



Director Counseling and Mental Health Center



Opportunity Overview Executive Summary

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The University of Idaho, the leading public flagship institution for the state of Idaho, is seeking an accomplished, visionary, and exceptional leader to serve as the Director for the Counseling and Mental Health Center (CMHC). As an integral part of our university community, the Counseling and Mental Health Center plays a pivotal role in fostering the well-being and success of our students, faculty, and staff. Applicants should be dynamic professionals who are passionate about promoting mental health awareness, providing comprehensive counseling services, and advancing initiatives that support the diverse needs of our campus population.

The University of Idaho is committed to providing comprehensive mental health services to our diverse student body, recognizing the critical role mental wellness plays in fostering personal growth and academic achievement. The Director will play a pivotal role in shaping the strategic direction of our center, implementing innovative programs, and cultivating a supportive environment where students can thrive emotionally, socially, and academically.

Additionally, the role comes with a clinical faculty appointment at the rank of Assistant or Associate Professor 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.

Position Summary

The new Director for the Counseling and Mental Health Center (CMHC) will be responsible for the overall direction, management, and clinical leadership of a multi-disciplinary and talented team that is charged with expanding and strengthening the range of mental health services provided to the students of the U of I (both on the main campus located in Moscow and at the various distance/remote learning sites throughout the state). The incumbent must be a licensed psychologist and/or can become licensed in Idaho and will be a full-time, 12-month clinical faculty appointment with the rank of assistant or associate professor. This position is ineligible for tenure. We are searching for well-qualified candidates who show support and commitment to our institutional and departmental mission, values and goals.

The successful candidate will serve as the chief psychologist for the university and provide administrative supervision to a multidisciplinary staff of mental health practitioners, including psychologists and masters level clinicians. The position will have administrative responsibility for university mental health services, including psychiatry, case management, and oversight of 24-hour crisis intervention contracted service. The position will manage personnel issues, including the recruitment and hiring of positions, provide leadership for the CMHC administrative team, supervise a nationally accredited Testing Center, and direct the CMHC operational, budgetary, and financial responsibilities. The Director will provide administrative supervision for the CMHC's APA-accredited doctoral internship training program and provide oversight and management of electronic clinical record system, clinical outcomes, and quality assurance of CMHC programs. The Director may serve on two institutional behavior intervention teams; CARE & Threat Assessment, and will provide administrative supervision to the university suicide behavior assessment team.

The Director is responsible for the CMHC's by-laws and promotion process, in conjunction with the Vice Provost for Student Affairs' office.

The Director will join a multidisciplinary team and spend the majority of their time providing oversight for the programs within the CMHC which includes clinical services to students entailing initial appointments, crisis intervention, individual counseling and case management activities within the CMHC's established clinical model. The CMHC offers a broad range of clinical services which include individual counseling, group counseling, psychiatric services, psychological assessment, alcohol and other drug programming, biofeedback and trauma-informed treatments.

The Director will also be expected to engage in scholarship and creative activities which may include professional presentations, program development and/or research and publications. The Director will be expected to maintain an active scholarly research agenda which will include a successful record of publications, presentations at professional meetings, and service on graduate student committees. The position will be 80% service and leadership; 15% scholarly and creative activities; and 5% Outreach. Licensure as a psychologist in Idaho within one year of the start date is a requirement of this position.

Candidates for this position will have strong clinical skills and a history of progressive leadership within a mental health clinical setting with a strong skillset in management and supervision of a diverse, dedicated team of professionals and they will have a record of successful publication and research within a related disciplinary field. This position is a key leader within the Division of Student Affairs, retaining a seat on the Executive Director leadership team and reports directly to the Vice Provost for Student Affairs. Candidates with prior experience and time in ranked faculty positions will be eligible for consideration for the rank of Associate Clinical professor. This will depend on the ways in which the person's experience meets the criteria outlined in the CMHC bylaws.

Position Summary (continued)

Required Qualifications

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

- 5 years experience of progressive leadership within a mental health clinical setting
- Completed doctorate in counseling/clinical psychology from an APA accredited program
- Eligibility for licensure as a psychologist in the State of Idaho
- Experience in providing clinical services to an adult population
- Experience in providing culturally competent services to a diverse client population
- Experience in providing risk assessment and crisis interventions
- Experience in working with a multidisciplinary team in a fast-paced and dynamic work environment
- Ability to respond to critical university incidents after hours and/or weekends

Preferred Qualifications

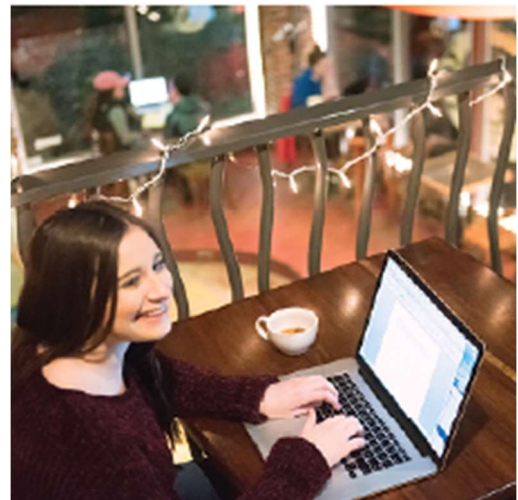
- Leadership and directorship experience in a clinical setting
- Experience in a University Counseling Center
- Demonstrated history of scholarly research and publications
- Demonstrated history of scholarly presentations at professional conferences and meetings
- Experience serving on behavior intervention teams
- An understanding of and appreciation for the intersection between clinical health services and behavioral health in an integrated model of patient care
- Experience providing psychological assessments to the adult population
- Professional skills and commitment to working with students, colleagues, and stakeholders from a wide range of backgrounds, life experiences, abilities, and perspectives
- Multi-lingual skills

Note: [Successful completion of a criminal background check is a condition of employment at the University of Idaho.](#)



The Successful Candidate Will:

- Have the ability to relate to and establish rapport with a college student population
- Have the ability to establish and maintain effective relations with co-workers, university partners, and the public
- Ability to represent Counseling & Mental Health Services in a professional manner
- Work effectively with the numerous professional disciplines represented on the CHMC staff
- Possess effective communication skills in order to establish and maintain positive relationships with the University community, local medical community, public health agencies, students and parents.
- Advanced verbal, written, and interpersonal communication skills
- Ability to present information and ideas in a relatable and impactful manner





The Division of Student Affairs

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

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

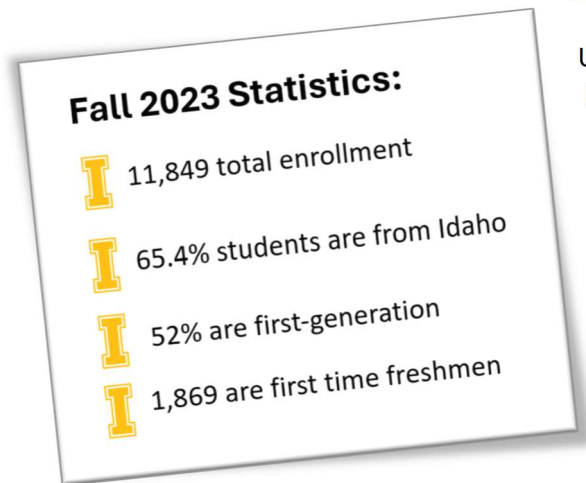
The CMHC provides educational programs to student groups on many topics, including stress management, anxiety, relationships, depression and communication skills. Consultation is available to students, staff, faculty and parents to discuss concerns about students who are experiencing difficulties and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



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

To apply for the Director position, 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](https://bit.ly/43nNbVt) (bit.ly/43nNbVt) or sent electronically (Microsoft Word or PDF format) to: CMHCDIR@agbsearch.com

Nominations and expressions of interest in the Director position are also encouraged. Please direct them to CMHCDIR@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

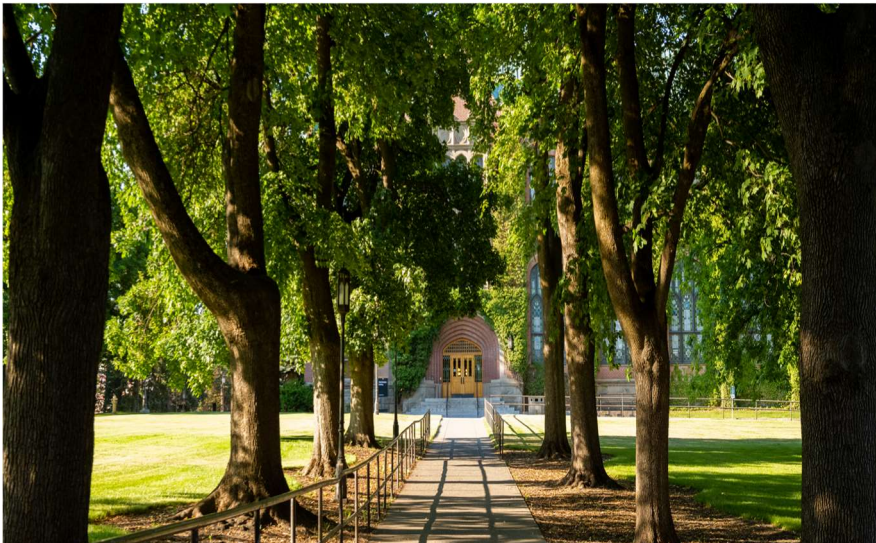
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EEO Statement To enrich education through diversity, the University of Idaho (U of I) is an equal opportunity and affirmative action employer committed to assembling a diverse, broadly trained faculty and staff. Women, minorities, people with disabilities 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.