

SEWANEE

THE UNIVERSITY OF THE SOUTH

Director of University Counseling and Psychological Services



Prepared by **Keeling Associates**
Change for Learning

The Opportunity



Sewanee | The University of the South, a world-class liberal arts college, seeks an innovative and team-oriented mental health clinician and leader to serve as the next **Director of University Counseling and Psychological Services (CAPS)**. This position provides an exciting and fulfilling opportunity to lead and inspire an interdisciplinary team in supporting the needs and priorities related to all aspects of mental health for a high achieving

student body with a diversity of perspectives. As part of the [University Wellness Center](#) located in the new [Wellness Commons](#), CAPS is committed to comprehensive student wellbeing and community flourishing. CAPS catalyzes student mental health through the delivery of high-quality, evidence-based treatment services, crisis intervention, wellness promotion and outreach, and collaboration with campus and community partners. The new Director will be a strong partner with other leaders in the Commons and across the University in supporting Sewanee's commitment to developing adults of capacity, character, and consequence. The University is further committed to promoting an infrastructure of mental wellness on campus, know as [Sewanee Flourish](#), and the Director of CAPS will play an integral role in this exciting and innovative work.

The Director must be an experienced mental health clinician with the skills and desire to provide direction and supervision for the CAPS staff. Competitive candidates will have a demonstrated record of supervision; knowledge of comprehensive and dynamic approaches to the delivery of equitable, inclusive, and student-centered counseling services and outreach; and the ability to work creatively, collaboratively, and effectively with colleagues to promote student mental health and wellbeing. Most importantly, the Director must understand and support the University's four core institutional values: (1) **inquiry**: we develop open-minded, informed, and intellectually engaged individuals; (2) **community**: we cultivate respectful, inclusive, and enduring relationships; (3) **flourishing**: we share responsibility for the wellbeing of one another and the domain; and (4) **courage**: we strive for justice, equity, and sustainability in Sewanee and broader society.

Position Overview

The Director of CAPS reports to the Associate Dean for Flourishing and Wellness and serves as a senior member of the Wellness Commons' leadership team and the chief mental health officer for the institution. The Director serves as a thought partner to the Associate Dean and works collaboratively with other leaders within the Division of Student Success and Flourishing to promote student wellbeing. The Director provides strategic and operational leadership to consistently evaluate and enhance the clinical services in CAPS. The Director will oversee all clinical and administrative staff within the Center and will oversee the growth and development of a new master's level training program. As a senior member of the Wellness Commons leadership team, the Director will contribute to strategic planning, serve on committees focused on enhancing student wellbeing, and play a key role in assessment and evaluation of such efforts. The Director of CAPS is a highly visible and influential leader in the community and demonstrates expertise in supporting the mental health needs of diverse and underrepresented students and a commitment to cross-cultural competence. As demand for CAPS' services increases annually, the Director is committed to innovative and creative strategies to improve equity and access for all students and is adept at advocating for resources internally and externally; the Director will be actively involved in grant writing and research to this end. The Director oversees personnel selection, performance evaluation, program planning and evaluation, and budget planning and management. The Director and members of CAPS staff develop and carry out annual goals and objectives, continuously assessing, monitoring, and improving service offerings in response to the changing needs of the student body. The Director is called upon to provide guidance and appropriate services to the University regarding student mental health emergencies.

Duties and Responsibilities

- Provide leadership, coordination, strategic planning, and oversight for all functions of CAPS, including appropriate and timely direct clinical services.
- Directly supervise CAPS clinical staff and provide administrative oversight (e.g., hiring, formal performance evaluation, staff education, professional development).
- Provide clinical services, including individual psychotherapy, group psychotherapy, clinical supervision, and consultation-liaison services.
- Provide after-hours crisis services on a rotational basis with support from ProtoCall.
- Oversee and supervise the practicum training program in CAPS.
- Maintain relationships with external partners: JED Campus, Steve Fund, Point & Click, and ProtoCall.

Duties and Responsibilities (Continued)

- In collaboration with the Associate Dean, oversee the annual implementation of the Healthy Minds Study and the Wake Forest Wellbeing Survey. Utilize survey results to inform and refine clinical services and outreach programming.
- In collaboration with the Associate Dean, continue to build new and innovative digital resources for student flourishing (<https://verge.sewanee.edu/>) including the future development of a new App based on Verge
- Within the first two years of appointment, work toward IACS accreditation.
- Participate in grant application preparation and submission in collaboration with the Associate Dean and oversee internal grant management as needed.
- Collaborate with CAPS staff and the senior leadership team in the Wellness Commons to establish annual goals and priorities for the Commons, and negotiate for alignment with the Division of Student Success and Flourishing strategic planning and initiatives.
- Initiate strategic planning, assessment, and presentation activities to both guide and inform capital planning and the development of counseling and educational services and programming.
- In collaboration with the Associate Dean, provide oversight of the annual operating budget for CAPS.
- Advise and counsel University staff and faculty on student mental health and developmental concerns.
- Serve as a member of the University's Behavioral Intervention Team and CARE team.
- Provide outreach and campus programming in the form of workshops, lectures, and seminars primarily for students, but also for faculty and staff on a wide variety of topics related to mental health and well-being, personal development, and other psychological topics.
- Present to internal and external audiences to advance the work of the Commons.
- Serve as a consultant and educational resource for University personnel responsible for student life, welfare, and wellbeing. Consult with University departments seeking organizational development and conflict resolution assistance.
- Serve on the JED Campus Team/Wellness Task Force and other University committees; act as a liaison between CAPS and other offices/committees.
- Perform the duties of a mental health clinician and provide professional leadership to other mental health professionals on and off campus. Serve as an active participant in the Association of University College Counseling Center Directors (AUCCCD).
- Assures consistently correct content in all publications, including webpages, for which responsible, either delegating this responsibility, or directly updating and deleting content regularly, meeting style and design guidelines established by the University and maintained by Marketing and Communications, and undergoing training as needed.

Qualifications

- Master's degree in a related field, such as Community/Clinical Mental Health Counseling or Social Work, Ph.D. in clinical or counseling psychology, or Psy.D. in clinical psychology. Ph.D. or Psy.D. must be from an APA accredited program.
- Minimum of five (5) years of progressive experience, including clinical supervision and managing clinical programs and services.
- Experience working with presenting concerns typical to diverse student populations (e.g., anxiety, depression, trauma, eating disorders, substance use disorders, adjustment & identity development, and suicidality).
- Appreciation and commitment to diversity, equity, and inclusion, demonstrated efforts in striving for cross-cultural humility, experience in clinical and outreach work with diverse student populations.
- Experience designing well-being and mental health initiatives that incorporate multicultural diversity, inclusivity, and social justice principles.
- Experience in developing and delivering programs and services in a university counseling center or equivalent setting. Skill in examining and reorganizing operations and procedures, formulating policy, and developing and implementing novel systemic strategies and procedures. Experience with telehealth service delivery is preferred.
- Excellent writing skills; experience in quantitative data analysis; experience in grant writing.
- Well-developed public speaking skills.
- Commitment to respond appropriately and in a timely manner to emergency situations.
- Experience and knowledge in the following areas: Title II compliance and best practices, varied suicide prevention models, and risk management approaches.
- Excellent interpersonal communication, group facilitation, and program development skills.



Qualifications (Continued)

- Demonstrated ability to work collaboratively with students, faculty, staff, and off-campus stakeholders.
- Ability to develop financial plans and manage resources.
- Strong crisis management skills.
- Knowledge of budgeting, cost estimating, and fiscal management principles and procedures.
- Knowledge of electronic medical records systems (e.g., Point & Click, Titanium)
- Ability to assess outside and in-service training needs, provide related consultation, and arrange/facilitate training seminars.
- Knowledge of related accreditation and certification requirements (e.g., IACS).
- Experience with and knowledge of the relevant codes of ethics and the International Association of Counseling Services.

Licenses/Certification: Must be currently licensed in a field appropriate to degree and this position; if not licensed in Tennessee, must be license-eligible and committed to obtaining license.



Application Procedure and Timeline

Sewanee has partnered with Keeling & Associates, LLC, in this search process. Application materials should include a resume and a letter of interest and must be sent to recruiting@keelingassociates.com. The subject line of the email should read "Sewanee – Director - CAPS." The review of materials will begin immediately and will continue until the position is filled; applications submitted by **February 28, 2022**, will receive full consideration.

Those interested in submitting nominations or in having a confidential discussion before applying should contact K&A Senior Consultant Jeff Ewing (jfewing@keelingassociates.com).

The University of the South is an equal opportunity educational institution that is committed to creating and maintaining a diverse and inclusive campus environment.

