



**MONTANA
STATE UNIVERSITY**

Invites Applications and Nominations for the
Position of:

**Associate Vice President
for Student Wellness**

The Opportunity

Montana State University (MSU) seeks an innovative, dedicated, and dynamic associate vice president for student wellness who will engage students, staff, and faculty in new ways. Reporting directly to the vice president for student success, the associate vice president for student wellness will have the opportunity to make a significant impact in forming the vision and direction of the University on matters of student wellness and health. The associate vice president for student wellness leads MSU's student health and wellness programs. These programs include University Health Partners and MSU's Recreational Sports and Fitness Department. University Health Partners provides medical services, dental services, counseling and psychological services and the office of health advancement. This also includes an innovative mental health system that integrates counseling and psychological professionals with primary care and psychiatric medical providers; a primary care medical system; a dental service; a health advancement program that addresses prevention from a population health perspective; drug and alcohol intervention and treatment including the Center for Students in Recovery; dietitian/nutrition services; licensed and certified clinical laboratory, radiology, and pharmacy services; significant support for the Bounty of the Bridgers food pantry; financial and administrative support for the VOICE Center (services for survivors and prevention of sexual violence). MSU's Recreational Sports and Fitness Department includes a broad range of fitness, intramural, and outdoor recreation programs and activities for MSU students.

The Role of the Associate Vice President for Student Wellness

The successful candidate will be an experienced leader who can anticipate, plan for, and assess the policies and practices of an experienced, multidisciplinary staff. This position will partner closely with colleagues in the student success division, working with the vice president of student success and other key stakeholders to develop a broadly shared vision of student wellness and student well-being, advancing both individual students and student populations as well as the achievement of campus strategic goals.



University Health Partners was formed in 2017 to foster integration of the student health and counseling units on campus. A progressive model now exists to address mental health issues, and to enhance relationships and partnerships among the professionals involved to improve overall services to students. The next associate vice president for student wellness will build on that foundation to establish an integrated model of student wellness and well-being that will synthesize, coordinate and align a broad range of services, programs, and partnerships in support of students flourishing and the advancement of our university strategic goals.

The associate vice president for student wellness will establish, in conjunction with unit directors and other managers, priority goals and objectives for each unit. This involves an analysis of internal strengths and weaknesses and external opportunities and threats. From these goals and objectives, determine appropriate policies and programs and allocate resources accordingly. This leader will also be the point of contact for campus public health emergencies and be expected to lead any necessary campus response. The associate vice president for student wellness leads a large, complex organization with a budget of \$10.5 million and over 100 employees.

This leader will have the curiosity and intellectual boldness to inspire broad excitement and effective innovation. They will also possess both the experience the analytical and intellectual abilities needed to design, implement, and evaluate effective management practices in a complex organization at a senior leadership level. Examples of this work include but are not limited to strategic planning, operations design and assessment, community relations management and financial aid and human resources planning, stewardship, and assessment. The associate vice president for student wellness will have superior communication skills, including strong listening skills and the ability to make connections across the University to promote open dialogue and the sharing of information to promote common goals.



The associate vice president for student wellness will join a campus team that is collaborative, committed, and supportive, operating with a strong sense of mission, community, and purpose. MSU seeks a compelling advocate for student wellness and health.

Other responsibilities include but are not limited to the following:

- › **Strategic Planning and Implementation:** Develop a broadly shared vision of student wellness and well-being, advancing both individual students and student populations as well as the achievement of campus strategic goals. Determine appropriate policies and programs and allocate resources accordingly. Develop units as “learning organizations” that function organically, adapting to changes in the environment as needed. Nurture and support teams.
- › **Business and Finance:** Function as the chief financial officer for all units. Assure that all units are funded to meet the strategic priorities for student health and wellness units as well as the university. Assure that all MSU accounting and finance policies and procedures are followed. Biannually develop fee proposals that provide significant funding for health and wellness units. Working with core leaders, prepare and submit annual budgets. Monitor budgets throughout the year. Establish departmental fee-for-service charges. Authorize (or delegate authority) to purchase goods/services and approve all expenditure of funds. Assure that funds are available for replacement of capital equipment and for major facility repairs.

› **Human Resources:** Within MSU's HR policies and procedures, and in conjunction with other student health and wellness leaders, establish policies specific to a health and wellness facility. Within University guidelines, assure that HR functions such as recruitment and selection, classification of employees, payroll management, disciplinary matters, termination, and layoff of employees are appropriately managed. Assure regular performance reviews of all employees, In conjunction with HR Employee Relations, interface with employee unions, when necessary. Manage complex compliance and accreditations issues for campus recreation and health units.

› **Operations:** Oversee operations in conjunction with health and wellness directors and managers. Ensure that sufficient supplies and capital equipment are secured for the effective operation of all units. Assure appropriate maintenance of student wellness center physical plant and equipment. Assure that all operations comply with university, state, and federal laws and regulations including licensure of professionals where required. Interact with campus legal counsel and risk management as appropriate. Ensure health and wellness units maintain the standards required for national accreditation.



› **Collaborate:** Build collaborative relationships with a variety of professional groups employing a range of disciplinary languages and practices relevant to student wellness. Examples include but are not limited to medical professionals, counseling and psychological support practitioners and clinicians, health education academics and practitioners, and recreation, sports, and fitness professionals. Cultivate collaborative approaches to develop data-driven and evidence informed campus student wellness initiatives.

› **Diversity:** Develop and maintain a passion and commitment to diversity, equity, and inclusion.

› Develop and maintain healthy, successful relationships with students and colleagues including skills in mentorship and conflict resolution. Assist the executive assistant to the vice president by providing support for division projects and programs.

› Serve as a public face of and a key spokesperson for the University and maintain excellent relationships in state and national conversations on student wellness programs.

Professional Qualifications and Personal Qualities

The ideal candidate will have the following professional qualifications and personal characteristics:

- › **Proven effectiveness and expertise in Student wellness:** Significant experience participating in leadership and management within student wellness and student success; the University seeks a leader who shows genuine enjoyment in leading the student wellness function which supports the institutional goals and objectives; and an understanding of best practices nationally in the dynamic and changing landscape.
- › **Willingness to embrace the University's mission and vision:** A strong grasp and support for Montana State University's mission and vision; and the ability to advocate effectively for it; and the personal and intellectual qualities expected of members of the University community.
- › **Vision, leadership, and communication skills:** Vision for the future of student wellness services at MSU; highly attuned understanding of motivation; and the capacity to work effectively with those who have an interest in the process of attracting, shaping and retaining MSU student body.
- › **Collaborative leadership style:** Empower seasoned and new staff to execute decisions with good judgment and responsiveness; support the already excellent synergy and cohesive working relationship that exists between all units; readiness to be part of the Strategic plan; and ability to act as an expert in student wellness, leading community-wide conversations and working in unison to execute the vision of University leadership.
- › **Exceptional personal qualities:** Superb interpersonal and communication skills; an ability to join in partnership with colleagues, faculty, students, parents, alumni and trustees to advance the student wellness effort; articulateness; student-centered; a sense of mission and engagement; honesty and candor; a personal presence that is warm, active and engaged; exhibits resilience and a positive attitude.



MSU Mission:
As the state's land-grant university, Montana State integrates education, creation of knowledge and art and service to communities.

MSU Vision:
Montana State University will transform lives and communities in the people's interest.

About Montana State University

Montana State University is a public institution that was founded in 1893. It has a total undergraduate enrollment of 14,240 (fall 2020). Montana State University is ranked #263 in the 2022 edition of Best Colleges of National Universities.

Located in the city of Bozeman, Montana State University offers 60 areas of study for undergraduate students. The university also offers more than 40 master's programs, including engineering, education, and nursing. Montana State University's research facilities include the Plant Growth Center, with about 30 greenhouses, and the Center for Bison and Wildlife Health. Montana State is also home to the Museum of the Rockies, which has, among other exhibits, an extensive collection of dinosaur fossils. MSU also offers many student organizations, Greek life, and recreational sports. Montana State Bobcats varsity sports teams compete in the NCAA Division I Big Sky Conference.

ENROLLMENT

16,766

MONTANA'S
LARGEST
UNIVERSITY
FALL 2019

FALL 2019 FRESHMAN
AVERAGE HS GPA

3.57

AVERAGE ACT

25

AVERAGE SAT

1234

ESTABLISHED

1893

BOZEMAN, MT

MONTANA'S LAND-GRANT
UNIVERSITY



MSU BOBCATS

NCAA DIV 1
ATHLETICS

BIG SKY CONFERENCE

Diversity is vitally important at MSU. MSU is located on the original homelands of Native peoples and acknowledging this rich history is central to our commitment to learning from the past. We prioritize efforts that create and support diverse working, teaching, learning and research environments and opportunities for the people who make up our community. We create an environment that welcomes, respects, and nurtures all students, staff, and faculty. We cultivate this inclusive environment by respecting and celebrating the diverse dimensions of people's identities, particularly as those identities intersect in complex ways. We will continuously promote a culture of intellectual and personal growth for all, attuned to the importance of differences in age, race, ethnicity, national origin, socioeconomic status, sex, gender expression, gender identity, sexual orientation, ability status, religion and spirituality.



TWO GREAT SKI AREAS NEARBY

BRIDGER BOWL

20 minutes from campus

2,700' vertical drop

350"+ annual snowfall

BIG SKY RESORT

60 minutes from campus

4,350' vertical drop

400"+ annual snowfall

7,750 TOTAL ACRES OF DOWNHILL

The City of Bozeman

There's a reason Bozeman is considered a "dream town" and lauded by many for offering high quality of life. When you fly in over the Bridger Range or drive into the Gallatin Valley and find yourself surrounded by mountains, it's easy to understand why people want to live, work, and play here. Bozeman is the complete package.

Bozeman averages 300 days of sunshine. Due to the dry climate, summers are pleasant with warm days and cool nights. Mild winter weather is not unusual, and more than a week of consistently frigid weather is rare.

The Bozeman area has something for everyone, from the Sweet Pea Arts Festival for art lovers and The Rut mountain race for runners to Yellowstone National Park's spectacular wildlife viewing, world-class fly fishing in our local rivers, and incredible skiing just 20 minutes from the MSU campus.

Nomination and Application Process

Salary

Salary will be competitive and commensurate with qualifications and experience.

How to Apply

Greenwood/Asher & Associates, LLC. is assisting Montana State University in this search. Applications and nominations are now being accepted. For a full application package, please submit a cover letter, CV, and list of five references. Confidential inquiries, nominations and application materials should be directed to Greenwood/Asher and Associates. Submission of application materials as PDF attachments is strongly encouraged. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

Please direct inquiries, nominations, and application materials to:

Betty Turner Asher, Co-Founder, Greenwood/Asher & Associates
Vice President & Managing Partner, Kelly
E-mail: bettyasher@greenwoodsearch.com

Lois Stetson, Executive Search Consultant
E-mail: loisstetson@greenwoodsearch.com

The logo for Greenwood/Asher & Associates, LLC is displayed within a dark blue rectangular box. The text "Greenwood/Asher" is in a large, white, serif font, with a forward slash between the two names. Below it, "& ASSOCIATES, LLC" is written in a smaller, white, sans-serif font.

Greenwood/Asher
& ASSOCIATES, LLC

Montana State University is an Equal Opportunity/Affirmative Action/Veterans/Disability Employer.