



THE UNIVERSITY *of* NORTH CAROLINA *at* CHAPEL HILL

Director of Counseling and Psychological Services



Prepared by **Keeling**  **Associates**
Change for Learning

The Opportunity

The University of North Carolina at Chapel Hill, a leading public university, is seeking applications and nominations for the position of Director of Counseling and Psychological Services ([CAPS](#)). This is a role for an experienced and collaborative clinician eager to set a vision and direction for a dedicated multidisciplinary team.



CAPS is part of an integrated approach to creating a healthy culture on campus that embraces diversity, rewards excellence, respects individuals, and supports learning. The Director will work with colleagues to identify and implement approaches that support student wellbeing, including working with the JED Foundation and playing a key role on the Mental Health Taskforce.



An understanding of the mental health needs of emerging adults and professional students, a deep commitment to ensuring care is inclusive, and strong administrative, interpersonal, and leadership skills will be necessary to succeed in this role.



Position Overview



CAPS uses an approach to mental health that integrates physical, emotional, academic, spiritual, social, and cultural well-being. The Director provides professional expertise and consultation across Student Affairs and the larger campus community regarding trends in mental health affecting students. This leadership role ensures compliance with federal and state laws and requirements for counseling centers; assesses and reports on clinical service effectiveness; supervises the members of the

leadership team; manages the budget; serves as a liaison to student organizations interested in mental health; facilitates strategic planning and quality improvements; sets the tone and vision for supporting diverse student populations; fosters an environment for a collaborative staff culture; and supports the professional development of the clinical staff and Post-MSW Fellows and APA-accredited Psychology Interns with a particular emphasis on cultural competence.

The Director also serves in a clinical role and oversees the supervision and evaluation of trainees and clinical staff. This position serves as a member of the Student Affairs Leadership Team, chairs the Mental Health Task Force, and reports to the Executive Director of Campus Health who reports to the Vice Chancellor for Student Affairs. The department is funded through a student Campus Health Fee, which supports Campus Health, CAPS, and Student Wellness, and through revenue derived from health insurance billing for medication management services. A deep understanding of the administrative responsibilities for quality mental health care delivery, such as accreditation, compliance, and billing and insurance processes, is essential to this role.



Qualifications

- Appropriate terminal degree in psychology, social work, or mental health practice that allows for licensure. Doctorate in Counseling, Clinical or Counseling Psychology, or a mental health care discipline **preferred**. Degree from APA approved program **preferred**.
- Professionally licensed or eligible to obtain licensure in an appropriate clinical field in North Carolina.
- Minimum of five (5) years of progressive administrative and management experience in a supervisory role within a health/mental health care organization, preferably at a large university.
- Five to seven years of clinical experience, and ability to support and foster professional development among staff.
- Exceptional communication, negotiation, and interpersonal skills in a collaborative, multi-disciplinary environment.
- Demonstrated commitment to the highest ethical standards of professional practice, as well as personal and professional integrity in the ability to collaborate and foster a spirit of engagement.
- Ability to apply knowledge and apply promising practices in behavioral health and health care to a university context serving a highly diverse student population.
- Understanding of and commitment to diversity and inclusion in the delivery of all services.
- Active participation in national professional associations and scholarly activities.
- Experience in areas of financial and personnel management and knowledge of technology issues as they apply to healthcare and mental health settings.
- Knowledge of compliance with federal and state laws and requirements, along with the administrative and legal complexities associated with managing a university counseling center **preferred**.



Application Process and Timeline

The University of North Carolina at Chapel Hill 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 “UNC – Director of CAPS.” The review of materials will begin immediately and will continue until the position is filled. Those interested in submitting nominations or having a confidential discussion before applying should contact K&A Senior Consultant, Dr. Lili Rodríguez (lrodriguez@keelingassociates.com).



The University of North Carolina at Chapel Hill is an equal opportunity and affirmative action employer. All qualified applicants will receive consideration for employment without regard to age, color, disability, gender, gender expression, gender identity, genetic information, race, national origin, religion, sex, sexual orientation, or status as a protected veteran, which summarizes the University's equal opportunity commitment.

