

Director, Counseling Center

Salisbury University, a member of the University System of Maryland, is a regionally accredited four-year comprehensive institution offering 60 distinct graduate and undergraduate programs. Located on the historic Eastern Shore, SU's beautiful campus is some 30 miles from the Atlantic beaches and 2.5 hours from Baltimore and Washington, D.C.

Committed to the fulfillment of the Salisbury University mission, the Division of Student Affairs engages students in supportive communities where holistic learning and success are possible. All positions in Student Affairs share the responsibility for creating a campus community that values diversity, inclusion and the uniqueness of others by modeling integrity, care, compassion and respect during interactions with all members of the Salisbury community. To learn more about Student Affairs, visit <http://www.salisbury.edu/students/about.html>. This position will evolve as necessary to meet the changing needs of students and the University.

Salisbury University is seeking qualified applicants for the position of **Director, Counseling Center**.

Primary Job Duties: Contribute to creating a culture of care and success for all university students from enrollment to commencement by providing leadership and oversight of a diverse, inclusive, and collaborative Student Counseling Services unit. Provide oversight, coordination, vision, and leadership of all operational, administrative, personnel, budgetary, planning, and assessment activities. Supervise all clinical, mental health, psychological, and outreach services anchored in multi-cultural, multi-generational, and multi-disciplinary frameworks and treatment modalities that make the most effective use of resources for service delivery to students and the campus community. More specifically, this position will serve as the principal psychologist directing crisis intervention services and handling the most complex cases while providing mentoring and direction to personnel, including interns; supervise and ensure the delivery of exceptional, innovative, and culturally-responsive clinical counseling services; develop, implement, supervise, and assist with critical administrative functions (e.g., planning, assessment, reporting, budgets, policies); provide support and assistance with crisis interventions and emergency response; provide collegial consultations to faculty, staff, and other stakeholders; oversee human resource functions and processes; and participate in professional associations, activities, and networks to maintain knowledge of and to influence institutional, divisional, community, and industry practices, standards, and trends.

Minimum Qualifications: Ph.D. or Psy.D. from an accredited program in Clinical, Counseling, or Behavioral Psychology or Psychiatry required. Completion of psychology internship program accredited by the American Psychological Association. Seven years of licensure as a psychologist/psychiatrist and five years of experience in a clinical setting performing duties related to the position (e.g., conducting assessments, therapy, clinical supervision, outreach, administrative functions). Maryland or Maryland-eligible licensed psychologist or psychiatrist. Or, licensure must be obtained within 1 year of appointment. Evidence of licensure credentials and official transcripts will be requested. Three years of budgetary development ** and ** oversight experience. Track record of working with or providing services to multi-racial/ethnic, high risk, or other diverse populations. Track record supervising professional staff. Track record implementing innovative strategies, inter-institutional and external partnerships, or promising practices to specifically accommodate high caseloads. Proficiency with Microsoft Office Suite (Outlook, Word, Excel and PowerPoint) is required.

Abilities and Competencies: Ability to: anticipate organizational and supervisor needs and develop strategies to meet needs effectively; develop and promote a crisp, clear, compelling, and inclusive vision for program and populations served; develop, promote, engage in, and measure strategic planning efforts; promote personal accountability, integrity, trust, and effective teambuilding with diverse populations; lead, explain, and engage in change management initiatives effectively; develop, manage, monitor, and allocate budgetary resources effectively; use culturally-responsive interpersonal skills to communicate effectively with diverse and various audiences; de-escalate tense, stressful, or crisis situations; communicate information and ideas effectively to various audiences both orally and in writing; meet deadlines and supervise the work of others in culturally-responsive and appreciative ways; organize, prioritize, and manage projects with tight or competing deadlines; be creative, resourceful, and adept at solving problems; analyze situations accurately and adopt appropriate course(s) of action; interpret, apply, and explain clearly rules, regulations, policies and procedures to various audiences; establish and maintain cooperative and effective working relationships with internal and external colleagues; work confidentially and exercise appropriate discretion; effectively coach or mentor professionals at all levels; engage with diverse constituencies in culturally-competent ways; work cooperatively with others and maintain effective customer service towards all persons; develop, implement, and promote assessment and evaluation plans using different methodologies (e.g., formative, summative, qualitative, and quantitative) and tools (e.g., SPSS); effectively coach or mentor beginning psychotherapists; demonstrate appropriate role behavior for mental health professionals as a model for beginning psychotherapists; contextualize, implement, and gather support for industry best and promising practices.

Preferred Qualifications: Licensed psychiatrist preferred. Experience in a college or university counseling, mental health, or wellness center; assessment and evaluation of related services using SPSS, qualitative or quantitative methods,

or other tools; securing grants to support services, operations, and activities; strategic planning development, implementation, or assessment experience; and track record for hiring multi-racial/ethnic or other diverse staff

This is a full-time, exempt State position with a full benefits package. Salary will be commensurate with experience and qualifications. This position requires occasional evening and/or weekend work to meet operational needs and requirements of the position, especially in support of campus outreach programs and/or emergency response protocols, and all Student Affairs positions require performing other mission-specific duties contingent upon student, university, and operational needs.

Applications will be accepted via Salisbury University's Online Employment Application System. Please visit our website <http://www.salisbury.edu/hr/careers/> to apply online. See the FAQs of the Online Employment Application System for more information and instructions. To be considered an applicant, you must apply online and submit a cover letter and resume. All documents that you wish to provide must be attached to your application in the Online Employment Application System. Please do not send any documents via E-mail. Three professional references will be requested and required before the final stages of the search. Candidates will be notified prior to references being contacted.

Applications received by **October 17, 2019** will be given full consideration. The position will remain open until filled.

Diversity and inclusion are core values of Salisbury University. We strive to create a truly diverse and inclusive environment where the richness of ideas, backgrounds, and perspectives of our community is harnessed to create value for our institution, today and in the future. To this end, the University recruits exceptional and diverse faculty, staff, and students from across Maryland, the United States, and around the world, supporting all members of the University community as they work together to achieve institutional goals and vision. To learn more about the University's commitment to fostering a diverse and inclusive campus, please visit <http://www.salisbury.edu/equity/>.

Salisbury University (SU) has a strong institutional commitment to diversity and equal employment opportunities to all qualified people. To that end, the University prohibits discrimination on the basis of sex, gender, marital status, pregnancy, race, color, ethnicity, national origin, age, disability, genetic information, religion, sexual orientation, gender identity or expression, veteran status or other legally protected characteristics. Direct all inquiries regarding the nondiscrimination policy to: Humberto Aristizabal, Associate Vice President, Institutional Equity, Title IX Coordinator, 100 Holloway Hall, Tel. (410) 548-3508.