SEARCH PROFILE:

DIRECTOR OF COUNSELING AND PSYCHOLOGICAL SERVICES
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THE OPPORTUNITY

Duke Kunshan University invites applications and nominations for the position of Director of Counseling and Psychological Services. Reporting to the Associate Dean of Student Affairs, the Director is responsible for leadership and vision of the administration, planning, implementation and evaluation of comprehensive counseling and mental/emotional health services to an international student community.
ABOUT DUKE KUSHAN UNIVERSITY

Duke Kunshan is a world-class liberal arts university based in Kunshan, China, that offers a range of high quality, innovative academic programs for students from around the world. It is located approximately two hours from Shanghai (18 minutes on the bullet train). It was established in September 2013 as a U.S.-China partnership between Duke University and Wuhan University. Duke Kunshan welcomed its first students in August 2014. The university began by offering Duke graduate degrees as well as a Global Learning Semester program for undergraduate students from Duke and top-tier Chinese and international universities. In August 2018, the university welcomed its first undergraduate degree students. The four-year bachelor’s degree program follows the liberal arts and sciences tradition, with emphasis on critical thinking, creativity, collaboration and self-exploration.

It is an exciting time to be at Duke Kunshan University. With the opening of the Phase II of construction of a brand-new campus in 2023, DKU is positioned to be a premiere international university with state-of-the-art facilities and programs.

OUR PARTNERS

DUKE UNIVERSITY
A private comprehensive teaching and research university, Duke traces its roots to 1838, and officially became Duke University in 1924. In addition to a liberal arts and engineering education at the undergraduate level, Duke offers graduate and professional study in arts and sciences, business, divinity, engineering, the environment, law, public policy, medicine and nursing. Duke enrolls more than 15,000 students in its undergraduate, graduate and professional programs.

DUKE’S home campus is situated on nearly 9,000 acres in Durham, North Carolina, a U.S. city of more than 200,000 people. Duke also is active internationally through the Duke-NUS Graduate Medical School in Singapore, Duke Kunshan University in China, and numerous research and education programs across the globe. More than 75 percent of Duke students pursue service-learning opportunities in Durham and around the world through DukeEngage and other programs that advance the university’s mission of “knowledge in service to society.”

WUHAN UNIVERSITY
Located in Central China’s Hubei province, Wuhan University consistently ranks among the country’s top 10 universities and is a key comprehensive national university under the direct administration of the Ministry of Education. The college’s history can be traced to the Ziqiang Institute founded in 1893 by Zhang Zhidong, governor-general of Hubei and Hunan provinces in the late Qing dynasty (1644-1911). In 1928, the institute was renamed Wuhan National University.

Its campus is regarded as one of the most beautiful in the country, boasting palatial buildings that blend Eastern and Western architectural styles.

The university enjoys partnerships with 310 universities and research institutes in 53 countries and regions, while its more than 500,000 alumni include at least 100 members of the Chinese Academy of Science and the Chinese Academy of Engineering.
ABBOUT DUKE KUSHAN UNIVERSITY (CONT.)

CORE EDUCATIONAL PRINCIPLES

- Curiosity, passion and the search for truth augmented by advanced research skills and the capacity and desire to generate creative, reasoned responses to complex issues and problems.
- A liberal arts and sciences pedagogy that emphasizes the importance of educational breadth, free inquiry and deep engagement. Duke Kunshan University’s interdisciplinary framework draws on multiple disciplines and integrates knowledge and research methodologies.
- Pluralism, tolerance and a willingness to engage with and learn from others in preparation for living, working and leading – effectively and ethically – in an interconnected, multi-cultural world.
- Community action and service that is globally connected and locally grounded.

DKU’S ANIMATING PRINCIPLES

Duke Kunshan University aspires to provide a 21st century liberal arts education that helps students develop a sense of social responsibility and global citizenship, as well as strong and transferable intellectual and practical skills such as communication, analytical and problem-solving skills, and a demonstrated ability to apply knowledge and skills in real-world settings. The overarching goals are imbedded in the seven animating principles that are expressed throughout the curriculum:

- Rooted Globalism: To cultivate informed and engaged citizens who are knowledgeable about each other’s histories, traditions of thought and affiliations; and skilled in navigating among local, national and global identities and commitments.
- Collaborative Problem-Solving: To instill the habits of collaboration and the ability to synthesize disparate insights in solving complex challenges.
- Research and Practice: To enhance the ability to forge links between theory and practice in the many-sided and rapidly changing world of human need.
- Lucid Communication: To develop the ability to communicate effectively, both orally and in writing, and to listen attentively to different viewpoints in coming to mature judgments.

- Independence and Creativity: To nurture free inquiry, deep reflection and a drive to ask interesting questions and find compelling answers.
- Wise Leadership: To shape thinkers and doers who possess the moral compass to guide communities and institutions toward a common good and who have the wisdom and technical competence to deal effectively with complexity.
- A Purposeful Life: To form reflective scholars who test their core beliefs, connect their course of study to big questions of meaning, and who build the capacity for lifelong learning and exploration.

DUKE KUNSHAN UNIVERSITY MISSION STATEMENT

Duke Kunshan University is a highly selective research-oriented, liberal arts and sciences university located in China, whose primary mission is to enable students from around the world to lead purposeful and productive lives. By delivering the highest quality undergraduate and graduate education that is truly interdisciplinary, we prepare students for professional, intellectual and societal leadership roles across the globe. The core of our educational offering is a four-year undergraduate degree program featuring an integrated and multi-disciplinary curriculum, with an effective blend of Chinese, American, and global techniques and values and a culture of academic excellence and freedom. Our world-class faculty pursue knowledge in service to society, involving students in innovative scholarship and research programs. As a premier Sino-US joint-venture university, we embrace the integration of global, national, and local traditions of thought and experience and promote cross-cultural understanding and cross-border collaborations.
VISION
The Office of Student Affairs will be recognized worldwide for facilitating a transformative and global college experience that focuses on student success.

MISSION
The Office of Student Affairs supports the physical and psychological wellbeing of students while providing a global student centered co-curricular experience that encourages them to lead purposeful and productive lives.

We promote an inclusive and holistic community by challenging and supporting students with opportunities that foster self-awareness, cross cultural competence, and leadership skills while encouraging a sustained commitment to learning, integrity, and mutual respect.

STUDENT AFFAIRS COMMON GOALS
- Provide transformative learning experiences and support services
- Promote a sense of belonging for all students at DKU
- Facilitate programs that support identity development
- Enhance student learning and success
- Generate collaborative and Innovative partnerships
- Cultivate organizational excellence

CORE VALUES
- Cultural Competence
- Health and Wellness
- Respect
- Leadership
- Critical Thinking
- Social Responsibility

STUDENT PROFILE
DKU undergraduate student body demographics:
- Student body in 2021-22 was approximately 1250. Currently, steady state will be 2000 students.
- Approximately 59% Women, 41% Men
- Approximately 60+ Different Countries
- 75% Chinese Mainland
- 25% International (approximately 50% from USA)
- High achieving, hard-working, focused, conscientious and extremely grade conscious
- Class of 2025 international students: 12% first generation college students, Average SAT for international students 1420-1540, 3.86 average GPA
- >80% of our students indicate that they intend to go on to graduate or professional school
- Wide diversity of high school preparation for Chinese and international students
  - English – reading, writing, speaking
  - STEM preparation
- Popular majors include data science, political economy, applied math & computation, molecular bioscience, media & arts, behavioral science, environmental science, global health, global cultural studies, institutions & governance
QUALIFICATIONS

The Director of Counseling and Psychological Services, reports to the Associate Dean of Student Affairs, and is responsible for leadership and vision of the administration, planning, implementation and evaluation of comprehensive counseling and mental/emotional health services to an international student community. These initiatives are provided to promote students’ personal development and psychological well-being and include individual and group counseling, outreach programming, training, consultation, crisis intervention and assessment. This position involves supervision of professional staff, budget administration, on-call responsibilities and formulation of counseling center policies and procedures.

The ideal candidate must exhibit the following competencies and characteristics:

- Ability to manage the provision of time-efficient, culturally informed individual and group counseling and related services through training, consultation, supervision, and evaluation of the activities of the CAPS clinical professionals.

- Knowledge of current best practices in student development and counseling.

- Skilled in effective crisis response and management.

- Ability to successfully collaborate and earn trust among staff within, and external to CAPS.

- Ability to exercise wisdom, integrity, and confidence in decision-making.

- Adaptive to change. The Director’s job responsibilities will continue to expand in scope and depth as the University grows in size and complexity in its programs.

REQUIRED

- Master’s degree in counseling, psychology, mental health discipline, or social work.

- Minimum 7 years of post-licensure of professional clinical experience in a university counseling center setting as a licensed clinician (such as Licensed Psychologist, Licensed Clinical Social Worker, Licensed Professional Counselor).

- At least 7-10 years of experience in clinical and administrative role(s) in a university counseling center as a director or an associate or assistant director with demonstrated progression of administrative responsibility.

- Progressive responsibility providing culturally informed individual and group counseling and crisis services in a college or university counseling center.

- Demonstrate cultural understanding and experience of working with international students and Chinese student population.

PREFERRED

- Doctoral degree in counseling, clinical psychology, mental health discipline, or social work.

- At least 5 years of experience in clinical and administrative role(s) in a university counseling center as a director with demonstrated progression of administrative responsibility.

- Bilingual in English and Mandarin Chinese. Strong English and Chinese speaking skills in providing bilingual counseling to a student population of 75% Chinese students and 25% international students from approximately 60 countries. DKU is an English-speaking campus.
Duke Kunshan University is being assisted in this search by Academic Search. Nominations, applications, and inquiries may be sent in complete confidence. Full consideration will be given to all applications received by September 2, 2022. Application materials should be sent as PDF files and include (1) a letter of interest; (2) curriculum vitae; and (3) the contact information for five references (who will not be contacted without the candidate’s permission) must be submitted electronically to: DKUCAPSDirector@academicsearch.org.

Nominators and prospective candidates also may arrange a confidential conversation about this opportunity with Thomas Shandley, Senior Consultant (Thomas.Shandley@academicsearch.org). Hiring is contingent upon eligibility to work in China and proof of eligibility will be contemporaneously required upon acceptance of an employment offer. Any resulting employment offers are contingent upon successful completion of a background investigation and credit check if applicable to the position, as determined by Duke Kunshan University in its sole discretion.

Duke Kunshan University welcomes passionate, creative, and intellectually driven students, faculty and staff from all walks of life, from all over the world. We affirm the diverse histories, perspectives, experiences, identities, languages, and cultures that enhance our community, and we aim to create an environment where all members of our community are accepted, appreciated and celebrated. Our commitment to inclusivity is grounded in the university’s mission. Duke Kunshan University is a community where those who study, live and work see difference as an opportunity for meaningful dialogue, creative expression, and innovative thinking. The university aspires to foster mutual respect and understanding among and for all people, regardless of differing cultures, ethnicities, races, religions, genders, sexual orientations, ages, national origins, socioeconomic backgrounds, capabilities, or any other category that can be used to divide people. Our uniquely rich cultural community is designed to cultivate informed and engaged citizens of the world.
ABOUT ACADEMIC SEARCH

Academic Search is assisting Duke Kunshan University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute. For more information, visit www.academicsearch.org.

Committed to IDENTIFYING AND DEVELOPING LEADERS by providing the highest level of EXECUTIVE SEARCH to our higher education partners.