



WASHINGTON STATE UNIVERSITY

Executive Director Health and
Wellness Services and Counseling
and Psychological Services
Search

About Washington State University

Founded in 1890 in Pullman, Washington State University (WSU) <https://wsu.edu/> is Washington's land-grant university with an overarching mission of improving the quality of life for all citizens - locally, nationally, and globally. As a comprehensive leading land-grant institution, WSU is committed to excellence in each of its research, teaching and outreach missions. With a focus on innovation, excellence, and accountability, continual enhancement of the quality, scope, and impact of research and educational endeavors are at the core of Washington State University's strategic priorities.

In 2015, the University celebrated 125 years of delivering life-changing knowledge and discoveries to citizens across the state, region, nation, and around the world. The state's only land-grant institution and one of two public research universities, WSU provides a world-class education to nearly 30,000 students through its multi-campus, statewide locations and online.

Washington State University provides quality education for undergraduate and graduate students within a caring and engaged community. The liberal arts and sciences have an important place in the curriculum, along with business, communication, education, architecture, pharmacy, nursing, medical sciences, and the traditional land-grant disciplines of agriculture, engineering, and veterinary medicine. The undergraduate core curriculum, including the writing program, is nationally recognized. WSU's Honors College is one of the oldest and most respected all-university programs for academically talented students. WSU's Global Campus offers WSU degrees and courses worldwide.

The University strives to ensure that higher education is accessible at an affordable cost—a decades-long WSU commitment to the state's citizens. The University offers more than 200 undergraduate fields of study and 127 graduate and professional degree programs. Many academic programs win recognition nationally for excellence. WSU is one of just 108 public and private universities in the United States—out of more than 4,500—singled out for its “very high research activity” by the Carnegie Foundation for the Advancement of Teaching. The University's research agenda is focused on addressing challenges in health. WSU is a major driver of Washington's economy, partnering with many of the state's leading industries, including agribusiness,



aerospace, health care, software, and construction. The University is responsible for nearly 20,600 jobs statewide and generates an overall economic impact of more than \$3.3 billion annually. The institution's operating budget expenditures total nearly \$2 billion annually.

As one of the nation's premier, top-tier public research institutions, WSU has produced an impressive and extensive history of basic and applied research since its founding. Among its large number of high quality and impactful research programs, WSU has exceptional research strengths in: agricultural and plant sciences, biological and life sciences, physical sciences and engineering, biomedical sciences, global animal health sustainability, smart systems, national security, environmental sciences, and clean energy technologies.

These departments, schools and programs are organized into 11 academic colleges as follows:

- College of Agricultural, Human and Natural Resource Sciences
- College of Business
- Edward R. Murrow College of Communication
- College of Education
- College of Engineering and Architecture
- College of Arts and Sciences
- College of Medicine
- College of Pharmacy
- College of Nursing
- College of Veterinary Medicine
- Honors College

With nearly \$400 million (FY 2014) in research and public service expenditures, including \$197 million (FY 2015) in sponsored program expenditures, WSU is among the nation's top land-grant research universities.



WSU - Regional and Global Campuses

A multi-campus system was developed in the mid-1980s under the guiding principle of “one university, geographically dispersed.” The system’s guiding principles include one set of academic standards and a common curricula; one faculty, system-wide; and one student body. WSU’s main campus is located in Pullman, with additional campuses located in Everett, Spokane, the Tri-Cities (Richland, Pasco, and Kennewick), and in Vancouver, across the Columbia River from Portland, Oregon. WSU’s Global Campus which delivers all online instructional programs offers access to WSU degrees statewide and beyond. WSU programs in Spokane, about 80 miles north of Pullman, play an important role in the University’s educational and research mission in the health sciences. The College of Nursing, College of Pharmacy, and College of Medicine are based in Spokane.



Links to the additional campuses are listed below:

<https://spokane.wsu.edu/>

<http://tricitities.wsu.edu/>

<http://www.vancouver.wsu.edu/>

<https://everett.wsu.edu/>

<http://globalcampus.wsu.edu/>

WSU - Pullman Campus

The main campus, founded in 1890, features world-class facilities for teaching, research, the arts, and Pacific-12 Conference athletics. The campus is located on more than 620 acres among the rolling hills of southeastern Washington in a geographic region known as the Palouse. Due to significant investments from the state, as well as private and federal support, outstanding new campus facilities have been constructed and others upgraded significantly during the past decade. Major new facilities include the PACCAR Environmental Technology Building, the Paul G. Allen Center for Global Animal Health, the Biotechnology Life Sciences Facility, and the Veterinary and Biomedical Research Building. Recent construction of three residence halls, a championship-level golf course, and a major addition to Martin Stadium, as well as construction of a football operations building, provide important amenities for the university community and contribute to Pullman’s status as a destination campus. Enrollment at the Pullman campus totaled 20,043 students for fall semester 2015—a record number. Approximately 1,500 faculty, supported by 1,600 graduate assistants and 2,900 administrators and staff, work on the campus.

About the Pullman Region

Pullman is the largest community in Whitman County (located in southeastern Washington) and is located approximately 75 miles from Spokane and seven miles west of the Washington/Idaho border (and Moscow, ID, home of the University of Idaho). Pullman is a dynamic center of higher education, research, and culture located in a region called the Palouse.

Pullman's economy is based primarily on government entities, Washington State University, trade center activities, a growing manufacturing and high-tech research sector and agriculture. Pullman's landscape is comprised of the rolling hills of the Palouse country with elevations from 1,100 to 3,400 feet above sea level (average elevation is 2,346 feet above sea level). Approximately 1,328,337 acres are devoted to cropland on 1,087 farms throughout Whitman County.

Demographics Daily designated Pullman a "dream-town," reflecting the city's exceptionally high quality of life. Bloomberg Business Week named Pullman the "Best Places to Raise Your Kids" in Washington. The city also boasts one of the highest percentages of graduate degrees among U.S. micropolitan areas, and its public school system has been ranked among the top 100 in the country. World-class outdoor recreation opportunities—including golfing, skiing, hiking, and boating—are just a short drive away.

Pullman-Moscow Airport offers flights daily to and from Seattle's Sea-Tac Airport. Lewiston (Clarkston) Nez Perce Airport (35 miles from Pullman) also offers flights through Alaska Air. Amenities also include over 1000 acres of parkland within the city limits. Pullman offers both fixed route and Dial-A-Ride services with a combined ridership of over 1,400,000 (2010) and ten miles of bicycle/pedestrian paths.

Pullman Regional Hospital: PRH is the premier health care facility on the Palouse and is accredited by the Joint Commission on Accreditation of Healthcare Organizations. It is a 25-bed acute care, critical access facility with an Emergency Department that is the region's only 24-hour urgent care center. Hospital staffing includes board-certified emergency medicine physicians.

To learn more about the Pullman community, visit pullmanchamber.com.





About WSU Health and Wellness Services and Counseling and Psychological Services (HWS/CAPS)

Health and Wellness Services (HWS) board-certified physicians and experienced healthcare providers care for more than 12,000 students annually, providing more than 30,000 patient visits. All health care providers hold active licenses in the state of Washington and participate in an annual peer review and re-credentialing process. In addition to primary care, HWS offers Pharmacy Services, Behavioral Health Services, Nutrition Services, and Travel Medicine, with a Vision Clinic opening in spring 2016. HWS is the only accredited outpatient medical clinic in the area.

The Health Promotion unit within Health and Wellness Services implements strategic health promotion initiatives to support the mental, emotional, and physical health of students for academic and lifelong success. In addition to providing hundreds of workshops annually, the Health Promotion unit collaborates throughout the community to adapt policies, processes, and contexts to advocate for and create an environment where students can thrive. While attentive to a range of student health concerns from stress management to sexual health, the two focus areas for the Health Promotion team are violence prevention and emotional health promotion/suicide prevention.

Counseling and Psychological Services (CAPS) serves as the primary outpatient mental health service for students. CAPS is staffed by licensed psychologists and other mental health providers, prevention specialists, postdoctoral psychology residents, predoctoral interns, counseling and clinical doctoral trainees, and an impressive support staff. The primary mission of CAPS is to assist students with problems and concerns that interfere with academic development and persistence toward their academic degrees. This includes providing timely individual, couple, crisis, and group therapy services, and testing and assessment to students who are experiencing psychological, social, academic, or adjustment difficulties. It also involves providing crisis consultation services for the university community. Also central to the mission of CAPS is the training of doctoral interns and advanced graduate students in counseling and clinical psychology. CAPS doctoral internship program has been accredited by the American Psychological Association for 30 years.

CAPS Alcohol and Drug Counseling, Assessment and Prevention Services (ADCAPS) offers a nationally recognized outreach program, "Booze, Sex, and Reality Checks" to 4500 first-year and transfer students annually. ADCAPS works collaboratively with the WSU Office of Student Conduct to offer programming and counseling for students who have received conduct sanctions due to their alcohol and drug use. ADCAPS also provides harm reduction workshops across campus, and works closely with WSU sororities and fraternities.

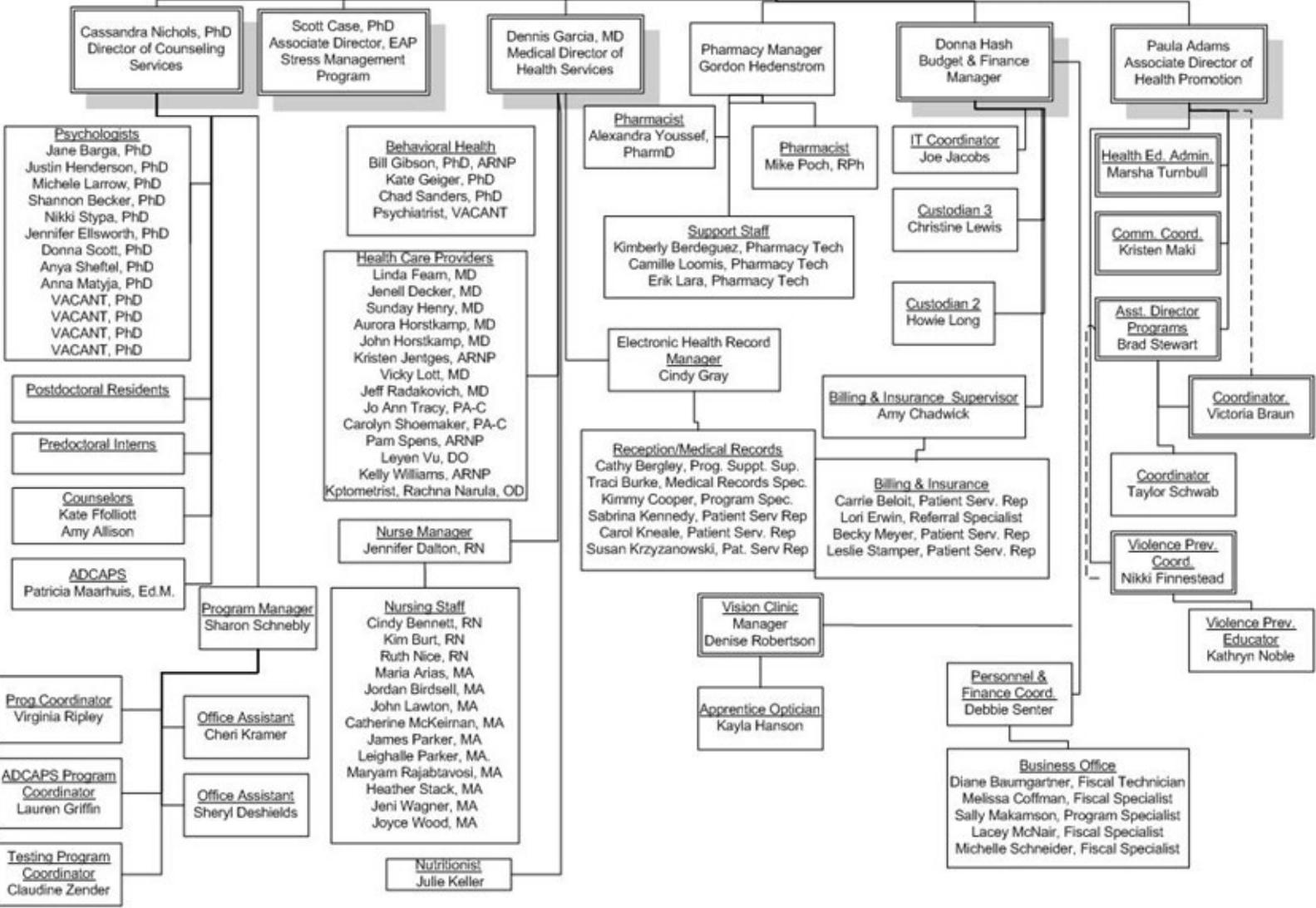
Organizational Chart

Health & Wellness Services
Counseling & Psychological Services

Interim President
Dan Bernardo

Melynda Huskey
VP of Student Affairs

Executive Director
VACANT



The Position

The Executive Director (ED) provides strategic, financial and budgetary leadership and management of Health and Wellness and Counseling and Psychological Services (HWS/CAPS) by providing administrative oversight of services at the Pullman campus.

As a leader in the Division of Student Affairs, the ED will assess, evaluate, create, oversee, and administer the delivery of innovative and high-quality medical care, counseling and psychological services, behavioral health and health promotion. This includes comprehensive outpatient medical and mental health services, health education programs, campus public health, student health insurance programs, and health services for intercollegiate athletics.

The ED oversees program quality management, risk management, HIPAA and ACA compliance, accreditation compliance, resource management, and professional development. He/She leads all HWS/CAPS staff, serves on University committees, and collaborating with Student Affairs departments and other University and community personnel in addressing student mental health and health care policies and public health issues.

Leading a talented, integrated, multi-disciplinary team of mental health and healthcare professionals and support staff, the Executive Director ensures high-quality, cost-effective, student-oriented primary medical care, mental health and counseling services, health promotion, and educational outreach, and campus-based community health services to approximately 20,000 students on the Pullman campus.

The preferred candidate will have a history of inspirational leadership and exceptional administrative and management skills. The next Executive Director must bring a collaborative and strategic spirit, a strong disposition to partner and work closely with other Student Affairs and departments, academic departments, and members of faculty, students, community stakeholders, as well as local and regional health professionals. Equally essential is a thorough, comprehensive understanding of college campus healthcare, commitment to health and wellness, learning, and personal academic success, and retention of a diverse student community.

In addition, He/She will possess a thorough comprehension of the full spectrum of college mental health and healthcare; a detailed understanding of student development principles; and a detailed commitment to the health, wellness, learning, personal and academic success, persistence, and retention of a diverse student community. The Executive Director must be a capable, respected, and influential University citizen whose priorities are aligned with the WSU mission and goals.

This is an ideal position for a healthcare strategist who will work with the campus to further develop programs and facilities to support students, faculty, staff, and the community of local and regional health professionals in elevating health and well-being in all its dimensions.



Responsibilities – Campus-Wide and External to Campus

- Lead, provide vision and direction for, and oversee a multidisciplinary team of healthcare professionals, including physicians, psychiatrists, psychologists, registered nurses, nurse practitioners, pharmacists, counselors, clinical social workers, and health educators, along with support staff, health records staff, and administrative personnel, to ensure the delivery of high quality primary care, mental health and counseling, health promotion, and educational outreach services to WSU students.
- Supervise and manage direct reports, including but not limited to, Medical Director of Health Services; Director of Counseling and Psychological Services; Associate Director of Health Promotion, Associate Director of EAP Stress Management Program; Pharmacy Manager; and the Budget and Finance Manager.
- Manage an operating budget of approximately \$12.2M per year and a staff of nearly 94 FTE.
- Organize and lead strategic planning efforts for HWS/CAPS, including ongoing strategic assessment, gap analysis, and benchmarking to support implementation of HWS/CAPS priorities and ensure alignment with Student Affairs' strategic plan.
- Direct HWS/CAPS administrative operations, and establish, review, and update policies and procedures to support staff and student needs.
- Ensure continuous quality improvement in all HWS/CAPS programs and services, including active peer review and maintenance of accreditation of all eligible HWS/CAPS functions.
- Oversee professional development activities for HWS/CAPS staff.
- Ensure compliance with University policy, and state and federal laws.
- Lead or support, as designated, negotiations for the University-sponsored health insurance plan and oversee management of the plan.
- Supports campus emergency preparedness and response, including taking a lead role in the management of and effective communication about public health issues.
- Develop and maintain intentional collaborative relationships to promote teamwork and advance the priorities of the HWS/CAPS and University.
- Serve as a core member of the Student Affairs Leadership Team; provide counsel on matters related to the health of students and the campus community to the Senior Leadership.
- Establish and maintain appropriate liaisons with other University departments, federal, state, and community health agencies, and other health-related resources.
- Serve on departmental, divisional, university, state and/or national committees as required and assigned.
- Develop and maintain strategic alignment with WSU to maximize organizational efficiencies.
- Identify opportunities for enhanced collaboration, efficiencies, or entrepreneurial ventures between health and wellness units in areas such as educational programming, business operations, student employment, marketing and technology.
- Provide leadership to advance strategic initiatives through programmatic emphasis, content development, and collaborative partnerships and approaches.
- Develop and maintain collaborative partnerships with regional campuses to ensure continuity to support the integrated mission of comprehensive WSU campus community health.



Minimum Qualifications

- Master's degree or doctoral degree in Health Administration, Public or Community Health, Business or Public Administration, Psychology or related field; or Medical Degree.
- Five years of relevant experience in a campus health or counseling center or comparable ambulatory health care facilities.
- Four years of supervisory experience, of which two must be in a mental health or health care environment.
- Demonstrated experience as an outstanding leader with conflict resolution, decision-making, and implementation skills.
- Thorough understanding of accounting and budgetary procedures and personnel management in the health care environment.
- Demonstrated excellent interpersonal communication skills.
- Demonstrated experience with the developmental needs of university/college students.

Preferred Qualifications

- Knowledge of and direct experience in college health and mental health or closely related area of healthcare practice and administration.
- Strong experience in community or public health training, preventive services, and quality management.
- Demonstrated commitment to outstanding healthcare in higher education and record of innovation in healthcare delivery.
- Understanding of disability issues and laws as they relate to accommodations in a higher education setting.
- Strong organizational skills.
- Knowledge of integrated care and openness to working within an integrated model.
- Knowledge of health promotion practices and strategies, awareness, bystander intervention, risk reduction, and policy and law requirements.
- Two years of professional experience leading a college student health service or counseling center.
- Five or more years of progressively responsible supervisory experience.
- Demonstrated knowledge of applicable laws and ethical guidelines pertinent to health care delivery and promotion in the State of Washington and federal levels.
- Experience with assessment, program review, quality assurance, and accreditation issues pertinent to health and counseling centers.
- Physicians are encouraged to apply.



Procedure for Candidacy

Confidential review of materials and screening of candidates will begin in the spring and continue until the position is filled, with an anticipated start date of July 2016. Applications should be accompanied by a letter of application and curriculum vitae.

Washington State University is being assisted by Harris Search Associates for this search. Please contact to Jeffrey Harris, Managing Partner for further detail.

Contact Information:
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www.iicpartners.com

WSU offers outstanding benefits including health, dental, and life insurance; paid vacation, sick leave and holiday.

Washington State University is an Equal Opportunity/Affirmative Action Employer. Members of ethnic minorities, women, disabled veterans, veterans of the Vietnam-era, recently separated veterans, and other protected veterans, persons of disability and/or persons age 40 and over are encouraged to apply. WSU employs only U.S. citizens and lawfully authorized non-U.S. citizens. All new employees must show employment eligibility as required by the U.S. Citizenship and Immigration Services.

Harris Search Associates
I N N O V A T I O N + T A L E N T

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Harris Search Associates, an IIC Partners member firm, is a leading global executive search and board advisory consulting firm. Our practice is focused on identifying and attracting leaders to support the growth of clients in the areas of research, science, engineering, academic medicine and commercial enterprises. Clients include the foremost universities, research parks, institutes, academic medical centers and commercial organizations driving global innovation and discovery.

Argentina	Denmark	Luxembourg	Sweden
Australia	Finland	Mexico	Switzerland
Austria	France	Norway	Taiwan
Belgium	Germany	Poland	Thailand
Brazil	India	Romania	The Netherlands
Canada	Ireland	Russia	United Arab
Chile	Italy	South Africa	Emirates
China		Spain	United Kingdom
Colombia			United States
Czech Republic			Venezuela

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