, faculty and staff with life-changing opportunities and an incredible community in which to work, live and grow professionally and personally. The university benefits from strong relationships with the local government and community, building on the high quality of life that flows from the natural beauty of the Texas Hill Country, the creative pulse of the city, the entrepreneurial and high-tech character of the economy, and its distinct culture of food (notably Tex-Mex and barbecue), music, art and independent businesses.

The Live Music Capital of the World hosts major annual events like the Formula One Grand Prix, the annual South by Southwest (SXSW) festival, and the Austin City Limits music festival, among thousands of others. Frequently ranked as one of the best places to live in America, Austin's greater metropolitan area population is quickly approaching two million. A temperate climate makes outdoor recreation possible year-round through many parks, lakes and hike-and-bike trails throughout the city and region



OPPORTUNITY

The Director of Development (DOD) of Texas Performing Arts (TPA) at UT Austin is a senior leadership role responsible for all aspects TPA's fundraising. The DOD is responsible for creating strategy, leading a development team and securing gifts that meet TPA's fundraising goals. The title for this position may also be Senior Director of Development, depending on qualifications.

Role and Responsibilities

The Director of Development (DOD) will report to, and work in partnership with, the executive director to inspire philanthropy that supports TPA's vision.

Leadership and Strategy

- Attract, retain, mentor and lead a team of four to six development professionals.
- Develop and implement a development plan that resources TPA's strategic objectives through creative, effective and ambitious fundraising.
- Align development strategy with TPA's equity, diversity, accessibility, and inclusion goals. Create a culture of philanthropy within and around TPA.
- Establish and maintain strong relationships across the UT campus and in the communities that TPA serves.
- Collaborate on the creation and stewardship of an international leadership board.

Fundraising

- Meet TPA's fundraising goals through successful annual and capital campaigns.
- Oversee all aspects of TPA's fundraising across individual, corporate, foundation, government and special event giving.
- Work strategically and collaboratively with the UT College of Fine Arts development team and members of the broader UT development community.
- Maintain a personal portfolio of 40-80 active prospects that generates \$2M+ annually.
- Plan actions for major gift identification, qualification, cultivation, solicitation and stewardship.
- Direct and support executive and volunteer leadership in their fundraising efforts.

Management

- Create and lead a high-performing development operation that secures and stewards \$3-5M in support annually.
- Manage departmental policies and procedures, workflow, planning, analysis and benchmarks. Forecast, budget, monitor and report on revenue and expenses.
- Collaborate on organization-wide communications strategies that support TPA's fundraising goals.
- Integrate with the marketing/communications, ticketing, guest experience, production, finance\ and program teams to plan for and meet the operational needs of TPA's development plan.
- Create and maintain processes for systematic donor engagement utilizing current and new technology.
- Maintain compliance with university development policies and procedures.

Required Qualifications

- At least six years of fundraising experience with increasing responsibility in the arts, culture, education or other not-for-profit sectors.
- Ambition to strategically grow a development operation.
- Ability to travel to visit prospects and donors and availability to participate in evening and weekend events.
- Knowledge of techniques and ability to establish and maintain healthy working relationships with supporters, colleagues and others.
- Demonstrated understanding of effective communication concepts, tools, and techniques as well as the ability to effectively transmit, receive, and accurately interpret ideas, information and needs through the application of appropriate communication behaviors.
- Demonstrated ability to develop a comprehensive understanding of an organization's vision, structure, culture, philosophy, operating principles, values, and ethics, and apply this understanding appropriately and persuasively in diverse situations.
- Demonstrated knowledge of effective planning techniques and ability to contribute to operational (short-term), tactical (1-2 years), and strategic (3-5 years) planning in support of TPA's overall business plan.
- Knowledge of the decision-making process and associated tools and techniques; ability to accurately analyze situations and reach productive decisions based on informed judgment.
- Proven understanding of the importance of being a role model for honesty and integrity, and ability to demonstrate sound business ethics as well as consistent adherence to and promotion of these in all business and personal transactions.
- Relevant education and experience may be substituted as appropriate.

Preferred Qualifications

- Interest in and strong commitment to the mission and programs of Texas Performing Arts and familiarity with the performing arts and fluency in its common practices.
- Demonstrated knowledge of the arts and cultural sector's philanthropic landscape, with emphasis on the Texas landscape.
- Fundraising experience in an arts or higher education context, public-serving organization and/or complex organizational environment with multiple stakeholders.
- Track record of successful solicitation and stewardship of gifts of \$100,000+ and stewardship of major gifts from individuals who participate in an organization's programs or services (i.e., the "friends" donor segment).
- Experience with comprehensive campaigns and negotiating joint gift arrangements in a complex organizational setting.
- Experience securing and stewarding foundation, corporate, or government support.
- Experience with prospect screening/research operations, donor segmentation and insight-driven fundraising.
- Proven ability to lead a development team and/or mentor student employees.

- Demonstrated commitment to diversity, equity, and inclusion in past work roles.
- Proficiency with fundraising CRM software, and fluent in the use of technology and commitment to adopting new technology.
- Relevant professional education or credentials.
- Demonstrated knowledge of the arts and cultural sector's philanthropic landscape; demonstrated knowledge of the Texas philanthropic landscape.
- Fluent in the use of technology and commitment to adopting new technology.
- Experience mentoring student employees.
- Relevant professional education or credentials.

| HOW TO APPLY

A résumé, letter of interest and three references are required to apply.

Contact in Confidence

For additional information about this position, contact Amanda Cole at 713-702-3913 or submit nominations or a cover letter and résumé to amanda.cole@austin.utexas.edu.

A criminal history background check will be required for finalists under consideration for this position.

The retirement plan for this position is the Teacher Retirement System of Texas (TRS), subject to the position being at least 20 hours per week and at least 135 days in length. [This position has the option to elect the [Optional Retirement Program \(ORP\)](#) instead of TRS, subject to the position being 40 hours per week and at least 135 days in length.]

The University of Texas at Austin, as an equal opportunity/affirmative action employer, complies with all applicable federal and state laws regarding nondiscrimination and affirmative action. The university is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion or veteran status in employment, educational programs and activities, and admissions.

If hired, you will be required to complete the federal Employment Eligibility Verification form, I-9. You will be required to present acceptable, original [documents](#) to prove your identity and authorization to work in the United States. Information from the documents will be submitted to the federal E-Verify system for verification. Documents must be presented no later than the third day of employment. Failure to do so will result in dismissal. [UT Austin is a tobacco-free campus.](#)

More information on benefits, university employment and Texas Development is available at giving.utexas.edu/careers.

TEXAS DEVELOPMENT LEADERSHIP



Scott Rabenold
Vice President for Development

Scott Rabenold has led Texas Development since 2016 and is committed to building the most effective fundraising program in public higher education. Under his leadership, UT's fundraising productivity has increased to more than \$600 million annually, representing gifts from more than 100,000 donors each year. Comprehensive enhancements in staffing, donor relations, training, reporting and prospect research have helped to dramatically increase principal and major gifts, as well as annual contributions to UT Austin's endowment.

Building on the success of UT's \$3 billion Campaign for Texas, the What Starts Here campaign is now in its silent phase and has resulted in many transformational gifts and the naming of several academic programs, departments and facilities.

Scott was previously vice chancellor for development and alumni affairs at the University of Tennessee, Knoxville, where he helped to double the annual fundraising productivity. Earlier in his career, he held various positions at Wake Forest University and the University of Memphis. He has a bachelor's degree from the University of Iowa and an MBA from Drake University.



Bob Bursey
Executive Director

Bob Bursey (he/him/his) is the Executive Director of Texas Performing Arts and an Associate Professor of Practice in the College of Fine Arts. He was appointed in January 2020 following a national search.

From 2012-2019 he served as Executive Director of the Fisher Center at Bard, a Frank Gehry-designed performing arts center in New York. During Bursey's seven-year tenure at the Fisher Center, programming, yearly audiences and board membership more than doubled. Milestones included eliminating a seven-figure annual deficit, creation of a \$5 student ticket fund, helping launch a new work commissioning and artist residency program, and extending the profile of the organization through producing projects such as the 2019 Tony Award-winning reinvention of Rodgers and Hammerstein's "Oklahoma!" on Broadway.

Prior to his appointment at the Fisher Center, Bursey was producing director of the Bill T. Jones/Arnie Zane Company, an international touring dance theater company led by Bill T. Jones, one of the most prominent Black choreographers of our time. Bursey's tenure from 2003-2012 included producing two works recognized with New York Dance and Performance "Bessie" Awards, and Mr. Jones receiving the Kennedy Center Honors.

Having mounted performances in more than two dozen countries and worked with artists such as David Rousseve and Pina Bausch, Bursey has a global perspective on the performing arts. In addition to his experience expanding organizations, Bursey was a senior leader in a rare and successful merger of two New York City non-profits in 2010 and continues to advise organizations on change initiatives.