



**Search for the Assistant Vice President Senior Title IX Coordinator**  
**University of Alabama at Birmingham**  
Birmingham, Alabama

**THE SEARCH**

The University of Alabama at Birmingham (UAB) welcomes inquiries, nominations, and applications for a strategic leader with well-honed civil rights and Title IX expertise, and a commitment to fostering an equitable academic and work environment, to serve as its Assistant Vice President and Senior Title IX Coordinator.

Reporting to the Senior Vice President for Finance and Administration, the Assistant Vice President and Senior Title IX Coordinator (AVP) provides guidance related to Title IX and equal opportunity and equity for students, faculty, and staff in all aspects of educational programming and employment designed to ensure individuals are free from protected-class discrimination, harassment, and sexual misconduct.

The new AVP is expected to be a leader who can establish and maintain positive, effective working relationships to strengthen a culture that supports a safe and non-discriminatory living, learning, working, and healthcare environment. This leader, whose career exemplifies good judgment and a commitment to consistent and effective communication, engages a variety of stakeholders including: UAB Human Resources; Student Affairs; the Office of Counsel; Compliance & Risk Assurance; Diversity, Equity and Inclusion; the University Ombudsperson; the Provost's Office; the President's Office; the Office of Finance and Administration, school and department Leadership; and UAB Medicine's Human Resources. This is an opportunity to join a diverse institution and play a key role in achieving UAB's mission to demonstrate excellence across a complex organization that was selected as America's Number One Large Employer by Forbes.

For this search, UAB has retained Isaacson, Miller, a national search firm, to assist in this search. All inquiries, applications, and nominations for this opportunity should be directed in confidence to the search firm as indicated at the end of this document.

**UNIVERSITY OF ALABAMA AT BIRMINGHAM**

The University of Alabama at Birmingham (UAB), an internationally renowned, public doctoral research university and academic health center, is part of the University of Alabama System. Since becoming an autonomous campus of the UA System in 1969, UAB has earned global recognition for its innovative

academic programs in a range of disciplines, groundbreaking research and scholarship, community service, and leading-edge patient care.

The University comprises 12 academic units (Schools of Business, Dentistry, Education, Engineering, Graduate School, Health Professions, Medicine, Nursing, Optometry, and Public Health; Honors College; and the College of Arts and Sciences), and the UAB Health System boasts the eighth largest hospital in the United States.

With more than 21,000 students, \$774.5 million in research awards, an annual statewide economic impact exceeding \$12 billion, and over 28,000 employees, UAB is the Alabama's largest single employer currently experiencing major and sustained investment and growth due to its exceptional people, its culture of collaboration, and the visionary leadership of President Ray Watts, as well as the unwavering support of the University of Alabama System Board of Trustees and UA System Office.

Academic programs at all levels — undergraduate through postdoctoral — are nationally recognized for exceptional research and service-learning opportunities. Undergraduate programs and the Honors College offer the type of hands-on, closely mentored research experiences found primarily at the graduate level in most universities. In the past few years, UAB has launched new programs in immunology, digital forensics, genetics and genomic sciences, bioinformatics, cancer biology (B.S.), and neuro-engineering (Ph.D.) which are the first programs of their kind in the nation. U.S. News & World Report 2024 "Best Graduate Schools" recognizes multiple [UAB programs in the top 25](#) — including eight School of Nursing programs in the Top 10 and the School of Health Professions' Master of Science in Health Administration program that is ranked first nationally.

UAB's reach stretches across classes, cultures, and continents into inner-city classrooms, rural clinics, and far corners of the globe. The university recently launched Forging Ahead, its new five-year plan developed through a deliberate and inclusive process spanning two years. The pillars of UAB's mission include Education, Research, Innovation and Economic Development, Community Engagement, and Patient Care.

UAB's spirit of collaboration and service is exemplified by innovative and bold initiatives like Live HealthSmart Alabama, the institution's Grand Challenge to dramatically improve the health of all Alabamians and elevate Alabama out of the bottom 10 in national health rankings by 2030. UAB was also the first academic partner to support the Birmingham Promise scholarship in providing Birmingham City Schools graduates an opportunity to graduate from the University with a tuition scholarship match and additional support.

## **UAB HEALTH SCIENCES AND MEDICAL CENTER**

As a nationally and globally competitive academic medical center, UAB provides world-class patient care for the state and region — with more than 1.8 million clinical visits and \$78.4 million in charity care last year — and is committed to educating medical professionals and advancing medical science through

research. UAB Health System (UABHS) consists of the UAB Hospital, University of Alabama Health Services Foundation, Triton Health Systems, the UAB Callahan Eye Hospital Authority, the Valley Foundation, the Health Care Authority for Baptist Health, Medical West Hospital Authority, L.V. Stabler Hospital, J. Paul Jones Hospital, Brian Whitfield Memorial Hospital, Cooper Green Mercy Health Services Authority, and many other managed hospitals. The Hospital also has strong ties with other governmental and private nonprofit institutions located within and adjacent to the UAB campus, including Veterans Affairs Medical Center and Children's of Alabama. A separate not-for-profit corporation, the UAB Health System directs and provides the coordination and management of the healthcare entities affiliated with UAB.

The flagship UAB Hospital is the largest in Alabama and the eighth largest in the U.S., with 1,207 beds. The University of Alabama at Birmingham Hospital is the state's only Level I Trauma Center accredited by the American College of Surgeons and is the only Alabama hospital to be continually ranked in U.S. News & World Report "America's Best Hospitals." The O'Neal Comprehensive Cancer Center at UAB is the only NCI-designated center in Alabama and in a four-state region, and is a national leader in driving cancer research, treatment, and training. In January 2022, UAB (which has performed the second-most kidney transplants in the history of medicine and the most for African Americans) successfully tested the world's first human preclinical model for transplanting genetically modified pig kidneys into humans — providing a peer-reviewed proof of concept for xenotransplantation and offering a pathway to a robust, sustainable supply of lifesaving organs.

## STRATEGIC PLAN

UAB's strategic plan for 2024-2028, [\*Forging Ahead\*](#), outlines our mission, vision, values, peers, foundations and pillars, as well as outlines institutional goals, strategies to achieve them and measurements of success. It also provides a guide and framework for each school, college and unit across the enterprise to update localized strategic plans.

In January 2022, the Strategic Planning Council was launched and charged by President Ray Watts to refresh UAB's 2018-2023 strategic plan, *Forging the Future*. The goal was to guide the institution's continued growth, unprecedented success and positive impact for the next five years, 2024-2028, keeping in mind the importance of the plan's positive impact on the people who make up the UAB community, as well as those in Birmingham, across Alabama and around the world.

*Forging Ahead* was presented to the campus community on October 25, 2023. The plan is built on the foundations of Financial Sustainability, Diversity, and Environmental Stewardship, with four pillars of focus — Education; Research, Innovation and Economic Development; Community Engagement; and Patient Care.

## UNIVERSITY LEADERSHIP

**Ray L. Watts, MD**, a Birmingham native and graduate of UAB School of Engineering, was named UAB's

seventh president in 2013 and is now the University's longest-serving president. Dr. Watts initiated and has led the development of UAB's most comprehensive-ever strategic plan with campus- and community-wide collaboration.

During his decade-long tenure, UAB has made substantial strides in all pillars of its mission, including record enrollment and increased diversity of the student body; record research funding; accelerated commercialization and economic development initiatives; advancements in patient care and precision medicine; construction of key new facilities as part of UAB Campus Master Plan that is creating on the most vibrant, state-of-the-art and sustainable urban campuses in the nation; and strong community partnerships to improve education, health, and quality of life in underserved areas throughout Birmingham and Alabama.

Dr. Watts was honored with the *Birmingham Business Journal* CEO of the Year Award for 2021. He serves on a number of boards, including UAB Health System (chair), Southern Research (chair), Prosper Birmingham, Innovation Depot, Birmingham Business Alliance (serving two consecutive terms as chair, 2016-2017), and the UAB Arts/Alys Stephens Center for the Performing Arts (chair, corporate board).

**Janet Woodruff-Borden, PhD**, was named Senior Vice President of Academic Affairs and Provost at the University of Alabama at Birmingham following a national search. Woodruff-Borden joins UAB from the University of Oregon, where she most recently served as interim provost and executive vice president for 15 months. She will now lead UAB's education mission as the chief academic officer and play a crucial role in supporting the university's mission and the soon-to-launch updated strategic plan.

In her role as interim provost and executive vice president at the University of Oregon — and in her previous role at Oregon as executive vice provost for academic affairs — Woodruff-Borden led initiatives on three key fronts: interdisciplinary initiatives focused on the environment, child and adolescent behavioral health, and sport and wellness; student success initiatives to address equity gaps; and inclusive excellence across the academic portfolio. Woodruff-Borden also helped in the development and implementation of UO's Ballmer Institute for Children's Behavioral Health, which included a \$425 million private gift.

Woodruff-Borden received her bachelor's degree in psychology from Wake Forest University and her master's and doctorate degrees from Virginia Tech. She also completed a postdoctoral research fellowship in clinical psychology at the University of Pittsburgh Medical School. Woodruff-Borden held academic appointments in her 28 years at the University of Louisville, including assistant, associate, and full professorships in psychological and brain sciences. She also served in coordinator, director, and associate dean roles at Louisville before joining the University of Oregon as a professor of psychology and vice provost and dean of the graduate school in 2018. Woodruff-Borden became executive vice provost for academic affairs at UO in 2019 and interim provost and executive vice president in 2022.

**Brian Burnett, PhD**, is the Senior Vice President for Finance and Administration and leads UAB units crucial

to the education, research, and patient-care missions of the university. These units include Facilities, Financial Affairs, Human Resources, UAB Police and Public Safety, and Business Operations.

Burnett served in similar roles within the University of Colorado System (2003-2014), the University of Missouri System (2014-2016), and the University of Minnesota (2016-2020), where he was named a 2020 CFO of the Year by the Minneapolis/St. Paul Business Journal. He has more than 30 years of public service in multiple states and has served in a number of key leadership roles in higher education and state government.

Burnett holds a Bachelor of Arts degree in economics from the University of Colorado, Boulder, a master's degree in finance from the University of Colorado, Denver, and a doctorate in educational leadership, research, and policy from the University of Colorado, Colorado Springs.

## LOCATION

Located in the heart of the Southeast, Birmingham is a short drive from Atlanta, Nashville, New Orleans, Memphis, the Blue Ridge Mountains, and Gulf Coast beaches. Birmingham has been recognized as an "All-American City" by the National Civic League, as one of the top 10 American cities to live and work, one of the top 10 entrepreneurial and job growth hot spots in America, and Conde Nast Traveler's pick for one of 22 Best Places to Go in 2022.

Downtown Birmingham has enjoyed a revitalization in recent years, with the development of Railroad Park — an award-winning urban park — and its adjacent Regions Field, home to the minor league Birmingham Barons — an award-winning stadium. The park and stadium projects have kickstarted major growth in surrounding districts, including craft breweries, boutique shops, restaurants, loft and apartment buildings, innovative workspaces, and hotels. Birmingham's airport, Birmingham-Shuttlesworth International Airport, was completely renovated in 2013. Because of this platform, and because of its sports history, Birmingham was selected to serve as the host city of the 2022 World Games. UAB played a major role in coordinating the spectacular event — providing athletic venues and hosting 3,600 athletes from more than 100 countries.

Birmingham is also a renowned culinary destination, with one of its signature restaurants recently winning two James Beard Foundation awards and many other restaurants named as finalists. Food critics across the country have discovered Birmingham's food scene and consistently rank it as one of the best food cities in America.

There are a host of attractions only a short walk from UAB's campus. The Birmingham Civil Rights District National Monument, composed of sites such as Sixteenth Street Baptist Church, Kelly Ingram Park, and the Civil Rights Institute, is a major destination for visitors from around the world. Birmingham's cultural scene is thriving, with museums, galleries, music and arts festivals, theaters and live music venues, a professional ballet company, a professional opera company, a School of Fine Arts, the Jazz Hall of Fame,

the recently restored historic Lyric and Alabama theaters, and UAB's Alys Stephens Performing Arts Center, home of the Alabama Symphony Orchestra.

Birmingham is in proximity to many state and national parks, lakes, urban greenspaces, and hiking and biking trails. The city has more green space per capita than any other major city in the United States.

#### **THE ROLE OF THE ASSISTANT VICE PRESIDENT AND SENIOR TITLE IX COORDINATOR**

The AVP will provide essential leadership, knowledge, and direction for Title IX priorities, resources, and education across UAB's community. By aligning with the University's overarching mission and values, the successful AVP will underscore the University's commitment to compliance with regulations and processes. The AVP will also remain knowledgeable on trends and updates impacting Title IX both internally and externally to position the University as a model and leader in these efforts. The role provides ample opportunity for a skilled and experienced leader to shape the direction and impact of the Title IX office in a data-driven, future-forward manner.

#### **KEY OPPORTUNITIES AND CHALLENGES FOR THE ASSOCIATE VICE PRESIDENT**

##### ***Lead the development, implementation, and execution of a strategic plan for Title IX across UAB***

UAB remains committed to promoting and educating its campus and medical community on Title IX and the related resources available. The AVP will have the opportunity to develop, promote, and execute a strategic plan for Title IX across the University that will result in an increased level of awareness, education, and utilization of resources. To do so successfully requires a strategic, data-driven vision that provides a blueprint for measuring progress and success. The ideal candidate will have previous experience using data-driven approaches to developing strategic plans, analyzing results, and capitalizing on opportunities for training and education.

##### ***Provide synergy for Title IX across multiple groups and stakeholders with various priorities***

UAB is a highly complex and decentralized institution with numerous entities and stakeholders. An institution of UAB's size and structure requires strategic, clear partnership, as well as clear communication of priorities and initiatives. The successful AVP will have previous experience with developing and amplifying partnerships, as well as implementing standards and resources across a large department or institution. Additionally, the AVP must create alignment across both the academic campus and medical center regarding processes and resources to successfully educate and promote Title IX. To achieve this, the AVP will prioritize collaboration and partnership to maintain synergy and standardize processes for the entire campus system.

##### ***Serve as a trusted and proactive leader, decision maker, and process builder for Title IX***

The AVP will serve as a leader amongst colleagues and partners, providing a vision for all Title IX-related resources and processes. This will be especially true regarding processes that involve numerous offices on campus and the desire to streamline and clarify workflows. The role requires a critical thinker and problem solver to make decisions regarding the results of investigations as well as provide direction on priorities and responses. The AVP will also be essential in establishing processes for training and education on Title IX in a proactive manner. The ideal candidate will be a forward-looking leader with large-scale experience in developing processes and remaining levelheaded when making decisions.

***Elevate and promote the presence of Title IX resources and educational offerings***

It is imperative to the success of this position that key stakeholders across the University view the AVP and their team as trusted and knowledgeable partners, legal experts, strong communicators, and supportive colleagues. To that end, the AVP will aim to strengthen the identity, processes, mission, and resources of Title IX both internally and externally. To further achieve this goal, the AVP should be a visible presence on campus and will increase visibility to develop a trusting and supportive relationship with both the campus and medical community.

**QUALIFICATIONS AND CHARACTERISTICS**

The successful candidate will bring a spirit of innovation and a proven track record of success in leadership. While no single candidate will have all the qualifications, the search committee seeks candidates with a well-rounded combination of the following abilities:

**Essential Qualifications:**

- Masters degree in a related field required
- Seven (7) years of progressive leadership and management with relevant experience in Title IX, compliance, law, student life, student conduct, or a similar field is required
- Excellent written and verbal communication skills
- Strong analytical, writing, problem-solving, and critical thinking skills
- Ability to analyze, summarize, and effectively present data in a sound and supportable manner
- Strong presentation and facilitation skills with an emphasis on the education and training of a diverse population
- Demonstrated ability to establish and maintain positive, effective working relationships
- Excellent time management and organizational skills
- Ability to manage multiple projects to deadline amidst competing priorities
- High level of strategic thinking and personal initiative.
- Ability to work independently and collaboratively in a fast-paced, team-oriented environment.

- Ability to maintain confidentiality and act with discretion, sensitivity, and neutrality.

**Preferred Qualifications:**

- Juris Doctorate from an accredited law school
- Extensive experience in Title IX compliance and programming, including education, prevention, training, policy and practice development and administration, supportive measures, accommodations, investigations, and resolutions related to discrimination and harassment
- Demonstrated ability to determine and apply the appropriate legal standards in assessing and investigating allegations of discrimination, harassment, and retaliation
- In-depth knowledge of Title IX of the Educational Amendments Act of 1972 (Title IX), the Jeanne Clery Act of 1990 (Clery Act), the Violence Against Women Act of 1994 (VAWA)
- Experience in a higher education, health care, judicial, or regulatory compliance setting
- Experience facilitating and evaluating professional development opportunities focused on sexual misconduct/sexual violence
- Experience investigating and resolving complaints alleging sexual harassment, sexual misconduct, sexual assault or sexual violence
- Familiarity with NIH and NSF and other regulatory reporting requirements, licensing statutes, credentialing processes, medical board reporting, National Practitioner Data Bank reporting requirements, confidentiality and privacy laws, patient care considerations, medical professional reporting requirements

**Applications, Inquiries, and Nominations**

Interested candidates must submit a letter of interest and a current resume or curriculum vitae to be considered for the position. Confidential inquiries, nominations, and application materials should be directed to:

Rebecca Kennedy, Partner (she/her)

Alexis Ditaway, Associate (she/her)

Cortnee Bollard, Senior Search Coordinator (they/them)

<https://www.imsearch.com/open-searches/university-alabama-birmingham/assistant-vice-president-and-senior-title-ix>

*UAB is an Equal Opportunity/Affirmative Action Employer committed to fostering a diverse, equitable and family-friendly environment in which all faculty and staff can excel and achieve work/life balance irrespective of race, national origin, age, genetic or family medical history, gender, faith, gender identity and expression as well as sexual orientation. UAB also encourages applications from individuals with disabilities and veterans.*