THE SEARCH

As part of the Office for Student Affairs health and wellbeing focus area, the Vice Provost for Student Affairs and Dean of Students is searching for a new Assistant Vice Provost, Director and Chief Health Officer of Boynton Health (AVP) at the University of Minnesota Twin Cities (UMTC), a world-class research university of 50,000-plus students. The flagship UMTC campus is one of five campuses that comprise the University of Minnesota System. This is an exciting time at the University of Minnesota with new leadership shaping a vision of an even more integrated and innovative institution. Additionally, the President plans to elevate the chief student affairs officer position to report directly to her, further increasing the division’s ability to be an integral part of the future of UMTC and to partner and collaborate with the Crookston, Duluth, Morris and Rochester campuses.

The AVP oversees one of the largest college health services in the country, serving the campus’ 70,000 members via more than 300 employees in 15 medical service clinics and four public health units. Clinics include primary care, dental, mental health, and transgender health. Boynton Health (BH) also administers three student health insurance plans for the University. The ideal candidate will be a strategic, collaborative, inclusive, and student-focused leader with significant administrative and health care experience in a complex organizational setting.

By providing comprehensive health care with a public health approach, BH advances the physical, emotional, and social wellbeing of the University community through its expertise in college health. BH also works with many units across the University system to address health care issues, including preventive care, health education, health care policy, and preparedness for public health emergencies.

As an auxiliary unit within the Office for Student Affairs (OSA), reporting to the Vice Provost for Student Affairs, the department is focused on student development and success. A Student Health Advisory Committee represents the needs of students and makes recommendations to help BH improve the health of the University community. The AVP serves as a member of the OSA leadership team, providing insight and direction across the division’s broad portfolio.
The AVP is responsible for advancing the health of the University of Minnesota Twin Cities community. This role is also responsible for the strategic oversight and management of the day-to-day operation of BH, the assessment and monitoring of campus health issues, the coordination of services with OSA and other campus and community organizations, the co-leadership of the OSA’s health and wellbeing programs/units, and the development of programs to address the personal and public health issues of the University of Minnesota Twin Cities campus community.

The University of Minnesota has retained Isaacson, Miller, a national executive search firm, to assist in this search. All applications, inquiries, and nominations, which remain confidential, should be directed to the search firm as indicated at the end of this document.

ABOUT THE UNIVERSITY OF MINNESOTA

The University of Minnesota is a world-class research university and one of the largest in the United States. Founded in 1851 as a land-grant university, the school now encompasses more than 60,000 students and nearly 26,000 employees on five campuses across Minnesota. With an annual operating budget of $3.7 billion a year, the University generates an economic impact of $8.6 billion on the Minnesota economy.

The University’s mission is threefold: research, education, and outreach. Recently, the Twin Cities campus embarked on a 10-year strategic plan called “Driving Tomorrow,” which focuses its resources on meeting society’s “grand challenges”—the most critical and complex issues facing Minnesota and the world. Broadly, the community determined those challenges to be:

- Feeding the world sustainably
- Assuring clean water and sustainable ecosystems
- Fostering just and equitable communities
- Enhancing individual and community capacity for a changing world
- Advancing health through tailored solutions

To meet those challenges, the strategic plan outlined four goals for the University:

- Build an exceptional University, leveraging our research and curricular breadth and depth to address societal changes.
- Support excellence and, with intention, reject complacency.
- Aggressively recruit, retain, and promote field-shaping researchers and teachers.
- Establish a culture of reciprocal engagement, capitalizing on our unique location.

The University’s distinguished intellectual history includes 25 Nobel Prize winners, plus Guggenheim Fellows, Pulitzer Prize winners, MacArthur Fellowships (“genius awards”), members of the prestigious American Academy of Arts and Sciences, and many other significant honors. Famous alumni include former vice Provost Walter Mondale, Super Bowl championship coach Tony Dungy, and Nobel Peace Prize–winning agronomist Norman Borlaug.
The University is committed to supporting its employees physically, emotionally, financially, socially, and professionally. The University offers a comprehensive benefits package.

The University has also developed a unique program to measure and improve employee engagement. It enjoys a high employee engagement scores comparable to top-performing corporations.

Set on the banks of the Mississippi River, the University is surrounded by the vibrant Twin Cities metropolitan community, known for its thriving culture of arts, dining, and outdoor recreation.

ABOUT THE OFFICE FOR STUDENT AFFAIRS

Vision: To support and empower students to achieve holistic success.

Mission: We fulfill the mission of the University by fostering student development and wellbeing, promoting an inclusive environment, inspiring life-long positive contributions to society and enriching the University of Minnesota community.

Values:
- Accountability
- Collaboration
- Equity, Diversity & Inclusion
- Personal Development
- Resiliency
- Student-Centeredness
- Wellbeing

Student Affairs is central to the University's mission to advance student learning and success. The division supports students as they transition through the University, provides services and programs that keep them well, helps them solve problems in the face of adversity, and prepares them for careers in a global, complex society. As the University focuses its efforts on solving the world's grand challenges, OSA provides the necessary care and support that students need to be physically and mentally able to do so.

With 20 units and more than 500 employees, OSA is a nationally recognized leader among its peers in many areas, including legal advocacy for students, student union and recreational facilities, career services, co-curricular leadership development, sexual misconduct prevention and victim/survivor services, as well as in its support for student mental health and wellbeing.

Units:
1. Aurora Center for Advocacy & Education
2. Boynton Health
3. Care Program
4. Career & Internship Services
5. Career Services
6. Fraternity & Sorority Life
7. Leadership Enrichment Programs
8. Leadership Minor
9. Multicultural Student Engagement
10. Off-Campus Living
11. Office for Community Standards
12. Parent & Family Program
13. Student Advocate Services
14. Student Conflict Resolution Center
15. Student Counseling Services
16. Student Legal Service
17. Student Parent HELP Center
18. Student Services Fee and Spirit Initiatives
19. Student Unions & Activities
20. University Recreation & Wellness

ABOUT BOYNTON HEALTH

Mission Statement: Boynton Health advances the physical, emotional and social well-being of the University community though expertise in college health.

Guiding Principles:

- Student Health First
- Financial Responsibility and Stewardship
- Public Health/Promoting a Healthy Campus
- Boynton Employee Health/Recruit and Retain
- Leadership/National Dialogue
- Evidence Based/Data Driven
- Equity
- Customer Service/Quality of Care
- Adaptability
- Compliance

BH is a public health agency and primary care clinic that is committed to providing high quality, accessible, and affordable health care to the University of Minnesota community and other populations, as appropriate. For more than 100 years, and in collaboration with other Twin Cities campus units, BH helps to maintain a healthy physical and social environment for the University. Staff provide expertise and consultation regarding health care issues, including preventive care, health education, health care policy, and preparedness for public health emergencies as well. BH supports and participates in the University’s mission to teach and conduct research while retaining its primary commitment to service.
Accredited by the Accreditation Association for Ambulatory Health Care (AAAHC), BH maintains a high-quality, diverse, efficient and effective staff. Serving both students and staff, BH is recognized as a national leader in college health activities.

PROGRAMMATIC AREAS

Medical/Dental Services
Medical services are essential to maintaining and restoring the health of members of the University community. These services provide direct care and improvement of health to patients, which help to improve the overall health of the community and further contain the spread of communicable diseases. These services are provided on both the Minneapolis and St. Paul campuses, and include:

- Primary Care
- Dental
- Eye
- Travel Medicine
- Lab
- Women’s Health
- Mental Health
- Preventive Health
- Nursing
- X-ray
- Transgender Health
- Physical Therapy
- Immunization
- Nutrition
- Pharmacy

Public Health Services
BH is responsible for the overall health of the University community, whether or not they receive medical services from Boynton. As such, a variety of population-based services focus on: Health Promotion, Surveillance, Emergency Preparedness/Response, and Quality Assurance and Monitoring.

Student Health Insurance
BH oversees the administration of the self-funded Student Health Benefit Plan, the Graduate Assistant Health Plan, and the Resident, Fellow, and Intern Health Plan on behalf of the University of Minnesota, Employee Benefits, and the Health Sciences.

THE ROLE

The AVP will provide innovative and strategic leadership for a holistic, multidisciplinary approach to student, faculty, and staff health and well-being. Reporting to the Vice Provost for Student Affairs, the AVP is responsible for advancing the health of the University of Minnesota Twin Cities community. The AVP will also serve on the Vice Provost’s leadership team bringing issues of health and wellbeing to the conversation, providing council on these matters, and serving as a thought partner on all issues Student Affairs leadership is facing.

The AVP’s portfolio of responsibilities include the strategic oversight and management of the day-to-day operation of BH, the assessment and monitoring of campus health issues, the coordination of services with OSA and other campus and community organizations, the co-leadership of OSA’s health and wellbeing programs/units, and the development of programs to address the personal and public health issues of the University of Minnesota Twin Cities campus community.
OPPORTUNITIES AND CHALLENGES

To be successful in this dynamic environment, the AVP will address the following opportunities and challenges:

**Strengthen critical relationships across the University**

In an effort to meet the needs of the whole campus community, the AVP will work closely with other University leaders in offices across campus and with the Student Health Advisory Committee. There are meaningful opportunities for new or furthered partnerships with the Medical Center, The Aurora Center, and the Schools of Medicine, Nursing and Public Health. In further integrating the mission of BH and the vision of the University, it will be critical to grow these relationships by fostering and sustaining cross-functional communication and projects. The AVP will also be collaborative and solutions oriented as it relates to health communication and marketing, drawing upon expertise that already exists in abundance within BH and the campus community.

**Center students’ needs and experiences**

To continue the success of BH, the AVP will center the mental, physical, and emotional health needs of a diverse student body while also effectively serving its faculty and staff patients. In working with the Student Health Advisory Committee, campus leaders, Boynton staff, faculty, and others, the AVP will need to stay current on the varying stressors experienced by the student body and solicit regular feedback. Like college students all over the country, students at the University of Minnesota are grappling with mental health challenges at higher levels every year. Despite the growing number of providers BH has been able to hire, demand for appointments continues to outpace supply. The AVP will work closely with their counterpart, the Director of Student Counseling Services to address these ongoing and ever-changing needs in creative and deliberate ways.

In addition to continuing and refreshing BH’s reputation as a national leader in university health services, the AVP will support ongoing work to ensure that care is responsive, holistic, culturally competent, preventative, and aligns to the social justice priorities of the University. The AVP will also continue to facilitate BH’s presence across the main and regional campuses, truly meeting student needs throughout the Twin Cities metro area.

**Successful management of a complex health care enterprise**

The AVP is responsible for leading a complex health care enterprise with a budget of over $50 million and student health care plan of approximately $30 million. This position oversees organizational and managerial systems which include clinics, lab services, counseling, and programs.

The complexity of the operational enterprise will require an AVP with sophisticated
business and health services acumen. The successful candidate will manage the overall budget, provide guidance, interpret results, and develop near-term and long-range forecasts. The AVP will also lead other business operations to include policies, financial procedures, revenues, budget reporting, and compliance.

**Inspire and support a large, diverse, and high-functioning staff**

The AVP will be deeply committed to diversity, equity, and inclusion while advancing BH's mission. The AVP oversees a talented, multidisciplinary team of clinical, administrative, programmatic, and support staff committed to delivering high-quality, holistic primary, dental and eye care, mental health counseling, health promotion programming, and educational outreach services to students, faculty, and staff. Through their leadership and management, the AVP will sustain a culture of culturally responsive care that meets the needs of patients from diverse backgrounds, identities, and experiences. The next leader of BH will also be an outspoken champion of diversity and inclusion as they retain and attract high-performing clinical and non-clinical staff.

**Provide visionary and strategic leadership**

The AVP will be a leader with strategic vision, a robust understanding of the key issues in campus health and wellbeing, and the innovative spirit to meet the particular challenges facing higher education in the 21st century. They will be on-call to serve as a principal adviser to the Provost and Vice Provost on matters that influence the student health and wellbeing. The AVP will pose challenging questions on even the most difficult topics and speak with a clear and trusted voice in leadership deliberations. In moments of crisis or conflict, they will draw on both expertise and creativity to offer constructive ideas and devise effective solutions.

**Qualifications and Characteristics**

**Essential Qualifications**

- Terminal degree in health care or related field.
- Minimum of fifteen years of progressively responsible administrative and health care experience.
- Administrative experience in a complex organizational setting.
- Supervisory and administrative experience with excellent communication skills, strong budget management experience, and demonstrated history of strategic management.
- Understanding of student health care as related to student development and critical issues facing college students, including mental health.
- Expertise in public and community health.
- High standards of integrity and ethics in both performance and leadership.
- Ability to maintain confidentiality and recognize importance of discretion.
- Demonstrated record of taking action to support diversity, equity, and inclusive excellence.
Preferred Qualifications

- Experience in student health care environment.
- Administrative experience in a comprehensive higher educational setting.
- Experience responding to or managing student and/or public health crises.
- Experience with higher education and/or health care policies.

Key Leadership Competencies

- Accountability
- Collaboration
- Customer Service
- Initiative
- Problem Solving
- Innovation
- Adaptability
- Communication
- Diversity, Equity, and Inclusion
- Job Knowledge
- Professionalism
- Student Focused

TO APPLY

The University of Minnesota has engaged Isaacson, Miller, a national executive search firm, to assist with this search. Inquiries, nominations, and applications should be directed in confidence to:

Natalie Leonhard, Partner
Martens Roc, Senior Associate
Isaacson, Miller

Washington, D.C.
www.imsearch.com/7323

Electronic submission strongly encouraged

The University of Minnesota shall provide equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, familial status, disability, public assistance status, membership or activity in a local commission created for the purpose of dealing with discrimination, veteran status, sexual orientation, gender identity, or gender expression.