



Director of Student Counseling Services & Substance and Violence Education Support Services



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

The Opportunity

Radford University, a comprehensive public university in Virginia, invites applications for their **Director of Student Counseling Services (SCS) and Substance and Violence Education Support Services (SAVES)**. Reporting to the Associate Vice President for Student Affairs/Dean of Students, the next Director will be a visionary leader for SCS and SAVES—two essential departments that provide comprehensive, quality, accessible, state-of-the-art health services and resources to support students. This position is responsible for the leadership and oversight of the design, implementation, and evaluation of SCS and SAVES, and championing a culture of care for more than 7,800 undergraduate and graduate students. The Director will support the staff of SCS and SAVES and maintain a positive employee experience that is aligned with the mission of the Division of Student Affairs.

Radford is seeking a data-informed and strategic mental health leader who will guide the campus in supporting the mental health of Radford’s students through intentionally designing services that reflect student needs throughout their college experience. Representing the health and wellness portfolio, the next Director will serve on a variety of committees related to student wellbeing and success and will engage in all aspects of mental health issues on campus, assuring that SCS and SAVES are responsive and accessible to the Radford student community. An administrative leader and clinical champion, the Director will primarily have management responsibilities and will have the opportunity for a small caseload.



Strengths and Priorities



As the leader of two respected and established offices, the Director will have the opportunity to build on their accomplishments in support of student success at Radford. Providers and staff in SCS and SAVES work closely with one another and across Student Affairs, the University, and the community to meet the increasing mental health and wellbeing needs of Radford's student population.

The new leader of these departments will assess current structures, policies, and practices and determine how to grow services and programs in strategic, innovative ways that align with the goals of the Division of Student Affairs and best practices in university counseling centers across the nation.

The Director will benefit from Radford's community-oriented and relational approach to supporting student mental health. The Director will be expected to maintain partnerships with campus and community partners to ensure a seamless continuum of care.

The Director will join a division that is collaborative, supportive of one another, and deeply invested in their professional growth. The Division has highly engaged leaders across services who advocate for the needs of their departments and staff.



Major Responsibilities

Management of SCS student mental health prevention and response efforts (35%)

- ▶ Manage and oversee day-to-day functions of SCS
- ▶ Compile data to analyze and identify trends, risks, and gaps in the clinical services program
- ▶ Provide leadership (and supervision as needed) to a multidisciplinary staff of varied experience and background
- ▶ Manage and be responsible for budget and finances
- ▶ Create a positive employee experience that supports staff recruitment, retention, and development
- ▶ Develop and implement SCS vision, goals, and objectives
- ▶ Develop operating procedures for optimal clinic function
- ▶ Liaise on a regular basis with campus leadership and key partners
- ▶ Collaborate with all aspects of the health and wellness portfolio to assure collaboration and integrated care for students
- ▶ Lead staff meetings and trainings, and coordinate with other staff and associates in providing diverse training opportunities
- ▶ Conduct weekly staff meetings and issue-specific discussions as appropriate

Management of SAVES substance use and sexual violence prevention and response efforts (35%)

- ▶ Manage and oversee day-to-day functions of the SAVES office
- ▶ Manage and be responsible for budget and finances
- ▶ Manage grants and contracts
- ▶ Compile data to analyze and identify trends, risks, and gaps in the program
- ▶ Analyze and implement best practice solutions for increasing student retention and success

Major Responsibilities (continued)

Cross-campus leadership and collaboration (20%)

- ▶ Serve on the Risk Advisory Committee, Threat Assessment Team, Retention Working Group, and other committees across campus addressing student retention and success
- ▶ Serve on campus, community, and state committees, coalitions, and boards related to alcohol and violence prevention

Consultation, training, and referrals (10%)

- ▶ Provide consultation, training, and referrals to students, faculty, and staff in the Radford community on issues of mental health, alcohol and drug use, and sexual violence
- ▶ Other duties as assigned
- ▶ Ability to work evenings and weekends



Required Qualifications

- ▶ Advanced degree in counseling, social work, psychology or related field or equivalent education and experience
- ▶ Demonstrated experience in a clinical setting or comparable office/agency
- ▶ Experience providing clinical and administrative supervision to multidisciplinary staff at various stages of career development
- ▶ Knowledge of mental health issues facing college students
- ▶ Demonstrated professional prevention and support experience with substance abuse and sexual violence issues
- ▶ Knowledge of Title IX and Campus SaVE Act
- ▶ Experience developing, implementing, and facilitating training targeted to a specific population and/or topic
- ▶ Demonstrated ability to collect and interpret data and use it in strategic planning
- ▶ Demonstrated experience in office and budget management
- ▶ Ability to communicate effectively with all university and community constituents and stakeholders, including students, parents, faculty, staff, and broader constituents (e.g., news media)
- ▶ Dedication to protecting confidentiality and meeting all ethical standards associated with the practice of providing clinical services within a university counseling center context



Preferred Qualifications

- ▶ Demonstrated experience in a college setting dealing with student mental health issues
- ▶ Understanding of Title IX, Campus SaVE Act and implications for work in this area
- ▶ Grant writing experience
- ▶ 3-5 years' progressive experience in a clinical setting

Preferred Qualifications (continued)

- ▶ Ability to collaborate collegially with a multidisciplinary staff, both within SCS and SAVES and throughout the University community
- ▶ High-level organizational skills
- ▶ Knowledge of developmental trends and concerns of students
- ▶ Expertise in and awareness of changing trends and practices in mental health, and confidence in researching, identifying, and implementing innovative strategies to meet the needs of students at all levels
- ▶ Evidence of ongoing participation in professional and personal development

Education and Experience

- ▶ LPC or LCSW, licensed clinical psychologist or license eligible required
- ▶ Counseling and/or clinical experience with the ability to provide clinical services and supervision



About Radford University



Radford University is a comprehensive public university [recognized nationally](#) for many of its undergraduate and graduate academic programs, as well as its sustainability initiatives. Currently enrolling more than 7,800 students, Radford has seen institutional growth recently, with year after year increases in new freshman and transfer students. Radford serves the Commonwealth of Virginia and the nation

through a wide range of academic, cultural, human service, and research programs. The University offers 76 bachelor's degree programs in 47 disciplines, three associate degrees, and six certificates at the undergraduate level across eight colleges; 28 master's programs in 23 disciplines and six doctoral programs at the graduate level; and 14 post-baccalaureate certificates and one post-master's certificate. A Division I member of the NCAA and Big South Conference, Radford University competes in 16 men's and women's varsity athletics. With more than 300 clubs and organizations, the University offers many opportunities for student engagement, leadership development, and community service. Well known for its strong faculty/student bonds, innovative use of technology in the learning environment, and vibrant student life on a beautiful 204-acre American classical campus, Radford offers students many opportunities to get involved and succeed in and out of the classroom. The University is close to the beautiful [Blue Ridge Mountains](#) of Virginia and 36 miles southwest of the vibrant city of [Roanoke](#) ("the Star City of the South") with access to limitless outdoor recreation and vibrant cultural experiences.



Application Procedure and Timeline

Radford University has partnered with Keeling & Associates, LLC, in this search process. Interested applicants must send a resume, preferably in PDF format, to recruiting@keelingassociates.com. The subject line of the email should read “Radford – Director of SCS & SAVES.” Confidential inquiries and nominations should be addressed to LeAnna Rice at Lrice@keelingassociates.com. A confidential review of applications will begin immediately and will continue until the appointment is made. All materials submitted by April 30, 2025, will be given full consideration.

Radford University does not discriminate with regard to race, color, sex, sexual orientation, disability, age, veteran status, national origin, religion, or political affiliation in the administration of its educational programs, activities, admission or employment practices. If you are an individual with a disability and desire accommodation in the application process please contact the hiring department.

In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, Radford University publishes an Annual Security and Fire Safety Report. The report includes the university’s policies, procedures, and programs concerning safety and security, as well as three years’ of crime statistics for our campus. As a prospective employee, you are entitled to a copy of this report. The report and statistical data can be found online at Radford.edu/police. You may also request a paper copy of the report from the Radford University Police Department located at 810 East Main Street PO Box 6883, Radford, VA, 24142.

