



SAN FRANCISCO
STATE UNIVERSITY

Associate Vice President for Student Well-being and Disability Access



Prepared by **Keeling Associates**
Change for Learning

The Opportunity

San Francisco State University is seeking an experienced and dynamic leader to serve as the Associate Vice President (AVP) for Student Well-being and Disability Access at this vibrant institution within the California State University (CSU) system. The AVP will oversee a robust portfolio of key services that address student wellness and accessibility in a coordinated manner. Units within the portfolio include Student Health Services, Health Promotion and Wellness, Disability Programs and Resource Center, Counseling and Psychological Services, Food+Shelter+Success (the institution's Basic Needs Initiative), and Children's Campus (the licensed daycare service center on campus).

The AVP will be instrumental in setting vision and direction; leading and working collaboratively with a dedicated and multidisciplinary team; and engaging the entire campus community in creating, strengthening, and maintaining a culture of access, holistic well-being, and belonging that supports students and other constituents. This is a notable role for higher education and health care leaders who are committed to, and adept at, building inclusive services that support the well-being and success of a diverse population.



About the University



San Francisco State University is a major public urban university situated in one of the world’s great cities. Building on a century-long history of commitment to quality teaching and broad access to undergraduate and graduate education, the University offers comprehensive, rigorous, and integrated academic programs that require students to engage in open-minded inquiry and reflection. The University mission is to educate and equip students to thrive in a global society—delivering academic excellence by pursuing knowledge, inspiring creativity, supporting our diverse community, and advancing social justice and positive change in the world.

San Francisco State University is part of the California State University (CSU) system—the largest system of higher education in the country granting bachelor’s and master’s degrees. The University serves a diverse student population of over 24,000 and boasts a robust network of 280,000 alumni, contributing to the economic, cultural, and civic life of the Bay Area and beyond. For more information, please visit <https://www.sfsu.edu/about-san-francisco-state-university.html>.

Position Summary

Reporting directly to the Vice President for Student Affairs and Enrollment Management (SAEM) and working closely with the other AVPs in the cabinet, the AVP for Student Well-being and Disability Access will enrich the quality of student life and the student health and wellness experience at SFSU as well as help ensure the University is a “beacon of inclusivity” for all students. The AVP must be innovative and offer a demonstrated capacity for effective change management throughout their career. They must have a complex understanding of the many challenges facing today's students and be prepared to engage the university in a broad and coordinated effort to address those needs. Ultimately, the AVP must be a bold administrator and visionary supervisor with a nuanced understanding of and vast experience in the areas within the portfolio.



Responsibilities

- Oversees and unifies the units of Student Health Services, Health Promotion and Wellness, Disability Programs and Resource Center, Counseling and Psychological Services, Food+Shelter+Success, and Children’s Campus under a clear divisional vision and mission
- Responsible for advancing campus-wide health and well-being by coordinating the development and implementation of comprehensive strategic wellness planning in collaboration with appropriate campus partners
- Provides leadership for campus-wide health equity, mental health equity, and inclusive well-being initiatives to increase students' access to culturally sensitive health care and to enhance the quality of campus life for all students
- Determines appropriate metrics to assess campus health and well-being and manages the collection, interpretation, and reporting out on that assessment, annually and as necessary
- Provides oversight for designated units by supervising a robust staff and managing allocated resources
- Participates in the leadership of campus responses to crisis situations and provides appropriate, related expertise, as necessary
- Develops and implements policy, serves as member of the SAEM cabinet and a senior advisor to the Vice President
- Responsible for the oversight of student health fee resource allocations
- Engages in external fundraising efforts through grant writing and donor engagement in collaboration with the Vice President, the Office of Research and Sponsored Programs, and University Advancement
- Ability to work weekends and evenings when needed



Qualifications

- Master’s degree in health care administration, public health, nursing, social work, counseling, or other related field required; Doctorate preferred
- Minimum of eight years of experience in a management or director position with increasing levels of responsibilities
- Experience serving in professional leadership positions either in health care or in higher education health-related student services programs
- An understanding of and commitment to serve the mission of the University, including but not limited to our commitment to diversity, equity and inclusion, access, and student success
- Experience serving historically underrepresented, low-income, first-generation, and traditionally disenfranchised populations and students with disabilities in diverse environments
- Ability to work effectively with and lead a variety of stakeholder groups and large teams, including students, faculty, staff, and external partners
- A record of successful collaboration with other organizational units toward a shared goal
- Demonstrated resilience, diplomacy, influence, relationship-building, and problem-solving skills in a variety of situations including demonstrated experience problem solving across departments and with external governing bodies
- Demonstrated strong management skills and strong and successful leadership practices, including change management, crisis management, and experience supervising new and seasoned managers



Qualifications (continued)

- Demonstrated ability to work effectively up, down, and across the institution
- Experience managing in a collective bargaining environment
- Demonstrated commitment to the principles of shared governance
- The ability to secure external grant funds and donations to enhance the support given to students by the Division of Student Well-being and Disability Access
- Proficiency in computer programs such as Microsoft Office 365, Adobe products, specialized education tech platforms (e.g., PeopleSoft, Concur, EAB), Qualtrics, Zoom/Zoom webinar, specialized health care tech platforms, etc. and/or the demonstrated ability to learn new platforms to a point of proficiency
- Excellent oral and written communication skills and the ability to communicate effectively with a wide variety of stakeholder groups
- Demonstrated skill in collecting, interpreting, synthesizing, assessing, and analyzing high-level department data to make data-informed decisions and report out systematically
- Proven ability to learn, interpret, apply, and develop a wide variety of University policies and procedures relating to field administration standards, policies, and issues; skill in developing, implementing and assuring compliance with office and University policies and procedures
- A mindset and skill set that lends itself to the provision of excellent customer service to the campus community, vendors, and community partners; the ability to insure excellent customer service from areas within oversight as well



Application Process

San Francisco State University has partnered with Keeling & Associates in this search process. Applications should include a letter of interest and resume/CV and must be sent, preferably in PDF format, to recruiting@KeelingAssociates.com. The subject line of the email should read “SFSU – AVP.” Confidential inquiries and nominations should be addressed to Dr. Shadia Sachedina, Executive Search Consultant, at ssachedina@KeelingAssociates.com. All applications received by February 20, 2023, will receive full consideration. The application review process will continue until the position is filled.



San Francisco State is an Equal Opportunity Employer and does not discriminate against persons on the basis of race, religion, color, ancestry, age, disability, genetic information, gender, gender identity, gender expression, marital status, medical condition, National origin, sex, sexual orientation, covered veteran status, or any other protected status. Reasonable accommodations will be provided for qualified applicants with disabilities who self-disclose by contacting the Senior Human Resources Manager.