

Yale HEALTH

Chief of Mental Health & Counseling Yale Health

New Haven, CT

Leadership Profile

January 2019

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Summary

Yale Health seeks an innovative leader for the role of Chief of Mental Health & Counseling (MHC), overseeing a staff of more than 30 clinicians caring for Yale University's diverse student population. The Chief of MHC will collaborate with leaders and medical providers within Yale Health as well as colleagues across Yale University to ensure outstanding mental health services to Yale students in a climate of rapid change and growth.

The Opportunity

The Chief will oversee a department with a long tradition of leadership in student mental health. The Chief will oversee an exceptional team of psychiatrists, psychologists and clinical social workers. The Chief will have the opportunity to bring mental health services to a new level of excellence, working in collaboration with other clinical chiefs at Yale Health, the Yale Health Director and Medical Director, and staff who are dedicated to innovation, teamwork and professionalism as they strive to increase accessibility and equity in the provision of mental health services.

The Organization

Yale University, a global research university in the Ivy League, with a particularly strong commitment to undergraduate education, is located in New Haven, Connecticut. Founded in 1701, it is the third-oldest institution of higher education in the United States and one of the nine Colonial Colleges chartered before the American Revolution.

Yale is organized into fourteen constituent schools: the original undergraduate college, the Yale Graduate School of Arts and Sciences, and twelve professional schools. While the university is governed by the Yale Corporation, each school's faculty oversees its curriculum and degree programs. In addition to a central campus in downtown New Haven, the university owns athletic facilities in western New Haven, a campus in West Haven, and forest and nature preserves in Connecticut and throughout New England. The university's assets include an endowment valued at \$27.2 billion as of June 2017, the second largest of any U.S. educational institution. The Yale University Library, serving all constituent schools, holds more than 15 million volumes and is the third-largest academic library in the United States.

Yale graduates include many notable alumni, including five U.S. presidents, 19 U.S. Supreme Court justices, and many heads of state. In addition, Yale has graduated hundreds of members of Congress and many U.S. diplomats. Fifty-eight Nobel laureates, five Fields Medalists, 78 MacArthur Fellows, 247 Rhodes Scholars and 119 Marshall Scholars have been affiliated with the university.

Yale Health

Yale Health is a Joint Commission-accredited health center located in a state-of-the-art facility on central Yale University campus. This is a physician-led, self-insured, prepaid health plan founded in 1971 and employing a staff of over 115 clinicians. It provides care to approximately 40,000 members who are affiliated with Yale as students, faculty, staff, dependents and retirees, conducting more than 150,000 visits annually. Clinical offerings encompass over 25 specialties and include an inpatient unit, procedure center, diagnostic imaging facility, pharmacy with a volume of approximately 220,000 prescriptions per year, and 24/7 acute care services.

All students at Yale University are eligible for treatment at the Yale Health Center. In addition to MHC, students receive medical services in a dedicated department of Student Medicine. Students also access GYN services, Acute Care, Infirmary services and many other clinical resources at Yale Health.

Yale Health Mental Health & Counseling

Tracing its roots back to the mental hygiene movement in the 1920's, MHC was endowed by Paul Mellon in the 1950s and has continued to thrive to the present day. With a staff of more than 30 psychiatrists, psychologists, clinical social workers and trainees, MHC saw approximately 3,500 students in over 24,000 encounters in the 2017-2018 academic year. Although MHC focuses on a short-term model of care, it provides ongoing treatment to students with major mental illness. It offers many modalities of treatment including individual psychotherapy, medication management, cognitive behavioral therapy, interpersonal therapy, group therapy, sex reassignment evaluation, substance abuse treatment, hospital consultation, and crisis intervention (24/7/365) as well as counseling for academic and career decisions, life transitions, identity and relationships. In response to the double-digit yearly growth in demand for mental health services in the Yale student population (and across the country), MHC also refers selected students into the community for psychotherapy.

The Position

Reporting to the Director of Yale Health, the Chief of MHC assumes senior leadership for the 30+ clinician staff of MHC. The Chief of MHC champions a culture of mental health for Yale students, enhancing services and making them more accessible to the Yale student community, working in collaboration with clinician staff and university stakeholders in all academic schools and central administration. The Chief ensures that mental health services are delivered safely, consistently, and in alignment with accepted best practices. The Chief also coordinates care for selected students through the community network of mental health providers. The Chief is responsible for stewardship of the excellent clinical reputation of MHC within Yale University, the wider medical community, and across the country.

The essential duties of the position:

- Organizes and maintains systems within MHC to supervise clinicians and maximize efficiency and access;
- Oversees projects to measure and improve the quality and safety of care; implements practice standards and clinical innovations;
- Sets specific, measurable expectations for clinicians; formally evaluates staff on a regular basis;
- Oversees clinical resource utilization, ensuring that all modalities of outpatient mental health treatment are appropriately resourced and effective;
- Works in partnership with other clinical leaders to optimize collaboration between clinical services at Yale Health and across Yale University;
- Provides intellectual leadership to MHC staff, overseeing staff education, teaching and related activities, including the Psychiatry residency and postdoctoral psychology training programs within MHC;
- Oversees outreach, liaison and student training to ensure alignment with campus mental health and wellness efforts;
- Participates in meetings regarding Students of Concern and decisions relating to student leaves of absence, withdrawals and reinstatements;

- Oversees clinical issues pertaining to student hospitalizations and returns to campus;
- Coordinates response to campus emergencies and behavioral concerns in the Yale student population;
- Participates in the student mental health component of claims review, including determination of medical necessity for higher levels of care;
- Recruits and participates in credentialing and privileging of MHC clinical staff including residents, postdoctoral psychologists and other trainees;
- Manages risk issues in collaboration with General Counsel and Yale Health administrative staff;
- Tracks state and federal legislation and trends in university mental health services, as well as trends and directions in the delivery of student mental health care;
- Has limited direct patient care responsibility.

The Chief

As a leader within Yale Health and Yale University, the Chief of MHC will be expected to embody the values and spirit of the organization. The Chief will:

- Exemplify excellence in the Mental Health field and act as a leader, role model and mentor to the clinical staff;
- Possess well-developed managerial, decision-making, planning, organizational and problem-solving skills;
- Show commitment to diversity and inclusion, and to fostering empathy and awareness of the experience of cultural and identity groups;
- Function as a strategic change agent with practical skill in program implementation;
- Possess keen diplomatic instincts, emotional intelligence and skill in engaging individuals and groups in constructive conversation;
- Be collaborative, involving diverse partners in making decisions, and function successfully on complex multidisciplinary teams;
- Interact skillfully and effectively with parents or other caregivers in cases of severe illness;
- Demonstrate outstanding communications skills including listening as well as written and verbal communications;
- Demonstrate skills in negotiation, counseling, performance management and related performance-management activities;
- Maintain an active professional network within the New Haven community, at Yale School of Medicine, Yale-New Haven Hospital and in peer institutions.

Qualifications

The ideal candidate for Chief of MHC will be a proven leader with ten years of experience in the mental health field. Candidates should be clinically active board-certified psychiatrists or clinical psychologists.

Candidates should have:

- Demonstrated success in enhancing services and making them more accessible and equitably available to a diverse student community;
- Demonstrated success in navigating university environments;
- Experience in managing clinician staff;
- Track record of success in clinical quality improvement and implementation of clinical systems and guidelines;
- Experience in recruiting and retaining outstanding clinical staff;
- Eligibility for Yale School of Medicine clinical faculty appointment or equivalent status for Clinical Psychology;
- Licensure in the State of Connecticut.

Critical Success Factors

Among the criteria used to measure the success of the Chief of Mental Health and Counseling in the first year will be the ability to:

- Foster a diverse and inclusive environment that values, promotes, and supports cultural awareness and is responsive to the needs of all community members;
- Develop thoughtful approaches to emerging mental health needs of a diverse student body, including creative strategies to improve inclusion and access to services.
- Demonstrate skill as a seasoned clinical expert making timely decisions involving patients with major mental illness, including effective communication with university stakeholders and caregivers at home.
- Develop partnerships with stakeholders within Yale Health and across the Yale community; become a resource to the community because of wise counsel and skill at problem solving and crisis response.
- Assess the mission and clinical operations, staffing, administrative structure and all facets of the MHC program to prepare for a multi-year strategic plan.

For more information

Yale University has retained the services of ZurickDavis to assist in this search. A full description is available at the Current Engagements tab of www.zurickdavis.com. We invite interested parties to send resume and cover letter to YaleMHC2256@ZurickDavis.com. For nominations, questions, or suggestions, please contact Lida Junghans, PhD (ljunghans@zurickdavis.com) or Myranne Janoff at 781.938.1975. All contact with ZurickDavis will be confidential.

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