

Executive Director of Counseling and Psychological Services

Emory University is striving to build a campus culture that embraces the importance of well-being as a core principle of academic and personal success. To help meet that goal, the University is seeking an innovative leader and committed student advocate to serve as the next Executive Director of Counseling and Psychological Services (CAPS). This position is a tremendous opportunity for an experienced and talented clinician to provide a strategic vision for a strong, committed, and multidisciplinary team of counselors. The role oversees a wide range of clinical services, outreach, community engagement and resources, as well as professional training through internships and fellowships. The CAPS team supports about 15,000 diverse scholars in internationally recognized liberal arts, graduate, and professional programs.

In order to support a holistic approach to well-being, the Executive Director will help further integrate counseling services with Student Health Services (including psychiatry), The Office of Respect, and Health Promotion, through intentional collaborations and excellent communication. The University seeks experience in, and a commitment to, implementing protocols and partnerships that emphasize care for the community and trauma-informed practices, acknowledging the prolonged traumas experienced these last few years. The new leader will also proactively support staff well-being and professional development. A deep appreciation for the wide-range of cultures, identities, and backgrounds represented in the community, and a demonstrable commitment to inclusive and culturally responsive practices is essential.

POSITION SUMMARY

Reporting to the Associate Vice President of Well-Being, Access, and Prevention, the Executive Director will focus on advancing opportunities to meet the increased demand for mental health support through innovative strategies and delivery methods. This position also serves as an integral advisor to University responses to crises and threat assessments. This leader will plan and manage the annual budget, provide appropriate training and supervision of clinical and administrative staff, set long term and short term strategic goals for Counseling and Psychological Services, and the outreach efforts and community engagement necessary to optimize utilization of the services and resources.

PRIMARY RESPONSIBILITIES

- Serves as a member of the Well-Being, Access, and Prevention leadership team that prides itself on the delivery of quality healthcare, outreach, programs and education.
- Provides direction to ensure the delivery of high-quality, data informed, compassionate, efficient, and culturally responsive mental health and counseling services, educational resources and outreach, and professional training programs.
- Oversees CAPS financial resources and budget, including the \$1.4 million Emory Student Mental Health Fee.
- Supervises and manages clinicians and administrative staff, and direct reports including, but not limited to the Associate Director of Clinical Services, Associate Director of Outreach, Associate Director of Training, and an Assistant Director of Clinical Case Management.

- Works cooperatively with Student Health Services (including psychiatry), Health Promotion, Office of Respect, and other Campus Life offices, academic departments and deans' offices to deliver high quality clinical and support services to students.
- Collaborates with Oxford College Student Health and Counseling Services to facilitate a seamless transition of continuing students to the Atlanta campus.
- Establishes, reviews, and updates policies and procedures to ensure ethical, confidential, and inclusive clinical care.
- Demonstrates a commitment to professional development activities that educate and enhance well-being.
- Ensures compliance with University policy, and state and federal laws.
- Support campus emergency preparedness and response and communication about public health issues.
- Develops and maintains intentional collaborative relationships to promote teamwork and advance the priorities of Campus Life and the University.
- Ensures the timely delivery of counseling support to students via in-person appointments and telehealth visits.
- Works with colleagues in the Faculty/Staff Assistance Program, the Departments of Psychology and Psychiatry and Behavioral Sciences, Human Resources, and Emory Healthcare to further the mental health of the entire Emory community.
- Oversees community outreach efforts to reduce stigma of seeking mental health services. Encourages student engagement; groups currently engaged include Active Minds, Black Mental Health Ambassadors, and Helpline.
- Directs and coordinates marketing services to increase outreach efforts to students and enhance awareness of departmental services.
- Develops departmental short and long-term goals and objectives.
- Ensures adherence to policies regarding the availability of emergency counseling services.
- Performs other related duties as required.

QUALIFICATIONS

- A Ph.D. or Psy.D. in counseling or clinical psychology from an American Psychological Association (APA) approved program.
- Five years of clinical experience in a counseling setting.
- Licensure as a counselor, and being eligible to receive licensure in the State of Georgia within one year, is required.
- Ability to articulate, integrate and implement collaborative models of care, professional practice, and licensure appropriate to a university setting, evidenced by previous experience.
- Knowledge of local, regional and national issues, trends, and best practice standards in mental health care, outreach and preventative education, as well as of national certification and accreditation requirements.
- Proven record of success and commitment to working with issues related to diversity, equity, and inclusion, including an ability to work well with a globally diverse student body.

- Demonstrated ability to develop and implement strategic objectives, motivate and develop staff, effectively manage resources, and cultivate strong collaborative relationships with multiple constituent groups.
- Evidence of innovation through partnerships, projects, programs, and initiatives.
- Strong leadership, interpersonal, communications, and critical thinking skills are essential.

Preferred Qualifications

- Experience in a college or university student health, mental health or health promotion setting.
- Experience in dealing with public health issues, crisis management, and emergency response.
- Experience working in environments with a large health or public health presence through programs and organizations.
- Experience with behavioral intervention teams.

ABOUT EMORY UNIVERSITY

Emory University is one of the world's leading institutions of higher education, with an international reputation for path-breaking scholarship and research, engaged teaching, and innovative health care delivery. With a mission "to create, preserve, teach, and apply knowledge in the service of humanity," Emory University seeks to lead through moral and ethical engagement, discovery and innovation. A member of the Association of American Universities (AAU) since 1995, the University benefits from collaboration and synergy among its nine undergraduate, graduate, and professional schools. These schools include Emory College of Arts and Sciences, Oxford College, School of Medicine, Nell Hodgson Woodruff School of Nursing, Candler School of Theology, School of Law, Goizueta Business School, Laney Graduate School, and Rollins School of Public Health.

Emory's beautiful, leafy main campus is located in Atlanta's historic Druid Hills suburb and is home to 7,836 undergraduates and 6,677 graduate and professional students. Emory's reach and impact extend far beyond its Atlanta and Oxford campuses. The University's 32,000 employees — including more than 14,500 faculty and staff and 17,500 Emory Healthcare employees — make it the second-largest private employer in the Atlanta metropolitan area and multiply Emory's economic impact throughout the region and the state. Emory University strives to provide a welcoming, diverse and inclusive campus as an essential part of a community of academic excellence.

Emory provides an extremely competitive fringe benefit plan that includes personal leave, holiday pay, medical and dental plans, life insurance, courtesy scholarships, and tuition reimbursement just to name a few. For a full list of benefit programs, please go to <http://www.hr.emory.edu/eu/benefits/>.

APPLICATION PROCESS

Emory University has partnered with Keeling & Associates in this search process. Applications should include a cover letter and resume and must be sent, preferably in

PDF format, to recruiting@KeelingAssociates.com. The subject line of the email should read "Emory—Executive Director of CAPS." Confidential inquiries and nominations should be addressed to Dr. Liliana Rodriguez, Senior Consultant for Executive Search, Keeling & Associates, at lrodriguez@keelingassociates.com. Applications received by April 12, 2022 will receive full consideration. The process will continue until the position is filled.

Emory University is an equal opportunity/equal access/affirmative action employer fully committed to achieving a diverse workforce and complies with all Federal and Georgia State laws, regulations, and executive orders regarding non-discrimination and affirmative action. Emory University does not discriminate on the basis of race, age, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, or gender identity or expression.