

UC San Diego Health

The Executive Director of Student Health and Well-Being

Position Profile



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

The Opportunity

University of California San Diego (UC San Diego) is committed to creating a strong and active wellness culture that enables all students to flourish in body, mind, and spirit. To realize that vision, UC San Diego seeks a dynamic and innovative Executive Director to shape the future direction of the Student Health and Well-Being (SHW) cluster. This is a tremendous opportunity to evolve services and programs by building upon an already strong foundation. The Executive Director will provide strategic leadership and further integrate a multidisciplinary team devoted to providing high-quality, student-centric health care and education. UC San Diego is one of the nation's top public research universities and is situated on a sunny, beautiful campus only five miles from the Pacific Ocean.

The SHW is an integral part of the greater UC San Diego Health, a system repeatedly ranked the No. 1 health care system in the region. As such, the SHW cluster provides primary medical care, including urgent care and support services, counseling and psychological services, and health promotion services to over 42,000 undergraduate, graduate, and professional students. The successful candidate will be an astute and inspiring leader who possesses the ability to manage a large, busy, and dynamic health and well-being cluster in a distinguished academic and medical environment. The Executive Director must have a broad understanding of college health trends, the ability to navigate complex organizations, and the ability to implement best practices and innovative methods to not only ensure that students continue to receive outstanding programs and services, but to also enhance those services over time. A focus of this position is setting a vision that takes advantage of the many collaborations possible within the UC San Diego Health system, to ensure the personalized delivery of equitable, high-quality health and wellness services for all community members.



About UC San Diego



UC San Diego is a student-centered, research-focused, and service-oriented public institution. Recognized as one of the top fifteen research universities worldwide, a culture of collaboration sparks discoveries that advance society and drive economic impact. Students are very committed to public service. For the fifth consecutive year, UC San Diego has been ranked first in the nation on research, civic engagement, and social mobility. One campus with multiple pillars of excellence, a top ten public

university that is transforming lives, shaping new disciplines, and advancing the frontiers of knowledge. UC San Diego's rich academic portfolio includes six undergraduate colleges, five academic divisions, and four graduate and professional schools. <https://catalog.ucsd.edu/about/>.

Position Summary

The Executive Director of Student Health and Well-Being, plays two vital roles on the UC San Diego campus: overseeing and bridging the staffing, programs, and resources among several departments that constitute the SHW cluster; and playing a leadership role in creating a strong and active wellness culture at UC San Diego that enables all students to flourish. The latter role includes promotion and expansion of the student wellness initiative, development of a student wellness center, and the transformation of existing departments into a cohesive, collaborative, trans-disciplinary source of holistic services. Reporting directly to the Chief Executive Officer of UC San Diego Health, with a dotted reporting line to the Vice Chancellor for Student Affairs, the Executive Director must collaborate with departments within UC San Diego Health, such as the Department of Psychiatry. Close collaboration with campus partners including the Vice Chancellor for Student Affairs, Faculty, Associated Students, Graduate & Professional Student Association, as well as Alumni, families, and community organizations, is required to support a goal of comprehensive student wellness. The vision is to build the nation's most innovative, inclusive, and effective Student Health and Well-Being Program.

Position Summary (continued)

The SHW cluster includes four main departments: Student Health Services (SHS), Counseling and Psychological Services (CAPS), Health Promotion Services, and Student Health and Well-Being Administration (SHWA). The staff consists of physicians, psychologists, nurse practitioners, pharmacists, optometrists, registered nurses, social workers, x-ray technologists, clinical laboratory scientists, medical lab assistants, medical assistants, health educators, and administrative professionals. The Executive Director is responsible for the financial health of the cluster. This position will build, implement, and assess standardized education, intervention, and emergency response among a variety of divisions, colleges, and departments across the University.

Core Functions and Duties

Supervision of SHW Cluster: 50%

- Provide leadership, oversight, empowerment, and coordination of Student Health Service (SHS), Counseling and Psychological Services (CAPS), Health Promotion Services (HPS) and SHW Administration (SHWA).
- Supervise department heads and other direct reports, including annual goal setting and performance appraisals.
- Assess programmatic needs of each department and related resources considering cluster goals and objectives, provide overall budgetary/fiscal oversight, as well as oversight regarding use and adequacy of facilities and staffing to meet cluster goals and objectives.
- Lead program development, implementation, and coordination within and between the departments and with other units and departments across UCSD, as well as those off-campus, to provide cost effective programs and services to UCSD students, building toward full integration of wellness services within the cluster.
- Serve as a member of the Strategic Planning Team and Council of the Vice Chancellor-Student Affairs.
- Ensures accreditation standards across Wellness Cluster and promotes best-in-class performance.
- Promotes the values of Equity, Diversity, and Inclusion and embodies these principles through decision-making and leadership.
- Supervise and delegate responsibilities to Directors as appropriate.

Core Functions and Duties (Continued)

Wellness Center and Campus Wellness Initiative: 50%

- Play a dynamic, inspirational, and shared leadership role in building a culture of wellness at UC San Diego, through presentations to students, faculty, and staff, campus and off-campus organizations, other speaking and/or teaching events, and campus media, including websites and newsletters.
- Serve as an advocate, mentor, and role model in support of wellness for students and other members of the campus community.
- Expand existing wellness programming and identify best practices to increase access with the goal that every student will graduate from UC San Diego having participated in wellness programs and education, and with the knowledge and ability to continue wellness practices after graduation.
- Co-Lead the fundraising efforts for, and play a lead role in, the design of student wellness facilities and spaces.
- Identify and apply best practices concerning the trans-disciplinary provision of wellness services to students. Implementation might include organizational and program changes within the cluster as necessary.
- Oversee the development of a consolidated cluster-wide student wellness website and other on-line and interactive wellness support methods.
- Identify and apply appropriate methods to assess progress of wellness programs and the impact of such programs on students.
- Build research and operational partnerships that directly support improved student wellness.
- Adopt various approaches to engaging students in the development and expansion of the wellness initiative, including formation of student and/or faculty advisory groups, engagement of student peer wellness workers, and support for student-initiated wellness programs.
- Liaison with the School of Medicine, the medical center, the academic senate, and the graduate and professional schools to maximize resources and expertise in support of student wellness.



Position Requirements

- Bachelor's degree or equivalent in health care administration, public health, health sciences, medical administration, or related fields; advanced degree is highly preferred.
- In-depth understanding of policy issues related to higher education and health care programs. A well-developed sense of how the above services or specialties might be made available to students in a holistic, trans-disciplinary manner.
- Advanced knowledge of human resources-related policies and procedures. Knowledge of union contracts and preparation of required contract negotiations, in consultation with Human Resources.
- Advanced knowledge of business process re-engineering, organizational planning, and communications.
- Highly experienced with demonstrated leadership and team-building skills.
- Advanced knowledge of budget/fiscal related processes.
- Demonstrated excellence in oral and written communication skills.
- Advanced knowledge of the principles and practice of supervision and management.
- Highly experienced and skilled at planning, organizing, implementing, and evaluating activities appropriate to the advancement of organizational goals.
- Skilled at managing workforce diversity issues.
- Demonstrated ability to interact effectively with a wide range of constituents.
- Demonstrated ability to build healthy communities of well-being in the workplace and community at large.
- Demonstrated experience in program development.
- Ability to practice and always comply with the regulations of HIPAA (Health Insurance Portability and Accountability Act of 1996) and FERPA (Family Educational Rights and Privacy Act of 1974).
- Highly collaborative spirit with passion for working with students in a university environment.



Preferred Requirements

- Advanced degree preferred (Ph.D., M.D./D.O., or other advanced degree with appropriate license/credential).
- Experience working with a university population.
- Knowledge of, and experience in, any accreditation requirements and activities (e.g., AAAHC, Joint Commission).
- Experience in a college or university health center.



Application Process

UC San Diego has partnered with Keeling & Associates, LLC for this search. Applications should include a resume/curriculum vitae and a cover letter addressing your interest in and qualifications for the position. Application materials must be sent, preferably as PDFs, to recruiting@keelingassociates.com with the subject heading "UC San Diego Executive Director." Candidates are encouraged to submit materials by March 10th, 2022, to receive full consideration. The search will continue until an appointment is made.

Confidential inquiries and nominations should be addressed to the K&A senior consultant leading this search, Dr. Lili Rodríguez, at lrodriguez@keelingassociate.com



UC San Diego Health is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, age, protected veteran status, gender identity or sexual orientation. For the complete University of California nondiscrimination and affirmative action policy see: <http://www-hr.ucsd.edu/saa/nondiscr.html> Employment is subject to a criminal background check, pre-employment physical including drug screen, and successful engagement in the UC COVID-19 Vaccination program (fully vaccinated with documented proof or approved exception/deferral). UC San Diego is a smoke and tobacco free environment. Please visit smokefree.ucsd.edu for more information.