



Assistant Vice President for Student Wellbeing



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

The Opportunity

Duke University is seeking an experienced college health leader to serve as its inaugural Assistant Vice President for Student Wellbeing (AVP). The AVP will provide vision, leadership, and oversight of the clinical, educational, fiscal, and administrative services for [Student Health Services](#) (Student Health) and [Counseling & Psychological Services](#) (CAPS), and developing and implementing a robust student wellbeing research agenda.

Reporting to the Vice President of Student Affairs, the AVP will also be instrumental in enhancing the integration and collaboration between Student Health and CAPS, other Student Affairs units, and the broader campus community. When needed, they will offer expert consultation and guidance on crisis management, including emergency interventions and public health communications in support of University leadership's mission to protect students' health.



The ideal candidate is a proven leader who will bring a strategic vision, exceptional leadership and managerial skills, and a commitment to fostering an integrated approach to all aspects of student health and wellbeing. The candidate must have a deep knowledge of established best practices and opportunities for innovation in college health and wellness, as well as a dedication to ensuring the delivery of high-quality, equitable, and accessible care to students. This opportunity requires strong interpersonal, communication, and supervisory skills.



Assistant Vice President of Student Health and Wellbeing

Responsibilities

- ▶ Leads a multidisciplinary staff ensuring integration of clinical, outreach, training and quality assurance activities to accomplish objectives.
- ▶ Provides leadership for a robust student wellbeing research agenda.
- ▶ Provides leadership for the student health insurance program.
- ▶ Provides leadership for campus dental and physical therapy programs.
- ▶ Provides leadership for partnership with the School of Medicine, specifically relationships with Family Medicine and Psychiatry.
- ▶ Provides leadership for developing and monitoring the department's strategic plan, including outcomes assessments integrated with Division of Student Affairs' goals and objectives.
- ▶ Provides collaborative and consultative services to, and serves as administrative liaison with, diverse constituencies, including student affairs professionals, faculty, deans, student groups, parents, and University and Medical Center leaders.
- ▶ Supports and develops a broad range of wellness (including suicide prevention) and outreach education services, including training, consultation, and direct/multimodal media programming.
- ▶ Promotes and sustains efforts that advance belonging and inclusion within the team and in support of Duke students, ensuring inclusive and culturally competent care and services.
- ▶ Plans and supports staff development to ensure best practices guide the work in serving students.
- ▶ Develops and implements performance evaluation standards based on best practices of all skills for culturally competent university health and counseling services.
- ▶ Enhances empirically based quality assurance analyses, including research, needs assessment, client satisfaction evaluation, and related outcome measurements.
- ▶ Considers and implements new technologies to improve service delivery and evaluation.
- ▶ Ensures HIPAA compliance.
- ▶ Develops and manages departmental budgets to achieve excellence in provision of clinical care.
- ▶ Other duties as assigned.



General Qualifications



Doctorate in Clinical or Counseling Psychology, Doctor of Medicine (MD, DO), or Doctorate in Health Administration or Public Health is strongly preferred. A Master's in Social Work, Health Administration, Public Health or related field with significant experience and related academic accomplishments is required.

Minimum seven (7) years' related work experience, including progressively responsible experience in a higher education environment is required. Minimum of ten (10) years of directly related full-time work experience with a demonstrated pattern of increased responsibility, including supervision of a diverse team is preferred.



Skills and Competencies

Duke is seeking highly skilled and visionary public health and wellness strategist for the AVP. The preferred candidate is innovative, collaborative, and data-driven, and has substantial experience convening parallel units that promote, educate, and deliver health and wellness services. Campus partners seek a leader who can effectively collaborate beyond the walls of the Student Wellness Center, creating a proactive culture that emphasizes prevention and addresses student health with a variety of campus and community constituents.

Other desired skills and attributes include:

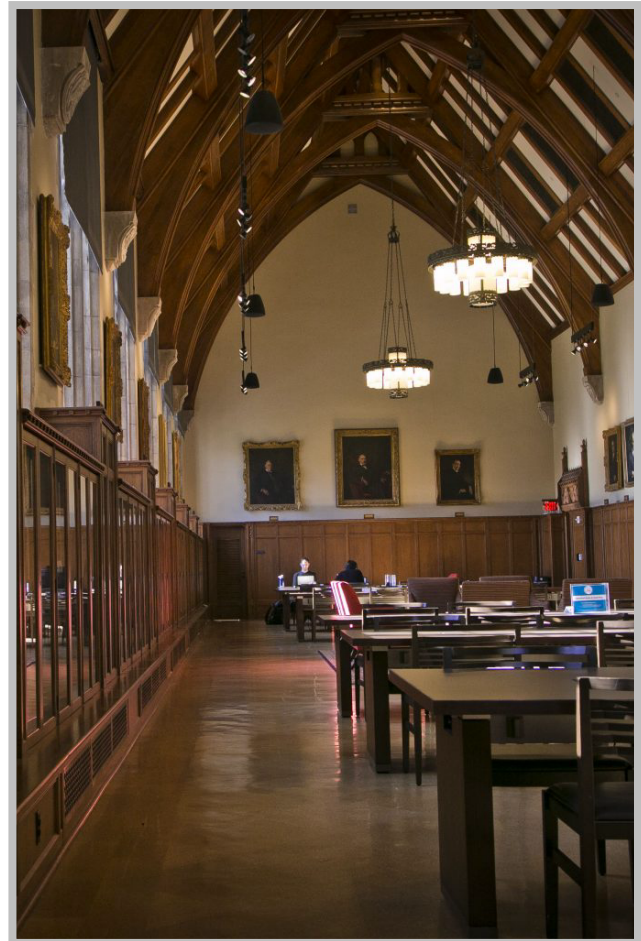
- ▶ Relational and collaborative, with the ability to transcend siloes and further enhance and convene partnerships that build capacity to support and promote student health and wellbeing
- ▶ Inspirational and motivational leader that compels others to embrace and follow their vision
- ▶ Strong change and people manager, with the ability to mentor and coach both newer and experienced staff members
- ▶ Research-informed, evidence-based, and agile change agent
- ▶ Highly-skilled public health expert who can serve as a resource for professional development for Student Affairs and the entire campus community
- ▶ Strong assessment skills
- ▶ Experience with insurance policies and practices
- ▶ Demonstrated success as an administrator within a complex medical system



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Key Opportunities and Priorities

- ▶ The AVP joins Duke at an exciting time, when the campus is dedicated to seeking a unified approach to student health and wellbeing that focuses on prevention and education. Campus partners desire a leader who can implement and lead an institutional strategy to promote a proactive approach to student wellness as a component of student success.
- ▶ Duke provides a diversity of services and offerings across campus that support student health and wellbeing. As part of a collective strategy, the AVP will have an opportunity to enhance communication and collaboration with campus partners and align them toward a campus-wide vision. This will include:
 - Ensuring effective strategies for supporting students in crisis and warm referrals to ensure seamless continuity of care.
 - Serving as an ambassador for Student Health and CAPS to help bridge communication, access to services, and foster meaningful and deep partnerships.
 - Being a visible and engaged campus leader and educator and meeting students where they are (e.g., in residence halls, dining facilities, and other student spaces) to foster a culture of student wellbeing.
- ▶ University staff and faculty are eager for an AVP who can provide coaching, consultation, and mentorship to grow their skills and knowledge to better support student resiliency and overall wellbeing.
- ▶ Other attributes about Duke that colleagues highlight include:
 - Deep knowledge of and support for mental health and wellbeing across campus.
 - Access to emerging and exciting research that can be leveraged to provide innovative service to students.
 - Many long-serving colleagues, not only indicating high degrees of job satisfaction but also providing a historical context to support the AVP.



Student Wellness at Duke



[Health and wellness](#) is integral to the success of students at Duke. The Student Wellness Center, located in the heart of West Campus, was thoughtfully designed to deliver a broad approach to wellness in an integrated manner that supports students holistically. It houses Student Health and CAPS, as well as [DuWell](#), [DukeReach](#), and [Gender Violence Education and Outreach](#).

The facility benefits from care taken to establish acoustic qualities, sequence the student experience, and balance access and confidentiality. The planning and placement calmly integrate student wellness into a daily part of campus life. Campus vistas and thoughtful transition areas help each student feel this environment completes the bigger picture of wellness on campus.



Application Process

Duke has partnered with Keeling & Associates (K&A) in this search process. Interested applicants must send a resume, preferably in PDF format, to recruiting@keelingassociates.com. The subject line of the email should read “Duke— Student Wellbeing AVP.” Confidential inquiries and nominations should be addressed to LeAnna Rice at lrice@keelingassociates.com. A confidential review of applications will begin immediately and will continue until the appointment is made. All materials submitted by April 9, 2025, will be given full consideration.

Nominations, expressions of interest, and requests for confidential conversations about the position prior to application are welcome and should be directed to K&A consultant LeAnna Rice at lrice@keelingassociates.com.

EEO Statement

Duke University is an equal opportunity employer and does not discriminate on the basis of gender, marital status, pregnancy, race, color, ethnicity, national origin, age, disability, religion, sexual orientation, gender identity or expression, veteran status, other legally protected characteristics or any other occupationally irrelevant criteria. The University promotes Affirmative Action for minorities, women, individuals who are disabled, and veterans. Duke University is a drug-free, smoke-free workplace.



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About Duke University

Tracing its origins to 1838, Duke University has evolved into one of the world's leading institutions for education, research, and patient care. Located in Durham, North Carolina, Duke is currently comprised of ten schools and colleges with an enrollment of approximately 17,000 students. Duke's mission is to provide a superior liberal arts education, prepare people for lives of skilled and ethical service, advance the frontiers of knowledge, foster health and wellbeing, and promote a sincere spirit of tolerance. Duke faculty and staff members work every day in support of this mission. The intent of a Duke education is to instill certain "habits of mind"—critical thinking, creative problem solving, an appetite for discovery—that will help students succeed at Duke and throughout life.



With bright and talented students, faculty, and staff, Duke is consistently rated as one of the most of prestigious research institutions in the U.S. and boasts one of the most beautiful campuses in the world. As of one of America's Best Large Employers for 2025, Duke is the fourth highest ranking NC based employer. Duke's hometown of Durham, North Carolina is a city with vibrant research, medical and arts communities, and numerous shops, restaurants and theaters. Durham is one of three municipalities, along with Raleigh and Chapel Hill, that form the Research Triangle, a growing metropolitan area of more than one million people that provides a wide range of cultural, recreational and educational opportunities.

For more information about Duke, please visit <https://duke.edu>.



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