



DIRECTOR
OFFICE OF WELLBEING

DIVISION OF CAMPUS LIFE



WAKE FOREST
UNIVERSITY



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ABOUT WAKE FOREST



Wake Forest University, formed in 1834, has experienced decades of growth and innovation. Wake Forest is a distinctive university that combines a liberal arts core with graduate and professional schools and innovative research programs. The University embraces the teacher-scholar ideal, which prizes the personal interaction between students and faculty. It is a place where exceptional teaching, fundamental research and discovery, and the engagement of faculty and students in the classroom and the laboratory are paramount.

Wake Forest University is a community of men and women that seeks the enlightenment and freedom which come through diligent study and learning. Its higher goal, however, is to give life to the University motto “Pro Humanitate,” as members translate a passion for knowledge into compassionate service. The community shares a tradition that embraces freedom and integrity and acknowledges the worth of the individual. The heritage, established by the school’s founders and nurtured by succeeding generations, promotes a democratic spirit arising from open-mindedness and discourse. Wake Forest fosters compassion and caring for others. Its collective strength and character are derived from the values and distinctive experiences of each individual; therefore, it affirms the richness of human intellect and culture and its contribution to knowledge, faith, reason, and

dialogue. Furthermore, it strives toward a society in which good will, respect, and equality prevail. To that end, Wake Forest University rejects hatred and bigotry in any form and promotes justice, honor, and mutual trust.

The University is comprised of the Undergraduate College, Graduate School of Arts and Sciences, School of Business, School of Divinity, School of Law, and School of Medicine. Total University enrollment is 8,116 students including about 5,102 undergraduates and 3,014 students in graduate and professional schools. Students at Wake Forest University enjoy a great deal of access to and interaction with world-class faculty both in and out of the classroom setting with a student-faculty ratio of 11:1.

Wake Forest is a collegiate university offering a vibrant, intellectual community with a rich cultural life, an impressive array of facilities, and a strong athletics program competing in the fifteen-team Atlantic Coast Conference (ACC). Since its founding, the university has adopted the motto “pro humanitate,” which is exemplified by a deep institutional commitment to public service and engagement with the world. Wake Forest has a strong commitment to holistic, eight-dimensional wellbeing for students, faculty and staff as evidenced in the Thrive initiative.

ABOUT WAKE FOREST

Mission

Wake Forest is a distinctive university that combines a liberal arts core with graduate and professional schools and innovative research programs. The University embraces the teacher-scholar ideal, prizing personal interaction between students and faculty. It is a place where exceptional teaching, fundamental research and discovery, and the engagement of faculty and students in the classroom and the laboratory are paramount.

The University continues to fulfill its ideal of a more diverse learning community, providing students an example of the world they will be called upon to lead. The University sustains a vibrant residential community with a broad-based program of service and extracurricular activities. The University recognizes the benefits of intercollegiate athletics conducted with integrity and at the highest level.

Central to its mission, the University believes in the development of the whole person – intellectual, moral, spiritual and physical. From its rich religious heritage, Wake Forest is committed to sustaining an environment where vital beliefs and faith traditions can engage secular thought in a climate of academic freedom and an unfettered search for truth. The University embraces the challenges of religious pluralism.

While national in scope, the university has been shaped by a culture that is distinctively North Carolinian. This history provides it with a sense of place and community responsibility. In extending its reach, the University has made a priority of international study and international understanding. Wake Forest seeks to be a place where a vibrant and diverse learning community weds knowledge, experiences and service that lift the human spirit.

Learn more about Wake Forest University at:
www.wfu.edu

Vision

Wake Forest University aspires to:

- Emphasize exceptional teaching, discovery, and student engagement within a dynamic academic community;
- Integrate the intimacy of an undergraduate liberal arts college with the academic vitality of a research university;
- Become a crossroads of discussion on the important national and international issues of our time;
- Attract a diverse community of the brightest educators and students from throughout the country and the world; and
- Link intellectual curiosity, moral reflection and a commitment to service, shaping ethically informed leaders to serve humanity.



DIVERSITY & INCLUSION AT WAKE FOREST

Wake Forest believes in providing a diverse learning community to develop the whole person – intellectually, morally, spiritually and physically. Our motto, Pro Humanitate, and our mission for academic excellence guide the university's intellectual and co-curricular pursuits. It also reflects the university's emphasis on the importance of values, ideals, and community service. The heightened awareness and acceptance of difference through diversity and inclusion initiatives underscores the university's commitment to make sure we shape informed leaders ready to serve humanity.

Diversity and inclusion creates engagement. When diversity and inclusion are practiced, faculty, staff and students demonstrate engagement by promoting the university, supporting the mission and committing to do their best. Wake Forest maintains a diverse and inclusive environment to enable all participants to contribute their full potential in pursuit of University objectives and personal success. This involves celebrating various cultures, religions, ethnicities and protected social identities in our community; infusing inclusive excellence into our faculty initiatives; offering curricula that are reflective of a global society; and developing intercultural education programs that equip our students, faculty and staff with skills and knowledge to become global citizens.

We understand it is imperative to provide students an example of the world they will be called upon to lead. Our students must learn to respect others, appreciate and understand diversity and value differences as positive keys to the academic, socio-political and economic stability of this country and the world. The United States population comprises only five percent of the global population. To this end, affirming diversity, inclusion, equity, and intercultural education is an important measure to ensure the Wake Forest community remains strong and relevant in a time when demographics and global society are shifting dramatically. We want our students, faculty, and staff to possess the necessary attributes to influence individuals, groups, organizations, and systems that are unlike their own.



DIVERSITY & INCLUSION AT WAKE FOREST



How we achieve diversity and inclusion at Wake Forest:

Leadership - Wake Forest has a leadership infrastructure comprised of faculty, administrators, and staff that informs institutional policies and organizational structures around diversity and inclusion. Sustainability of any diversity and inclusion ethos occurs only when the most senior leaders, governance groups, advisory councils, academic administrators, and faculty are involved in the formulation and administration of the Diversity and Inclusion blueprint. We work collaboratively to create a campus culture that transforms the driving assumptions underlying our policies, the allocation of resources, and the synthesis of institutional practices to assure our increasingly diverse population receives equitable treatment.

Intercultural Education and Engagement - We require cultural diversity courses as part of the curriculum to better equip students, faculty, and staff with the knowledge and critical thinking skills necessary to contribute to a global society. Our efforts to create a campus community that cultivates cultural intelligence and to build trust around our differences occurs through faculty and staff programming such as our signature GateKeepers Workshop Initiative that develops cross-cultural communication and conflict management skills, LGBTQ Safe Zone Training, Academic Leaders' Professional Development Workshops, Intercultural Development Inventory (IDI) Workshops, Maximizing Inclusion Minimizing Apathy, among countless other initiatives.

Support Services - We believe in equity, not just equality. We understand that in order to develop a fully engaged constituency; individuals must receive equitable treatment instead of equal treatment. Establishing equality means treating everyone the same. Equity necessitates transforming our campus community to meet the needs, interests and cultural norms of our students, faculty, and staff. Wake Forest provides the resources and an environment to support and manage success across all groups, regardless of race/ethnicity, gender, age, sexual orientation, disability and religion.

UNIVERSITY LEADERSHIP



Dr. Nathan O. Hatch, President

Dr. Nathan O. Hatch became Wake Forest's 13th president on July 1, 2005. While at the helm, U.S. News and World Report named Wake Forest 23rd among 281 national universities – the highest ever ranking for the University.

As chief executive of the University, he has spearheaded comprehensive strategic planning efforts and strengthened Wake Forest's distinctive commitments to the teacher-scholar model and the education of the whole person.



Dr. Rogan Kersh, Provost

Dr. Rogan Kersh became the fifth provost in Wake Forest history when he was appointed the University's chief academic officer in July 2012. In addition to overseeing Wake Forest's undergraduate and graduate academic programs, Dr. Kersh serves as professor of political science, keeping one foot in the classroom as a dedicated teacher-scholar in Wake Forest's unique one-on-one approach to education.



Dr. Penny Rue, Vice President for Campus Life

Dr. Penny Rue joined Wake Forest University as Vice President for Campus Life and Professor of Counseling in July 2013, with broad responsibility for the safety and wellbeing of students and their education outside the classroom.

Dr. Rue served as Vice Chancellor-Student Affairs at the University of California, San Diego for six years. She previously served as Dean of Students at the University of Virginia, as Senior Associate Dean of Students at Georgetown University, and as Georgetown's Director of Student Programs.

Earlier in her career she held posts at the University of Maryland and the University of North Carolina at Chapel Hill. Her doctorate is in Counseling and Personnel Services from the University of Maryland, where her research focused on a conceptual study of community on the college campus. Rue has taught in the San Diego State University Master's Program in Student Affairs and in the Higher Education doctoral program at the University of Virginia. She has a Master's degree in Student Personnel Services from The Ohio State University and an A.B. magna cum laude in English and Religion from Duke University.

In 2011, Dr. Rue was named a Pillar of the Profession by the NASPA Foundation. In 2017, she was chosen to serve as the most distinguished volunteer leadership role in her field – Board Chair-Elect of NASPA, the leading association for student affairs professionals.

UNIVERSITY LEADERSHIP



Dr. James Raper, Assistant Vice President for Health & Wellbeing

In his role as Assistant Vice President for Health & Wellbeing, Dr. James Raper oversees and supports departments related to Health & Wellbeing for the university. These include: Campus Recreation, Office of the Chaplain, Learning Assistance Center & Disability Services, Student Health Service, University Counseling Center, and the Office of Wellbeing. The Health & Wellbeing team of offices work closely together to provide services and support across the eight dimensions of wellbeing.

Dr. Raper joined the Wake Forest University community in 2002 as a clinician in the University Counseling Center (UCC). Since that time he has served in a variety of leadership roles in the UCC, including as Director from 2014-2019 where he provided strategic implementation of mental health promotion and outreach, counseling to students, clinical supervision, and crisis response. As the Chief Mental Health Officer for the University, Dr. Raper provided counsel to the Wake Forest University administration, faculty, and staff around mental health and related strategic planning. Dr. Raper also led the development of the WFU CARE/Threat Assessment Team in 2009, was a co-chair from 2009-2014, and continues to serve as a member of the Team.

Dr. Raper is a Licensed Professional Counselor-Supervisor in North Carolina, and holds a doctorate in Counseling and Clinical Supervision from Syracuse University. He focused a portion of his doctoral coursework on crisis management in higher education, and completed a research dissertation entitled: *The Relationship Between Educational, Clinical, And Personal Exposure To Suicide, And Suicide Intervention Skill*. Dr. Raper has also co-authored a book chapter entitled: *Suicide Assessment and Intervention, Crisis and Disaster Response, Managing Stress and Avoiding Burnout*. In addition, Dr. Raper also holds a master's from Wake Forest University in Community Counseling, and a bachelor's degree in Religion from Colgate University. He has held adjunct teaching positions in graduate programs at Wake Forest University and Syracuse University, and has been asked to share his expertise in both suicide assessment and intervention and clinical supervision at the national and international levels.



DIVISION OF CAMPUS LIFE

Campus Life at Wake Forest represents a journey that seeks to engage students in experiences that broaden the mind, strengthen the body, and inspire the spirit. Opportunities for such experiences abound at Wake Forest. In collaboration with student leaders, the offices of student life aim to enrich the lives of students through meaningful engagement in student organizations, service learning, campus activities, community and civic engagement, recreation, and leadership development.

The Division of Campus Life encompasses the following departments:

- Campus Life Finance & Operations
- Campus Recreation
- Dean of Students
- Learning Assistance Center & Disability Services
- Office of the Chaplain
- Office of Residence Life and Housing
- Office of Wellbeing
- Student Health Service
- Title IX
- University Counseling Center
- University Police

Professionals in these offices are devoted to assuring that students take advantage of their time at Wake Forest in ways that explore their full potential for growth and learning within a nurturing environment that promotes meaningful connections with our community and allows students to consider and realize their future aspirations. These professionals serve as teachers, advisors, coaches, counselors, physicians, and mentors in a variety of settings.

The Division of Campus Life relies upon student leadership to fulfill its mission. Student leaders are instrumental in shaping and sustaining a vibrant, responsible, and friendly campus ethos. They serve as resident advisors, peer mentors, office interns, student union organizers, referees, members of the honor council, volunteer service coordinators, and leaders of a wide variety of student organizations. Through such partnerships students and staff work together to sustain the human networks that strengthen and sustain our community.

Learn more about the Division of Campus Life at campuslife.wfu.edu.



Strategic Directions

- Lead a comprehensive approach to student and community wellbeing
- Cultivate an inclusive community where all students feel a sense of belonging and are valued contributing members
- Prepare students to lead in a diverse environment with cultural humility
- Foster a culture of peer engagement, leadership, and accountability
- Promote operational excellence in all systems and processes



HEALTH & WELLBEING TEAM

Consistent with the university's long-standing commitment to student wellbeing and support, in 2019 Vice President for Campus Life Dr. Penny Rue deepened this commitment by developing the Health & Wellbeing team. Led by Assistant Vice President

Dr. James Raper, the team is comprised of Campus Recreation, Office of the Chaplain, Learning Assistance Center & Disability Services, Student Health Service, University Counseling Center, and the Office of Wellbeing. Directors from these offices and their staffs work closely together to carry out the team's mission: To engage the Wake Forest University community in comprehensive and inclusive health and wellbeing practices.

Mission

To engage the Wake Forest University community in comprehensive and inclusive health and wellbeing practices.

OFFICE OF WELLBEING

The Office of Wellbeing leads the campus in making wellbeing a part of every experience in the lives of our students, faculty, and staff. The office serves as the campus hub for Wake Forest University's eight dimensional Thrive wellbeing initiative. Through rich collaboration and a commitment to excellence, we aim to maximize the lived experience of every Deacon on this campus and beyond. Because of Thrive and the Office of Wellbeing, the Wake Forest University community is more aware of the value of individual and community wellbeing, better equipped with the tools to navigate life, and demonstrates positive and meaningful behaviors.

The Office of Wellbeing operates under a set of assumptions that serve as guiding principles for the scope of work set forth throughout the campus:

1. People can intentionally learn, build, and cultivate wellbeing.
2. A well-lived life is a life full of meaning and purpose, grounded in self-awareness and infused with inquiry and curiosity.
3. Wellbeing involves subjectivity and can be measured with rigorous science.
4. Facilitating the wellbeing of others and providing opportunities for learning and growth is the responsibility of everyone involved in the leadership process.

In addition to serving as the hub for the Thrive initiative, the Office of Wellbeing provides a comprehensive portfolio of prevention and health promotion services and programs for members of our campus community. We particularly aim to increase college students' wellbeing practice while also reducing and preventing harm. The Office of Wellbeing uses a four-pillar organizing framework to guide the office's scope of work, providing programs, services, infrastructure-building, and research across eight dimensions of wellbeing (emotional, environmental, financial, intellectual, occupational, physical, social, and spiritual).

Programs:

Programs include specialized offerings that occur both as one-time and on-going events. Ongoing programs are determined based upon best evidence and practice for the program area.



OFFICE OF WELLBEING

Infrastructure:

The OW continues to build its internal staffing structure through recruitment and hiring, professional development opportunities, and team building. As the centralizing hub for wellbeing activities at Wake Forest University, the Office engages in and builds strategic collaborations to do the work of health promotion and prevention with a wide range of campus partners including the Health and Wellbeing Leadership Team.

Research:

The OW works closely with both Wake Forest University-based research initiatives such as the Wellbeing Assessment Collaborative and studies conducted in partnership with external research firms.

Services:

To date, services include alcohol and substance abuse brief counseling through the BASICS, nutrition counseling, massage therapy, and wellbeing coaching.

To carry out this four pillar framework, the office has a team of dedicated health promotion and prevention practitioners. There are two distinct units which conduct the portfolio of programs and services that make up these pillars: Alcohol and Other Drug (AOD) Program and the Wellbeing and Health Promotion units. The mission of the WFU AOD is to gain a greater understanding of the dynamics of alcohol and other drug misuse in our community, provide education, behavioral intervention and support, and resources to individuals and groups, and empower students to make healthy choices. Services include:

- Alcohol and other drug workshops and educational programs.
- Linkage to University Counseling Center services such as individual assessment and counseling as it relates to alcohol and other drug misuse.
- Multiple web-based resources: online screenings and assessments tools.
- Consultation to students, staff, and faculty on alcohol and other drug concerns.
- Referrals to campus and community support services.
- Support for students in recovery.
- Alcohol and other drug abuse prevention programming.

The wellbeing, health promotion unit within the Office of Wellbeing serves as ambassadors to the university community to carry out primary, secondary, and tertiary public health interventions based on best practices and evidence informed interventions for all university community members. A unique feature of this unit is that it provides services and programs across the campus, including faculty, staff, and students. The multifaceted programs within this unit include both a comprehensive health promotion portfolio to address student health and wellbeing and a variety of offerings for faculty and staff.



OFFICE OF WELLBEING

Examples of programs in the student health promotion portfolio include programs ranging from a Peer Education Network to the Signs of Stress Campaign. The WFU Certified Peer Education Program promotes wellbeing in the campus community. Through collaborative prevention, educational and awareness programs, WFU P.E.E.R.S. (Peers, Educating, Engaging, Reaching & Supporting) promotes services, tools, and resources to prevent high risk behaviors and promote student wellbeing. The Signs of Stress (SOS) Campaign is a twice-yearly event to educate and empower the campus community to enhance their emotional wellbeing. The SOS campaign aims to address negative stigma around mental health and help seeking and provide resources to help students understand their stress responses, attend to their emotional wellbeing, and understand how to lower their stress levels.

Wellbeing programs targeting faculty and staff include nutrition counseling, Move More Move Often, and Well Spaces. Move More Move Often is a challenged based program that encourages people to increase their daily activity while building social connection. While Wellspaces is an environmental based intervention encouraging departments to actively infuse the dimensions of wellbeing practices into their department culture. Offices ranging from Information Systems to Human Resources participate in this program. As the fields of health promotion, college health, and public health continue to grow and innovate, so too does the Office of Wellbeing.

About the Position

The **Director of the Office of Wellbeing** serves as the campus leader for the assessment, strategic development, and implementation of innovative evidence-based health promotion approaches. Staying abreast of intersecting national and higher education trends regarding resilience, and effective prevention and health promotion activities, the Director oversees and coordinates the work of the office's health promotion professionals. They also develop and advocate for policies and a built environment that address campus health and wellbeing - with particular attention to the needs and experiences of traditionally underserved and/or marginalized campus populations.

The Director regularly consults and partners with a broad range of campus constituents regarding alignment with the *Thrive* comprehensive campus wellbeing initiative. As a part of the Health & Wellbeing team of offices, the Office of Wellbeing Director serves on both the Health & Wellbeing Leadership Team, as well as the Vice President of Campus Life's Leadership Team. The Director is responsible for managing the office's budget, using best practice approaches and available data to inform the allocation of resources to have the greatest impact on the community.



THE APPLICATION PROCESS

Review of applications will be ongoing until the position is filled, with a priority review date of February 17, 2020. Inquiries and nominations can be directed to Dr. James Raper at raperjd@wfu.edu.

Applicants can find the full position description and application instructions on the Wake Forest University Staff Employment Opportunities website[[hyperlink](#)]. Candidates are asked to provide a resume and cover letter, attached individually via the application portal. Questions regarding the application process can be directed to WFU Human Resources: 336-758-4700 or askHR@wfu.edu.



In order to provide a safe and productive learning and living community, Wake Forest University conducts background investigations and drug screens for all final staff candidates being considered for employment.

Wake Forest seeks to recruit and retain a diverse workforce, and encourages qualified candidates across all group demographics to apply.



LIVING IN WINSTON-SALEM



Wake Forest is located in Winston-Salem, North Carolina, a beautiful, culturally rich mid-sized city centrally located in the Piedmont-Triad region of North Carolina. Winston-Salem is a family-friendly city with high quality schools, numerous outdoor recreational activities and events, and is known for its vibrant and thriving arts scene.

Downtown Winston-Salem is approximately three miles from the main campus. Downtown is a thriving area that includes galleries and shops; indoor and outdoor performance spaces and museums; a greenway that traverses the Old Salem district; and hotels, restaurants, and sidewalk cafes. One can catch a baseball game with the Winston-Salem Dash, a minor-league affiliate of the Chicago White Sox.



Winston-Salem residents enjoy close proximity to the beautiful Blue Ridge Mountains (1.5 hours) and Atlantic beaches (4 hours), a moderate climate with four distinct seasons, a very reasonable cost of living, and an eclectic variety of restaurants, wine bars, and breweries for dining with friends and family. Winston-Salem offers many of the amenities of a large city but with the sense of community and quality of life of a smaller town.

Learn more about Winston-Salem, North Carolina at visitwinstonsalem.com.

