



# **Assistant Vice President Senior Title IX Coordinator**

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**Position Prospectus**

**UAB** THE UNIVERSITY OF  
ALABAMA AT BIRMINGHAM

# The Opportunity

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 academic and work environment of equal opportunity to serve as its Assistant Vice President Senior Title IX Coordinator.

Reporting to the Senior Vice President for Finance and Administration, the Assistant Vice President Senior Title IX Coordinator provides guidance related to 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.

A leader who can establish and maintain positive, effective working relationships is essential, as the AVP Senior Title IX Coordinator is expected to strengthen a culture that supports a safe and non-discriminatory living, learning, working, and health care 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/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 which was selected as America's Number One Large Employer by Forbes.



# The University

The University of Alabama at Birmingham (UAB) is part of the University of Alabama System. Since becoming an autonomous campus of the University of Alabama System in 1969, UAB has earned international recognition for its innovative academic programs in a range of disciplines, groundbreaking research and scholarship, and leading-edge patient care. UAB has helped build the future through innovative ideas and initiatives in the classroom, the laboratory, and in the studio and clinic. UAB is in a strong financial position with favorable enrollment trends, a growing research base, healthy financial margins, and modest debt. The total operating budget for the UAB Campus for FY21 was \$1,448,083,000. The total FY21 State Appropriations were \$309,113,742, with \$37,955,804 allocated to the Hospital and \$15,247,393 being line items and earmarks for specific purposes. The state appropriation allocation has increased 13.6% or \$37 million since 2018. The state allocation increased for FY22 despite the impact of the pandemic. The university has an Aa2 rating from Moody's and an AA+ rating from S&P.

UAB partnered with the University of Alabama System, the State of Alabama, and the Birmingham community in successful efforts to combat COVID-19 and its variants. During the pandemic, UAB made record-breaking strides campuswide and emerged more driven than ever to serve and succeed in all pillars of its mission: Education; Research, Innovation & Economic Development; Patient Care; and Community Engagement.



**Be a part of the best.  
Be a part of UAB.**

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#1 America's Best Large Employer and #1 Best Employer for Diversity among colleges and universities  
Forbes, 2021

#1 Cybersecurity program in the U.S.  
Fortune, 2023

#1 Young U.S. University two years in a row  
#10 and #12 Young University worldwide  
Young University Rankings Times Higher Education, 2018, 2019

#1 Master of Science in health administration  
U.S. News & World Report, 2023

1st Health Promoting University in the nation  
International Health Promoting Campuses Network

Top 8% of universities worldwide  
Best Global Universities, U.S. News & World Report, 2022-2023

11 Best Online Programs  
Best Online Colleges, U.S. News & World Report, 2023

UAB Online is #15 in the U.S.  
America's Top Online Colleges, Newsweek, 2023

16 programs in Top 25  
America's Best Graduate Schools list, U.S. News & World Report, 2023

17th among all public universities for federal research funding  
NSF Higher Education Research and Development Survey, 2020

5 straight years Higher Education Excellence in Diversity Award and Diversity Champion  
INSIGHT into Diversity magazine

8th largest hospital in the U.S.  
Becker's Hospital Review, 2021

8 specialties ranked among top 50 programs of their kind  
Best Hospitals, U.S. News & World Report, 2021-2022

Rated highest among Best Hospitals for Maternity Care  
U.S. News & World Report, 2022-2023

Obstetrics and Gynecology is #5 in the nation  
U.S. News & World Report, 2022-2023



# Mission & Values

## VISION

UAB is a world-class research university and academic health system committed to understanding and improving the human experience.

## MISSION

UAB enriches society and improves health and well-being through transformational educational experiences, groundbreaking research, innovation and entrepreneurship, community engagement, and world-class patient care while serving our UAB, local and global communities.

## SHARED VALUES

UAB Shared Values: We CARE

- **Collaborate:** Work as a team for the greater good.
- **Act with Integrity:** Be accountable and do the right thing.
- **Respect All:** Champion diversity and opportunities for all with civility.
- **Excel:** Innovate and strive for excellence.

## 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.



## Research

UAB's robust research enterprise continues the most successful era of extramural research funding in its history, with an 89% increase over the past 10 record-setting fiscal years (awards totaled \$715 million in FY22) and a total of \$5.3 billion in research awards over the decade. Among public universities, UAB ranks 17th (top 4 percent) in federal R&D expenditures and 11th in NIH awards (top 4 percent), with all six of its health-related schools — Medicine, Public Health, Health Professions, Optometry, and Dentistry — in the top 15. UAB research encompasses a wide range of disciplines and emerging new fields, and spans the continents in scope: developing revolutionary treatments for the most devastating human diseases, from diabetes to cancer to Alzheimer's disease; pioneering new materials for everything from stronger military gear to bio-coatings for cardiac stents; combating cybercrime perpetrated from computers around the globe in a one-of-a-kind cyber forensics center through collaborations with the FBI, Homeland Security and industry partners such as Facebook and Google; and making significant advances in climatology, marine biology and medicine in the far reaches of Antarctica. In 2019, UAB was selected as one of eight national Udall Centers of Excellence in Parkinson's Disease. UAB is among the first in the United States to offer clinical trials for treatment of patients with severe COVID-19 using nitric oxide.



As the leading public academic medical center in the Deep South, UAB took a lead role in the battle against COVID-19. Through January 2022, UAB Hospital treated over 6,400 COVID-positive patients and 74% of on-campus students. Nearly 92% of UAB employees were compliant with COVID-related policy. UAB clinicians, experts and volunteers worked with the Alabama Department of Public Health and other partners to provide care for more than 267,500 residents in all 67 counties of Alabama. UAB's world-renowned infectious disease experts have continued to collaborate with local, state, and federal agencies to deliver critical information to the community, state and media audiences worldwide, doing more than 130 live national TV appearances from UAB studio among hundreds of expert interviews. UAB set an example for the state with early, decisive action to flatten the curve and promote aggressive social distancing among its 22,000 students, 26,000 faculty and staff, and its patients from across Alabama. UAB experts in health informatics quickly developed an online symptom assessment and contact tracing tool that was adopted by the Alabama Department of Public Health and was in use at dozens of universities and organizations nationwide. UAB was on the front lines of public health and spearheading the development of possible therapeutics against COVID-19, including Remdesivir (originally developed under the guidance of the UAB-led Antiviral Drug Discovery and Development Center to treat MERS), which was considered one of the most promising treatments for the disease. Within three months of the beginning of the pandemic, UAB raised over \$1.5 million from local philanthropic sources to support 24 internal, high-impact projects developed by UAB faculty.

## Academics

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). UAB has had three consecutive years of overall enrollment exceeding 21,500, and in fall 2021 welcomed its largest-ever first-year class. UAB has been identified as a [Diversity Champion by INSIGHT](#) Into Diversity magazine in 2018, 2019 (one of 16), 2020 (one of 14), 2021 and 2022 (one of 16). These honors recognize UAB's diverse student population, with underrepresented groups making up 55 percent of the student body. UAB was the first academic partner to support the Birmingham Promise scholarship in providing Birmingham City Schools graduates an opportunity to attend the university with a tuition scholarship match and additional academic support.

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, and cancer biology (B.S.) and neuro-engineering (Ph.D.) that are the first programs of their kind in the nation. *U.S. News & World Report* 2022 “Best Graduate Schools” includes 16 UAB programs in the top 25 — including a Master of Science in Health Administration program that is ranked first nationally.

## Health Sciences & 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. UABHS has developed a strategic alliance with Ascension St. Vincent's to increase access to high-quality, innovative medical care through multiple outlets and health programs. This alliance will address health disparities, mental and behavioral health, and diabetes. 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 health care entities affiliated with UAB.

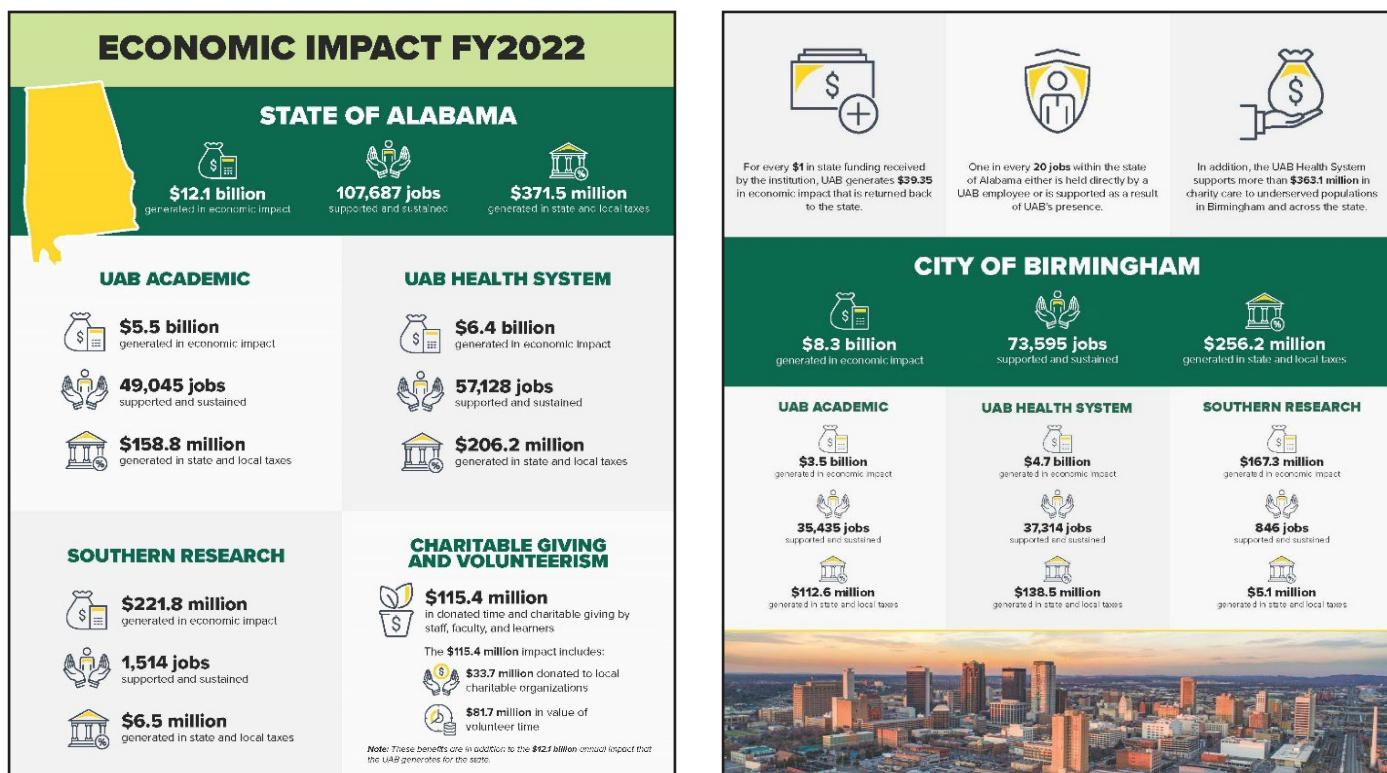
The flagship UAB Hospital is the largest in Alabama and eighth largest in the U.S., with 1,207 beds. The University of Alabama at Birmingham Hospital is the state's only Level I Trauma Center accredited by the [American College of Surgeons](#) and is the only Alabama hospital to be continually ranked 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.



## Innovation & Economic Impact

Driven by an intensely collaborative and entrepreneurial character, UAB is the economic engine of the region with a statewide economic impact exceeding \$12.1 billion annually. A new [report](#) shows the University of Alabama at Birmingham's annual economic impact in Alabama grew from \$4.6 billion in 2008 and \$7.15 billion in 2016 to \$12.1 billion in 2022 — a 41 percent increase since 2016 and a 163 percent increase since 2008. UAB is Alabama's largest single-site employer, with nearly 28,000 faculty and staff, and supports more than 107,600 jobs statewide — one of every 20 Alabama jobs. UAB's decades-long partnership with its community and state has led to the economic, cultural, and social renaissance of Birmingham — the state's largest metro area, with a population of 1.1 million — as the city has grown from a primarily steel-based economy to a thriving nexus of R&D, medicine, banking, and other service industries.

The UAB Harbert Institute for Innovation and Entrepreneurship (HIIE) is accelerating commercialization and training tomorrow's entrepreneurs. In FY22, HIIE achieved its eighth straight year with a positive bottom line (among only 20 percent of university technology transfer offices nationally), generating \$5.6M in revenues, 106 Intellectual Property Disclosures, 40 licenses, 12 U.S. patents, and eight startups poised for launch this year. UAB continues collaborating with Southern Research, Innovation Depot, the City of Birmingham, Jefferson County Commission, Birmingham Business Alliance, the corporate community, and other partners to foster a robust technology-based economy for the region and state.



## Community Impact

In 2019, UAB named Mona Fouad, M.D., director of the UAB Minority Health and Health Equity Research Center, and her team's "Live HealthSmart Alabama" project the winning proposal of the university's first [Grand Challenge](#), a key component of UAB's strategic plan, Forging the Future. As the winner, Fouad's team is supported with a five-year, \$5 million award from the university to fund the initial effort to address and improve the state's low health rankings.

The Times Higher Education Impact Rankings 2020 highlighted the impact of UAB on society to build healthier communities, ranking UAB first in the United States and seventh in the world for achieving good health and well-being community outreach. [Live HealthSmart Alabama](#) aims to improve the health outcomes in Alabama by 2030 by addressing changes in policies, neighborhoods, schools, and workplaces. UAB partnered with the City of Birmingham to create a smoke-free Health District on Birmingham's Southside. Lakeshore Foundation and UAB have collaborated on rehabilitative science research to improve the quality of life for individuals with physically disabling conditions. The Sparkman Center for Global Health works to alleviate health problems in less developed countries by increasing public health capacity, and UAB's School of Nursing is designated as a Pan American Health Organization/World Health Organization (among 43 worldwide) for their sustained involvement in developing the global nursing workforce. The employee-led Benevolent Fund works with more than 140 local nonprofits and donated \$1.4 million in FY2021. UAB employees and students built seven Habitat Houses, volunteering 17,200 hours. Blazer Pulse, a community service application, has logged over 60,000 hours of service with 90 community partners.

In December 2020, UAB became the first U.S. university to adopt the Okanagan Charter and to be recognized internationally as a Health Promoting University. UAB's work to promote bee conservation and growth was recognized by being named a Bee Campus USA by Bee City USA.

## Arts

UAB also promotes the cultural and artistic vitality of its community and state. The Alys Stephens Center is Birmingham's home for the performing arts, hosting the Alabama Symphony Orchestra, internationally renowned musicians, and performances by UAB's departments of music and theater. The Alys Stephens Center also takes the arts into the community through its ArtPlay and Arts in Medicine — and is the anchor of UAB's Cultural Arts Corridor, which includes the state-of-the-art Abroms-Engel Institute for Visual Arts.



## Facilities

The UAB campus comprises more than 100 continuous city blocks — a quarter of downtown Birmingham. The campus master plan focuses on enhancing growth management and innovative facilities to support the pillars of the strategic plan. An updated campus master plan received approval in April 2021. Recent projects include Honors Hall, the Collat School of Business, School of Nursing, University Hall, McMahon Hall and the Technology Innovation Center. Ongoing and upcoming projects include the Science and Engineering Complex, and the Altec/Styslinger Genomic Medicine & Data Sciences Building. Since 2013, 17 new major university construction projects have been completed or are under construction with almost 1.1 million gross square feet of facilities added to UAB's footprint. When the 10 major renovations are included in the total, more than \$1.1 billion has been spent by the institution to advance learning and aggressively expand its research portfolio, related funding and economic impact. Six major new buildings are planned over the next five years, which will add an additional 625,000 square feet of space. Ten major renovations also are planned for the next five years. Impactful growth continues in the health



sector as well, with \$525 million spent on new construction, renovations, medical technology, and real estate acquisitions over the past 10 years. Since 2013, 34 new major construction projects for the UAB Health System have been completed or are under construction with 2.5 million gross square feet of facilities added. Ten major new buildings are planned in the next five years, which will add an additional 1.6 million square feet space. Ten major renovations also are planned.

## Athletics

UAB is a current member of Conference USA and moving to the American Athletic Conference on July 1, 2023. The university participates in Division I of the NCAA, sponsoring six men's teams and 12 women's teams. Blazer Basketball won its conference championship in 2022 against Louisiana Tech, and Blazer Football, having moved into the new Protective Stadium in 2021, won the 2022 Bahamas Bowl, defeating Miami of Ohio. New and upcoming athletic facilities include a Football Operations Center, Basketball Practice Facility, and a Baseball/Softball Clubhouse. The Blazer athletes' graduation rate has increased from 75% to 94% since 2015, and the American Athletic Conference invited UAB to join its league beginning July 1, 2023, a move that increases the visibility and competitiveness of UAB Athletics on a national stage. Since 2015, the Department of Athletics has received more than \$71 million in new philanthropic and community support and built or renovated 25 facilities.



# The Location — Birmingham, Alabama

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. [Explore Birmingham online.](#)

Recent rankings for Birmingham include:

- No. 1 employer in the state (Forbes, 2022) — UAB
- No. 1 employer for diversity among colleges and universities (Forbes, 2021) — UAB
- No. 1 city in the country where your paycheck goes the furthest (Trulia, 2018)
- No. 2 up-and-coming tech hotspots (Livability, 2018)
- No. 3 in economic growth potential (Business Facilities, 2019)
- No. 3 for new business climate (Business Facilities, 2019)
- No. 4 best employer for diversity in America (Forbes, 2021) — UAB
- No. 4 best cities for job seekers (Thrillist, 2019)
- No. 7 city with the fastest-growing income (Smart Asset, 2017)
- No. 8 most affordable city to live and work (Business Student, 2019)
- Top 10 up-and-coming foodie city (Trip Advisor, 2018)



# The Role

## Assistant Vice President Senior Title IX Coordinator

### **SUMMARY**

Responsible for the Title IX program for the University and its academic research, athletic and clinical operations. Ensures compliance with Title IX of the Education Amendments of 1972, the Violence Against Women Act (VAWA), Campus Sexual Violence Elimination Act, Clery Act, Section 1557 of the Affordable Care Act, and other applicable federal and state laws and regulations. Enforces the Title IX policies and procedures at UAB. Prepares relevant institutional reports. Leads and supervises a team of professional staff and works collaboratively with faculty, staff, and students. Guides efforts and directs staff to achieve UAB's mission to strengthen a culture that supports a safe and non-discriminatory living, learning, working and health care environment.

### **ESSENTIAL FUNCTIONS**

- Lead UAB's overall strategic planning efforts to prevent and eliminate sex and gender-based discrimination in all forms and partner and coordinate with critical stakeholder units, including but not limited to Office of Counsel, Student Affairs, Human Resources, UAB Police Department, Office of the Provost, and Office of Compliance and Risk Assurance to support the overlapping Title IX compliance needs and responsibilities for UAB's academic, research, athletic, and clinical operations.
- Lead and oversee Title IX planning, monitoring, reporting, grievance procedures, and sanctioning; ensure that cases and investigations are handled in an appropriate, adequate, reliable, timely, confidential, and impartial manner consistent with applicable law and University policy; oversee the implementation of supportive measures and/or reasonable accommodations for Complainants and Respondents in the Title IX process; coordinate and conduct comprehensive training, education, programs and events to raise awareness of the Title IX policy and related resources and requirements.
- Manage the institutional Title IX compliance program's goals and objectives, analyze and interpret internal and external data, prepare reports and establish measurable elements to monitor effectiveness of the compliance program and make recommendations and findings as appropriate; ensure that UAB meets federal, state, regulatory and (internal) data collection, retention, and reporting requirements related to Title IX; assist in record-keeping procedures, compliance reviews, audits, and reporting procedures pertaining to all facets of UAB Title IX compliance efforts.
- Keep abreast of laws and legal guidance related to Title IX, the Violence Against Women Act (VAWA); Campus Sexual Violence Elimination Act, and Clery Act; lead and reinforce the priority of real time documentation in an integrated record management system to timely respond to integrated compliance and care requirements (Title IX, Clery/VAWA, Youth Protection, and related state and federal laws).
- Act as the institution's subject matter expert for Title IX compliance, provide appropriate and necessary updates, information, and reports to the SVP, senior leadership, risk management, Board of Trustees, and others in the UAB community on incidences of sexual offenses and Title IX claims of discrimination, harassment, and retaliation and all aspects of Title IX compliance.
- Responsible for providing support, guidance, coordination, and assistance in accordance with Section 1557 of the Affordable Care Act.
- Responsible for providing guidance and ensuring compliance with reporting requirements, including but not limited to NIH and NSF reporting requirements, and any regulatory/clinical reporting and requirements (i.e. licensing/ credentialing, medical board reporting, National Practitioner Data Bank reporting, Joint Commission requirements).
- Monitor and work closely with the University's athletic department to ensure compliance with Title IX, NCAA adopted principles and requirements related to gender equity and sexual violence and related intersecting federal laws, including but not limited to the annual disclosure statement and NCAA Student-Athlete misconduct disclosures.

## **ESSENTIAL FUNCTIONS (continued)**

- Provide specialized training for investigators, advisors, decision-makers, appellate officers, and others, as required, and coordinate the selection of external investigators, hearing officers, and advisors, as needed.
- Responsible for training, guiding, evaluating, mentoring, and overseeing Deputy Title IX Coordinators and investigators, including providing feedback on preparation of reports, summary letters, etc.
- Assist in replying to investigations and inquiries from federal or state agencies (EEOC, OCR, Department of Health and Human Services, NIH, NSF, licensing/medical boards, Joint Commission etc.) in compliance with regulatory requirements.
- Ensure the maintenance of the Title IX website to publicize campus and community resources, policies, and procedures; oversee the development of communication plans and generation of templates and other communication materials (letters, memos, announcements resource guides, flyers, handouts) to aid in understanding of the Title IX policies and procedures.
- Assist law enforcement personnel and UABPD in handling reports and complaints of sexual assault and related misconduct.
- Manage annual operating budgets for the Title IX Office.
- Perform other related duties as assigned or requested. The University reserves the right to add or change duties at any time.

## **QUALIFICATIONS**

### **Minimum Qualifications:**

Masters degree in 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.

### **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.

## **KNOWLEDGE/SKILLS/ABILITIES**

- Excellent written and verbal communication skills.
- Strong analytical, writing, and critical thinking skills and the ability to problem solve.
- Ability to analyze, summarize and effectively present data in a sound and supportable manner.
- Strong presentation and facilitation skills with emphasis on 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.

# Nominations & Applications

To apply, [click here](#).

For inquiries, nominations, applications, and confidential conversations, please contact:

**Rebecca (Becca) Kennedy (she/her)**  
**Partner, Isaacson, Miller**  
**imsearch.com**  
**617-933-1934**

This position is open until filled but only applications received by Monday, April 22, 2024, can be assured full consideration. Applications should include a detailed letter of interest and a current curriculum vitae/resume.

*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.*

