



OLD DOMINION UNIVERSITY

Director of Counseling Services

Position Profile



Prepared by Keeling  Associates
Change for Learning

The Opportunity



Old Dominion University is pleased to invite applications and nominations for the position of Director of Counseling Services. This exceptional opportunity requires an experienced and skilled mental health clinician to provide clinical and administrative leadership, vision, and strategic direction. The role encompasses a wide range of support programs and services for students in a comprehensive university counseling center serving a culturally diverse population of more

than 24,000 undergraduate, graduate, and professional students. Located in Norfolk, Virginia, a vibrant metropolitan region of coastal Virginia, Old Dominion University is a forward-focused public doctoral research university with a strong focus on student success and learning. The University is currently in the planning stage of a new facility that will house Counseling Services, Health Promotions, and Student Health Services. The facility will be adjacent to the Student Recreation Center and will form a “Wellness Campus.” Groundbreaking for the facility is anticipated in spring 2022. For more information about ODU, please visit: <https://www.odu.edu/about>



Through innovation, collaboration, and excellent communication, the new Director will have the opportunity to be a transformational leader, identifying and implementing strategies to strengthen the counseling services and programs to provide optimal utilization of the Office of Counseling Services (OCS) throughout the Old Dominion student community. Experience, enthusiasm, and competency in working closely and collegially with Student Health Services, Health Promotion, and

Recreation and Wellness are essential, as are leadership skills and talent in inspiring, motivating, and supporting a caring and responsive team of multidisciplinary mental health providers.

Position Summary

Reporting to the Associate Vice President for Inclusion in Student Engagement and Enrollment Services (SEES), the Director of Counseling Services will direct the administrative management and operations of comprehensive counseling services serving the University's student population. This position will plan and administer the annual budget, and provide strategic leadership for Counseling Services, including training, clinical staff, psychiatry, and outreach components of a comprehensive counseling and psychological services organization for all students.

Mission

The Office of Counseling Services (OCS) is a university agency with a diverse and multidisciplinary professional staff. OCS provides evidence-based mental health services, preventative programming, and a multi-level doctoral training program. The OCS staff adhere to the highest standards of ethics and confidentiality and promote and maintain a reliable service system in a safe and supportive atmosphere.

Primary responsibilities of the Director of Counseling Services include:

- Provide vision and strategic leadership in establishing and monitoring the scope and direction of Counseling Services, ensuring its operation is consistent with national standards of practice.
- Deliver counseling services to students in response to issues which may include, but are not limited to, psychological functioning, interpersonal relationships, concerns involving minoritized students, career choice, and academic performance.
- Recruit, supervise, and evaluate professional staff and clinical trainees.
- Collaborate with the Counselor Education program, SEES units, and campus community in mental health and psychological programming, activities, and initiatives.
- Conduct in-house maintenance of professional activity data and client data for accountability and research studies.
- Develop and implement policies in emergency after-hours/on-call services and act as liaison in this regard with a psychiatric consultant, Student Health Services, and SEES staff.
- Consult with University administrative units, student organizations, and non-University organizations concerning mental health services and programs.



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Qualifications

Candidates must possess a Doctor of Education (EdD), Doctor of Psychology (PsyD) in counselor education or counseling psychology (PhD), or doctorate in clinical psychology (PsyD or PhD), or doctorate social work (DSW). Candidates must have current licensure either in Virginia or in another state and eligible to obtain licensure in Virginia (must obtain Virginia licensure within 12 months of employment).

To meet minimum qualification standards, candidates must have:

- At least five years post-doctoral clinical experience.
- Experience as an administrator or supervisor in a college/university or outpatient mental health facility.
- Demonstrated ability to supervise a multi-disciplinary staff to include counselors, psychologists, and psychiatrists.
- Demonstrated skill in budget management.
- Excellent understanding of and ability to effectively meet the needs of a diverse college population.
- Extensive knowledge and skill in the operation of mental health services with a focus on issues presented by college students.
- Strong crisis management skills.
- Knowledge of the role of a mental health provider in an outpatient setting.



Preferred qualifications include experience in the accreditation process for college and university mental health services; experience serving as a member of a crisis management team, behavioral consultation, emergency management, or students of concern team; and experience overseeing and/or knowledge of university health services administrative functions.

Application Process

Old Dominion 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 “ODU – Counseling Director.” Confidential inquiries and nominations should be addressed to Dr. Jan Walbert, Vice President and Senior Consultant for Executive Search, Keeling & Associates, at jwalbert@keelingassociates.com. Applications received by October 29, 2021, will receive full consideration. The process will continue until the position is filled.



It is the policy of Old Dominion University to provide equal employment, educational and social opportunities for all persons, without regard to race (or traits historically associated with race including hair texture, hair type, and protective hairstyles such as braids, locks, and twists), color, religion, sex or gender (including pregnancy, childbirth, or related medical conditions), national origin, gender identity or expression, age, veteran status, disability, political affiliation, sexual orientation or genetic information. Minorities, women, veterans and individuals with disabilities are encouraged to apply.

