

Charles E. Doe

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Career Summary

Chuck Doe is a career fundraising professional with over twenty years experience working with colleges, research universities, and health care institutions and has enjoyed making recognized contributions to the effectiveness of these organizations.

Employment History

2004–Present

Hillsdale College Hillsdale, Michigan

Small, private, liberal arts, college located sixty-five miles west of Detroit, Michigan. Founded in 1844, this co-educational college prides itself with educational independence from the federal government, choosing instead to create an opportunity for excellence through private philanthropic support.

2009–Present **Vice President for Development**

Major Responsibilities:

Prepare for a planned major capital campaign to fund an endowment of \$10 million for student scholarships; recruit professional staff for an expanded planned giving program; create regional development programs.

Accomplishments:

- Coordinated a staff and college leadership team to create and write a five-year strategic plan
- Interviewed and selected counsel for the “Scholars Campaign”
- Implemented major gift moves management operating plan and entered quiet phase of campaign
- Recruited three planned giving staff through national searches giving the college one of the best deferred giving groups in small college advancement
- Recruited staff and started regional development offices in New York, Chicago, and St. Louis
- Increased total philanthropic revenue to all-time highs in each of past two years

2004–2009 **Senior Major Gift Officer**

Major Responsibilities:

Implement a program to identify new potential individual support for the college through outreach efforts; create an improved cultivation process; set a standard for major gift fundraising through action leadership.

Accomplishments:

- Engaged a public relations firm to create a series of double sided publications to get message to new prospects in major cities and surrounding five-state region
- Implemented major gift assignment system to create pipeline for new prospects
- Set standard of twenty outside calls per week with requirement for a substantial contact where a donor is provided an outline of a campus priority and an initial response is recorded

1999–2004

University of Wisconsin Madison, Wisconsin

A major research university founded in 1848 with a current enrollment of 41,000 graduate and undergraduate students. University of Wisconsin, a member of the Big Ten, and the premier campus of the State University System having thirteen campuses, is one of two doctoral degree granting institutions.

Director of Development, School of Engineering

Major Responsibilities:

Work with a new Dean to create professionally sound development effort within the college; write a plan for the funding of four endowed chairs; expand the staff by recruiting two associates and one additional support staff.

Accomplishments:

- Planned and launched a “Dean’s List” which was an annual support group providing unrestricted gifts of \$1,000 to fund the deans efforts at recruiting key new faculty positions
- Wrote a strategic plan for the personal calling of all engineering graduates with anniversaries of five years and greater
- Created a volunteer committee of graduates and undertook an in-house feasibility study to determine the ability to raise \$10 million for five endowed chairs
- Recruited and brought on board two associate directors of development and an administrative assistant—developed a good working relationship with all members of the development team
- Completed endowed chair campaign going beyond goal by \$1 million; built “Dean’s List” to 240 annual members

1990–1999

Henry Ford Health System Detroit, Michigan

Started by Henry Ford in the early 1920’s so that his autoworkers would have good health care, the flagship Henry Ford Hospital has blossomed into a three-hospital and a thirty-clinic health system—one of the largest in the nation. The development effort has forty staff and consistently generates \$15 to \$25 million in philanthropic support for medical research, health delivery systems, and medical academic pursuits.

1997–1999 **Associate Director of Development, Wyndotte Hospital**1990–1997 **Assistant Director of Development, Wyndotte Hospital**

Major Responsibilities:

Coordinate annual giving activities for the hospital through coordination with central development at corporate headquarters; assist donors who visit the hospital for health care; make initial calls on grateful patients; implement system capital campaign strategies for the Wyndotte "share."

Accomplishments:

- Implemented an annual giving program where donors received six pieces of information between each solicitation and where each donor received a person telephone contact to acknowledge their gift (this plan later implemented throughout the system)
- Helped create a system where hospital admissions staff alerted the development department when a donor was admitted to the hospital thus creating "development associates" within the hospital
- Worked with development team to identify and complete initial research on major gift prospects for the Hospital System's "Fund for the Future" campaign

Educational Degrees Completed

1986–1988	University of Chicago Chicago, Illinois Master of Arts (American History), June, 1978
1981–1985	University of Arizona Tucson, Arizona Bachelor of Science (Biology), with honors, May, 1975

Education In-Progress

2012–Present	University of Chicago Chicago, Illinois Doctor of Philosophy (History), Anticipated graduation 2014
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Professional Training

1992	University of Indiana, Center on Philanthropy Indianapolis, Indiana The Fundraising School
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Professional Activity

2000–Present	Council for Advancement and Support of Education (CASE)
2005–Present	Attended annual CASE National Assembly
2007	Chair CASE National Assembly Major Gift Education Track
2000–Present	Attended annual CASE District V Annual Conference Chicago, Illinois
2003	Chair District V New Member Orientation
2007–2010	District V Board of Directors
2009	District V Conference Committee
2010 & 2011	District V Conference Roundtable Chair (Major Gift Programs)

- 2005 CASE Review Team (evaluation of programs at University of Louisville)
- 1993–1999 **Association of Healthcare Philanthropy (AHP) Member**
1995, 1996, 1999 Attended AHP National Conference
1997 Presenter at AHP Health Systems Development Network winter conference, “Cultivating Grateful Patients—A Small Hospital Program”
- 1993–1999 Attended annual AHP-Midwest Regional Conference
1996 AHP Midwest Regional Conference Program Chair
1997 AHP Midwest Regional Conference Treasurer
- 1993–1996 **Association of Fundraising Professionals (AFP) Member**
1996 AFP, Detroit Chapter Board of Directors

Professional Recognition

- 2011 Hillsdale College “Administrator of the Year Award”
2009 CASE District V “Excellence in Philanthropic Campaigns Award”
1996 AFP, Detroit Chapter “Philanthropy Professional Recognition Award”

Volunteer Activity

- 2011–Present Hillsdale City Planning Board
1993–Present United States Tennis Association, Midwest Region Member, Board Member
1992–1999 Wyndotte Youth Soccer Association, Board of Directors

Personal

Married to Alice (Allie) P. Doe (County Administrator), two married daughters.

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