

RIT | Rochester Institute of Technology

Associate Vice President for Student Health and Wellness



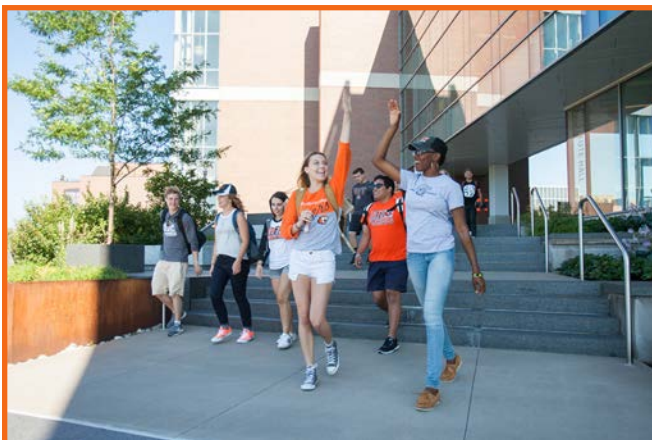
The Opportunity

Rochester Institute of Technology (RIT), a world class private, research university renowned for creativity and technical innovation, seeks a dynamic, collaborative, and innovative leader to serve as the **Associate Vice President for Student Health and Wellness (AVP)**. This strategist and visionary will oversee a broad spectrum of health-related departments, ensuring high-quality, accessible, and inclusive programs and services. The AVP will also serve as a pivotal senior administrator, charged with enhancing student health and wellbeing offerings.



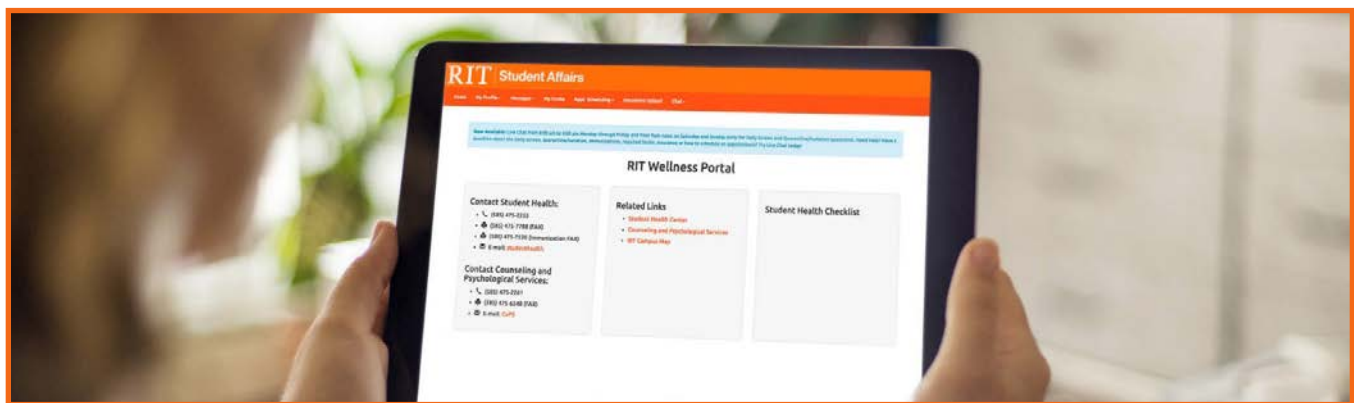
Reporting to the Senior Vice President for Student Affairs (SVPSA), this AVP is a member of the Student Affairs leadership team and participates in setting strategic direction for the division; anticipating and responding to opportunities and challenges; managing resources; formulating policy; and developing key relationships with academic and administrative colleagues. This dynamic role demands a proactive approach to preventive care, mental health

services, wellness education, case management, health promotion, and direct health care. Student Health and Wellness is guided by an inclusive and integrated service model, promoting a high degree of collaboration and communication across all areas through programs and services that advance a holistically oriented and healthy campus culture. The Associate Vice President will collaborate with various stakeholders to foster an environment that values student wellbeing and will have direct oversight of the Student Health Center, Student Counseling and Psychological Services, Case Management and Health Promotion, Recreation, and Wellness Education.



The Division of Student Affairs

The division of Student Affairs comprises a diverse organization of professionals who are dedicated to the social, psychological, ethical, and cognitive development and well-being of all students. Home to more than 265 professional staff, 200 adjunct staff, and 1400 student staff, the staff in the division are passionate about their role in supporting student success and the divisional strategic pillars of: diversity, equity, inclusion, belonging, community, wellbeing and unified organizational culture that supports organizational effectiveness. This innovative and diverse community of professionals expertly works to support, educate and inspire the next generation of leaders to be the world's change agents for good.



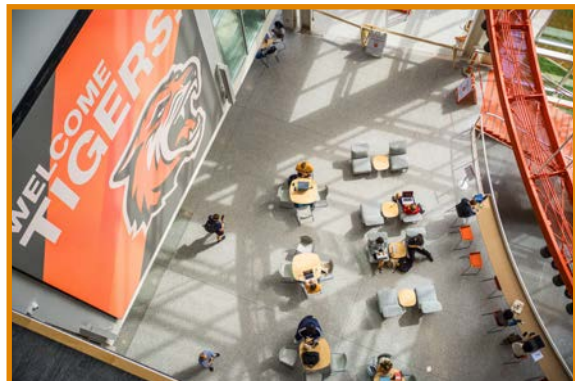
About Student Health and Wellness

Student Health and Wellness is guided by an inclusive and integrated service model, promoting a high degree of collaboration across all service areas. This approach affords tremendous opportunity for making integrated health care a reality; instituting programs and services that are designed to advance a holistically oriented, healthy campus culture.



Primary Responsibilities

- Provide Strategic Vision: The AVP will be relied on as a senior leader on campus. Both in moments of crisis and in day-to-day activities, they will serve as an authority on a broad range of health and wellness issues. The AVP will articulate a compelling and coherent vision for student wellbeing and embrace a student-centered approach in decision-making, clinical practices, service operations, and identifying community needs.
- Foster Diversity, Equity, Inclusion and Belonging: The AVP will foster a diverse, inclusive, and respectful community, both in vision and practice. This commitment is rooted in the belief that multiple points of view, life experiences, ethnicities, cultures, and belief systems are essential to personal, professional, and organizational growth. The AVP will partner with colleagues across the division and university to incorporate diversity, equity, inclusion, and justice frameworks into their practice developing programs and services that support student success.
- Support Student Wellbeing: The AVP will lead a multi-disciplinary team and serve as an enthusiastic spokesperson for student health and wellness, the division, and the University. This leader must also demonstrate empathy, be a thoughtful listener and be approachable and welcoming.
- Enhance Operational Effectiveness: The AVP will outline a vision and plan to ensure organizational effectiveness for the areas they oversee. This includes updating existing structures, programs, services, and priorities as needed; ensuring that the investment of resources is being well utilized; and stewarding the human and fiscal resources devoted to the student experience with creativity and fiscal prudence.



Required Education and Experience

- Earned doctorate in Public Health, Healthcare Administration, Health Sciences, Medicine, or related fields. Clinicians must have licensure to practice in current state jurisdiction, and license-eligibility in the state of New York.
- A minimum of 8-10 years of experience overseeing a complex integrated healthcare organization, demonstrating proficiency in managing a wide range of health services and programs.
- Extensive experience in supervising licensed healthcare professionals, including developing and leading multidisciplinary teams.
- Proven track record of implementing effective health and wellness programs and services within a diverse community, preferably in a higher education setting.



Required Knowledge, Skills, and Abilities

- Demonstrated commitment to promoting inclusive and accessible health care services.
- Strong leadership, communication, and interpersonal skills, with an ability to engage effectively with students, faculty, staff, and external partners.
- Demonstrated proficiency in interpersonal communication, with a proven ability to effectively engage and collaborate with diverse groups.
- Strong written communication skills, including the capacity to articulate complex concepts in a clear, concise, and accessible manner.
- Knowledge of relevant healthcare laws, regulations, and accreditation standards, with experience in ensuring compliance and maintaining high standards of healthcare delivery.
- Ability to respond effectively to crises and manage complex health-related emergencies.
- Proven ability to cultivate and develop staff and an aptitude to form an effective leadership team.
- Ability to establish, nurture, and sustain effective working relationships based on respect, empathy and honesty with diverse groups and individuals.
- A demonstrated passion for students, staff, and service; a commitment to building a strong learning environment for students and staff that stresses inclusion, community, sense of belonging, well-being and unified organizational culture and effectiveness.
- An exceptional communicator and good listener who can inspire internal and external constituencies and attract partners to support new initiatives.
- Effective interpersonal, written, and electronic communications skills, including the ability to convey complex information in accessible terms to diverse or multicultural audiences.
- Work and collaborate effectively across areas and adjust priorities as needed.
- Willingness to engage in learning opportunities regarding Deaf Culture and conversational American Sign Language (ASL).
- A record that demonstrates the highest degree of integrity, transparency, honesty, and ability to manage and maintain confidential and private information.
- An understanding of budgetary operations and finances, experience establishing budget priorities, and serving as a responsible steward of resources; ability to make difficult decisions and prioritize.



About Rochester Institute of Technology

RIT was founded in 1829 and today is a nationally ranked doctoral university that is home to creators, entrepreneurs, innovators, and researchers. The university enrolls over 16,500 undergraduates and 2,900 graduate students in more than 200 programs and across nine academic colleges, four international campuses, as well as other degree-granting units, making it among the largest private universities in the U.S. RIT is internationally recognized and ranked for academic leadership in business, computing, engineering, imaging science, liberal arts, sustainability, and fine and applied arts. RIT is also home to the National Technical Institute for the Deaf and offers unparalleled support services for deaf and hard-of-hearing students. The university's strategic plan leverages RIT's unique history with a renewed focus to use the interdisciplinary power of technology, the arts, and design to shape the future and the world.

RIT is located in the heart of a metropolitan area of 1.1 million people that routinely ranks among the most livable in the United States. Rochester offers its residents the amenities of a large metropolitan area with a quality of life not available in many areas of comparable or larger size. The City of Rochester is rich with cultural amenities and is closely proximate to many beautiful natural areas, such as the Finger Lakes and Lake Ontario. Once home to Frederick Douglass and Susan B. Anthony, Rochester is a community rich in history and promise.

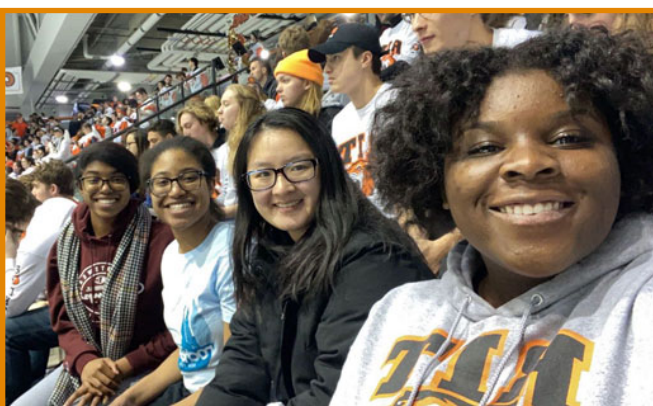


RIT is committed to fostering a culture of diversity, equity, inclusion, and belonging, so that all employees feel valued and supported. RIT believes that a diverse workforce and an inclusive workplace culture enhance the performance of the organization and is the responsibility of every member of the RIT community.

Application Process

RIT has partnered with Keeling & Associates in this search process. Applicants should send a cover letter and resume/CV, preferably in PDF format, to recruiting@keelingassociates.com. The subject line of the email should read "RIT AVP Student Health and Wellness." Confidential inquiries and nominations should be addressed to Dr. Shadia Sachedina, Consultant, at ssachedina@keelingassociates.com.

Applications will be reviewed immediately, and all materials received by **April 2, 2024**, will receive full consideration. The review process will continue until the position is filled. RIT does not discriminate.



RIT promotes and values diversity within its workforce and provides equal opportunity to all qualified individuals regardless of race, color, creed, age, marital status, sex, gender, religion, sexual orientation, gender identity, gender expression, national origin, veteran status, or disability.

Additional Details

Hiring salary range for this position has been established as:

- Medical Doctor or Doctor of Osteopathic Medicine candidate: \$183,000 - \$306,500
- Non-Medical Doctor or Non-Doctor of Osteopathic candidate: \$120,200 - \$201,300 and is commensurate with skills and experience.

In compliance with NYS's Pay Transparency Act, the salary range for this position is listed above. Rochester Institute of Technology considers factors such as (but not limited to) scope and responsibilities of the position, candidate's work experience, education/training, key skills, internal peer equity, as well as market and organizational considerations when extending an offer. RIT does not discriminate. RIT promotes and values diversity, pluralism and inclusion in the work place. RIT provides equal opportunity to all qualified individuals and does not discriminate on the basis of race, color, creed, age, marital status, sex, gender, religion, sexual orientation, gender identity, gender expression, national origin, veteran status or disability in its hiring, admissions, educational programs and activities. RIT provides reasonable accommodations to applicants with disabilities under the Rehabilitation Act, the Americans with Disabilities Act, the New York Human Rights Law, or similar applicable law. If you need reasonable accommodation for any part of the application and hiring process, please contact the Human Resources office at 585-475-2424 or email your request to hr@rit.edu. Determinations on requests for reasonable accommodation will be made on a case-by-case basis.

RIT uses E-Verify to confirm employment eligibility for new and existing employees working on federally funded contracts that contain that requirement. Before considering employment with RIT, please read the language from the U.S. Department of Homeland Security, the Social Security Administration, and the Department of Justice by clicking on the associated links below:

- [English E-Verify Participation Poster](#)
- [Spanish E-Verify Participation Poster](#)
- [English Right to Work Poster](#)
- [Spanish Right to Work Poster](#)

Note: You must have Adobe reader to view these posters.

Clery Act Safety Information:

Rochester Institute of Technology (RIT) is committed to the safety and security of all members of its community. The Clery Act information is provided in compliance with federal law to inform current and potential RIT students and employees of crime reporting procedures; Campus Safety law enforcement authority; crime statistics for three previous calendar years; and other matters of importance related to safety and security on campus. You can obtain a copy of the annual Safety and Security report online at: <http://www.rit.edu/fa/publicsafety/federalcompliance.html> and selecting the link for the Annual Fire and Safety Report or by contacting the Office of Public Safety at (585)475-2853 or by sending a request to RIT Public Safety 61 Lomb Memorial Drive Rochester, NY 14623-5603.