

## Seeking a Dynamic and Innovative Counseling and Health Promotion Leader

### Senior Director for Counseling and Psychiatric Services and the Fontaine Center

The University of Georgia (UGA), a premier public research (R1) institution, is excited to begin a national search for the newly re-envisioned role of Senior Director for Counseling and Psychiatric Services (CAPS) and the Fontaine Center. This position exemplifies UGA's unwavering dedication to fostering the holistic well-being of its student community by integrating two critical and complementary areas: mental health care and health promotion and prevention education. UGA is seeking a forward-thinking and experienced leader who can champion a bold new vision to address the health and wellness challenges of our time.

Ideal candidates will demonstrate a history of effective leadership and management and a collaborative and strategic approach to their work. This position requires a collective impact lens and the ability to build strong partnerships with colleagues across various departments, especially the University Health Center (UHC), the Division of Student Affairs, and academic units. The successful candidate will showcase their capacity to work effectively with diverse groups, ensuring that services are inclusive and culturally responsive to the needs of a diverse student body. This role presents a unique opportunity to make a lasting impact on the well-being of UGA's student population and contribute to the University's mission of fostering a supportive and thriving campus community.

#### Position Summary

The Senior Director for Counseling and Psychiatric Services and the Fontaine Center reports directly to the Executive Director of the University Health Center and serves as a high-level administrative leader for the UHC. The Senior Director will serve as the Chief Mental Health Officer for the UHC and the larger campus community, with the expectation to develop and foster a connection between two key departments within the UHC—(1) CAPS, the primary mental health care provider for UGA students and (2) the Fontaine Center, which provides campus-wide health promotion programming and assessment in the areas of alcohol and other drug misuse prevention and harm reduction strategies, sexual health and sexual violence prevention, nutrition, and wellness coaching. The Fontaine Center is a critical part of UGA's efforts to promote student well-being.

Housed within the Division of Student Affairs, this position serves as a liaison to senior leaders in both Student Affairs and the broader University of Georgia community. As an integral member of the Administrative Staff, the Senior Director will support strategic planning, operational management, and policy development within their departments. This role extends to overseeing services provided to students, managing staffing and personnel matters, offering clinical and administrative supervision, conducting staff training, addressing mental health crises, and ensuring compliance with regulatory and accreditation standards. The University Health Center, accredited by the prestigious Joint Commission, places high expectations on maintaining the highest standards of care.

## Responsibilities

### Administrative Operations (60%):

- Fosters a vision for CAPS and the Fontaine Center which is consistent with the UHC mission.
- Works collaboratively with the Executive Director and other UHC Director and Senior Director leaders to support programming and relationship building across all UHC functional areas.
- Directly supervises the Associate Directors over the CAPS functional areas and the Fontaine Center, an Office Manager, as well as the general day-to-day operations of the departments.
- Directs the short- and long-term operations of University Health Center services whose focus is Campus Mental Health and Well-being. These services include CAPS, general Health Promotion, The John Fontaine, Jr. Center for Alcohol Awareness and Education, the Collegiate Recovery Center, Relationship and Sexual Violence Prevention, Process Support, Nutrition awareness and counseling, Sexual Health, and Wellness Coaching, along with any associated student groups.
- Ensures workflow requirements to facilitate effective and efficient functioning of services.
- Sets budget priorities to meet changing operational needs; this includes planning, accountability, and implementation of the department expense and revenue budget.
- Guides the hiring process to include recruiting, interviewing, hiring, and orienting staff.
- Ensures that credentialing, preceptorship, confidentiality review, and licensure complies with Health Center policies.
- Guides the Fontaine Center Board in its strategic planning, goal setting, assessment, and development efforts.
- Develops and monitors performance metrics for programming, patient satisfaction, and the provision of care and/or services.
- Actively promotes and participates in the development, retention, and engagement of each staff member.
- Provides a positive work environment which supports ownership by staff.
- Provides support in handling intricate and challenging situations including providing crisis consultation.
- Addresses critical incidents by developing and implementing postvention strategies.
- Maintains current knowledge of and follows UHC and UGA personnel policies and procedures.
- Manages the department in accordance with Joint Commission standards.

### Outreach and Collaboration (20%):

- Promotes the vision of CAPS and the Fontaine Center that is consistent with the UHC and Student Affairs missions.
- Actively engages in long-term strategic planning and collaborates effectively with peers and colleagues through outreach efforts internal and external to the UHC.

- Ensures that complaints regarding provision of care/outreach and employee grievances within their supervision chain are investigated and addressed on a timely basis, and that appropriate follow-up is carried out.
- Serves in an advisory capacity to the University Behavioral Assessment and Response Council (BARC). This role serves as an advocate for mental health needs of the campus community and interacts with students, staff, and faculty.
- Engages as a primary resource for the academic departments on campus, campus safety, and Student Affairs (the Dean of Students and Student Care and Outreach in particular) who deal with matters of mental health crisis.
- Works alongside campus partners to enhance the network of resources available to promote student well-being.
- Assesses the effectiveness of prevention and intervention programs for Campus Well-being initiatives.
- Fosters growth and fundraising efforts to advance the well-being of students and the UGA community.

#### Professional Development (10%):

- Promotes improvement through the provision of educational opportunities for staff and students.
- Participates in performance improvement efforts and demonstrates an ongoing commitment to personal professional development.
- Uses contacts with students as an opportunity for the promotion of holistic well-being.
- Identifies and pursues opportunities for improvement of health center clinical, business, donor, and service processes.
- Demonstrates a commitment to ongoing learning and personal growth.

#### Service (10%)

- Direct service to students.
- Consultative support of other UHC staff.

#### Minimum Qualifications

- Master's level or higher degree in one or more of the following areas: Psychology, Health Promotion, Public Health, or related field.
- A minimum of seven years of experience or practice in an area of specialty that includes direct client mental health-related care.
- Three years of service in a university environment.
- Three years of experience in a senior-level administrative role.

#### Preferred Qualifications

- PhD or PsyD from an APA accredited program and an APA accredited (or equivalent) internship.
- Licensure in the state of Georgia or working toward licensure.
- Two years of experience in an organization that is Joint Commission (or similarly) accredited.
- CHES certification.

- Five years of successful work with a range of culturally and ethnically diverse populations with demonstrable evidence of a commitment to fostering a healthy and collaborative multicultural environment.
- At least two years of experience with the following:
  - o Planning/implementation and/or management/supervision in an organization with integrated behavioral and clinical services;
  - o Leading healthy campus initiatives;
  - o Working across multiple departments, disciplines, and with donors; and
  - o Working collaboratively in/with a Division of Student Affairs.
- Knowledge of Primary Care/Collaborative Care and/or other models for integrated clinical services.
- Knowledge in leadership, coordination, networking skills, and donor relations.

### About the University

The University of Georgia, a land-grant and sea-grant university founded in 1785 by the Georgia General Assembly, is the state's oldest and most comprehensive institution of higher education. Its motto—"to teach, to serve, and to inquire into the nature of things"—reflects the University's integral role in the state and nation's intellectual, cultural, and environmental heritage. The University is currently ranked among the top 20 public universities in U.S. News & World Report and is recognized as a very high research activity (R1) institution by the Carnegie Foundation.

UGA's main campus is located in Athens, Georgia, 70 miles northeast of Atlanta. The University enrolls over 30,000 undergraduate students and 10,000 graduate and professional students; offers extensive academic programs across 18 schools and colleges; and engages students in more than 800 student organizations, 130 study abroad and exchange programs, and 21 NCAA Division I varsity sports teams. For more information, please visit <https://www.uga.edu>.

### Application Process

The University of Georgia 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](mailto:recruiting@KeelingAssociates.com). The subject line of the email should read "UGA – Senior Director." Confidential inquiries and nominations should be addressed to Shadia Sachedina, Executive Search Consultant, at [ssachedina@KeelingAssociates.com](mailto:ssachedina@KeelingAssociates.com). All applications received by May 16, 2024, will receive full consideration. The application review process will continue until the position is filled.

The University of Georgia is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex (including gender identity and sexual orientation), national origin, ethnicity, age, genetic information, disability, or protected veteran status.