

# Stanford | Vaden Health Center

## Search for a Director of Counseling and Psychological Services

September 2017

## **Summary**

Stanford University seeks an innovative, student-centered leader to serve as Director of Counseling and Psychological Services (CAPS) of the Vaden Health Center. The Director will bring CAPS forward to provide excellent mental health services for a diverse student community and to support efforts to enhance overall well-being at Stanford.

## **Opportunity**

This is a uniquely opportune time for an experienced mental health leader to bring creative and innovative approaches to the challenges facing Stanford's talented and diverse student community. New leadership at the senior-most levels of the institution have signaled a commitment to nurturing student well-being while supporting intellectual development and exploration. Stanford seeks a change agent who will be visible and engaged; who will inspire confidence and advance a new vision for Counseling and Psychological Services. The new Director will join a dedicated group of providers to bring counseling and psychological services to the next level of excellence within a globally renowned academic institution. The individual who accepts this position will work with a warm, welcoming and engaged community dedicated to innovation, teamwork and the highest standards of professionalism. This is an opportunity for the right person to be part of the transformation of counseling and psychological services at Stanford.

## **The Organization**

### **Stanford University**

Founded in 1885 as a co-educational, non-sectarian institution dedicated to the cultivation and enlargement of the mind, Stanford is today recognized as one of the world's great universities. In his inaugural address in 2016, Stanford's Eleventh President, Marc Tessier-Lavigne noted that Stanford's preeminence derives from its bedrock dedication to fostering education, research, and creativity for the benefit of humanity, and from its optimism, resilience, and its courage to evolve.

Stanford University is comprised of seven schools: Earth, Energy, and Environmental Sciences; Education; Engineering, Graduate School of Business; Humanities and Sciences; Law; and Medicine, located on 8,180 acres of grassy fields, eucalyptus groves and rolling hills. The faculty of more than 2,100 includes Nobel laureates and Pulitzer prize winners, many of whom teach undergraduates both in introductory lecture classes and in small freshman, sophomore, and advanced seminars. In 2016 enrollment totaled 16,336, including 7,032 undergraduates and 9,304 graduate students.

The undergraduate Class of 2020 reflects a 5 percent acceptance rate and includes students from 50 states and 76 countries, 17 percent of whom are the first generation of college students in their family and more than 50 percent of whom identify as people of color.

### **The Vaden Health Center**

A principal unit of the Division of Student Affairs at Stanford University, the Vaden Health Center is a freestanding, multidisciplinary ambulatory health care facility dedicated to the health and wellness, both physical and mental, of Stanford undergraduate, graduate, and professional students.

Vaden's services include Medical, Counseling and Psychological Services (CAPS), Health Promotion, and Physical Therapy, Pharmacy, Confidential Support Services for victims of sexual assault or relationship violence, and Travel Services. Vaden also offers Cardinal Care, the university-sponsored student health insurance plan.

## **The Position**

Reporting to the Associate Vice Provost and Executive Director of Vaden Health Center, the Director of Counseling and Psychological Services (CAPS) leads an integrated team of more than 30 psychologists, psychiatrists, clinical social workers, marriage and family therapists, case managers, and trainees, working in collaboration with many partners at Vaden, Student Affairs, and across the University. The scope of services includes crisis counseling, individual therapy, medication assessment and management, group therapy, and extensive consultation and outreach activities. CAPS also benefits from a close relationship with the Department of Psychiatry at Stanford School of Medicine. The new Director will have a patient panel of about 20-30 percent clinical time.

The Director of CAPS will join a collaborative and inclusive team of experts in Student Affairs whose mission is to educate students to make meaningful contributions as citizens of a complex world. Their approach is to enable students to thrive by promoting student health and well-being, and to work with students to take ownership of healthy habits that increase resilience, strength and adaptability. Student Affairs supports, sustains, and engages students in programs that cultivate good habits of mind, ethical behavior, empathy and intellectual curiosity.

The Director of CAPS will be a member of the senior leadership team of Vaden Health Center and of Student Affairs, and will represent CAPS on campus and externally as needed. The new Director will lead in the planning and implementation of systems to enhance and improve the delivery of patient care in a manner that supports the values and mission of Vaden and Stanford. S/he will collaborate with other senior leaders to ensure quality, coordination of care and patient and community satisfaction. S/he will be responsible for implementing ongoing enhancements to CAPS and will facilitate communication among CAPS staff and other Stanford student support services, fostering a climate of collegiality and collaboration.

In addition, the CAPS Director will:

- Provide strategic and operational leadership and management of services;
- Work to improve effectiveness of patient care delivery systems and ensure integration with other clinical services, especially Vaden Medical Services and the Confidential Support Team;
- Develop systems for metrics and reporting, including measurement based patient care;
- Ensure legal compliance and risk management;
- Oversee periodic needs assessment, program development and program evaluation to ensure that programs and services are responsive to student and community needs;
- Coordinate, recruit, train, supervise and develop counseling staff, including trainees and fellows and actively plan clinical education and training;
- Ensure cultural competency of staff members;
- Provide feedback and manage performance development review process;
- Set clear expectations for staff, develop goals for both the service and the staff, and ensure accountability;

- Facilitate communication among the CAPS staff and other Stanford student support services, fostering a climate of collegiality, collaboration, and trust.

As a leader within Stanford and the Vaden Center, the Director will be expected to embody the values and spirit of the organization. S/he will:

- Exemplify excellence in his or her discipline and act as a role model and mentor for the members of CAPS and on campus;
- Promote the services of Counseling and Psychological Services to the community;
- Represent Counseling and Psychological Services with external constituencies;
- Establish and maintain an active professional network within the Bay Area mental health community and beyond.

## **The Candidate**

The ideal candidate will be a proven leader in mental health and have a reputation for being creative and clinically astute. Candidates must be qualified to be Board-certified as a psychiatrist (MD/DO) or as a psychologist (PhD/PsyD) and must possess, or be fully eligible for, California licensure in the respective discipline. S/he will have a minimum of ten years of clinical experience and at least five years in a supervisory or management role in a collegiate mental health service. S/he should have significant experience of leadership and team building, demonstrated understanding of college mental health issues, and skills to work effectively with a college-age population, including international students. The successful candidate will have a resume of clinical and academic accomplishment appropriate for appointment to the Clinician Educator Faculty Line in the Department of Psychiatry and Behavioral Sciences within the Stanford University School of Medicine.

In addition, the candidate will have:

- A vision for elevating the stature of CAPS in the Stanford community, enhancing services, making them more accessible, and ensuring that they effectively meet the needs of Stanford's diverse student community, as well as a strategy for implementing that vision;
- Experience with, and a vision for recruiting and retaining outstanding staff;
- Experience managing and supporting multidisciplinary teams of care providers;
- A record of successful collaboration with partners across a complex institution;
- A reputation as a persuasive and engaging communicator with superb presentation, consensus and relationship building skills;
- A patient, non-reactive and thoughtful approach to problem-solving;
- Courage to lead change and facilitate understanding between individuals and groups with strongly held positions;
- Familiarity with new tools and systems to address student mental health needs and flexibility to try new approaches;
- A character that is warm and welcoming, curious, grounded and caring.

## **Critical Success Factors**

Among the criteria used to measure the success of the CAPS Director in the first year are:

- Evidence of a shift in the reputation of CAPS to a trusted and effective resource for students through:
  - Reduced wait times
  - Innovative mental health care models and increased accessibility
  - Visible, relevant, and empathic outreach
- Collaborative relationships with partners across Stanford's campus
- Progress in redesigning the mission and operations of CAPS to better meet community expectations; and progress toward developing innovative approaches to meeting the continuum of student needs
- Effective recruitment, development, mentoring, support, and retention of clinical staff

Stanford University has retained the services of ZurickDavis to assist in this search. We invite interested parties to send resume and cover letter to [StanfordCAPS2218@ZurickDavis.com](mailto:StanfordCAPS2218@ZurickDavis.com). For nominations, questions, or suggestions, please contact **Lida Junghans**, PhD ([lida.junghans@zurickdavis.com](mailto:lida.junghans@zurickdavis.com)) or **Myranne Janoff** at 781.938.1975. All contact with **ZurickDavis** will be confidential.

*Stanford University is an equal opportunity employer and is committed to increasing the diversity of its staff and faculty. It welcomes nominations of, and applications from, women, people of color, LGBTQIA individuals, members of minority groups, protected veterans, and individuals with disabilities, as well as from others who would bring additional dimensions to the university's clinical, teaching, and research missions.*