

# Associate Director for Clinical Training Programs Counseling and Mental Health Center



## Opportunity Overview

### Executive Summary

The Division of Student Affairs at the University of Idaho is seeking dedicated psychologists to join the team at our Counseling and Mental Health Center (CMHC) in the role of Assistant Director for Clinical Training Programs. Applicants should be professionals who are passionate about making a meaningful difference in a scholarly community and in the lives of individuals facing mental health challenges and training the next generation of clinical practitioners. As the state's land-grant institution, the University of Idaho offers an unparalleled opportunity to engage in a community committed to academic excellence, holistic student success, and comprehensive wellness and mental health services to our diverse student population.

Our center is a collaborative and supportive environment where your expertise will be valued, and your contributions will directly impact the well-being of our students and staff. At the Counseling and Mental Health Center, we prioritize a student-centered approach to mental health care. In this role on our clinical team our team, you will have the opportunity to provide leadership to our APA-accredited doctoral internship training program and contribute to the agency's core administrative services and clinical activities We offer a dynamic and inclusive workplace culture that encourages professional growth and development. Additionally, the role comes with a clinical faculty appointment at the rank at the Assistant or Associate Professor level with the University providing resources and support for research initiatives, allowing psychologists to explore their academic interests and contribute to the advancement of the field.

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# Position Summary

The University of Idaho Counseling and Mental Health Center (CMHC) is searching for a psychologist to join our clinical staff, provide leadership of its APA-accredited doctoral internship training program and contribute to the agency's core administrative services. The Associate Director for Clinical Training (AD) has primary responsibility for all facets of the doctoral internship program, including the recruitment and selection of interns, coordination of training activities, clinical supervision of interns and program evaluation. The AD also ensures that the CMHC's policies and procedures comply with APA Standards of Accreditation. In addition, the AD provides leadership for the doctoral practicum training program and the social work field placement. The AD will frequently serve in a consulting role related to risk management, professional ethics and mental health law associated with the CMHC's training programs.

The AD serves on the CMHC's leadership team along with the Executive Director, the Associate Director for Clinical Services and the Administrative Services Coordinator. The AD has a lead role in developing policies and procedures that promote accessible mental health services for students, align with best practices in the field and conform with the standards of practice for each training program (i.e., APA, APPIC, NASW, etc.). The AD coordinates the selection process for all training programs, including the doctoral internship match. The AD provides administrative support to all professional staff who participate in the training programs and provides input to the Executive Director on their performance in supervisory and training roles. The responsibilities associated with this position also include quality assurance, program evaluation, coordination of APA site visits and compilation of program area reports.

In addition to the administrative role, primary responsibilities include direct service to clients, crisis coverage, outreach and consultation to the campus community and after-hours response to campus events. The position is classified as clinical faculty and is a full-time, 12-month appointment at the rank of assistant or associate professor. The AD will be expected to engage in scholarship and creative activities which may include professional presentations, program development and/or research and publications. This position includes an administrative stipend along with the base salary. The minimum salary at the rank of Assistant Professor is \$90,000 plus a 7.5% administrative stipend. Salary at the rank of Associate Professor would be commensurate with experience.

- 35% Teaching & Advising
- 5% Scholarship & Creative Activity
- 5% Outreach & Extension
- 55% University Service & Leadership

## Required Qualifications

(Listed degree qualification is required at time of hire.)

- PhD, PsyD, Doctorate in counseling/clinical psychology from an APA accredited program.
- Psychologist Licensure in current state of residence and eligibility for licensure as a psychologist in the State of Idaho and licensure as a psychologist within 6 months of hire.
- A minimum of 2 years post-graduate experience and at least one of those years must include administrative or significant leadership experience as a professional psychologist.
- Administrative and supervisory experience in organizational management.
- Experience providing clinical supervision and/or facilitating training seminars with doctoral practicum students and/or doctoral interns
- Experience in providing clinical services to an adult population.
- Experience in providing culturally competent services to a diverse client population.
- Experience consistently meeting workplace expectations.
- Experience and interest in providing brief counseling.
- Experience in providing risk assessment and crisis intervention.
- Experience in working with a multidisciplinary team and a commitment to work effectively as a team leader in a culture that values collaboration and trust.

## Preferred Qualifications

- Experience in a college or university counseling center
- APA accredited internship in a college or university counseling center
- Experience having produced scholarly activity (professional presentations, research, publications)

**Note:** Applicants who are selected as final possible candidates must be able to pass a criminal background check.

**Contingency Description** This administrative appointment or the administrative portion of the faculty appointment is temporary. Employee acknowledges and agrees that in the event there is no longer a need for the administrative assignment, as determined by the University in its sole discretion, University may change this Agreement and remove the administrative salary and/or course release during the contract year and employee may return to their faculty appointment, upon 60 days written notice.



## The Division of Student Affairs

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The University of Idaho is [nationally recognized](#) for its value, academic excellence and research. But we also have a great town, a beautiful campus and a variety of social opportunities as well as an impactful statewide presence.

### Student Affairs — Transforming students' learning into passion, empowerment, and purpose.

#### Mission

The Division of Student Affairs & Enrollment Management contributes to the university's mission by providing access to and engaging students in an inclusive community that provides intentional learning experiences designed to cultivate self-awareness, wellness, care and respect for others, and build the foundation for a successful life and career.

#### Vision

We inspire students to learn, lead, thrive, and positively impact their communities throughout their lives.

#### Core Values

- **Caring** – Supportive environment that inspires an ethic of concern for others
- **Collaboration** – Maintain work partnerships based on collegiality, innovation and teamwork
- **Excellence** — Culture of research that informs decisions and assessment that guides actions
- **Holistic Student Development** – Comprehensive programs that result in academic and career success, life-long learning, personal growth, wellness, and multicultural competencies
- **Inclusion** – Champions for social justice, diversity and respect
- **Integrity** – Ethical culture based on honesty, reliability and trust
- **Responsibility** – Doing our best, going the extra mile and taking ownership for outcomes

# The Counseling and Mental Health Center

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The Counseling and Mental Health Center (CMHC) is the primary provider of mental health services for the University of Idaho student population. The CMHC offers individual and group counseling, crisis intervention, psychiatric services, psychological testing, alcohol and other drug programming, outreach, campus liaisons and consultative services. The CMHC utilizes a developmental model, focusing on personal development, coping skills, treatment, and wellness within a brief therapy framework. The CMHC is deeply committed to building a welcoming, affirming, and supportive environment for all students that reduces stigma and increases access to mental health services. The CMHC also has an APA accredited doctoral internship in professional psychology.



## Counseling and Psychological Services

The Counseling and Mental Health Center's (CMHC) staff of psychologists and supervised doctoral interns and graduate students offers students a wide range of counseling services, resources and referrals.

The CMHC is committed to offering services that are inclusive and respectful of all students, regardless of race and/or ethnicity, sex, color, religion, spirituality, creed, national origin or ancestry, age, marital status, sexual orientation, gender identity, gender expression, disability or veteran status.

## Alcohol & Other Drugs Services

Services are designed to help students assess alcohol and other drug use, explore the need to change behaviors and learn ways to reduce negative consequences and harm.

## Psychological Assessment

Psychological assessment at the Counseling and Mental Health Center (CMHC) includes assessment of various psychological and neurocognitive conditions, including but not limited to ADHD, learning disorders, traumatic brain injuries, autism spectrum disorder, personality disorders and many more. At the U of I CMHC, assessments are primarily provided as part of our [doctoral internship training program](#) and by a limited number of our staff members.

## Satellite Location Clinical Services

University of Idaho (CMHC) on the Moscow campus offers telehealth (online) counseling sessions with our team of social workers and psychologists, initial psychiatric consultations with a psychiatric nurse practitioner as well as case management assistance to University of Idaho students at U of I's five satellite locations.

## Outreach & Consultation

The CMHC provides educational programs to student groups on many topics, including stress management, anxiety, relationships, depression and communication skills. Consultation is available to students, staff, faculty and parents to discuss concerns about students who are experiencing difficulties and recommend how to respond to and refer these students.

## APA Accredited Doctoral Internship

University of Idaho Counseling and Mental Health Center's (CMHC) APA-accredited doctoral internship offers training, supervision, and mentorship to facilitate the development of advanced skills and professional identity in the setting of a busy university counseling center.

## The University of Idaho

University of Idaho leads education, research, and outreach as the state's land grant institution. Its nearly 12,000 students come from all 50 states and around the world, with a solid base of Idaho students that continues to grow, despite national trends.

### Fall 2023 Statistics:

- I** 11,849 total enrollment
- I** 65.4% students are from Idaho
- I** 52% are first-generation
- I** 1,869 are first time freshmen

U of I is a residential university with its main campus in Moscow, Idaho. It serves students statewide with centers in Boise, Coeur d'Alene, and Idaho Falls, as well Extension centers in 22 of the 24 counties and an outdoor field campus in McCall. Recognized as a Carnegie Foundation "higher research activity" university, U of I's research trajectory, including expenditures of \$115.5 million in 2022, is toward R1 status by 2025. For the fourth year in a row, in 2023, University of Idaho was ranked as the Best Value Public University in the West by U.S. News and World Report, and second in the nation behind the University of North Carolina.

As a noted national leader in student-centered learning and interdisciplinary research that promotes public service, the university combines the strength of a large university with the intimacy of small learning communities and a focus on helping students succeed and become leaders. More than 2,500 faculty and staff support and guide over 100 Bachelor's, 63 Master's, and 32 doctoral degree options in the colleges of:

**Agricultural and Life Sciences**  
**Art and Architecture**  
**Business and Economics**

**Education, Health & Human Sciences**  
**Engineering**  
**Law**

**Letters, Arts, and Social Sciences**  
**Natural Resources**  
**Science**

As well as the state's only medical school, training doctors through collaboration with the University of Washington -- a top ranked family practice program. The College of Law is the state's only law school, training lawyers who contribute to the legal profession in Idaho and beyond.

Through an institution-wide commitment to diversity, multiculturalism, and community, U of I actively engages in recruiting and supporting a diverse workforce and student body.

## MOSCOW, IDAHO

Just minutes away from the forests, rivers, lakes, and mountains of northern Idaho, Moscow is home to approximately 25,000 residents, and the urban amenities of the Coeur d'Alene-Spokane metropolitan area are within an 80 mile drive. The city is known for its rich culture and focus on education. It boasts a nationally ranked farmers market and year-round outdoor recreational opportunities. Moscow also features music festivals, movie theaters, art galleries, and exhibitions, locally sourced restaurants, boutiques, bookstores, coffee shops, local breweries, a large organic and natural foods co-op, and much more.

Moscow is making its place as a festival town -- from Moscowberfest to Vandal Block Party, people gather downtown. The nationally ranked farmers market runs from May through September and is one of the nation's longest running and thriving outdoor markets. Moscow offers residents big city attributes with small town affordability, friendliness and support.



## BOISE, IDAHO

Boise is the hub of Idaho's economic and governmental activity, while maintaining a small-town feel with a population of approximately 230,000 people. It is located in the Treasure Valley of Southern Idaho. Known for the "treasure chest" of resources and opportunities that the region offers, Boise is also nationally recognized for its quality of life and business climate. It offers art galleries, museums, opera, a Shakespeare Festival, and a music festival for year-round entertainment. The city also has a rich and dynamic downtown area with theater, ballet, a zoo, parks, and first-rate dining and shopping. In addition, Boise has an amazing downtown marketplace filled with passionate people and smart ideas.

Boise folks are noted for being friendly, happy, and environmentally conscious. There is always something to do in the city with its diverse array of festivals, community events, and sporting events. The food scene should be noted too, as Boise boasts some of the best restaurants, wineries, breweries, and other eateries in the Pacific Northwest. Finally, the Boise area also has plenty to offer the outdoor enthusiast with its surrounding lakes and rivers and nearby Rocky Mountains. Boise is an ideal destination for boating, fishing, skiing, backpacking, camping, and more. In addition, the greenbelt along the Boise River and through downtown is popular with cyclists and joggers. The combination of affordability, opportunity, safety, and community makes Boise a fantastic place to live.



## Applications, Nominations, and Expressions of Interest

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To apply for the Associate Director for Clinical Training Programs, candidates are requested to submit:

- a) A curriculum vitae or resume;
- b) A letter of interest that addresses your interest in the position, your professional experience and your alignment with the required and desired qualifications and attributes;
- c) your official graduate transcripts; and
- d) Three professional references with email addresses, telephone numbers and an explanation of your professional relationship. (References will not be contacted without prior authorization from the applicant.)

Application materials should be submitted [here \(bit.ly/4ceWg78\)](https://bit.ly/4ceWg78) or sent electronically (Microsoft Word or PDF format) to: [IdahoPsych@agbsearch.com](mailto:IdahoPsych@agbsearch.com)

Nominations and expressions of interest in the Psychologist position are also encouraged. Please direct them to [IdahoPsych@agbsearch.com](mailto:IdahoPsych@agbsearch.com) or to one of the AGB team members listed below.

Review of applications will begin in April with the deadline for best consideration by Friday, April 26, 2024. The search will remain open until an appointment is made.

**AGB Search** is pleased to assist the University of Idaho in this search. The search is being assisted by:

**Frank Newton, Ed.D., Executive Search Consultant**

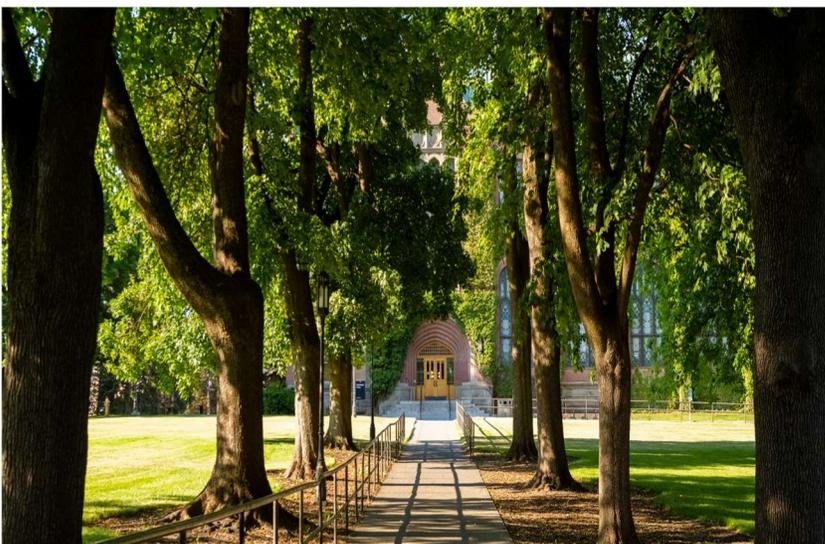
[frank.newton@agbsearch.com](mailto:frank.newton@agbsearch.com) 302.943.1605

**Laura Woodworth-Ney, Ph.D., Principal**

[laura.woodworth-ney@agbsearch.com](mailto:laura.woodworth-ney@agbsearch.com)

**Nick Omichinski, Research Associate**

[nick.omichinski@agbsearch.com](mailto:nick.omichinski@agbsearch.com) 734.780.6069



**EEO Statement** To enrich education through diversity, the University of Idaho (U of I) is an equal opportunity and affirmative action employer committed to assembling a diverse, broadly trained faculty and staff. Women, minorities, people with disabilities and veterans are strongly encouraged to apply. In compliance with applicable laws and in furtherance of its commitment to fostering an environment that welcomes and embraces diversity, U of I does not discriminate on the basis of race, color, religion, national origin, sex, age, sexual orientation, gender identity/expression, disability, genetic information or status as any protected veteran or military status in its programs or activities, including employment, admissions and educational programs.