



NEW YORK UNIVERSITY

Associate Vice President and Dean of Students

New York University (NYU), the largest private university in the United States, invites nominations and applications for the inaugural role of Associate Vice President and Dean of Students (AVP). NYU is reimagining its student affairs division in order to better prepare students for the challenges and complexities of today's world. As part of this transformation, the leadership team will now include an Associate Vice President and Dean of Students on the New York campus, similar to the role found on the Abu Dhabi and Shanghai campuses of NYU. Reporting to the Chief Strategy Officer, Global Programs and University Life, Jason Pina, the AVP will help shape division strategy and systems that have a global reach while also serving as the day-to-day lead in student affairs on the New York campus. The student affairs division currently includes 500 full-time staff, a \$117 million budget, and 21 residence halls located in and around the vibrant neighborhoods of Greenwich Village and Downtown Brooklyn.

The new AVP must bring a sophisticated and nuanced practice of inclusion and equity to the role as NYU is a complex, global institution with a powerful demonstrated commitment to social mobility. NYU students come from all over the world and bring to the University community extraordinary levels of talent and engagement and an unusually wide range of perspectives and experiences. This role offers a singular opportunity to interact with students, faculty, and colleagues from around the globe from a campus located in the largest and most diverse city in the nation.

ABOUT NEW YORK UNIVERSITY

Founded in 1831, New York University (NYU) is now among the largest private universities in the United States. Anchored in New York City with degree-granting campuses in Abu Dhabi and Shanghai as well as 12 study away sites throughout the world, NYU has more international students and more students studying abroad than any other US university. NYU has been an innovator in higher education, expanding educational opportunities, embracing an urban identity and professional focus, and promoting a global vision that informs all of its schools and colleges.

NYU takes seriously its role as an engine of social mobility and stands out among the top US universities in its representation of low-income and first-generation students within its community. NYU has the largest Pell-eligible student body of any private university in the United States. In 2016, President Andrew Hamilton launched an Affordability Committee and Working Group to develop creative initiatives to make NYU more affordable to all potential learners. Through these efforts, in recent years NYU's undergraduate tuition has dropped from the fourth highest in the country to 54th.

NYU students are diverse, global, and engaged. With a total enrollment of close to 60,000 undergraduate and graduate students, 27,000 undergraduates pursue degrees in one of NYU's world-class schools and colleges. In 2020's first-year class, students self-identified as follows: Asian/Pacific Islander: 19%, African-American: 9%,

Hispanic/Latino: 19%, White: 20%, International: 24%, and Other: 9%. NYU ranks first for US universities with over 21,000 international students. The annual "Open Doors" survey by the Institute of International Education ranks NYU #1 among all US universities for sending students to study abroad for the 17th year in a row.

ABOUT THE DIVISION OF STUDENT AFFAIRS

The mission of the NYU Division of Student Affairs is twofold: to complement and support the University's academic mission as an international center of scholarship, teaching, and research; and to enhance the quality of life for students – both in and out of the classroom. The Division is guided in its endeavors by a set of core principles: to provide students with a superior learning experience in an environment that fosters community, welcomes diversity in all forms, promotes wellness, exemplifies quality service, and demonstrates innovation.

The Division currently includes over 500 full-time and 170 part-time professionals as well as 120 graduate and 925 undergraduate student colleagues. The Division's operating budget is \$117M, of which \$70.7M is salaries and fringe. The Division is currently composed of the following departments:

- Athletics, Intramurals, and Recreation
- Center for Student Life
- Global Spiritual Life
- Leadership Initiative
- Research and Assessment
- Residential Life and Housing Services
- Student Conduct and Community Standards
- Student Health Center
- Student UX, Technology, and Engagement
- Wasserman Center for Career Development
- Wellness Exchange

As the Division continues its self-assessment and redesign, several themes have emerged that will likely guide student affairs' overall strategy in the future: Wellbeing and Flourishing, Leadership and Development, and Community and Connection. The themes are already well represented in the Division's current work; the AVP will be asked to help amplify, elevate, and connect existing programs and staff to increase the impact on students.

THE ROLE OF THE ASSOCIATE VICE PRESIDENT AND DEAN OF STUDENTS

Reporting to the Chief Strategy Officer, Global Programs and University Life, Jason Pina, this AVP will be part of a leadership team responsible for the overall planning, management, and evaluation of the Student Affairs division. The AVP's primary focus will be the vibrant New York City campus student population that hails from nearly every state in the US along with 133 other countries.

Working closely with the Chief Strategy Officer, Global Programs and University Life, and other senior leaders, the AVP will bring strategic insights to the redesign of critical division-wide cross-functional programs and structures. As a thought partner and key problem solver, the AVP will seek proactive, creative, and cutting-edge solutions to emerging student concerns and needs, in close coordination with University stakeholders. The AVP will work at both a systems and individual level, identifying trends within student communities and

aligning programs and services to fulfill the mission and goals of the Division and the University. This position also builds partnerships both internally and externally across the entire University. The AVP will be highly visible and accessible to students, formally through their role in liaising with student governance organizations but also informally, seeking out those students who may not be engaged in formal university structures. The AVP will serve as a key deputy of the chief strategy officer, particularly in relation to high-profile student events and critical incidents.

In addition to the strategic and systems-level work identified above, the Associate Vice President and Dean of Students will also have particular responsibility for leading/supervising staff in the following areas:

- Crisis Response and Management
- Student Conduct and Community Standards
- Residential Life and Housing Services
- Parent and Family Relations
- Student Engagement

OPPORTUNITIES AND CHALLENGES

The inaugural Associate Vice President and Dean of Students will be asked to address the following:

- **Collaboratively lead and further amplify the strategic work currently being done to strengthen the community experience for all students:** The Division is currently examining three strategic areas: Wellbeing and Flourishing, Leadership and Development, and Community and Connection. The AVP will be asked to work with colleagues to unify, strengthen, and advance these inter-related initiatives through the articulation of a clear strategic direction for the Division that ensures action and accountability.
- **Continue the assessment of NYU's student affairs division against national and global best practices with an eye to the future:** The talented staff within the student affairs division have already begun the work of examining their policies and approaches as part of a reassessment of student needs post-pandemic and into the coming decades. The AVP will provide high-level guidance to this ongoing effort with the goal of establishing NYU's student affairs division as a recognized model of proactive planning and strategy.
- **Serve as a visible and vocal advocate for inclusion, diversity, belonging, and equity (IDBE):** The AVP should bring an expert understanding of how to advance equity and dismantle systemic barriers in a community, as well as experience in helping students lead meaningful, transformative change. The AVP will be highly skilled in resolving emotionally intense, high-conflict situations respectfully and credibly.
- **Collaborate with faculty and staff across NYU in support of the student experience:** The AVP will develop strong partnerships with academic leadership as well as individual faculty to ensure that the student experience is centered in our work. In addition, the AVP will be a flexible and creative thought partner to leaders within the Office of Global Inclusion, Enrollment, Advancement, and other areas in the shared project of building the best possible systems and policies for NYU's students.

- **Join with campus partners to proactively address the well-being issues commonly faced by students in today's complex higher education environment:** As on all campuses across the nation, NYU students face a multitude of external and internal pressures which can significantly challenge their individual well-being. The AVP will work with divisional experts as well as other leaders across the University to determine how NYU can best support students through education, programming, and initiatives tailored to their collective needs.
- **Recruit, retain, and mentor a diverse, talented professional student affairs staff:** The AVP will be pleased to find that the student affairs staff is a talented, dedicated group eager to work closely with a subject matter expert to further elevate and deepen connections among their individual areas. The AVP will further cultivate the talents of each individual staff member and encourage their continued professional development. The AVP will also recruit new staff members with a particular focus on ensuring that students from underrepresented backgrounds at NYU continue to see in the student affairs staff individuals whose experiences reflect their own.

DESIRED QUALIFICATIONS AND CHARACTERISTICS

The ideal candidate will bring an advanced degree in a relevant field and many of the following professional experiences and personal qualities to the role:

- Expertise in current best practices and emerging trends in student affairs, ideally including an understanding of urban and/or global campuses;
- A powerful commitment to anti-racism, equity, and global inclusion, including a track record of creating successful initiatives and a high degree of skill and comfort in discussing potentially highly charged topics;
- Experience supervising a large staff spread over multiple physical locations;
- A global perspective and the ability to think inclusively and broadly about the different experiences students may bring to campus, as well as the experiences they may have away from campus;
- Experience successfully navigating a large, decentralized institution and the ability to embrace ambiguity;
- A willingness to be accessible and visible to students and parents;
- Strong communication skills, both orally and in writing, and an ability to listen authentically to and connect genuinely with a wide range of constituencies; and,
- Flexibility, patience, and an ability to build consensus for meaningful and long-lasting change.

CONTACT

For best consideration, please send all nominations and applications to:



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NYU is an Equal Opportunity Employer and is committed to a policy of equal treatment and opportunity in every aspect of its recruitment and hiring process without regard to age, alienage, caregiver status, childbirth, citizenship status, color, creed, disability, domestic violence victim status, ethnicity, familial status, gender and/or gender identity or expression, marital status, military status, national origin, parental status, partnership status, predisposing genetic characteristics, pregnancy, race, religion, sex, sexual orientation, unemployment status, veteran status, or any other legally protected basis. Women, racial and ethnic minorities, persons of minority sexual orientation or gender identity, individuals with disabilities, and veterans are encouraged to apply for vacant positions at all levels.