

Director of Student Counseling

Washington and Lee University (W&L) seeks nominations and applications for the position of Director of Student Counseling (Director). This is a transformational opportunity for a collaborative clinical leader that enjoys working with young adults and contributing to an intellectual community. The Director will work with a multidisciplinary team to ensure that students have access to high-quality counseling, consultation, outreach, and urgent mental health care. The University Counseling Center serves nearly 2,000 undergraduates and 400 law school students. Nestled in the mountains of Lexington, Virginia, this nationally ranked liberal arts college and law school is committed to developing students' capacity to think freely, critically, and humanely as engaged citizens in a global and diverse society.

Reporting directly to the Vice President for Student Affairs and Dean of Students, the Director is a member of the Student Affairs Leadership Team and works as a strategic partner and advisor, helping to provide outstanding programs, services, and initiatives that promote the well-being of the student community. The Director also provides vision and strategic leadership to a team of clinicians and administrative professionals and is responsible for the day-to-day operations of the Center, overseeing staffing, budget, policies, and procedures. The successful candidate will have a strong record of clinical practice with an acute awareness of the importance of culture, race, gender identity, religion, and disability status and how they and other dimensions of diversity intersect to impact mental health. The next Director will also have demonstrable experience inspiring, developing, and managing staff. Candidates must have outstanding clinical judgment, compassion, administrative acumen, and the ability to hold a broad institutional perspective and work collaboratively with campus partners, students, and their families.

About W&L

W&L is the ninth oldest institution of higher education in America and the historic campus, situated in the beautiful Shenandoah Valley, is home to a vibrant, welcoming community distinguished by an entirely student-run Honor System that pushes students to take responsibility and realize their potential as citizens, peers, and leaders.

The small size of the community enables students to find mentors and develop personal relationships across campus. W&L offers incredible opportunity for those with incredible potential. Your voice matters at W&L because the core values of honor, integrity, and civility are fundamental to the culture, and they influence the thoughtful ways students and faculty approach every conversation.

Position Summary

The Director of Student Counseling manages the staff and operations of the University Counseling Center (UCC). The Director spends approximately 50% of their time providing direct clinical services, including evaluation and crisis response, and approximately 50% of their time in case-management, supervision, and other professional activities. The Director shares on-call responsibilities with other

professionals for emergency coverage throughout the academic year. This leader ensures that clinical services adhere to professional, legal and ethical standards and meet the needs of a diverse college-aged student population.

Essential Functions:

- Manages operations of the University Counseling Center. Provides leadership for mission, assessment, budget, strategic planning and goal setting, program evaluation, direct clinical services, outreach programming, and training.
- Ensures effective policies, procedures, and practices related to triage, intake, scheduling and documentation of individual clinical encounters, therapy, and support groups.
- Supervises and manages a team of behavioral health and administrative professionals. Actively engages in performance review and feedback.
- Encourages appropriate continuing education and professional development and training activities for all UCC staff to maintain licensure and to meet the psychological and mental health needs of students.
- Establishes on-call schedule and shares on-call responsibility with other UCC clinicians for 24/7 counselor availability for urgent emergency needs.
- Consults with students, faculty, staff, administrators, parents, and off-campus professionals regarding the needs of individual students. Facilitates timely response to urgent requests for psychological intervention during regular office hours, after-hours and for phone consultation.
- Provides direct clinical services to students for assessment and treatment as appropriate to clinical training and licensure.
- Provides case management consultation and support for UCC clinicians working with high-needs students and/or through care transitions.
- Facilitates regular peer consultation among UCC providers, and with Student Health Center medical providers.
- Serves a member of the Student Affairs Senior Leadership Team and works as a strategic collaborator and advisor to the Vice President for Student Affairs and Dean of Students to help provide programs, services, and initiatives that promote student mental health and wellness.
- Attends meetings of the multidisciplinary Assessment and Care Team (ACT).

- Collaborates as needed with university officials in situations requiring emergency management and/or behavioral threat assessment and intervention.
- Provides UCC review and recommendations for student withdrawal, leaves of absence, reinstatements and/or short-term academic adjustments. Coordinates UCC review and recommendations for student disability accommodations requests for mental health conditions.
- Works closely with the University Physician /Director of Student Health and the Director of Health Promotion to formulate shared programmatic goals and outcomes.
- Collects and analyzes data related to student mental health.
- Ensures timely and comprehensive population assessment, analytics, and reporting to inform initiatives.
- Manages advising and support for student organizations related to student mental health including programs such as the Peer Counselor program, Active Minds, and the Campus Recovery Program.
- Promotes and participates in activities, committees, events, programs, and other efforts that serve to improve the health and well-being of W&L students.

Minimum Qualifications:

- Ph.D. or Psy.D. in Clinical or Counseling psychology or related terminal degrees
- Professional licensure by the Virginia Board of Health Professions, or license eligible in Virginia with completion of licensure within 12 months
- At least 7 years of clinical experience
- At least 3 years of management experience in a clinical setting
- Knowledge and experience in the psychological and developmental needs of young adults from a variety of cultures and backgrounds
- Demonstrated commitment to diversity, equity, and inclusion
- Proven ability to effectively collaborate with others and foster a strong team culture
- Strong interpersonal and verbal/written communication skills

Application Process

Washington and Lee University has partnered with Keeling & Associates, LLC for this search. Applications should include a resume/curriculum vitae and a cover letter

addressing your interest in and qualifications for the position. Application materials must be sent, preferably as PDFs, to recruiting@keelingassociates.com with the subject heading "W&L Student Counseling" Candidates are encouraged to submit materials by June 5, 2023, to receive full consideration. The search will continue until an appointment is made.

Confidential inquiries and nominations should be addressed to the K&A senior consultant leading this search, Dr. Lili Rodriguez, at lrodriguez@keelingassociates.com.

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