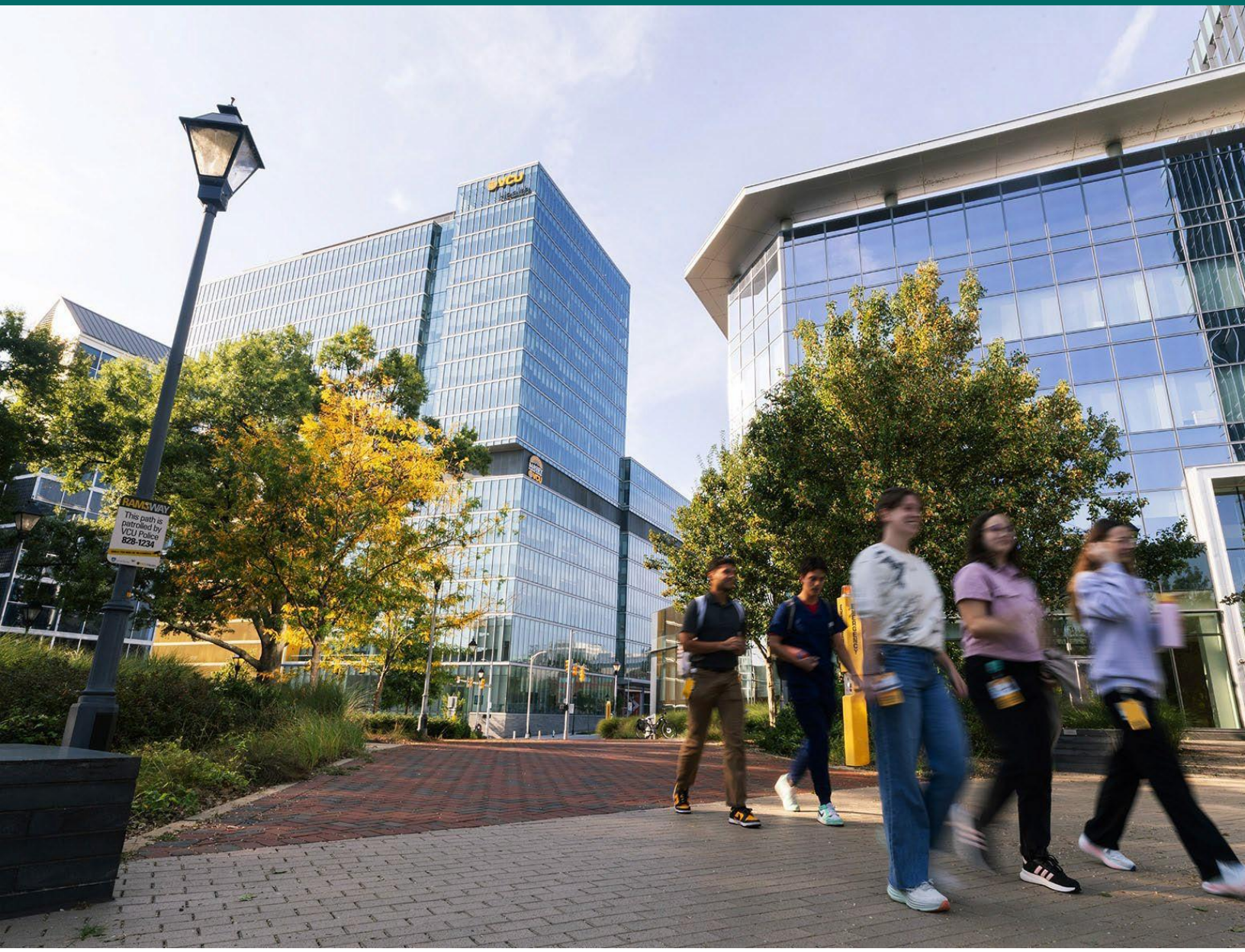
MCV Foundation

VCU Health

President & Chief Executive Officer

Leadership Profile

October 2026



The Opportunity

The Board of Trustees of the Medical College of Virginia Foundation (MCV Foundation) seeks applications and nominations for the position of President and CEO.

Reporting to the Board of Trustees, the President and CEO provides strategic and executive leadership for the MCV Foundation, advancing its mission to support and foster VCU Health and VCU Health Sciences. The President and CEO leads the Foundation's operations, financial and investment stewardship, fundraising, donor and partner engagement, and talented staff while working closely with the Board of Trustees and institutional partners to align philanthropic resources with priorities that advance education, research, patient care, and community health.

The Board seeks an accomplished, strategic, and collaborative leader with the vision and executive capabilities to build on the MCV Foundation's strengths and position it for continued growth and impact. The next President and CEO will bring demonstrated success leading high-performing organizations and teams, strong financial and fundraising acumen, and experience partnering effectively with boards and diverse stakeholders.

The MCV Foundation supports and fosters VCU Health and VCU Health Sciences through philanthropy, stewardship, innovations, communications and collaboration. Since 1949, the MCV Foundation has supported VCU's MCV Campus, a nationally recognized urban academic health system in downtown Richmond, Virginia.



About the MCV Foundation

The MCV Foundation currently manages more than 2,200 funds and approximately $1.2 billion in total assets to ensure that VCU Health and VCU Health Sciences remain at the forefront of excellence and innovation in patient care, education and research.

Purpose

We believe in educating the next generation of healthcare leaders, uncovering lifesaving treatments and cures, and providing the best possible care for all who need it.

Mission

To support and foster VCU Health and VCU Health Sciences through philanthropy, stewardship, innovation, communications, and collaboration.

Vision

To be the most impactful academic health foundation improving health throughout Virginia and around the world.

MCV Foundation Partners at VCU Health and VCU Health Sciences

VCU College of Health Professions
VCU School of Dentistry
VCU School of Medicine
VCU School of Nursing
VCU School of Pharmacy
VCU School of Public Health
VCU Health Pauley Heart Center
VCU Massey Comprehensive Cancer Center
VCU Health hospitals and clinics

The MCV Foundation has an annual operations budget of $9.8 million and staff of 28.

Of the more than 2,200 funds managed by the Foundation, 1,321 are restricted endowment and quasi-endowed funds, and 887 are restricted current use funds. The funds are held in investment pools managed by OCIOs.

The MCV Foundation Strategic Plan 2025-2030 has five goals: (i) broaden and deepen fundraising, (ii) increase awareness of the Foundation's performance in stewardship, (iii) plan for the management and investment of excess reserve funds, (iv) leverage the Foundation's communications resources and influence to champion the quality, innovation, and impact of VCU Health and VCU Health Sciences, and (v) collaborate with various voices throughout the VCU Health ecosystem to focus on broader, more innovative opportunities for impact.

MCV Foundation Board of Trustees

The MCV Foundation is governed by a 36-member Board of Trustees, including the President of VCU and the Chief Executive Officer of VCU Health System serving as *Ex Officio* members.

The Board of Trustees develops and directs the vision, policies and goals of the MCV Foundation. By providing fiduciary oversight, managing the endowment and overseeing the disbursement of restricted and unrestricted funds, the Board serves to advance the mission of the Foundation and its support of VCU Health and VCU Health Sciences. Board members are chosen for their exemplary leadership in the community and in business, for their professional expertise and for their devotion to our mission. MCV Foundation Board members serve a three year term and are eligible for two additional appointments for a maximum of nine years.

Officers

Steve Gaidos, Chair

Mr. Gaidos retired as general manager for the Virginia Market of Terazo, a Richmond-founded software engineering firm. He has more than 30 years of experience planning the strategy and implementation of integrated technology solutions for Fortune 500 and smaller businesses.

Michele Romano, MD, Chair-Elect

Dr. Romano is a retired family physician, graduate of the VCU School of Medicine, and a former member of the VCU Board of Visitors and the VCU Health System. She was also a registered nurse for 12 years before attending medical school.

Ernesto Sampson, Treasurer

Mr. Sampson is a financial advisor with Ameriprise Financial. His areas of focus are women's financial strategies, executive compensation and benefit strategies, small business, investments, retirement planning strategies, and wealth preservation strategies.

Kee Tilghman Rabb, Corporate Secretary

Ms. Rabb is a partner at Apogem Capital, focused on buyout, growth equity and turnaround manager relationships in North America. Prior to joining Apogem Capital, Kee worked in investment banking at Harris Williams & Co.

MCV Foundation Leadership Council

The MCV Foundation's Leadership Council was established in 2017 to strengthen the Foundation's relationships with former trustees. The Council has approximately 100 members who meet quarterly.

Leadership Agenda

Leadership

The next President and CEO will provide strong leadership for the MCV Foundation, bringing a holistic perspective to its mission, people, programs, resources, and relationships. Working with the Board and leadership team, the President and CEO will establish a clear vision and strategic priorities for the Foundation, align its functions around shared goals, and ensure that resources and organizational capacity are focused where they can have the greatest impact. By connecting strategy with execution and encouraging collaboration across traditional functional boundaries, the President and CEO will position the Foundation to operate with greater agility and effectiveness, anticipate future opportunities, and maximize the impact of philanthropy in support of research, education, patient care, and the communities VCU Health and VCU Health Sciences serve.

Mission

The next President and CEO will champion the MCV Foundation's independence while strengthening the close partnerships that are essential to advancing its mission and maximizing its impact. The President and CEO will understand and articulate the value of the Foundation's independent governance, fiduciary responsibilities, and stewardship of philanthropic resources in accordance with donor intent, while ensuring that its work remains closely aligned with the priorities and aspirations of VCU Health and VCU Health Sciences. Success will require trusted, collaborative relationships with leaders across VCU Health, VCU Health Sciences, VCU Development and Alumni Relations, and other key university and health system partners. The President and CEO will serve as an effective bridge among these stakeholders, fostering open communication, clarifying roles and responsibilities, identifying shared priorities, and navigating areas of differing perspectives with diplomacy and sound judgment.



Financial and Endowment Management

The next President and CEO will ensure that the MCV Foundation's financial and administrative operations continue to provide exceptional support to the Foundation, its Board, and campus partners. The President and CEO will provide strategic oversight of a broad portfolio that includes gift and pledge processing, treasury and investment accounting, endowment administration, financial reporting and audits, expense and reimbursement services, and facilities management. With a focus on operational excellence, transparency, and strong internal controls and efficiencies, the President and CEO will assess and strengthen systems, processes, and infrastructure to ensure the Foundation is positioned to support continued growth of its endowment, effectively steward its resources, and serve as a responsive and trusted partner to VCU Health and VCU Health Sciences.

Philanthropic Strategy

The President and CEO will build and foster meaningful, long-term relationships with donors and ensure successful fundraising results and outcomes for our VCU Health and VCU Health Sciences partners. Bringing innovation and creativity to the role, they will strengthen the Foundation's role in health sciences and health system philanthropy, particularly given the significant potential represented by grateful patients and other non-alumni donors. The President and CEO will also think beyond the Richmond region to attract donors interested in supporting centers of excellence, leading-edge research, nationally significant health initiatives, and other MCV Campus priorities

Marketing & Communications to Drive Philanthropy and Raise the Visibility of the MCV Foundation

The President and CEO will be a public-facing leader and serve as a prominent ambassador for the MCV Foundation, raising its profile and visibility in Richmond, the region and beyond. They will facilitate a compelling and coordinated approach to communicating how philanthropic investment fuels discovery and innovation, educates the next generation of health professionals, enhances patient care, and advances the health of communities. Through strategic communications, discovery and engagement programs, events, and other opportunities to connect donors and prospective donors with the people and programs they support, the Foundation brings the impact of giving to life. By telling these stories with greater reach and resonance, the President and CEO can deepen donor relationships, inspire new and increased philanthropic investment, educate the public about the value of the medical enterprise at VCU, and build broader understanding of the essential role philanthropy plays in advancing the mission and aspirations of VCU Health and VCU Health Sciences.



Donor Stewardship

The President and CEO will champion a culture of exceptional stewardship, ensuring that donors have confidence that their contributions are managed with care, transparency, accountability, and respect for their philanthropic intentions. Effective stewardship extends well beyond sound financial management; it demonstrates the impact of philanthropy, deepens donors' relationships with the institutions and programs they support, and creates opportunities for continued and expanded engagement and giving. By strengthening systems, processes, communications, and service to donors and campus partners, the President and CEO can further position the Foundation as a trusted philanthropic partner and help build enduring relationships that generate greater support for VCU's health sciences and academic health mission.

High Performing Team

The next President and CEO will lead a talented and deeply committed team that brings significant expertise and institutional knowledge to the work of the MCV Foundation. The President and CEO will inspire and motivate staff around a shared vision for the Foundation's future, foster a culture of collaboration and excellence, and ensure that team members understand how their individual and collective contributions advance the Foundation's mission. The President and CEO will recognize and cultivate talent, make strategic hires that strengthen the organization and address emerging needs, and create an environment in which high-performing employees feel valued, challenged, and supported. By investing in people, encouraging collaboration, and building opportunities for growth and advancement, the President and CEO will retain and develop an exceptional team while ensuring the Foundation has the talent and leadership capacity needed for continued success.



Position Summary

The President and CEO of MCV Foundation provides dynamic and visionary leadership to guide the organization in achieving its mission. This role is instrumental in ensuring the Foundation's continued growth, impact, and sustainability. Appointed by and directly reporting to the Board of Trustees, the President and CEO is responsible for overseeing all aspects of the Foundation's operations including strategic planning, financial management, program development, external relations, and board governance

Key Responsibilities

Leadership and Strategy

- Develop and implement a comprehensive strategic direction that aligns with the Foundation's mission, vision, and values as directed by the Board of Trustees.
- Provide inspiring leadership to staff, volunteers, and stakeholders, fostering a culture of collaboration, stewardship, and excellence where there is a focus on both rewarding performance and embracing accountability.
- Lead by example, embodying the Foundation's values of integrity, inclusivity, and social responsibility.

Board Governance

- Work closely with the Board of Trustees to set individual goals and organizational priorities, establish policies, and ensure effective governance.
- Provide regular updates and reports to the Board, facilitating transparent communication and collaboration.
- Support board development and engagement efforts, ensuring that trustees are fully informed and actively involved in decision-making processes.

Financial Management and Fundraising

- Oversee the Foundation's financial health, including budgeting, financial reporting, and compliance with regulatory requirements.
- Develop and implement fundraising strategies to diversify revenue streams and secure funding for the Foundation's programs and initiatives.
- Cultivate relationships with major donors, VCU Health Sciences, VCU Development and Alumni Relations, and VCU Health, stewarding existing partnerships and identifying new funding opportunities.
- Set realistic goals for increasing the size of the MVC Foundation endowment.

Program Development and Impact

- Lead the development, implementation, and evaluation of high-impact programs and initiatives that advance the Foundation's mission and strategic objectives.
- Monitor program and event outcomes and impact, using data and feedback to drive continuous improvement and innovation.
- Ensure that programs and events are responsive to the needs of the community and aligned with best practices and evidence-based approaches.

External Relations and Advocacy

- Serve as the primary spokesperson and ambassador for the Foundation, representing its interests to external stakeholders, including the media, policymakers, and the public.
- Build and maintain strategic partnerships with other organizations, government agencies, and community leaders to amplify the impact and influence.
- Enhance relationships with VCU Health and VCU Health Sciences leadership, including the VCU Provost; VCU Deans, Directors, and Department Chairs; the VCU Health CEO, and other VCU Health leaders.



Qualifications

Minimum Qualifications

- Bachelor's degree required; advanced degree in nonprofit management, business administration, public administration, or a related field preferred.
- Minimum of 12 years of progressively responsible experience in nonprofit leadership, executive management, or a related field with some experience in health sciences or academic fundraising,

Preferred Qualifications

- Proven track record of leadership and achievement.
- Demonstrated success in developing an institutional vision and executing a strategic plan with measurable results.
- Strong people leadership skills, including experience recruiting, developing, inspiring, evaluating, and managing a high-performing team.
- Strong financial acumen, including experience with or knowledge of endowment/investment oversight, asset management, fiscal management, funds flow, financial operations, and ROI.
- Demonstrated success in major/principal gifts fundraising, donor cultivation, and donor stewardship, with a donor-centric approach.
- Familiarity or experience with fundraising in an academic health system.
- Experience working effectively with a board of trustees or similar governing body, with a deep understanding of governance best practices and fiduciary responsibilities.
- Excellent communication and interpersonal skills, with the ability to inspire and engage diverse stakeholders, including staff, board members, donors, Foundation partners, elected officials, and the broader community.
- A strategic, data-informed decision maker who thoughtfully evaluates complex issues, makes timely and well-reasoned decisions, and has the confidence to stand behind those decisions while clearly articulating the rationale to stakeholders.
- Experience fostering a climate of mutual trust and respect where individuals of differing abilities and life experiences are included, embraced, engaged and empowered to drive excellence and success.
- Passion for the MCV Foundation’s mission and values, with a genuine desire to make a positive difference in the world.

Desired Personal Attributes

- Executive presence and gravitas
- Enthusiastic and energetic
- High emotional intelligence
- Highest standards of honesty, integrity and professional ethics
- Politically astute and diplomatic
- Collaborative and collegial

VCU Health

VCU Health System is a comprehensive academic health system based in Richmond, Virginia, and closely affiliated with Virginia Commonwealth University. Anchored by VCU Medical Center on the university's MCV Campus, the health system provides a broad continuum of highly specialized, complex, and community-based care while serving as an important clinical environment for the education and training of future healthcare professionals.



As one of Virginia's leading academic health systems and the commonwealth's number one ranked hospital, VCU Health combines patient care with education, research, and discovery. Its close partnership with VCU Health Sciences brings clinicians, faculty, researchers, students, and trainees together to translate scientific advances into new approaches to prevention, diagnosis, and treatment. VCU Health also serves an important public mission, providing access to advanced and specialized care for patients from across Virginia and beyond and contributing to the health and well-being of the communities it serves.

#1 Hospital in Virginia

#1 Hospital in Richmond
16 consecutive years

#1 in Virginia
Cardiology, heart and vascular surgery
Orthopaedics and Rehabilitation

Top 4% Nationally
VCU Massey Comprehensive Cancer Center

Virginia's Top Safety-net Hospital

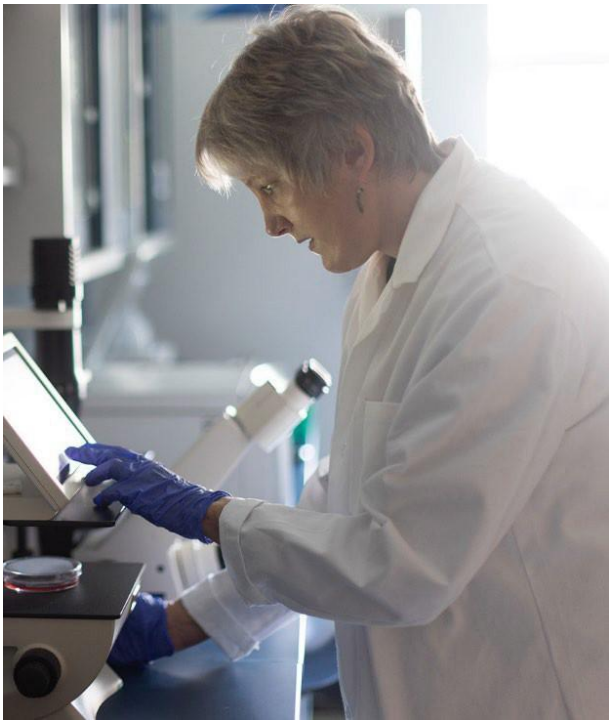
First in U.S.
Fully robotic living-donor liver transplant

Top 5 Nationally
Living-donor liver transplant

Top 10 Nationally
Liver Transplant Program

Top 5% Nationally
Comprehensive stroke center for rapid TPA delivery

VCU Health Sciences



VCU Health Sciences is the academic health enterprise of Virginia Commonwealth University, bringing together the university's health professions schools and programs in an interdisciplinary environment dedicated to education, research, clinical care, and community engagement. Based on VCU's MCV Campus in downtown Richmond and closely connected with VCU Health, VCU Health Sciences encompasses the Schools of Medicine, Dentistry, Nursing, Pharmacy, and Public Health, as well as the College of Health Professions, the VCU Massey Comprehensive Cancer Center, and the Stravitz-Sanyal Institute for Liver Disease and Metabolic Health. Together, these units educate and train the next generation of health professionals while advancing research and discovery across the health sciences.

A defining strength of VCU Health Sciences is the close integration of academic programs, research, and clinical practice. Its partnership with VCU Health provides faculty, students, trainees, and researchers with access to a major academic health system and creates opportunities to translate discovery into improved patient care and community health. As part of a Carnegie R1 research university located in Virginia's capital, VCU Health Sciences also plays an important role in addressing health needs across the Commonwealth, developing the healthcare workforce, fostering interdisciplinary research, and advancing innovations that improve human health.

Virginia's Only Dental School

Top 20 Pharmacy School

4,500 Students

Top 10%
Among all universities for research expenditures

#46 in U.S.
Research funding among public universities

Top 100
For university patents

>500 Scholarships

$568M Sponsored Research Funding

Applications and Nominations

AGB Search is pleased to assist MCV Foundation with this leadership search. To apply for the President and CEO position, candidates are requested to submit the following:

(i) Resume;
(ii) Letter of interest that addresses how the candidate's experiences and qualifications connect with the minimum/preferred qualifications and desired personal attributes as expressed in this position profile; and
(iii) Contact information for five references (to be contacted with candidate's permission at a later date).

For best consideration, applications should be submitted by **November 23, 2026** to the AGB Search portal at: MCV Foundation President and CEO. The search will remain open until an appointment is made.

The compensation range for this position is **$350,000 to $500,000.** Compensation will be determined based on factors including, but not limited to, professional experience, demonstrated leadership accomplishments, relevant expertise, and the candidate's qualifications and competencies.

The MCV Foundation is an equal opportunity employer. Qualified applicants will be considered without regard to race, traits historically associated with race, color, physical or mental disability, medical condition, age (40 or older), marital status, religion/creed, national origin or citizenship, political activity or affiliation, veteran status, military status, genetic information, sexual orientation, sex or gender (which gender identity or expression, pregnancy, childbirth or related medical conditions), taking or requesting statutorily protected leave, or any other basis prohibited by law.

Nominations and expressions of interest in the President and CEO position are encouraged. Please direct them to MCVFoundationPresident@agbsearch.com or the AGB Search consultants listed below:

Kimberly Templeton, J.D. Principal
kimberly.templeton@agbsearch.com / 540.761.9494

Rod McDavis, Ph.D. Managing Principal
rod.mcdavis@agbsearch.com / 804.514.1982

Jerry Gilbert, Ph.D. Executive Search Consultant
jerry.gilbert@agbsearch.com / 662.769.1021

Anne Hoffman Executive Search Associate
anne.hoffman@agbsearch.com / 805.490.9161



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