



# EMORY UNIVERSITY

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## Associate Vice President for Well-Being, Access, and Prevention

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### Position Profile



Prepared by **Keeling**  **Associates**  
Change for Learning

# The Opportunity

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Emory University is pleased to announce the search for a newly established role to serve as the strategic leader focusing on campus health and well-being, the **Associate Vice President for Well-Being, Access, and Prevention (AVP)**. This position will advance the University’s vision that prioritizes health and well-being as a foundation for lifelong success and purposefulness. The position provides oversight and supervision for Counseling & Psychological Services (CAPS), Student Health Services (SHS), the Office of Health Promotions (OHP), and the Office of Respect (trauma-informed advocacy and support). With a focus on advancing opportunities to strengthen all aspects of the student experience regarding health, the collegial and collaborative leader selected as AVP will provide insights and strategy to enhance existing programs and services while exploring future initiatives to meet the changing needs of students. The University has created this role to foster a spirit and commitment to provide holistic programs and services to support all students on the Emory campuses.



This distinctive opportunity at Emory University, a comprehensive research university with the mission “to create, preserve, teach and apply knowledge in the service of humanity,” will align with a leader who believes in the focus on overarching well-being as an essential element for academic and student success. The AVP will be an integral voice at the table with colleagues across the campuses and in the community,

striving to understand and utilize the resources available and assess the data to inform decisions about opportunities to strengthen this portfolio. In order to succeed in advancing this vision as a member of the Campus Life team, the AVP must provide a compelling vision, an understanding of the challenges for students at all levels, and the ability to develop new and creative partnerships.

# Position Summary

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The Associate Vice President for Well-Being, Access, and Prevention at Emory University will advance the University's vision that prioritizes health and well-being as a foundation for lifelong success and purposefulness. This role will serve as the strategic leader for Counseling & Psychological Services (CAPS), Student Health Services (SHS), the Office of Health Promotions (OHP), and the Office of Respect (trauma-informed advocacy and support). This newly created senior University leadership role will

establish a framework for developing, delivering and evaluating visionary, innovative approaches to integrated, holistic health on Emory's campuses using a collaborative, data informed approach.

The AVP is responsible for the strategic leadership and visionary direction of a multidisciplinary team of university administrators, professional staff, and student staff. The AVP will champion the directors of CAPS, SHS, OHP, and Respect in their successful management of operations and the advancement of programs and services. The AVP reports directly to the Senior Vice President and Dean of Campus Life and serves as a member of the division's executive leadership team.



The AVP and their team will partner with students, faculty, and colleagues within Campus Life and across the University to support a culture of well-being for students. The AVP will capitalize on the University's forward progress and continue to shepherd meaningful institutional momentum by ensuring the delivery of high-quality health, mental health, and preventive care and services to students in alignment with institutional goals, purposes, and priorities by using intersectionality models of human health and wellness.



# Primary Responsibilities

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- Provide visionary leadership for a team that prides itself on the delivery of quality care, resources and programs. This team of directors from SHS, CAPS, OHP, and Respect supervises physicians (including psychiatry), nurse practitioners, physician assistants, registered nurses, psychologists, clinical social workers, victim’s advocates, health educators, support staff and administrative personnel.
- Provide direction to ensure the delivery of high-quality, data informed, compassionate, efficient, and culturally responsive primary care, mental health and counseling, health promotion, advocacy, and educational outreach services to Emory students.
- Facilitate and support the development of a cross-organizational culture of collaboration, teamwork, and inter-professional care and services focused on providing excellent services to all students; undergraduate, graduate, and professional.
- Supervise and manage direct reports, including, but not limited to the following: Executive Director, Counseling and Psychological Services; Executive Director, Student Health Services; Director, Office of Respect; and Director, Office of Health Promotions.
- Manage annual operating budget of approximately \$10 million per year, and lead staff of approximately 100 FTE.
- Provide strategic leadership for the Emory Health and Wellness Fee and the Emory University Student Health Insurance Program.
- Organize and lead strategic planning efforts, including ongoing strategic assessment, gap analysis, and benchmarking to support implementation of priorities and ensure alignment with Campus Life and University strategic plans.
- Support the development and management of the Emory University Student Health Insurance Program.
- Provide strategic leadership and oversight for the 3rd party telehealth resources for student health and well-being.
- Assist in fundraising and grant-writing efforts in support of health and wellness initiatives.
- Develop and coordinate a strategic campus outreach and communication plan to convey University priorities, resources, and opportunities to support the University’s vision for health and well-being.



# Primary Responsibilities (Continued)

- Establish, review, and update policies and procedures to support the University's vision for health and well-being.
- Demonstrate a commitment to divisional professional development activities that educate and enhance well-being.
- Ensure compliance with University policy, and state and federal laws.
- Support campus emergency preparedness and response, including SHS executive director's leadership of and communication about public health issues.
- Develop and maintain intentional collaborative relationships to promote teamwork and advance the priorities of Campus Life and the University.
- Serve as a core member of the Campus Life Executive Leadership Team; provide counsel on matters related to the health and well-being of students and the campus community to institutional leadership.
- Oversee the development and launch of a comprehensive marketing campaign; create awareness of wellbeing programs and services available to all campus constituents and promote the utilization of wellbeing programs, services, and facilities by all Emory students.
- Develop and oversee outreach programs for students and student groups to promote use of wellbeing center programs, services, and facilities; collaborate with departments such as student organizations, chairs of academic units, graduate and professional schools; assess effectiveness of outreach programs and modify as needed to ensure optimal effectiveness.
- Develop outreach initiatives for faculty and staff to sustain relationships with, and raise awareness regarding referral and support options for, students.
- Establish and maintain appropriate liaisons with University departments and serve on departmental, divisional, University, state and/or national committees as required and assigned.



# Qualifications

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- A master's degree in health, counseling, wellness, student affairs administration, higher education or an appropriately related field. Terminal degree in an appropriate field preferred.
- Demonstrated experience and a commitment to support a strong culture of equity and inclusion-based wellbeing incorporating strong principles of understanding of all aspects of serving diverse populations.
- At least 10 years of relevant progressive leadership and track record of success in management and supervision of health, mental health, health promotion, or a closely related area of health care practice and administration.
- Ability to articulate, integrate and implement collaborative models of care, professional practice, and licensure appropriate to a university setting, evidenced by previous experience.
- Knowledge of local, regional and national issues, trends, and best practice standards in primary health care, health promotion and prevention, mental health, health insurance, and managed care, as well as of national certification and accreditation requirements.
- Proven record of success and commitment to working with issues related to diversity, equity, and inclusion, including an ability to work well with a globally diverse student body.
- Demonstrated ability to develop and implement strategic objectives, motivate and develop staff, effectively manage resources, and cultivate strong collaborative relationships with multiple constituent groups.
- Evidence of innovation through partnerships, projects, programs, and initiatives.
- Strong leadership, interpersonal, communications, and critical thinking skills are essential.

## **Preferred Qualifications:**

- Terminal degree in a related field.
- Experience in a college or university student health, mental health or health promotion setting.
- Experience in dealing with public health issues, crisis management, and emergency response.
- Experience working in environments with a large health or public health presence through programs and organizations.
- Experience with behavioral intervention teams.
- Grant writing experience.



# About Emory University

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Emory University is one of the world’s leading institutions of higher education, with an international reputation for path-breaking scholarship and research, engaged teaching, and innovative health care delivery. With a mission “to create, preserve, teach, and apply knowledge in the service of humanity,” Emory University seeks to lead through moral and ethical engagement, discovery and innovation. A member of the Association of American Universities (AAU) since

1995, the University benefits from collaboration and synergy among its nine undergraduate, graduate, and professional schools. These schools include Emory College of Arts and Sciences, Oxford College, School of Medicine, Nell Hodgson Woodruff School of Nursing, Candler School of Theology, School of Law, Goizueta Business School, Laney Graduate School, and Rollins School of Public Health.



Emory’s beautiful, leafy main campus is located in Atlanta’s historic Druid Hills suburb and is home to 7,836 undergraduates and 6,677 graduate and professional students. Emory’s reach and impact extend far beyond its Atlanta and Oxford campuses. The University’s 32,000 employees — including more than 14,500 faculty and staff and 17,500 Emory Healthcare employees — make it the second-largest private employer in the Atlanta metropolitan area and multiply Emory’s economic

impact throughout the region and the state. Emory University strives to provide a welcoming, diverse and inclusive campus as an essential part of a community of academic excellence.

Emory provides an extremely competitive fringe benefit plan that includes personal leave, holiday pay, medical and dental plans, life insurance, courtesy scholarships, and tuition reimbursement just to name a few. For a full list of benefit programs, please go to <http://www.hr.emory.edu/eu/benefits/>.

# Application Process

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Emory University has partnered with Keeling & Associates in this search process. Applications should include a cover letter and resume and must be sent, preferably in PDF format, to [recruiting@KeelingAssociates.com](mailto:recruiting@KeelingAssociates.com). The subject line of the email should read “Emory—AVP for Well-being, Access, and Prevention.” Confidential inquiries and nominations should be addressed to Dr. Jan Walbert, Vice President and Senior Consultant for Executive Search, Keeling & Associates, at [jwalbert@keelingassociates.com](mailto:jwalbert@keelingassociates.com). Applications received by November 11, 2021, will receive full consideration. The process will continue until the position is filled.

*Emory University is an equal opportunity/equal access/affirmative action employer fully committed to achieving a diverse workforce and complies with all Federal and Georgia State laws, regulations, and executive orders regarding non-discrimination and affirmative action. Emory University does not discriminate on the basis of race, age, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, or gender identity or expression.*

