

Associate Vice Chancellor of Health and Wellbeing
University of California Berkeley

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Posted Sep. 28, 2023, set to expire Jun. 30, 2024

Job Title	Associate Vice Chancellor of Health and Wellbeing
Department	
Institution	University of California Berkeley Berkeley, California
Date Posted	Sep. 28, 2023
Application Deadline	Open until filled
Position Start Date	Available immediately
Job Categories	Associate Vice-(Provost/Chancellor)
Academic Field(s)	Health Services
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Job Description

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Associate Vice Chancellor of Health and Wellbeing

The University of California, Berkeley (UC Berkeley), one of the world's leading institutions of higher education, is seeking applications and nominations for the position of Associate Vice Chancellor of Health and Wellbeing (AVC-H&W). This is an extraordinary leadership opportunity for an innovative and collaborative leader with a holistic vision and deep commitment to student success. The next AVC-H&W will oversee an integrated health and wellness operation providing primary medical care, counseling and psychological services, recreational services, and health promotion programs to the UC Berkeley campus community. The position will assure that organizational structures effectively support growth and successful operations, promoting coordinated and complementary programs across units and with campus partners.

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The successful candidate will be a passionate champion for campus health and wellbeing programs and be able to effectively recruit and retain clinical and non-clinical staff, as well as attract the support and resources needed to sustain an integrated vision. This is a position that requires strong supervisory and communication skills; a commitment to students and their development; and well-developed business, diplomatic, and political acumen. The University is looking for an individual who can genuinely connect and engage with staff. The AVC-H&W must be an inspirational leader, who will facilitate the delivery of the highest quality clinical services and wellbeing programs while advocating for a highly skilled and dedicated team. UC Berkeley is deeply committed to sustaining a welcoming environment where diversity, equity and inclusion are valued and demonstrated in organizational practices, policies, services, and programs. The AVC-H&W must demonstrate excellent cultural competence and sensitivity, and the ability to work well with a wide range of constituents to ensure that the services are inclusive and meet the needs of all community members.

Position Summary

Reporting to the Vice Chancellor for Student Affairs, the Associate Vice Chancellor of Health and Wellbeing provides vision, leadership, strategic, and operational direction for an integrated and holistic approach to wellness through medical, health, wellness, and recreational programs, services, and initiatives that directly benefit the University, engage the greater campus and regional community, and serve to provide preventative, proactive, and responsive support to the student body.

Primary Responsibilities:

- Directly supervises eight managers and several cross-departmental management teams including mental health, medical, health promotion, social services, recreation, and youth programs, employee assistance services, student health insurance, and administrative operations for the unit.
- Manages two significant budgets (University Health Services and Berkeley's Student Health Insurance Plan), totaling over \$110 million annually.
- Serves on the Vice Chancellor for Student Affairs Executive Team and Senior Council leadership groups and co-leads the Health Justice and Holistic Wellbeing Priority Area of the Student Affairs Strategic Plan.
- Effectively recruits and retains clinical and non-clinical staff, maintains a strong organizational culture, and attracts the support and resources needed to sustain Health and Wellbeing's work.
- Ensures that organizational structures are effectively supporting growth and successful functioning as well as promoting coordinated and complementary work across units.
- Incorporates diversity, equity, inclusion, belonging and justice frameworks into their practice, and embeds into operations and services.
- Sets the priorities and strategic plan of the unit (in alignment with the Student Affairs Strategic

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Plan and campus priorities) and serves as the campus' Chief Wellness Officer, partnering with stakeholders and leaders across campus.

- Partners with other divisional, campus, and community leaders related to student wellness and wellbeing and employee health functions and promotes strategies that incorporate health and wellbeing into all aspects of campus policies and programs.
- Critically assesses and champions comprehensive and accessible campus health and wellbeing programs.
- Provides oversight of operational and management practices and policies in a highly regulated environment (e.g., federal and state laws, systemwide policies, national accreditations).
- Makes decisions on Health Care Administration matters, mitigates risk and liability, and ensures achievement of objectives.
- Is a member of the UC Berkeley Emergency Operations Center (EOC) and leads disaster planning for Emergency Support Function #8 - Public Health and Medical Services.
- Serve as Chancellor's designate for multiple campus and community health activities.

Required Education and Experience

This position requires an advanced degree in Public Health, Healthcare Administration, Health Sciences, Medicine, or related fields along with at least 5 years of relevant experience in a leadership role.

Required Knowledge, Skills, and Abilities

- In-depth understanding of policy issues related to higher education health care programs.
- Advanced knowledge of administration, systems and clinical operations, health care management methods, financial management practices, and general health care market trends.
- Highly experienced with demonstrated leadership and team-building skills.
- Demonstrated ability to lead a comprehensive health organization that effectively responds to constituents' needs and promotes a healthy community environment through prevention strategies and health promotion programs.
- Possesses strong emotional intelligence, political and organizational acumen.
- Highly experienced in the development and stewardship of strong relationships and partnerships across the University including divisional and campus leaders, and student and community stakeholders.
- Highly experienced and skilled at planning, organizing, implementing, and evaluating activities appropriate to the advancement of organizational goals.
- Demonstrated success in program development, strategic planning, vision setting, and administration, including management of both medical and mental health service delivery and

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public/community health programs

- Advanced experience managing, delegating, and training staff, and setting culture within a complex organization.
- Knowledge of health insurance plan administration.
- Knowledge of HIPAA Privacy Rules, FERPA, California state laws, and CANRA regulating privacy and confidentiality of health and student information and practices.
- Demonstrated operational application of DEIBJ theory and best practices.
- Experience mitigating risk and liability.
- Experience in setting and implementing business development strategy and revenue generation.

Preferred Knowledge, Skills, and Abilities

- Working knowledge of all relevant regulatory compliance and national accreditation standards such as the Accreditation Association for Ambulatory Health Care (AAAHC).
- Advanced knowledge of HR-related policies and procedures.
- Experience in a college health care setting with a working knowledge of student health care trends, including health disparities, public health including environmental and occupational health, and the ability to work collaboratively and collegially with campus and community partners to improve student population health.
- Knowledge of union contracts and preparation of contract negotiations, in consultation with Human Resources.
- Ability to work within a large university system serving a multitude of constituents

Salary and Benefits

For information on the comprehensive benefits package offered by the University, please visit the University of California's [Compensation & Benefits](#) website.

Under California law, the University of California, Berkeley is required to provide a reasonable estimate of the compensation range for this role and should not offer a salary outside of the range posted in this job announcement. This range takes into account the wide range of factors that are considered in making compensation decisions including but not limited to experience, skills, knowledge, abilities, education, licensure and certifications, analysis of internal equity, and other business and organizational needs. It is not typical for an individual to be offered a salary at or near the top of the range for a position. Salary offers are determined based on final candidate qualifications and experience. The full salary range for this position classification is \$218,000 (midpoint) to \$291,000 (top of range).

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Application Procedure and Timeline

UC Berkeley has partnered with Keeling and Associates, LLC (K&A) in this search process. Applications should include a cover letter and resume/curriculum vitae and must be sent, preferably in PDF format, to recruiting@KeelingAssociates.com. The subject line of the email should read "UC Berkeley - AVC-H&W." A confidential review of applicants is ongoing and will continue until an appointment is made. All applicants received by November 3, 2023, will receive full consideration.

Those interested in submitting nominations or in having a confidential discussion before applying should contact K&A Vice President and Senior Consultant, Dr. Lili Rodriguez, at lrodriguez@keelingassociates.com.

The University of California, Berkeley is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, or protected veteran status. For the complete University of California nondiscrimination and affirmative action policy see: <http://policy.ucop.edu/doc/4000376/NondiscrimAffirmAct>.

Contact Information

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

Contact

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University of California Berkeley

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