

The University of Texas Rio Grande Valley

Director, School of Rehabilitation Services & Counseling

Position Profile





The Opportunity

The University of Texas Rio Grande Valley (UTRGV) invites nominations and applications for the position of Director of the School of Rehabilitation Services & Counseling. Reporting directly to the Dean of the College of Health Professions, the director will be responsible for setting strategic, operational, and financial direction for the School of Rehabilitation Services & Counseling. The college seeks a dynamic leader who will work in concert with faculty, staff, and students to promote a culture of excellence. The director will create and carry out a vision that leads the school to greater prominence in the Valley and beyond.

UTRGV is the second largest Hispanic Serving Institution in the United States in a growing region on the border with Mexico, where most of the students are bilingual and bicultural. The University of Texas system offers a competitive benefits package, including health insurance, a state pension, and fertility insurance.

Role of the Director

The Director of the School of Rehabilitation Services & Counseling is expected to:

- › Increase both undergraduate and graduate enrollment, with a particular focus on expanding the PhD program.
- › Support expansion of the research capabilities of the school while maintaining excellence in teaching and service.
- › Fully embrace UTRGV's mission to receive R1 "very high research activity" distinction by the Carnegie Commission of Higher Education.
- › Expand external funding that supports the School and our students (scholarships, paid field experiences, employment, etc.).
- › Inspire and support faculty, staff, and students and foster an environment of collegiality and shared governance.
- › Provide leadership and be responsible for the overall management and administration of the school.
- › Develop and manage the school budget and enforce applicable regulatory policies.
- › Embrace the value and importance of all three levels of academic programs – undergraduate, masters, and doctoral.
- › Recruit and retain faculty, staff, and students.
- › Embrace both traditional (face-to-face) and online teaching modalities.
- › Provide evaluation, development, and promotion of faculty.
- › Promote external relations and multi-disciplinary collaborations within the university.
- › Create strategic planning and goal setting aligned with similar efforts at the school and university level.
- › Develop curricula, strategic initiatives, and programming to help ensure student success.
- › Interact with all stakeholders to determine the priorities and direction of the school.
- › Advocate for the school and ensure that it is aligned with the priorities of the College of Health Professions and UTRGV as a whole.
- › Communicate with faculty and administration and address questions, complaints, grievances, and suggestions from faculty, staff, and students.

As a faculty member, the director will also be expected to teach a reduced load and participate in research and service activities.

Required Qualifications

The successful candidate will:

- › Have a PhD in Rehabilitation Counseling or a discipline closely related to the field.
- › Be a tenured associate professor or higher.
- › Have a demonstrated commitment to student success.
- › Have strong organizational and management skills, with a demonstrated ability to lead a complex school.

- › Have experience with budget management.
- › Have experience with shared faculty governance.
- › Have a demonstrated ability to secure grants and external funding.
- › Have a proven record of scholarship and current knowledge of the state of the field.



The School of Rehabilitation Services & Counseling is currently ranked #13 in the nation by U.S. News and World Report

Preferred Qualifications

- › Tenured, full professor.
- › Experience as chair, assistant chair, or program director.
- › Experience at a Carnegie classified R2 doctoral university – high research activity – or higher.
- › Successful experience with accreditations.
- › Experience and/or knowledge of distributed campus models.
- › Experience working with minority populations.



About the School of Rehabilitation Services & Counseling

A dynamic academic unit dedicated to preparing professionals to assist people with disabilities to live full lives, the School of Rehabilitation Services & Counseling currently has 25 full-time (tenured, tenure track and non-tenured) faculty teaching in the program and over 400 students enrolled. Located in a modern facility (Edinburg Health Affairs Building West) featuring dedicated classrooms and a state-of-the-art research lab and counseling center, the school prides itself on preparing students to enter a rewarding field of helping others to achieve their own goals of independence and productivity.

Mission

The School of Rehabilitation Services & Counseling is committed to providing quality, comprehensive education to University of Texas Rio Grande Valley students on a variety of topics related to people with disabilities. An underlying philosophy of dignity and respect for all people, including those with disabilities, is taught and modeled. The School of Rehabilitation is also committed to integrating theory and practice in the classroom. Graduates are prepared with practical, hands-on skills necessary to successfully enter the work force or Graduate school.

Goal

The overall goal of the School is to prepare graduates to enter the work force in professional positions with the skills, knowledge, and attitudes to assist people with disabilities to lead full, independent lives.

Accreditation

The B.S. in Rehabilitation Services is accredited November 2021- December 2028 by the Committee on Rehabilitation Accreditation (CoRA) under the auspices of the Commission on Accreditation of Allied Health Education Programs (CAAHEP).

The B.S. in Addiction Studies is accredited June 2023-December 2029 by the National Addiction Studies Accreditation Commission (NASAC).

The M.S. in Clinical Rehabilitation Counseling is accredited July 2018-October 2027 by the Council for Accreditation of Counseling and Related Educational Programs (CACREP).

The Ph.D. in Rehabilitation Counseling (Counselor Education and Supervision) is accredited January 2016- October 2027 by the Council for Accreditation of Counseling and Related Educational Programs (CACREP).

Degrees and Specializations

- › Doctor of Philosophy in Rehabilitation Counseling
- › Master of Science in Clinical Rehabilitation Counseling
- › Bachelor of Science in Rehabilitation Services
- › Bachelor of Science in Addiction Studies
- › Certificate in Expressive Arts Therapy
- › Minors
 - Rehabilitation
 - Addiction Studies
 - Expressive Arts Minor

About the College of Health Professions

Mission

The College of Health Professions will be the leading institute of excellence in health and human services, education, healthcare and research, producing highly skilled practitioners, educators, and researchers through high quality educational programs, meaningful experimental learning opportunities and the development of scientific and intellectual inquiry for the promotion of health equity in the Rio Grande Valley and beyond.

Academic Departments

- › Department of Health & Biomedical Sciences
- › Department of Communication Sciences & Disorders
- › Department of Health & Human Performance
- › Department of Occupational Therapy
- › Department of Physician Assistant Studies
- › School of Rehabilitation Services and Counseling
- › Doctor of Physical Therapy Program





About The University of Texas Rio Grande Valley

Innovation. Opportunity. Purpose. Careers. That's what the University of Texas Rio Grande Valley is about. With campuses throughout the Valley, UTRGV empowers successful futures, enhances daily life, and lets our region shine as a global innovator in higher education, bilingual education, health education, biomedical research, and emerging technology that inspires positive change.

UTRGV was created by the Texas Legislature in 2013 as the first major public university of the 21st century in Texas. This transformative initiative provided the opportunity to expand educational opportunities in the Rio Grande Valley, including a new School of Medicine, and made it possible for residents of the region to benefit from the Permanent University Fund – a public endowment contributing support to the University of Texas System and other institutions.

Mission Statement

To transform the Rio Grande Valley, the Americas, and the world through an innovative and accessible educational environment that promotes student success, research, creative works, health and well-being, community engagement, sustainable development, and commercialization of university discoveries.

Vision

Drawing on our unique identity as the leading Hispanic-Serving Institution in a bilingual and bicultural environment, UTRGV will promote student access and success by building from strength in education and creating a vibrant campus experience. By 2027, UTRGV will accelerate transformation in the Rio Grande Valley and beyond by driving meaningful advancements in research and creative works, expanding access to high-quality and affordable healthcare, and fostering authentic community engagement and integration.

Core Values

Excellence: We commit to cultivating the best academic, cultural, and service-oriented experience for all members of the UTRGV community.

Advance Cultural and Community Awareness: We cultivate a multicultural and welcoming environment that grants all members of our community ample opportunities to thrive.

Inquiry, Discovery, and Creativity: We push boundaries in research and scholarship, welcome diverse perspectives, and value creative problem-solving.

Shared Leadership and Accountability: We commit to our responsibility as leaders on our campuses and in our community and we take ownership of our actions and our results.

Student-centricity: We recognize that students are central to our mission, and we provide valuable and diverse opportunities for them to learn, lead, and serve.

Collaboration: We encourage a spirit of collegiality and mutual respect among all members of our community in pursuit of our shared goals.

Adaptability: We commit to being flexible and agile and maintaining a positive mindset to change.



About the Rio Grande Valley



The Rio Grande Valley is located in the southernmost part of Texas. At the meeting point of Mexico and the USA, the 4-county region called *The Valley* is one of the fastest growing areas of the United States. The northernmost established city, Edinburg, is the region's "college town." It is home to one of the main campuses belonging to the University of Texas Rio Grande Valley and is the site of the largest arena in the region. To locals, it is regarded as the Gateway City to the Rio Grande Valley. Brownsville is the southernmost port city of the continental U.S. It is bordered by the Gulf of Mexico along with three international bridges that connect Brownsville with its

neighboring border town, Matamoros, Mexico. The two major languages you will find in the Valley are Spanish and English. Approximately 80% to 90% of the Valley's population is Mexican American, so a working knowledge of Spanish is helpful, but not necessary.

The Valley has some of the richest history and tradition found anywhere in the US. Its culture and identity are based on adaptation to movement and change, perseverance, and resiliency. The Valley is an ideal area in which to live, combining a modern infrastructure, multicultural population, rich history and cultural heritage, and a beautiful natural environment with an excellent quality of life, reasons why UTRGV is becoming a major international education destination. The Valley also enjoys a vigorous and growing economy with a high standard of living that has one of the lowest costs of living in the country. What Winter Texans, Spring Breakers, and families looking for fun in the sun most associate with our area is one of the best beaches anywhere in the USA: South Padre Island. The Rio Grande Valley encompasses many landmarks that attract tourists. Popular destinations include Laguna Atascosa National Wildlife Refuge, Santa Ana National Wildlife Refuge, 9 World Birding Centers, Bentsen-Rio Grande Valley State Park, Brazos Island, a SpaceX launch site, and the Port Isabel Lighthouse.

The region offers a wonderful subtropical climate, with sunny weather and warm-to-hot temperatures prevailing all year long, including excellent facilities for sport, leisure and shopping, and a varied nightlife. Plus, the natural beauty of the Valley is one of a kind. Beyond our beautiful beaches and palm trees, there are wildlife preserves that are international hot spots for birders and others who enjoy watching the butterflies, amphibians, reptiles, and small mammals inhabiting the area. The area supports one of the best sites for deep sea fishing and, for the past 77 years, has hosted the Texas International Fishing Tournament. The region features abundant historical and cultural sites, honoring traditions of military and public service as well as the shared ties with Mexico. The people of the Valley are famous for their warmth and friendly dispositions, making it a welcoming environment for all. Taken together, the hospitality, relaxed pace of life, safe neighborhoods, and emphasis on community involvement, inclusion and education make the Valley a place where life is to be enjoyed and lived to its fullest.

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Nomination and Application Process

Compensation

Salary will be competitive and commensurate with qualification and experience.

How to Apply

Greenwood Asher & Associates® is assisting the University of Texas Rio Grande Valley in this search. Applications and nominations are now being accepted. Inquiries, nominations, and application materials should be directed to Greenwood Asher & Associates. Application materials should include:

- A letter of interest that clearly states the applicant's qualifications for the position
- A current résumé/curriculum vitae
- The name and email address of five professional references

We strongly encourage submitting application materials as three separate PDF attachments. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

Please direct inquiries, nominations, and application materials to:

Denice Perdue

Senior Executive Search Consultant

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Greenwood Asher & Associates

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It is the policy of The University of Texas Rio Grande Valley to promote and ensure equal employment opportunities for all individuals without regard to race, color, national origin, sex, age, religion, disability, sexual orientation, gender identity or expression, genetic information or protected veteran status. In accordance with the requirements of Title VII of the civil rights act of 1964, the title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, as amended, our University is committed to comply with all government requirements and ensures non-discrimination in its education programs and activities, including employment. We encourage women, minorities, and differently abled persons to apply for employment positions of interest.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from The University of Texas Rio Grande Valley documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.