



THE UNIVERSITY OF TEXAS
AT ARLINGTON

Director of Counseling and Psychological Services
University of Texas at Arlington
Arlington, Texas

THE SEARCH

The University of Texas at Arlington seeks a strategic, student-centered leader to serve as Director of Counseling & Psychological Services (CAPS). This role presents a compelling opportunity to shape, elevate, and lead comprehensive mental health services that are foundational to student success, persistence, and holistic wellbeing. Providing administrative and clinical leadership, the Director will play a critical role in advancing a campus culture that prioritizes care, access, and responsiveness to the evolving mental health needs of a multifaceted student community.

As the institution's senior mental health leader, this Director will shape a compelling vision and long-term strategy for counseling and psychological services, advancing a holistic and proactive approach to student mental health. Through thoughtful strategic planning, policy leadership, and continuous assessment, this leader elevates CAPS as a central driver of student well-being. A strong commitment to data-informed leadership underpins the work, translating Counseling Center outcomes into actionable insights for senior student affairs leadership through annual analysis and presentations of service data. Through this approach, the Director will ensure that CAPS is positioned as an essential strategic partner, informing university decision-making and contributing meaningfully to institution-wide priorities related to student well-being and success.

This Director will cultivate and lead a high-performing, multidisciplinary team by fostering professional growth, accountability, and a shared sense of purpose among clinical and administrative staff. The role provides strategic oversight of a comprehensive continuum of mental health services, spanning counseling, crisis intervention, consultation, and outreach, to ensure students receive timely, ethical, and culturally responsive care. By remaining clinically engaged through a limited counseling caseload, this leader stays grounded in students' lived experiences, allowing emerging needs and mental health trends to inform service delivery, program development, and strategic priorities.

In moments of acute need, this leader provides calm, visible leadership during student mental health crises. Availability for on-call response, by phone and, when necessary, in person, underscores a deep commitment to student safety, coordinated care, and institutional risk management.

This role serves as a strategic steward of CAPS resources, providing thoughtful leadership in budget development, financial planning, and contract oversight to ensure the long-term sustainability, innovation, and alignment of services with university priorities. A strong commitment to ongoing professional development is expected, with continuous engagement in emerging research, best practices, and evolving mental health trends impacting college-aged students, ensuring CAPS remains forward-looking and responsive to a changing higher education landscape.

Collaboration sits at the center of this role's institutional impact. As a trusted campus consultant and educator, this leader partners closely with colleagues across the university and within the broader community to navigate complex mental health situations, support risk assessment, and strengthen prevention and outreach efforts. Through service on university committees and leadership forums, this role ensures CAPS has a strong and visible voice in shaping institutional strategy related to student wellbeing, safety, and crisis management, including active participation on the Division of Student Affairs' SALT team.

Additional key leadership responsibilities include:

- Setting strategic vision and direction for Counseling & Psychological Services
- Advancing assessment, transparency, and data-informed decision-making
- Building, supporting, and developing a strong clinical and administrative team
- Overseeing counseling, crisis response, consultation, and outreach services
- Providing executive-level leadership during student mental health crises
- Ensuring ethical practice, compliance, and effective risk management
- Managing budget, financial resources, and external partnerships
- Remaining clinically engaged through a limited counseling caseload
- Collaborating across campus and with community partners to advance student well-being
- Contributing to university-wide committees and strategic initiatives

More information about the Counseling and Psychological Services office can be found here:

<https://www.uta.edu/student-affairs/caps>

THE UNIVERSITY OF TEXAS AT ARLINGTON

The University of Texas at Arlington is in the heart of the Dallas-Fort Worth-Arlington metroplex, a vibrant and diverse metropolitan area that is home to over 7 million people, one of the fastest-growing tech economies in the United States, and a wide array of arts, entertainment, and cultural activities. UTA is a comprehensive teaching, research, and public service institution dedicated to the advancement of knowledge through scholarship and creative work. The University is committed to providing access and ensuring student success, and to a culture of innovation, entrepreneurship, and commercialization of discoveries by our community of scholars. With an enrollment of more than 40,000 students, UTA is the second largest in the University of Texas System. As a result of its combination of rigorous academics and innovative research, UTA is designated as a Carnegie R-1 “Very High Research Activity” institution. UTA ranks No. 4 nationally in Military Times’ annual “Best for Vets: Colleges” list and is among the top 30 performers nationwide for promoting the social mobility of its graduates. UTA is designated by the U.S. Department of Education as both a Hispanic-Serving Institution (HSI) and an Asian American and Native American Pacific Islander-Serving Institution (AANAPISI), and it has one of the top 5 most ethnically diverse undergraduate student bodies in the United States. Its approximately 270,000 alumni, including some who occupy leadership positions at many of the 24 Fortune 500 companies headquartered in North Texas, contribute to UTA’s \$22.2 billion annual economic impact on Texas.

At the helm of UTA is President [Jennifer Cowley](#), the first woman to hold this position, supported by Provost [Tamara L. Brown](#). Both leaders joined the University in 2022 and, in 2024, launched [UTA 2030](#), a comprehensive strategic plan focusing on people and culture, student success, alumni and community engagement, research and innovation, and finance and infrastructure.

For more information about the University of Texas at Arlington, visit <https://www.uta.edu/>

THE DIVISION OF STUDENT AFFAIRS

The Division of Student Affairs fosters student success and lifelong learning through inclusive programs, services, traditions, and events that engage students in the University community and support their academic goals. The Division of Student Affairs strives to be a leader in the field, providing an unparalleled educational experience that creates engaged and independent students who are prepared to be active members and leaders within their communities. The Division of Student Affairs is composed of 22 departments and programs, approximately 200 professional staff members, and advises nearly 330 student organizations.

PROFESSIONAL REQUIREMENTS AND PREFERENCES

The University of Texas at Arlington seeks an experienced and proven leader to support the university’s mission to provide access and support the success of all students. While no one person will embody all of the following, the successful candidate will bring many of the following professional qualifications, skills, experiences, and personal qualities:

Minimum Qualifications

- Doctoral degree in Psychology, Counseling Psychology, or Clinical Psychology.
- Licensed or License-Eligible in the State of Texas.
- Significant progressively responsible clinical and administrative experience.
- Demonstrated experience supervising licensed mental health professionals.
- Demonstrated experience with crisis response and campus threat assessment.

Preferred Qualifications

- Experience directing or managing a university counseling center.
- Experience with budget development and management in higher education.
- Experience with departmental assessment
- Advanced knowledge of college student mental health trends and best practices.
- Strong leadership, communication, and organizational skills.
- Ability to manage complex clinical operations and high-risk situations.
- Ability to collaborate effectively with senior leadership and multidisciplinary teams.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website:

Pamela Pezzoli, Partner
Lehman Robinson, Associate
Melissa Barravecchio, Senior Search Coordinator
Isaacson, Miller

<https://www.imsearch.com/open-searches/university-texas-arlington/director-counseling-and-psychological-services>

It is the policy of The University of Texas at Arlington (UTA or The University) to provide an educational and working environment that provides equal opportunity to all members of the University community. In accordance with federal and state law, the University prohibits unlawful discrimination, including harassment, on the basis of race, color, national origin, religion, age, sex, sexual orientation, pregnancy, disability, genetic information, and/or veteran status. The University also prohibits discrimination on the basis of gender identity and gender expression. Retaliation against persons who oppose a discriminatory practice, file a charge of discrimination, or testify for, assist in, or participate in an investigative proceeding relating to discrimination is prohibited. Constitutionally protected expression will not be considered discrimination or harassment under this policy. It is the responsibility of all departments, employees, and students to ensure the University's compliance with this policy.

This document has been prepared based on the information provided by University of Texas at Arlington. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by University of Texas at Arlington would supersede any conflicting information in this document.