

COUNSELING CENTER DIRECTOR

POSITION PROFILE • FEBRUARY 2026

Salisbury
UNIVERSITY





TABLE OF CONTENTS

THE ROLE	4
DIVISION HIGHLIGHTS	5
DIVISION ORGANIZATION	6
STUDENT AFFAIRS & AUXILIARY SERVICES	6
ROLE OVERVIEW	6
PROFESSIONAL QUALIFICATIONS	6
PERSONAL QUALIFICATIONS	6
PRINCIPAL DUTIES & RESPONSIBILITIES	7
PROCEDURE FOR CANDIDACY	8
SALISBURY UNIVERSITY OVERVIEW	9
SALISBURY UNIVERSITY PRESIDENT	11
SALISBURY, MARYLAND	12



Make Tomorrow Yours
.....
Go to salisbury.edu



Salisbury University is a proud member
of the University System of Maryland.

Salisbury University is an equal educational and employment opportunity institution.

Tomorrow Maker



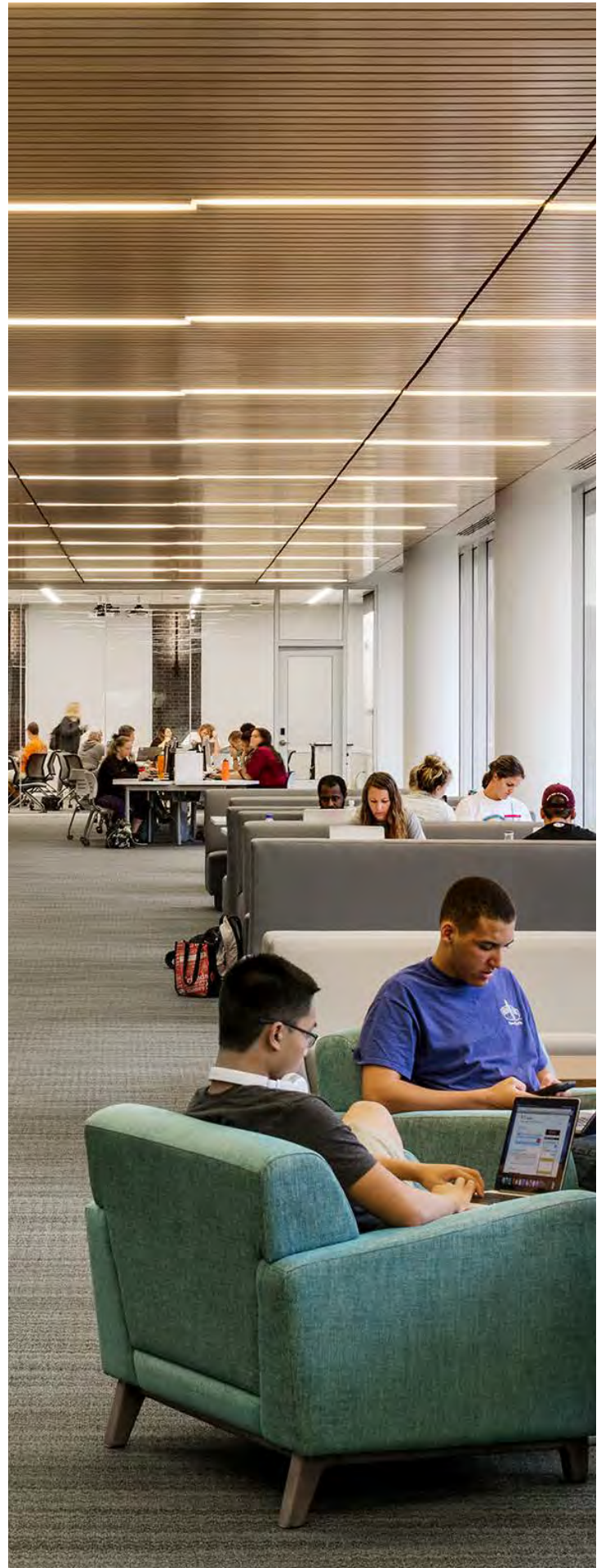
One of 12 institutions of the University System of Maryland (USM), Salisbury University (SU) is well served by highly effective administrators, faculty, and staff who lead a community of more than 7,200 students, with increasing impact from 52 undergraduate and 17 graduate degree programs, and a community of nearly 65,000 alumni.

For a century, SU has been committed to meeting the emerging needs of students and families, the surrounding community, the State of Maryland, and the nation, earning acclaim for more than 25 years from national publications including *U.S. News & World Report*, *Forbes*, *Money*, *Kiplinger's Personal Finance*, *Washington Monthly*, and *The Princeton Review*, the latter of which has ranked SU's Patricia R. Guerrieri Academic Commons among the nation's 25 best college libraries.

THE ROLE

The Director of the Counseling Center is the University's strategic leader and subject matter expert on student mental health. Reporting to the Assistant Vice President/Dean of Students, the Director will advance the institution's focus on student mental health well-being by providing strategic and operational leadership through campus-wide collaboration, innovative leadership, and a solid foundation in their understanding and implementation of clinical excellence in practice. They will provide strategic and innovative leadership reflecting the University's mission and strategic plan in the planning, development, implementation, and continuous assessment and improvement of the Counseling Center. The Director oversees clinical staff and operations, budgets and administrative management of the center, and educational outreach and collaboration, and ensures the program is accessible, culturally responsive, and sensitive to the needs of the SU community.

As a member of the Student Affairs Division team, the director will partner with colleagues in Student Affairs and Academic Affairs, to strengthen integrated services and educational outreach in responding to emerging mental health needs and crisis situations on campus, through applying current research and practices in counseling. This position is a part of the University's Care Team and takes part in the division's duty rotation





DIVISION HIGHLIGHTS

HOUSING AND RESIDENCE LIFE

Housing and Residence Life at Salisbury University provides a supportive, inclusive, and engaging residential experience for more than 3,000 students. Through a variety of living options, including Living Learning Communities, and a strong emphasis on leadership development and community building, the office fosters student success and belonging. Collaborating with campus partners, Housing and Residence Life plays a key role in student support, crisis response, and retention – a key component in SU's student experience.

CENTER FOR STUDENT INVOLVEMENT AND LEADERSHIP (CSIL)

CSIL provides meaningful opportunities for involvement in campus and community life, designed to improve the quality of the student experience and to promote the development of responsible citizens and leaders. CSIL supports nearly 200 registered student organizations and fraternity and sorority life.

GUERRIERI STUDENT UNION (GSU)

The GSU is home to the Counseling Center, Dean of Students and Student Conduct and Community Standards. It also houses student recreational and dining areas, CSIL, Office of Access and Accommodations, Career Services, and other Student Affairs offices, as well as campus meeting space and offices for organizations, including the Student Government Association and *The Flyer* student newspaper.

CAREER SERVICES

Professional staff provide career and internship guidance and coaching for students, as well as a Career Closet offering free professional clothing for student job interviews. More than 80% of SU students accept job offers prior to graduation, and 98% of job-seeking graduates are employed within one year.

TRIO STUDENT SUPPORT SERVICES

This program provides support for low-income, first-generation students, including assistance with academics, mentoring, and graduate school preparation. TRIO empowers participants to persist through graduation by offering individualized advising, skill-building workshops, and access to campus resources. The program plays a vital role in advancing equity and promoting student success at Salisbury University.

DIVISION ORGANIZATION

Student Affairs & Auxiliary Services

INTERIM VICE PRESIDENT STUDENT AFFAIRS

Zebadiah Hall

ASSISTANT VICE PRESIDENT & DEAN OF STUDENTS

Valerie Randall-Lee

- Counseling Center
- Student Conduct
- Alcohol & Drug Education
- Case Management/SU Cares
- Student Health Services
- Emergency Procedures
- TRIO

DIRECTOR OF HOUSING & RESIDENCE LIFE

Dave Gutoskey

- Living & Learning Communities

DIRECTOR OF CAREER SERVICES

Dr. Kimberly Fabbri-Greener

- Work Experience

DIRECTOR OF CENTER FOR STUDENT INVOLVEMENT & LEADERSHIP

Tricia Garvey-Smith

- Clubs & Organizations
- Fraternity & Sorority Life



OVERVIEW

PROFESSIONAL QUALIFICATIONS

- Master's degree in counseling, psychology, social work, or related field, and a minimum of five to seven years of experience in clinical health or mental health
- Must be licensed to practice in Maryland or able to become licensed in Maryland within a year of the hire date
- Progressively responsible experience in managing the administrative operations of a counseling center or mental health service
- Minimum of two years experience supervising clinically licensed staff
- Demonstrated experience managing a university counseling center, including crisis intervention and risk assessment
- A positive, steady, and solutions-oriented leadership presence, which encourages trust, teamwork, and high morale
- Proven ability in navigating complex systems

PERSONAL QUALIFICATIONS

- Must be detail oriented
- Excellent skills in:
 - Interpersonal relations
 - Customer service
 - Organization and planning
 - Prioritization
 - Problem solving
 - Follow-through
 - Time management
 - Oral and written communication
- Must be willing to work flexible hours
- Ability to successfully handle multiple tasks/projects simultaneously
- Ability work well under pressure, independently, and in a team-oriented environment
- Must be able to maintain a visible presence on campus

PRINCIPAL DUTIES & RESPONSIBILITIES

COUNSELING CENTER MANAGEMENT

- Develop, implement, supervise, and assist with administrative functions (e.g., planning, assessment, software management, reporting budgets, policies) of the Counseling Center.
- Ensure that unit strategic plans, accreditation plans, and assessment activities are up-to-date and aligned with university and divisional plans.
- Build and sustain a positive organizational culture that fosters initiative, accountability, innovation, and teamwork.
- Manage budgets, resources, and staffing needs to support high-quality services while aligning expenditures with strategic priorities.
- Continuously evaluate services and operations, introducing improvements that enhance impact and student outcomes.
- Ensure the center maintains educational resources through printed pamphlets, self-help tools, website information, digital platforms, up-to-date local resource supports, and relationships with local resources.
- Oversee risk management and patient complaint resolution processes related to Counseling Center services.

STRATEGIC LEADERSHIP AND CAMPUS COLLABORATION

- Direct all operations of the Counseling Center, ensuring alignment of mission and strategic priorities with the division's and institution's mission and strategic plan, incorporating the latest in college counseling center recommended practices.
- Serve as the university's lead subject matter expert on student mental health, providing consultation, strategic guidance, and thought leadership to the AVP/DOS, Vice President of Student Affairs, senior administration, and campus partners.
- Collaborate across the division and with Academic Affairs partners to lead campus mental health initiatives and represent the Counseling Center in forums, orientation, and other campus functions, including open house admissions events and residence hall and classroom education programs with the goal of health promotion and prevention education.
- Build and maintain positive working relationships with campus partners, including Residence Life, University Police, Athletics, student government, and more, with the goal of providing integrated care, and ensure coordinated approaches and services for students.
- Participate in professional associations, activities, and networks to maintain knowledge of and to influence institutional, divisional, community, and industry practices, standards, and trends. This includes maintaining membership in appropriate professional associations, engaging in appropriate professional networks, and serving on university and other committees, councils, boards, etc.

CLINICAL OVERSIGHT AND STANDARDS

- Ensure that services, programming, professional development, interventions, and operations reflect multi-disciplinary industry standards to the greatest extent possible by coordinating collaborations with Student Affairs and other internal and external entities.
- Provide oversight and guidance in training and review of all clinical cases.
- Provide direction in crisis intervention services and the handling of the most complex cases.
- Ensure services meet professional standards and comply with ethical, regulatory, and accreditation requirements.
- Ensure staff maintain appropriate licensure through training and completion of all licensing requirements in a timely manner.
- Lead the development and implementation of innovative, evidence-based service models responsive to a diverse and evolving student population.
- Continuously evaluate services and operations, introducing improvements that enhance impact and student outcomes.
- Maintain a limited clinical caseload to remain engaged with student needs while prioritizing strategic and administrative leadership.
- Provide expert consultation to campus partners and work closely with the director of health promotion and prevention education to ensure outreach and education efforts reflect current clinical priorities, best practices, and emerging student needs.
- **Participate in:**
 - after-hours crisis responses as necessary, including serving on the Student Affairs on-call team.
 - emergency preparedness training and response.
 - coordinated care and response activities (Care Team).

TRAINING AND CLINICAL SUPERVISION

- Responsible for all staffing in the Counseling Center, including hiring, training, supervising, and assessing all Counseling Center staff. This includes final approval of the hiring, training, and supervision of interns and graduate assistants.
- Ensure all elements of the Counseling Center's training program meet accreditation standards, align with the center's mission, and prepare trainees for professional success.
- Ensure the center has fully trained staff to provide assessments in areas of threat, alcohol, or self-harm as needed, meeting required standards to provide the assessment themselves, as well as complete emergency petitions, as needed.
- Plan and deliver training seminars and professional development opportunities for trainees and staff.
- Oversee provision of individual therapy, group therapy, case management, and crisis intervention services to students to address psychological and mental health concerns.
- Coordinate and supervise provision of psychotropic medication to students using services in coordination with psychiatrist.
- Stay current on emerging research, best practices, and innovations in college mental health, and actively participate in relevant professional associations to inform program enhancement and staff development.

PROCEDURE FOR CANDIDACY

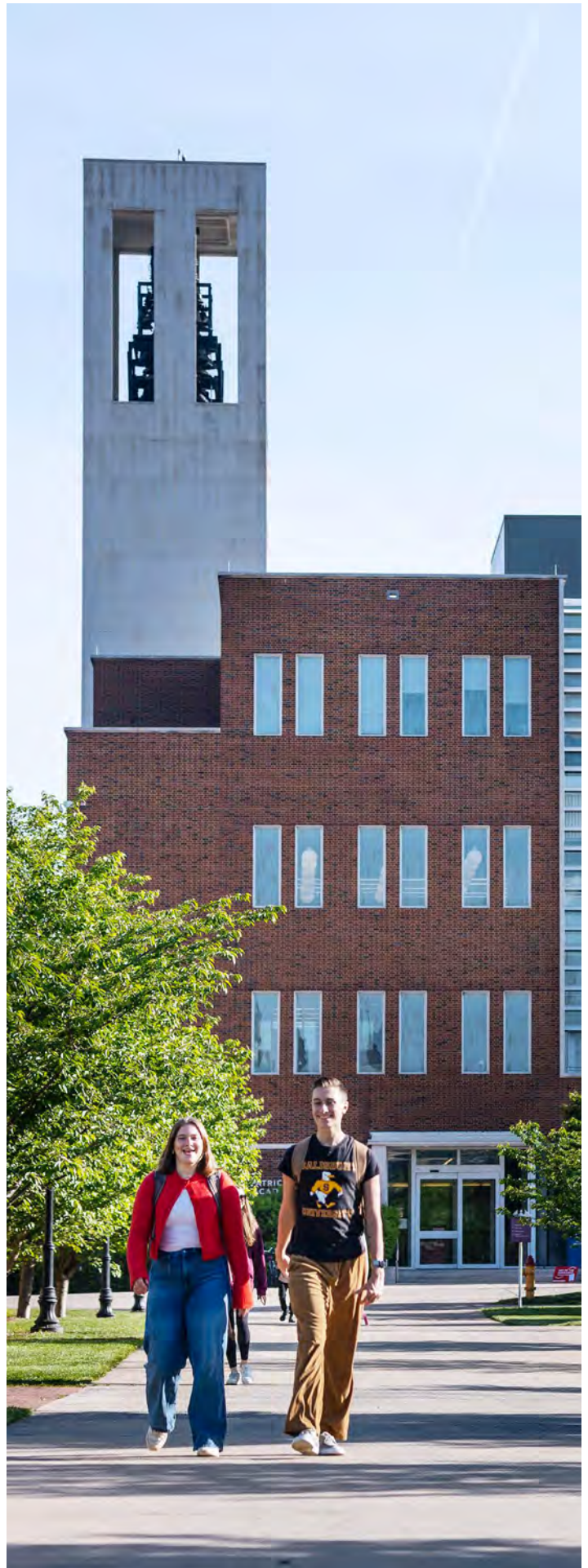
All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV or resume and a cover letter addressing the themes in this profile.

Visit our website salisbury.edu/hr/careers to apply online and submit a resume and cover letter by **March 16, 2026** to be given full consideration.

The position will remain open until filled. Only applications submitted through Salisbury University's Online Employment Application System will be considered. Any other documents must be uploaded with your online application. No documents will be accepted via email. Three professional references will be requested and required before the final stages of the search. Candidates will be notified prior to references being contacted.

Salisbury University has a strong institutional commitment to diversity and equal educational opportunities. 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 the Office of Institutional Equity/ Title IX Coordinator, 1216 Camden Ave., Salisbury, MD 21801, 410-543-6426.

The material presented in this Position Profile is provided for informational purposes only. The material has been compiled from various Salisbury University documents and is believed to be accurate at the time of this document's creation.



SALISBURY UNIVERSITY OVERVIEW

Salisbury University sets success in motion. As a student-centered, public regional comprehensive University, SU provides a high-quality undergraduate education, along with excellent graduate and certificate programs. Located on Maryland's Lower Eastern Shore, the friendly campus has a powerful sense of community and "just right size" feel, and our beautiful grounds are a nationally recognized arboretum.

At SU, anyone can "Make Tomorrow Yours." We are known for our:

- Warm and Friendly Environment
- Faculty and Staff Who Open Doors for Students
- Opportunities for Students
- Affordability and Return on Investment

ENROLLMENT

Over 7,200 students attend SU in the 2024-25 academic year, with over 6,400 undergraduate and 700 graduate students.

With a student-to-faculty ratio of 15:1, the University fosters close engagement between students and faculty, and brings together talented students from across campus in collaborative research, professional development, and experiential learning opportunities. Students come from 36 states and 42 foreign countries.

RESOURCES

SU has sound financial footing, with a Fiscal Year 2026 budget of approximately \$227 million. For the 2025-26 academic year, tuition and fees are estimated to be \$11,306 for in-state undergraduate students and \$22,810 for out-of-state.

SU's Business Economic and Community Outreach Network (BEACON) has estimated the University's regional economic impact at some \$600 million.



COMMUNITY

SU is a campus of more than 1,600 staff and 600 full- and part-time faculty. These dedicated and devoted faculty and staff value a culture of collaboration and shared governance, and a creative and engaged student population that is increasingly comes from various backgrounds.

SU graduates join a growing network of nearly 65,000 alumni worldwide, working for corporations including Amazon, JPMorgan Chase & Co., NASA, Perdue Farms, Under Armour, and the Walt Disney Co., to name just a few. The average salary of recent graduates is \$58,000.

The University houses several centers of excellence, including:

- Charles A. Wight Center for Equity, Justice, & Inclusion
- Institute of Public Affairs & Civic Engagement
- Dave & Patsy Rommel Center for Entrepreneurship
- Business Economic & Community Outreach Network
- Mid-Atlantic Sales & Marketing Institute
- Edward H. Nabb Research Center for Delmarva History & Culture
- Bosserman Center for Conflict Resolution
- Eastern Shore Regional GIS Cooperative
- Eastern Shore Child Care Resource Center

STRATEGIC PLAN GOALS

SU is guided by a Strategic Plan developed through broad collaboration. The plan reflects analysis and discussion with faculty, staff, students, and other constituents. The five overarching goals are:

1. Enrich Academic Success and Student Development
2. Inspire a Campus Culture of Inclusive Excellence, Support, and Collaboration
3. Support Access, Affordability, and Academic Excellence
4. Deepen Engagement with Our Community
5. Enhance Environmental, Social, and, Economic Sustainability

ACADEMICS

The University seeks to provide all of its students rich opportunities, a broad worldview, and a balance of challenge and support to use their talents to shape the future. SU offers 52 bachelor's degrees, and 17 master's and doctoral degree programs, with several online options. Believing that affordable access to public higher education is essential, the University's highest purpose is to empower students with the knowledge, skills, and core values that contribute to active citizenship and gainful employment in an interdependent world.

SU is home to seven schools and colleges:

- College of Health and Human Services
- Glenda Chatham & Robert G. Clarke Honors College
- Charles R. & Martha N. Fulton School of Liberal Arts
- Richard A. Henson School of Science and Technology
- Franklin P. Perdue School of Business
- Samuel W. & Marilyn C. Seidel School of Education
- Graduate School

RANKINGS & ACCOLADES

- Since 2011, SU students have won more than 100 national and international fellowships, including the National Science Foundation Greater Research Fellowship, Charles B. Rangel Scholarship, Barry M. Goldwater Scholarship, Critical Language Scholarship, David L. Boren Scholarship, and Gates Cambridge Scholarship, including 41 Fulbright Students
- SU is consistently named among the best universities in the U.S. by guides including *U.S. News & World Report*, *The Princeton Review*, and *Forbes*.
- *U.S. News & World Report*, *Money*, *Kiplinger's Personal Finance*, *Forbes* and *Washington Monthly* have named SU among the best college values in the nation.
- *U.S. News & World Report* has named SU's M.Ed., M.B.A., and nursing programs among the nation's best online graduate programs.
- SU's Patricia R. Guerrieri Academic Commons has been named a "Best College Library" (top 25 in the U.S.) by *The Princeton Review*.
- *The Princeton Review* and U.S. Green Building Council have named SU among the nation's top 40 "Green Colleges."
- SU is home to 23 varsity athletics programs, with 23 NCAA Division III team championships and 24 individual national championships.



SALISBURY UNIVERSITY PRESIDENT

DR. CAROLYN RINGER LEPRE

Dr. Carolyn “Lyn” Ringer Lepre became Salisbury University’s 10th president on July 15, 2022. She came to the Delmarva Peninsula from Radford University in Virginia, where she formerly served as interim president.

At Salisbury, she has set goals of increasing enrollment and retention rates; creating a plan to increase the sense of belonging across campus; making SU a top 25 campus in *U.S. News & World Report* rankings; placing a greater emphasis on study abroad and study away programs; creating a facilities plan to attract students and support high-quality educational experiences; restructuring the SU budget to ensure the University’s spending is the most strategic it can be; adding new varsity sports; creating 100 new endowed scholarships as part of fundraising efforts for the University’s 100th anniversary in 2025; and continuing to tell the SU story through its “Make Tomorrow Yours” brand.

Lepre began her academic career as a faculty member at California State University, Chico; the University of Tennessee, Knoxville; and Marist College in Poughkeepsie, NY. During her tenure at Marist, she served as chair of the Department of Communication and director of the college’s Honors Program. In 2013, she was named assistant dean of Marist’s School of Communication and the Arts, advancing to interim dean in 2014 and then dean in 2016.

She joined Radford as provost and vice president for academic affairs in 2020. In that position, she collaborated with the academic leadership team and the student-centered faculty and staff to advance critical initiatives designed to foster the delivery of high-quality academic programs and experiences, and support the University’s strategic plan.

These endeavors included launching the Academic Success Center; launching a distinctive new general education curriculum, which empowers students to be in control of their coursework from day one and provides an individualized path

to degree completion; establishing a stand-alone School of Nursing; establishing a partnership with the Appalachian School of Law that created dual-degree programs; and developing three online fast-track degree programs (R.N.-to-B.S.N., M.B.A., and M.S.N.).



In addition to her academic work, Lepre has extensive professional experience in the communication industry, having worked for various national publications and media outlets. Her research has focused on media representation of gender and diversity, health communication and mass communication education, and she has published more than 40 book chapters, refereed journal and conference articles. She also is the co-author of *U.S. Media and Diversity* (Wiley-Blackwell), now in its third edition.

Lepre earned her B.A. in English and journalism at Miami University (OH), her M.S. in journalism from Ohio University, and her Ph.D. in mass communication from the University of Florida.

PRESIDENT’S CABINET

- Acting Provost and Vice President for Academic Affairs
- Vice President of Administration and Finance
- Vice President of Student Affairs
- Vice President of Advancement and Alumni Engagement and Executive Director, SU Foundation, Inc.
- Vice President of Inclusion, Access, and Belonging
- Chief of Staff and Vice President of Public Affairs and Strategic Initiatives
- General Counsel

THE SALISBURY SEVEN

During SU President Carolyn Ringer Lepre’s inaugural State of the University Address, she outlined the pursuit of specific goals and initiatives aligned with seven priorities – the Salisbury Seven:

1. We will invest in the people who deliver on our promises to students
2. We will provide a rigorous, student-centered academic program led by world-class educators on a world-class campus
3. We will maintain a continual commitment to access, opportunity, equity, and foster a strong sense of belonging
4. We will pursue strategic growth to meet the needs of the Eastern Shore, Maryland, and the nation, while staying true to our identity as a student-focused institution
5. We will be recognized for innovative, high-impact practices and for educating the whole student for a lifetime of leadership and service
6. We will secure resources to support SU programs, students, and culture
7. We will strengthen our institutional identity and reputation

SALISBURY, MARYLAND

Perfectly located between Atlantic Ocean beaches and the Chesapeake Bay, the City of Salisbury is the largest city on the Eastern Shore of Maryland and the economic and cultural hub of the Delmarva Peninsula. *U.S. News & World Report* has rated Salisbury among the nation's top 20 Fastest Growing Cities and Safest Places to Live, and in the top 100 Best Places to Live. Realtor.com has called Salisbury the No. 1 Best College Town for Families.

SU boasts a strong relationship with the city and its leaders, and contributes to an engaged community fostering an exciting downtown revitalization. The city is home to an arts and entertainment district, the Salisbury Zoo, and City Park, and is surrounded by a region known for its charming small towns and refreshing outdoor activities. The city and campus are close to Ocean City, MD, and two hours from the metropolitan areas of Washington, Baltimore and Philadelphia.



Salisbury
UNIVERSITY

Make Tomorrow Yours

.....
Go to salisbury.edu



Salisbury University is a proud member of the University System of Maryland.

Salisbury University is an equal educational and employment opportunity institution.