



University of  
**Pittsburgh®**

# Associate Dean for Wellness

Executive Search Position Profile

# The Opportunity



The University of Pittsburgh is seeking an innovative college health and well-being leader to serve as the Associate Dean for Wellness (ADW). Reporting to the Associate Vice Provost and Dean of Students, the ADW will provide direction for cross-disciplinary wellness initiatives designed to enable students to thrive at Pitt as well as, provide expert consultation, guidance, and partnership to the Dean and the Vice Provost for Student Affairs on all matters related to students' physical, emotional, psychological, and overall well-being. The ADW is a member of the Student Affairs leadership team and oversees a portfolio that includes Student Health Services, University Counseling Center, Campus Recreation, Care and Resource Support, and Financial Wellness (a shared position with the Office of Admissions and Financial Aid), and serves as a key leader and spokesperson in advocating for student health and well-being across the institution.

The ADW will employ an equity-based mindset and advance the Division's strategic focus on student health and well-being to meet the growing needs of students and to ensure that services align with, and support, the University's overall mission. The Associate Dean will stay informed of national trends and best practices to ensure continuous improvement of student wellness programs that respond effectively to evolving campus needs. The Associate Dean will promote interdisciplinary collaboration across the Division, the University, and the community through the development and integration of unifying frameworks with shared language and theoretical understanding around student wellness.



The ideal candidate has a track record of strategic leadership related to student health and well-being; supervision of staff who manage Student Affairs departments and offices focused on student health and well-being; and coordination of efforts to identify and provide support, care, and resources to students of concern, and to respond to students in crisis. A successful candidate will also have experience with budget management, compliance and accreditation for supervised departments/offices, facility management, and assessment of programs and services.

A top-ranked, public research university—recently named by Forbes as one of the “new Ivies”—Pitt offers students a myriad of opportunities for study, recreation, career preparation, and campus life. Pitt’s hometown of Pittsburgh is a hub of innovation, culture, science, and industry, making it one of the nation’s most livable and affordable cities for students, faculty, and staff.



# Primary Responsibilities

## Strategic Leadership

- ▶ Provide strategic leadership and direction of Student Health Services, University Counseling Center, Campus Recreation, Care and Resource Support, and Financial Wellness, including the intentional curation, integration, and implementation of student services, resources, programming and opportunities.
- ▶ Provide leadership in crisis management response to high-level issues to foster a safe and inclusive campus community.
- ▶ Assist the Dean of Students with resolving concerns by serving as a lead case manager, which includes gathering information; liaising with and referring to investigative departments; coordinating resolution; and managing communication to involved parties and other community members as appropriate.
- ▶ Provide high-level leadership and direction to Student Affairs for the integration and enhancement of wellness initiatives across campus.
- ▶ Adopt and develop unifying frameworks that foster interdisciplinary collaboration, universal language, and shared theoretical understandings of student wellness.
- ▶ Strategically partner with a wide range of departments across campus to promote and integrate wellness opportunities and programming.
- ▶ Serve as a champion for all students and strongly advocate for student well-being in institutional planning and policy development.
- ▶ Leverage department-level assessment plans and results to efficiently use resources, identify points of collaboration, and effectively communicate contributions to student learning, success, and access to resources.



## Staff Supervision

- ▶ Build and maintain a cohesive wellness team and facilitate effective collaborations across Student Affairs to accomplish departmental and divisional goals and priorities.
- ▶ Supervise directors and unit leaders within their portfolio and create synergies among direct reports and other wellness staff to create an intentional, inclusive approach to student support and programs.
- ▶ Direct data and assessment-informed strategic planning for supervised units and in coordination with other units.
- ▶ Oversee compliance and accreditation activities across the wellness units to ensure proper adherence to requirements.



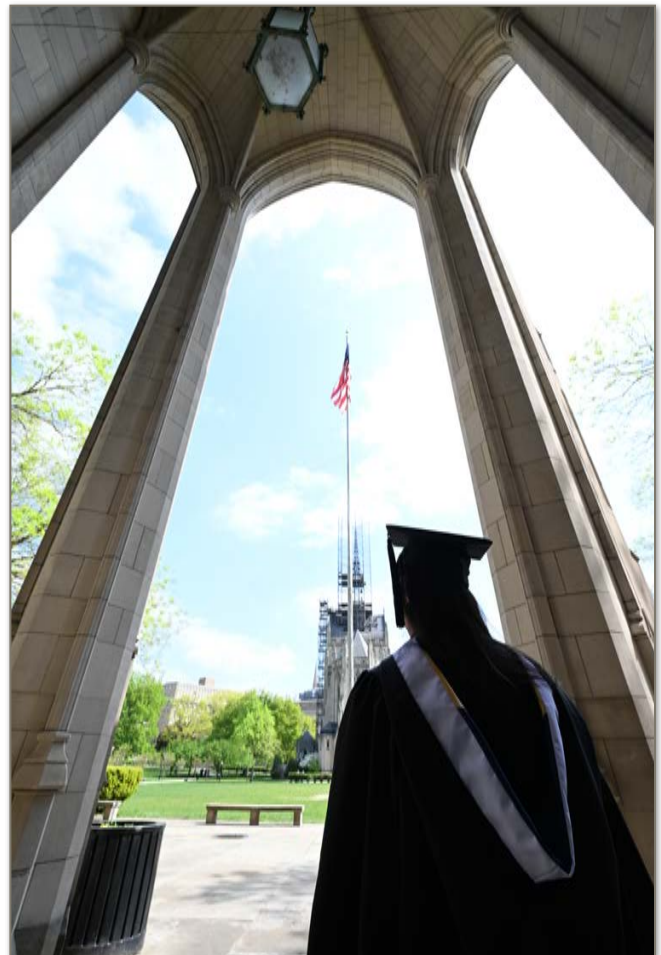


### Coordinate Student Services, Programming, and Development Opportunities

- ▶ Lead and oversee high-level student services, programming, and initiatives.
- ▶ Lead the integration of wellness policies, programs, and initiatives across Student Affairs departments to ensure efficient, effective delivery of programming and accessible, equitable, and inclusive opportunities for students.
- ▶ Develop and lead advisory boards (as needed) comprised of campus stakeholders for student wellness to ensure the Division of Student Affairs makes well-informed decisions.
- ▶ Identify strategies to increase opportunities, support, and advocacy for all student populations.
- ▶ Serve on a high-level administrator duty rotation with other assistant and associate deans to coordinate responses to serious and life-threatening incidents.
- ▶ Maintain a deep understanding of key national trends and best practices in functional areas of reporting to ensure that units are on the cutting edge of student services/programming, engaged in continuous improvement, and responsive to changing needs of students and the campus.

### Manage High-Level Financial and Facility Oversight

- ▶ Direct long-range budget forecasting and assessment of a complex budget portfolio; develop and maintain a fiscal strategy to ensure optimal utilization of existing revenue and resources and development of new revenue and resources; ensure effective, efficient operations of supervised units through ongoing evaluation and continuous improvement; guide wellness units and external funding to support division-wide goals.
- ▶ Support university and divisional fundraising efforts through participating in the development of relevant materials, attendance at philanthropic and alumni relations events, engagement in donor meetings, stewardship, and other initiatives; seek grants and other funding opportunities.





# Qualifications

- ▶ Master's degree in a relevant field, such as higher education, student affairs, public health, or counseling/social work, or a medical degree.
- ▶ Minimum 7 years' experience in a wellness/health care setting or progressively responsible leadership experience in a student health and wellness setting, with a preference for Student Affairs experience.
- ▶ Demonstrated experience with budget management and financial acumen skills
- ▶ Demonstrated success in supervising full time clinical and professional staff within varying degrees of their career development
- ▶ Strong crisis management skills, with an ability to act as an expert and consultant in campus emergencies
- ▶ Experience with data and assessment practices
- ▶ Knowledge of health and wellness issues and trends facing college populations
- ▶ Experience with higher ed organizations and administration

Additional preferred qualifications include experience with financial modeling and revenue diversification in clinical services and active involvement in a national organization focused on student wellness.

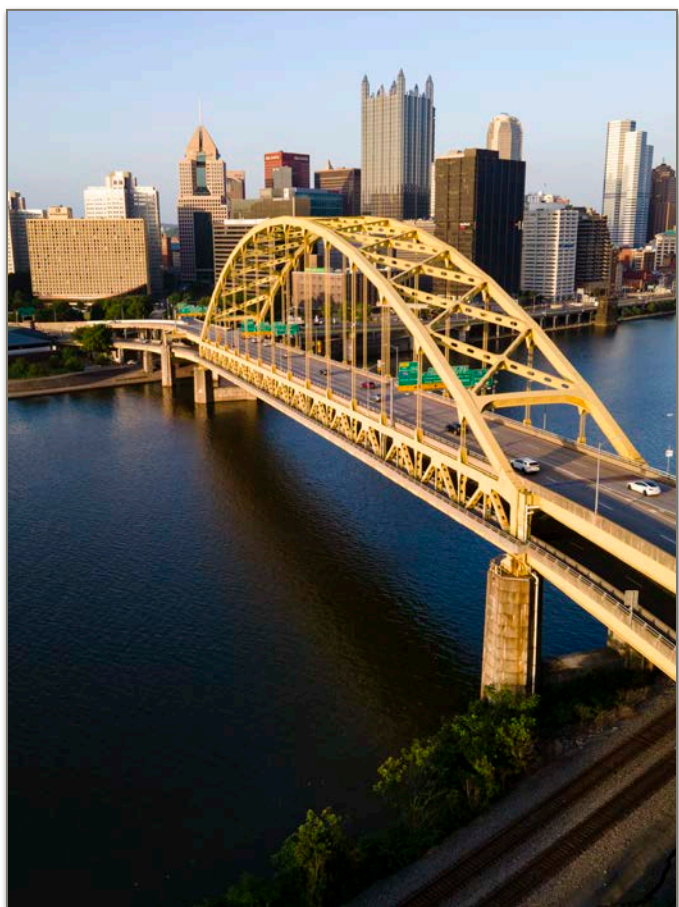
# About Student Wellness at Pitt

- ▶ Campus partners praise Pitt's breadth of wellness services (e.g., not only for physical and mental health, but also basic needs and financial wellness), survey data reflect students' satisfaction with the care they receive, and staff satisfaction and retention are both high.
- ▶ Health and counseling services, as well as Pitt's doctoral internship in counseling and clinical psychology, are accredited—which speaks to their commitment to quality and peer review.
- ▶ The wellness portfolio boasts numerous examples of collaborative programs designed to meet students “where they are” with support—including, but not limited to, the Wellness Concierge Program, the Mental Health Champions Certificate, the Higher Education and Assessment Response Team, and Nature in Action, as well as co-located health and counseling services and embedded providers.
- ▶ This fall, Pitt will open a new state-of-the-art campus recreation building—from sport and fitness areas to yoga and meditation spaces, this innovative, multi-story facility will encompass all aspects of health and wellness, taking a holistic approach to support and enrich the student experience.
- ▶ Administrators, staff, and stakeholders named a number of “hopes” for the next associate dean, including someone who might:
  - Establish more systems to support collaboration, communication, and training
  - Leverage relationships with schools and departments across the University
  - Capitalize on the visibility of the new recreation facility to increase student engagement
  - Diversify sources of revenue to subsidize new student programs and services
  - Advocate with faculty and academic programs to help prioritize student well-being



# How to Apply

Pitt has partnered with Keeling & Associates, LLC (K&A) on this search. Applicants must send a resume and cover letter, preferably as PDFs, to [recruiting@keelingassociates.com](mailto:recruiting@keelingassociates.com) with the subject line, "Pitt—Associate Dean for Wellness." Address confidential inquiries and nominations to Eric Narburgh, senior consultant, at [enarburgh@keelingassociates.com](mailto:enarburgh@keelingassociates.com). A confidential review of applications will begin immediately and continue until Pitt makes an appointment. K&A will review applications immediately and fully consider all materials received by June 11, 2025; the review process will continue until Pitt fills the position.



*The University of Pittsburgh is committed to championing all aspects of diversity, equity, inclusion, and accessibility within our community. This commitment is a fundamental value of the University and is crucial in helping us advance our mission, which includes attracting and retaining diverse workforces. We will continue to create and maintain an environment that allows individuals to discover, belong, contribute, and grow, while honoring the experiences, perspectives, and unique identities of all.*

*The University of Pittsburgh is an Affirmative Action/Equal Opportunity Employer and values equality of opportunity, human dignity and diversity. EOE, including disability/vets. sex (including pregnancy, gender identity and expression, and sexual orientation), disability status, protected veteran status, or any other characteristic protected by law.*



# Keeling Associates

Change for Learning

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