

Associate Vice President for Student Health and Wellness

Provide Leadership for Student Wellness and Success

The University of Utah is searching for an experienced, collaborative, and student-focused leader to serve as the Associate Vice President for Student Health and Wellness (AVP). This senior-level position is responsible for inspiring, overseeing, and enhancing key functional areas that provide an integrated approach to supporting student well-being and success. This recently created role is designed to provide innovative and strategic leadership to support student wellness by overseeing the planning, management, and evaluation of student health and wellness programs fostering a holistic collegiate experience. The AVP is the institution's expert and voice on issues of health and wellness, engaging with both internal and external stakeholders.

The University is committing resources to enhancing support for student well-being, and this position plays a key role in that effort. The AVP's focus on collaboration among the units in the portfolio as well as on partnerships with other entities across campus and the local community is a strong step in this direction. The opportunity to continue to build support for further development of programs and facilities is exciting. The AVP must have a demonstrated commitment to equity and inclusion and to ensuring provided services are responsive to students from all identities and backgrounds.

Reporting to the Vice President for Student Affairs, the AVP serves as a member of the Student Affairs Leadership Team (SALT) and contributes to the strategic direction of the organization, including participation in the development, launch, evaluation, and implementation of the strategic plan and initiatives. The AVP oversees the development of student programs, supports student life, promotes student learning regarding health and wellness, and contributes to the University's goal of creating an environment that fosters student well-being, belonging, and success. The AVP provides strategic leadership and supervision for the following departments: University Counseling Center, Student Health Center, Center for Student Wellness, Center for Disability and Access, and Campus Recreation Services. The AVP oversees over 100 full-time employees and a total budget of over \$15.3 million.

Responsibilities

Provide strategic vision, leadership, organizational and administrative oversight of campus-wide programs, services, budget, space, and operations; facilitate and support the personal, academic, and co-curricular development of a diverse student population in the areas of health and wellness through the effective management and supervision of five departments, as well as through collaborations and consultations with a variety of campus partners and community members. Stay current on best practices and research through study, participation in professional development activities, and participation in professional organizations.

- Provide consultation, education, and recommendations on issues pertaining to student wellness, including mental health and disability. Initiate and maintain ongoing communications with Academic Affairs representatives, including college deans and academic department chairs, as well as Undergraduate Studies.
- Be an active leader and role-model in promoting equity, diversity, and inclusion and continually support inclusive and welcoming learning and work environments.
- Hire, develop, supervise, and retain a qualified, professional, and well-trained staff to adequately support the mission, scope of services provided, and volume of students served.
- Lead and administer departmental fiscal operations, including space/facilities, equipment, and other pertinent resources; oversee and coordinate with department directors to develop budgets, monitor expenditures, and ensure effective stewardship of finances and resources.
- Evaluate, develop, interpret, and implement policies and procedures regarding student wellness and access to ensure compliance with all applicable policies, regulations, accreditation standards, and laws.
- Understand the importance of data-driven decision-making, promote a culture of assessment, further develop comprehensive assessment plans for the departments within student health and wellness, and determine methods for implementing findings for improvement and innovation.
- Manage and participate in continuous program evaluations and improvements to support accreditation and implementation of best practices to support holistic student wellness.
- Collaborate with the Associate Vice President/Dean of Students in implementing behavioral intervention strategies and institutional responses through the Behavioral Intervention and Threat Assessment teams.
- Connect, interact, build, and maintain partnerships with Utah Health (medical campus) and Huntsman Mental Health Institute.
- Assist the Vice President for Student Affairs with the coordination and implementation of a student mental health fee.
- Represent the Vice President and/or serve as lead person for a variety of initiatives, such as orientation programs and general communication with parents/families, working closely with Associate Vice President/Dean of Students and Vice President's Chief of Staff.

- Lead strategic initiatives aligned with Student Affairs' strategic plan, such as becoming and maintaining status as a JED Campus.
- Other duties as required.

Qualifications

The University is seeking an experienced leader for this recently created role. The successful candidate will have had success building and advancing a progressive program while managing multiple priorities and contributing at both a strategic and tactical level and must possess a broad and deep understanding of national best practices and innovations with regard to student health, counseling, wellness, and services for those with disabilities. The AVP must work well in an evolving environment and be capable of managing emerging knowledge and technologies, competing priorities, and changing politics.

Minimum Qualifications:

- Master's degree or equivalent in counseling, higher education, psychology, health services/health care, public or community health, social services, or a closely related field.
- At least eight years successful and progressive leadership and administrative experience in a higher education institution or an equivalent complex environment. Demonstrated success in effectively leading change, improvement practices, and organizational growth through strategic planning, collaboration, and staff leadership.
- A demonstrated commitment to diversity with a record of leadership in providing equitable and respectful treatment to all individuals and an ability to foster positive relationships with diverse constituencies.
- An understanding of the current college health and wellness issues, challenges, and needs related to student growth and development.
- Experience supervising and managing people with a record of utilizing a team approach and an orientation that advocates for staff, including a commitment to professional development for staff.
- Ability to successfully work with and support students, including finding the balance of support, accountability, and challenge in a variety of situations. A willingness to be visible on campus, to participate in the life of the campus, and to engage students and staff at all levels.
- An understanding of business operations and organizational systems, processes, departments, and functions that enhance desired outcomes, including demonstrated budgetary and financial acumen.
- Strong ability to communicate and successfully collaborate internally, as well as external to the institution.
- Strong organizational, project management, analytical, and problem-solving skills
- Excellent interpersonal skills, with the ability to communicate effectively and respectfully with diverse groups of people, including students, faculty, staff, administrators, third-party vendors, and the general public.

Preferred Qualifications

- Specific experience within at least one of the areas over which this position oversees (health, wellness, counseling, disability and access, campus recreation) within a higher education institution and a general understanding of the other areas. Knowledge of best practice and experience with all the areas over which this person supervises.
- Familiarity with accreditation for the units supervised.
- An understanding of student health insurance, including billing, records and delivery, as well as the management of sensitive health data.
- Previous experience in related professional organizations.
- Experience in a large, public institutional setting.
- Doctoral/terminal degree

Application Procedure and Timeline

Keeling & Associates, LLC (K&A) is supporting the University of Utah in this search process. Those interested in submitting nominations or in having a confidential discussion before applying should contact K&A Senior Consultant Dr. Lili Rodríguez (lrodriguez@keelingassociates.com).

Interested applicants should send a cover letter and resume, preferably as PDFs, to recruiting@KeelingAssociates.com. The subject line of the email should read "Utah AVP." The search process will continue until the position is filled with those who apply by May 23, 2022, receiving full consideration.

The University of Utah values candidates who have experience working in settings with students from diverse backgrounds and possess a strong commitment to improving access to higher education for historically underrepresented students.

Individuals from historically underrepresented groups, such as minorities, women, qualified persons with disabilities and protected veterans are encouraged to apply. Veterans' preference is extended to qualified applicants, upon request and consistent with University policy and Utah state law. Upon request, reasonable accommodations in the application process will be provided to individuals with disabilities.

The University of Utah is an Affirmative Action/Equal Opportunity employer and does not discriminate based upon race, ethnicity, color, religion, national origin, age, disability, sex, sexual orientation, gender, gender identity, gender expression, pregnancy, pregnancy-related conditions, genetic information, or protected veteran's status. The University does not discriminate on the basis of sex in the education program or activity that it operates, as required by Title IX and 34 CFR part 106. The requirement not to discriminate in education programs or activities extends to admission and employment. Inquiries about the application of Title IX and its regulations may be referred to the Title IX Coordinator, to the Department of Education, Office for Civil Rights, or both.

To request a reasonable accommodation for a disability or if you or someone you know has experienced discrimination or sexual misconduct including sexual harassment, you may contact the Director/Title IX Coordinator in the Office of Equal Opportunity and Affirmative Action:

Director/ Title IX Coordinator

Office of Equal Opportunity and Affirmative Action (OEO /AA)

135 Park Building

Salt Lake City, UT 84112

801-581-8365

oeo@utah.edu

Online reports may be submitted at oeo.utah.edu

For more information: <https://www.utah.edu/nondiscrimination/>