



Chief Mental Health Director for Student Health and Well-Being

Johns Hopkins University seeks an inaugural Chief Mental Health Director for Student Health and Well-Being to reimagine the delivery of mental health and wellness support to students and clinical trainees university-wide. Johns Hopkins' global, diverse student population ranges from full-time undergraduates on the Homewood campus to third-year medical residents on the East Baltimore medical school campus to graduate students at the University's multiple professional school campuses in Baltimore and Washington, with two international campuses in addition to a larger on-line student population. The Chief Mental Health Director will develop and execute a strategy for providing the highest-quality mental health care as well as wellness support to all Johns Hopkins students and trainees regardless of their location, program affiliation, identity, or health status.

Currently, Johns Hopkins operates three mental health resources: 1) the University Health Services Mental Health clinic in East Baltimore, which serves 5,500 graduate students, postdoctoral fellow, clinical trainees, and residents in the Schools of Medicine, Nursing, and Public Health, 2) the Homewood Counseling Center, which serves 8,000 undergraduate, graduate, and post-doctoral fellows at the Krieger School of Arts & Sciences, Whiting School of Engineering, and Peabody Music Conservatory, and 3) the Johns Hopkins Student Assistance Program, which serves 19,000 students affiliated with six of the graduate/professional schools and two large on-line programs. The goal is to create one integrated and comprehensive mental health service model that has a range of offerings and specialties, from training and education to short-term developmental counseling, to medical diagnosis and treatment, to crisis intervention and management. Part of the model will include a Behavioral Health Crisis Support Team that partners with Campus Security in responding to behavioral crisis issues 24/7 on and around the Hopkins campuses. This program is one of the first in the country in a higher education setting.

The combined staff of the three mental health resources named above number approximately 50 social workers, master's-level licensed counselors, psychologists, psychiatrists, and clinical support staff. The inaugural Chief Mental Health Director will work in concert with the inaugural Chief Medical Director to provide a holistic and integrated care model. The Chiefs will also partner with the larger Johns Hopkins Medicine health system to leverage services for students and trainees as well as align policies and protocols when applicable.

Reporting to the Vice Provost for Student Health and Well-Being, Kevin Shollenberger, the Chief Mental Health Director will serve as a critical member of a cross-university team dedicated to fostering a holistic climate of well-being for all Johns Hopkins students and clinical trainees. The Student Health & Well-Being functional area overseen by the Vice Provost includes over 100 staff dedicated to providing primary student health care, mental health support, disability services, health education and well-being promotion, and sexual violence prevention and resources.

OPPORTUNITIES AND CHALLENGES

The inaugural Chief Mental Health Director will be asked to address the following priorities:

Strategic Leadership and Clinical Management

- Serve as the visible and accountable leader for the university-wide student mental health function, in conjunction with the Chief Medical Director and Vice Provost for Student Health & Well Being;
- Collaborate with the Vice Provost to develop and implement a new strategic vision for the JHU student healthcare delivery model, focusing on seamless integration of mental health awareness/support, primary care and general well-being for full-time, part-time and on-line students and trainees;
- Implement innovative approaches to enhance mental health services such as the use of new technology, on-line platforms and tele-therapy;
- Manage a multi-location clinical team of talented social workers, counselors, psychologists, and psychiatrists to ensure all students and trainees receive high-quality, evidence-based holistic mental health support;
- Evaluate and realign current resources toward the ultimate goal of delivering a university-wide model that focuses on open access, removal of cultural barriers, and meeting the needs of all student populations from a diversity, inclusion, and belonging perspective. Partners from Human Resources, Organizational Design, Diversity & Inclusion, and other university offices will be eager to collaborate with the Chief Mental Health Director in these efforts;
- Serve as the leader of a cross-university, multidisciplinary team to move forward the recommendations of the Task Force on Student Mental Health and Well-Being;

Clinical Protocol and Policy

- Collaborate with clinical teams, key stakeholders, and University leadership to evaluate and develop policies around student mental health and wellness needs such as long-term treatment options and relationships with community providers for referrals such as Psychological and Neuropsychological assessments;
- Provide leadership in implementing and evaluating a new mobile behavioral crisis support team that pairs mental health clinicians with campus safety and security to respond to mental health crises 24/7 for students, faculty, staff, and non-affiliates around the university campus(es) and respond to student wellness checks on and off campus. The pilot is being launched in fall 2021 around the Homewood campus with the plan to expand to all Baltimore campuses in FY23.
- Evaluate current services and possible partnerships with JHU-affiliated healthcare practices in DC as the University moves to open its new DC headquarters;

- Partner with the Chief Medical Director, Vice Provost for Student Health and Well-being, and key University and health system leaders to assess, evaluate, and implement a shared EMR system;
- Consult with internal and external subject matter experts to remain knowledgeable about important regulatory and accreditation changes that may impact student mental health services policy or protocol;
- Work collaboratively with the Johns Hopkins Health System and Chief Medical Director to leverage expertise and accessibility to services for students and learners; and,
- Solicit and take into consideration feedback from deans, student affairs staff, and student/clinical trainee representatives regarding the quality and cost efficiency of their health and wellness care.

DESIRED QUALIFICATIONS AND CHARACTERISTICS

The ideal candidate will be an experienced and licensed mental health clinician skilled in ensuring the delivery of consistent, high-quality care across multiple sites. A holistic approach to mental health support, an understanding of young adult and adult physical and mental health challenges, and a high degree of personal and professional commitment to issues of identity, inclusion, and equity are essential. Availability for after-hours consultation regarding emergencies or urgent matters is required. The Chief Mental Health Director must be a licensed clinician in good standing with a terminal degree—MD in Psychiatry or PhD in psychology, social work, counseling, public health/mental health. In addition, they should bring many of the following qualities and characteristics:

- Proven clinical skills, a commitment to evidence-based mental health services, and a deep understanding of the intersection of mental health and primary care;
- A recognition of the ways in which patient developmental and medical needs may differ across populations and campuses, including a deep understanding of how a patient's identity/identities may impact their care needs or their experience within the health care system;
- Bring innovative ideas and solutions to respond to increasing demand for mental health services and enhancing access through the use of technology or other formats beyond the traditional college counseling model;
- A readiness to listen to and connect with students, trainees, and residents in order to better understand their experiences, needs, and priorities both as individual patients and collective groups;
- Experience recruiting, training, mentoring, motivating and retaining a diverse and talented staff, including providing structured opportunities for professional development, evaluation, and assessment;
- Familiarity with the culture of care and wellness on a college campus as well as with the network of supports and resources available within a large university and/or medical system;

- Ability to communicate effectively on a variety of complex and challenging topics across a wide range of audiences, including Johns Hopkins University and Johns Hopkins Medicine leadership, faculty, staff, students, medical students, parents, and community representatives;
- The ability to function effectively and manage in a change-oriented and dynamic environment, with multiple, high-visibility priorities;
- Skill navigating a decentralized organization with multiple locations and staffs;
- The ability to address and manage crisis situations in an appropriate and timely manner;
- Exceptional interpersonal skills, a collaborative nature, and the ability to build trust and interact effectively with a wide range of individuals across a variety of situations;
- The ability to collect and translate quantifiable information into improved medical practices, services, and tangible benefits for students;
- Proven business acumen and financial stewardship skills coupled with the ability to think creatively and strategically about the sustainable use of resources in a complex ambulatory and student health care setting;
- Familiarity with accreditation processes of Mental Health Services; and,
- A passion for the mission of higher education, of Johns Hopkins, and for the success of the individual and “whole” student.

ABOUT THE UNIVERSITY

The Johns Hopkins University was America’s first research university, founded for the express purpose of expanding knowledge and putting that knowledge to work for the good of humanity. It was incorporated in 1867 under the terms of a \$7 million bequest from Johns Hopkins, a Quaker merchant of Baltimore, who directed that the funds be used for the establishment of a university and a hospital.

Today, Johns Hopkins has approximately 6,500 faculty, 6,200 undergraduate students, and 17,600 graduate students arrayed across 230 degree programs at the baccalaureate, master’s, and doctoral levels. Perennially ranked as the nation’s leader in annual research expenditures, the University has exceeded its own standard over the past decade due to excellent academic leadership, committed faculty and students, innovative international programs, high levels of collegiality, and exceptional interdisciplinary collaboration. In the past five years, research awards and expenditures have grown from \$1.8 billion to \$2.5 billion. The University’s annual revenue exceeds \$5.7 billion. The University’s endowment is over \$7 billion.

Led since 2009 by President Ronald J. Daniels, Johns Hopkins is extraordinarily entrepreneurial and excellence-driven. This entrepreneurial spirit generates the innovation for which Johns Hopkins is known internationally—innovation that often happens through collaborations which harness complementary strengths to find solutions to our greatest societal, philosophical, and scientific challenges.

CONTACT

For best consideration, please send all nominations and applications in confidence to:



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