



MASSEY  
COLLEGE

**Director of Advancement**



# MASSEY COLLEGE

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### FOR MORE INFORMATION

KCI Search + Talent has been retained to conduct this search on behalf of Massey College. For more information about this opportunity, please contact Tara George, Partner / Lead, KCI Search + Talent, by email at [Massey@kcitalent.com](mailto:Massey@kcitalent.com).

Interested candidates are invited to send a resume and letter of interest to the email address listed above by **July 26, 2021**. *All inquiries and applications will be held in strict confidence.*

*The target hiring salary for this position is \$115,000 to \$140,000 plus benefits and U of T pension.*

*Massey College is committed to diversity within its community and especially welcomes applications from racialized persons, persons of colour, women, Indigenous People of North America, persons with disabilities, LGBTQ2S+ persons and others who may contribute to further diversification of ideas.*

*Applicants with disabilities who are qualified and selected for an interview will be accommodated upon request.*



## Director of Advancement

### THE OPPORTUNITY

Massey College is seeking a Director of Advancement to design, implement, and maintain a comprehensive institutional advancement program for the College. The Director of Advancement will be responsible for the oversight of all fundraising, volunteer, and alumni relations activities. Reporting to the Principal, the Director of Advancement will work collaboratively with staff, administrators, and senior volunteers to move the strategic goals of the College forward. This will include the planning and launch of a major campaign in support of building revitalization, bursaries to drive diversity, ethical leadership programs, endowments to support 'in residence' leadership roles, visiting scholars and journalists, and research initiatives.

This is an amazing opportunity for an energetic and collaborative 'builder' who is excited about the power of inclusive and interdisciplinary ideas, and how these can contribute to and shape our society and our lives.

### ABOUT MASSEY COLLEGE

An independent, registered Canadian charity located in the heart of the University of Toronto's downtown campus, Massey College was founded in 1963. It is a unique and stimulating environment where graduate students, distinguished academics, and established leaders from all disciplines, industries, and backgrounds, share ideas and knowledge.



*Massey College is a place where people and ideas intersect.* The College strives to empower the next generation of thinkers and leverage the great intellectual wealth of interdisciplinary, intergenerational, inclusive, and informed community in service to the public good.

The College provides residence for up to 60 selected graduate students and is intellectual home to up to 70 non-resident [Junior Fellows](#), who show an exceptional promise and engagement within academia and the world beyond it. The College community also includes our 500+ [Senior Fellows](#), [Quadrangle Society](#) members, [Senior Residents](#), [Scholars-at-Risk](#), Writers in Residence, [Visiting Scholars](#), [Wm. Southam Journalism Fellows](#) and 10 Visiting Fellows from the University of Toronto and other universities each year.

The fellowship of Massey College Fellows, Quadrangle Society Members, and Alumni are encouraged to continuously address critical issues related to the rapidly changing world, to bring their cross-cultural and cross-generational understanding and ethical leadership to their respective fields and discover solutions to the complex problems facing society

## Massey College's History

Massey College was a brainchild of Vincent Massey, a Canadian lawyer, diplomat and the first Canadian-born Governor General. The Massey Foundation, which provided the financial endowment for establishing Massey College at, but independent from, the University of Toronto. His vision of the college was that “it should, in its form, reflect the life which will go on inside it and should possess certain qualities—dignity, grace, beauty, and warmth.” The idea was to create “an institution whose membership would be drawn from those graduate students of special promise”. The proposal for “a centre for graduate studies, stimulating and enriching the academic community at the senior level” was unanimously accepted by the University’s Board of Governors.



Massey College is praised as a beautiful example of Canadian Modernism. The building is seen as one of the best works of Canadian Architect Ron Thom and is recognized for its unique hybridized Modernist style focussed on the experience of the user. The 3-storey building is composed of a commons building joining with residence blocks to surround an interior quadrangle. All the furnishings were also designed by Thom. The College was recognized as an Ontario Heritage Site in 1990.

However, it is essential that Massey College should evolve and change with the times. While envisioned by its founders as an all-male college, it began to allow female graduate students in 1974. A thorough review of the college governance in 2015 led to a number of subsequent changes, including the change of the title of the head of college from Master to Principal in 2018.



Over the last decade, the College has continued to open its doors wider, and is committed to working towards a more equitable, inclusive, and diverse community. This evolution continues with the full support of the Governing Board, staff, and Massey fellowship.

Massey College is built on Indigenous land, the land of the Huron-Wendat, the Seneca and the Mississaugas of the Credit. We acknowledge our duty of stewardship toward the land and the great privilege that we have to continue to do our work here.

## Massey Programming

***A Place Where People & Ideas Intersect:*** The Massey program is about our continuous desire to be curious about the world, and to have access to new research and new perspectives. It also aims to celebrate books, art, and music. Below are examples of our current programming.

The **Massey Lectures**, co-hosted with the CBC and the House of Anansi Press, are widely regarded as the most important public lectures in Canada. These annual lectures, given by a noted scholar or public figure, are broadcast by the CBC from cities across Canada, and published at the same time by House of Anansi Press.

Launched in March 2020, the **Massey Dialogues** were designed to create a space for intergenerational and interdisciplinary conversations on current issues. An online salon discussion series featuring experts and scholars from our wonderful community, they also allow us to meet new members of the Massey community.



An annual lecture given by a Canadian Institute for Advanced Research (CIFAR) leader, with interested Junior Fellows acting as respondents and moderators, the **CIFAR Massey Talks** foster and encourage the exchange of novel ideas and research insights. Both institutions connect with diverse, multidisciplinary communities in Canada and abroad, and include gifted graduate students, early-career scholars, senior researchers and leaders from business, culture, the arts, and policy.

The **Junior Fellow Lecture Series** are coordinated and presented by the Junior Fellows. These lectures take place roughly once a month and invite three Junior Fellows to give an after-dinner lecture on a chosen topic through the lens of their various fields of study.

The **Public Policy at Massey** program combines the talents and expertise of Junior and Senior Fellows to highlight critical issues, suggest solutions, and engage and educate the broader public community. Aided by a committee of Junior Fellows who suggest topics and organize events, the program includes the annual Walter Gordon Symposium and allows the College to partner with universities and policy centres across Canada.

**Massey Grand Rounds** is comprised of members of the Massey College community, including physicians, medical students, and graduate students in areas related to medicine and health sciences. It convenes monthly during the school term and serves as a discussion forum on topics related to medicine, the health sciences, and social issues of interest to students. The Annual MGR Symposium is a Junior Fellow-led project for the benefit of the entire U of T academic community.

Working closely and collaboratively with Junior Fellows in the interdisciplinary tradition of Massey College, **Science at Massey** aims to develop programs, round tables, seminars, and linkages for the broad discussion of scientific issues, research, policies, and challenges.



The awarding of **Clarkson Laureateships** were first given out in 2004, during the final year that Madam Clarkson, a Senior Fellow of the College, was Governor General of Canada. The award honours her many years of service to Canada by recognizing those members of its community who also contribute to the common good.

Massey College's mentorship program, **Meeting of Minds**, has matched almost 1000 Junior Fellows with senior members of the Massey community creating valuable, relationships for both mentors and mentees. The program fosters joint participation in Massey activities and provides structured opportunities for collaboration to realize the College's aim to nurture learning and serve the public good.

**William Southam Journalism Fellows** are outstanding Canadian journalists in mid-career who are invited to spend a year at Massey College, a graduate college within the University of Toronto. The objective of the fellowship program is to encourage improvement in journalism, offering journalists an opportunity to broaden their horizons by studying in a university setting.

Other Massey College programs include the **Ethics Series, Music Club, Book Club** and **Climate Action (COP26)**, as well as events such as Indigenous Heritage Week, Black History Month, and Pride High Tables. Further info can be found at : <https://www.masseycollege.ca/events/>.

## ADVANCEMENT AT MASSEY COLLEGE

Although Massey College was founded through philanthropy, and though several philanthropists have contributed to support bursaries, funds, and programs over subsequent years, formalized Advancement activities and infrastructure have only been more recently introduced.

The College's first Advancement associate was hired in 2020, and with this the commencement of an Annual Appeal and Legacy Program. An Alumni Association was formalized with elected leadership in January 2021. A branding initiative is also currently underway. The Principal is currently in the process of communicating a new strategic direction, program, and emergency fundraising priorities. As well, she is working with a seasoned group of advisors and volunteers to constitute a Campaign Cabinet.

Historically, Massey College has raised about \$1M per year. Moving forward, there is both the ambition and the potential to raise much more in support of Massey's priorities. The campaign is anticipated to be in the range of \$35 million to \$60 million. Further, Massey College is working more closely with the University of Toronto's Division of University Advancement to ensure access to donor and alumni records, advancement resources, and support for Advancement and campaign planning.

## KEY DUTIES & RESPONSIBILITIES

- Lead the development and implementation of an Advancement strategy for Massey College
- In collaboration with the Principal, responsible for setting all advancement goals and objectives that are clear and measurable.
- Oversee capital campaign consistent with the College's strategic plans, working closely with consultants and capital campaign chairs.
- Identify, cultivate, communicate with, and solicit major gifts prospects.
- Develop and produce proposals, stewardship reports, briefing documents, gift agreements, and other documents required for Advancement activities.
- Develop, implement, and manage planned giving program.
- Develop, implement, and manage the annual and alumni giving program.
- Liaison with the Alumni Association Council to manage Alumni Relations.
- Develop and implement fundraising policies and procedures.
- Develop and implement donor and prospective donor stewardship programs.
- Set the annual calendar for all fundraising events and activities.
- Responsible for the overall coordination of all volunteers associated with the advancement program, including the campaign.
- Supervise and collaborate with the University of Toronto Advancement team members who partner and add support in various areas.
- Manage with the University of Toronto Advancement team a comprehensive, accurate constituent, donor, and prospective donor records.
- Responsible for managing and reporting on Advancement operating budget.
- Coordinate with Finance colleagues to generate tax receipts and financial reports regarding gifts, grants, and pledges.
- Willingness and ability to travel locally.

## QUALIFICATIONS & COMPETENCIES

- Progressive professional advancement experience in major and planned gifts and campaigns.
- Proven project management skills; able to manage multiple priorities and deadlines.
- Highly self-directed with an attention to detail and ability to organize self and others effectively.
- Ability to balance drive and patience, and to be comfortable in an environment that is both 'start-up' and complex at the same time.
- A strong commitment to and understanding of donor recognition and stewardship.
- Strong managerial, leadership and supervisory skills.
- Excellent interpersonal skills, including the ability to engage authentically, and to work effectively with and through others.
- Experience in supporting fundraising volunteers, particularly those involved in door-opening, cultivation, and solicitation of major gift prospects.
- Strong oral and written communication skills, and the ability to effectively articulate the values and mission of Massey College in a compelling manner.
- Bachelor's degree at minimum, and a strong intellectual curiosity; eagerness to engage in and support the interdisciplinary intellectual mandate of Massey College.
- Experience using donor/constituent software (experience with ARBOR, Blackbaud, or Raiser's Edge would be an advantage), and experience with maintaining clear, accurate donor records and preparing accurate and timely reports.

## MASSEY COLLEGE LEADERSHIP

### Nathalie Des Rosiers, Principal



Nathalie Des Rosiers is the Principal of Massey College. From 2016 - 2019, she was MPP representing the riding of Ottawa-Vanier. She was Minister of Natural Resources and Forestry from January to June 2018. Prior to politics, she had been the Dean of Law, Common Law, University of Ottawa (2013-2016), General Counsel of the Canadian Civil Liberties Association (2009-2013), Vice-President, Governance, University of Ottawa (2008-2009), Dean of Law, Civil Law (2004-2008) and President of the LAW Commission of Canada (2000-2004).

With Peter Oliver and Patrick Macklem, she co-edited the Oxford Handbook of Canadian Constitutional Law (2017). She also wrote with Louise Langevin and Marie-Pier Nadeau, *L'indemnisation des victimes de violence sexuelle et conjugale* (Prix Walter Owen, 2014). She has received the Order of Canada, the Order of Ontario, honorary doctorates from Université UCL (Belgium) and the Law Society of Ontario, le Prix Christine Tourigny (Barreau du Québec) and is a Fellow of the Royal Society of Canada.

### The College Visitor - J. Robert S. Prichard

Massey College Visitors are recognized community leaders who exemplify the core values of the College, act as advisor to the Principal and Governing Board and ambassador for the College's work. In 2021, J. Robert S. Prichard joined Massey as the current Visitor. Chairman of the Board of Bank of Montreal, and non-executive Chair of Torys LLP, he is a former President and Chief Executive Officer of both Metrolinx and TorStar. Dr. Prichard was appointed the thirteenth president of the University of Toronto in 1990, a position which he held until 2000.



## Governing Board

The College is governed by a Governing Board, made up of the Principal and elected Senior Fellows, Junior Fellows and the Chair of the Quadrangle Society and the Massey College Alumni Association. Its connection with the University of Toronto is recognized through ex officio membership of the President and the Dean of the School of Graduate Studies. Other members of the College community join in a number of Committees which report to the Governing Board.

Aubie Angel  
Joshua Barker  
Alan Broadbent  
David Cameron  
Tim Casgrain  
Wanekia Dunn (Alumni Representative)  
Meric Gertler  
Paul Gooch  
Edith Hillan  
Jennifer Jenkins  
Chief R. Stacey Laforme  
Anita McGahan (*Incoming Vice Chair*)  
John Massey  
Raymond Massey  
Pankaj Mehra

Sarianna Metso  
Akwasi Owusu-Bempah (*Incoming Chair*)  
Avnee Paranjape  
Julian Posada  
Robert Prichard  
David Robertson  
Jonathan Rose  
Barbara Sherwood Lollar  
David Smith  
Liz Smyth (Chair)  
Craig Thorburn (Vice-Chair)  
Peter Tovell  
Nathalie Des Rosiers (Principal)  
Seshu Iyengar (Don of Hall)

# MASSEY COLLEGE ORGANIZATIONAL CHART

