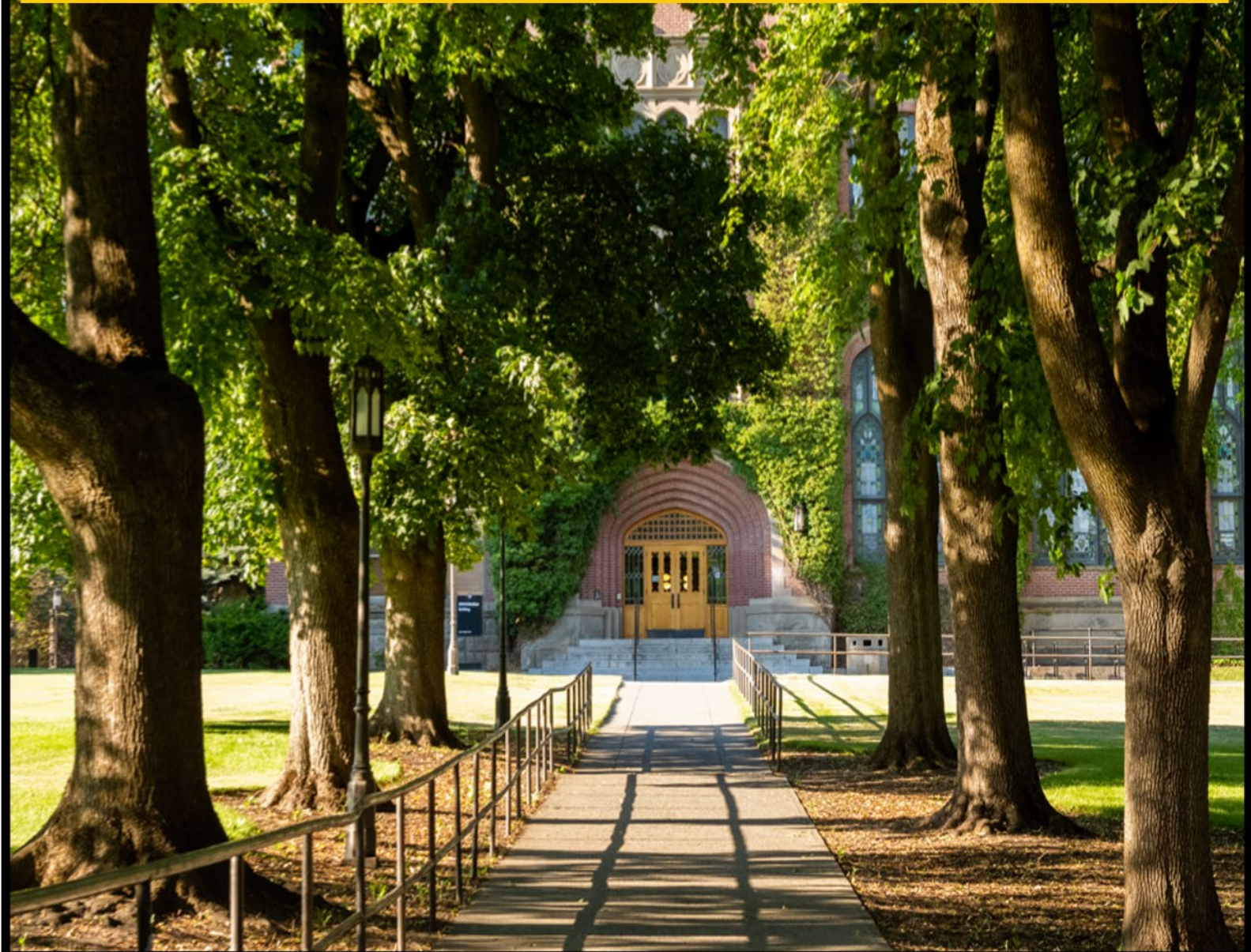




University of Idaho

**Director**  
**Counseling and Mental Health Center**

Position Profile Fall 2024



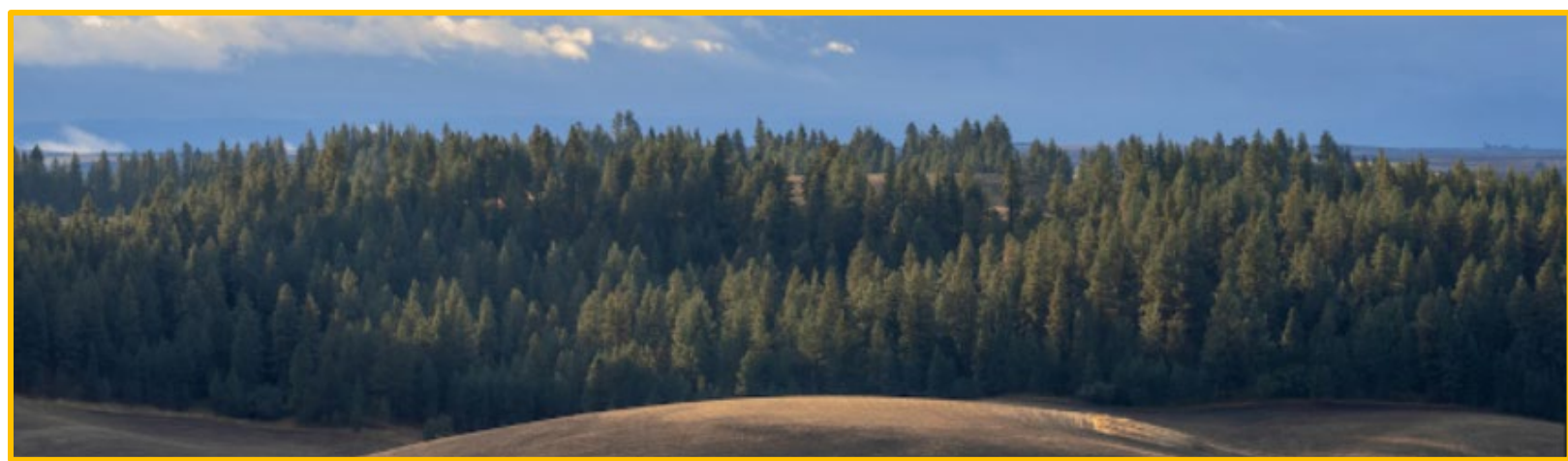
# Director; Counseling and Mental Health Center

## Opportunity Overview

The University of Idaho, the leading public flagship and land-grant 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 join a multidisciplinary team and play a pivotal role in shaping the strategic direction of our center, implementing innovative programs, providing oversight for the programs within the CMHC and cultivating a supportive environment where students can thrive emotionally, socially, and academically.



## Where is Moscow Idaho?

Located in northern Idaho, Moscow is *just 10 minutes away from Pullman, Washington* and an hour and half from Spokane and Coeur d'Alene. The University of Idaho is at the heart of the community, and Moscow benefits from a diverse workforce and community commitment to education. The town's nickname is the "Heart of the Arts," and for good reason.

Watch this video on Moscow community: <https://youtu.be/55a3v1KHA7Q>

Moving to Moscow [https://www.youtube.com/watch?v=BPux\\_aABDks](https://www.youtube.com/watch?v=BPux_aABDks)

## Position Summary

The new Director for the Counseling and Mental Health Center (CMHC) will be responsible for leading university-wide initiatives addressing student mental health and the overall direction, management, and leadership of a multi-disciplinary and talented team of twenty-two individuals that is charged with expanding and strengthening the range of mental health services provided to the students of the University of Idaho (both on the main campus located in Moscow and at the various distance/remote learning sites throughout the state).

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, a psychiatric nurse practitioner, and master's 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 and 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 provide 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 and group counseling, psychiatric services, psychological assessment, alcohol and other drug programming, biofeedback and trauma-informed treatments.

The Director will also be expected to engage program development to assist with furthering outreach to the student population campus. The Director will assist on committees for the exploration of an expansion of health and wellness facilities to assist with university growth and CMHC needs.

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 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.

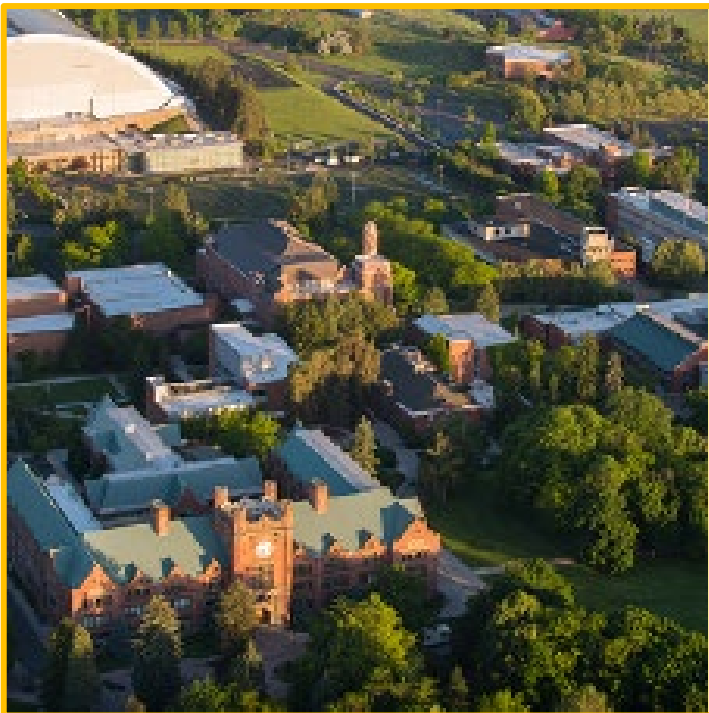


## Position Summary (continued)

### Required Qualifications

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

- Doctoral degree in counseling or clinical psychology from an APA accredited program
- Five years of progressive leadership within a mental health clinical setting
- Experience working with a multidisciplinary team in a fast-paced and dynamic work environment providing clinical services, risk assessment and crisis interventions to an adult and diverse client population
- Licensure or ability to become a licensed psychologist in the state of Idaho within one year of employment
- Ability to respond to critical university incidents after hours and/or weekends
- Ability to travel occasionally



### Preferred Qualifications

- Experience in Leadership and directorship in a clinical setting
- Experience in a university counseling center
- Demonstrated history of presentations at professional conferences and meetings
- Experience serving on behavior intervention teams
- 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
- Experience, professional skills, and commitment to working with students, colleagues, and stakeholders from a wide range of backgrounds, life experiences, abilities, and perspectives
- Experience with multilingual skills

**Please Note:** Successful completion of a criminal background check is a condition of employment at the University of Idaho.



## **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

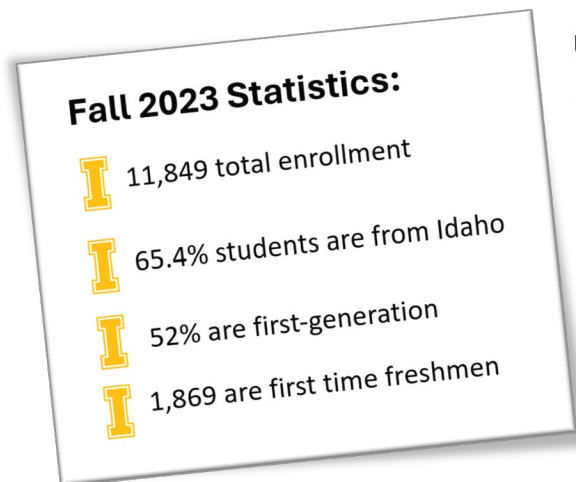
The CMHC provides educational programs to student groups on many topics, including stress management, anxiety, relationships, depression and communication skills. Consultation is available to students, staff, faculty and parents to discuss concerns about students who are experiencing difficulties and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

Candidates will enter the university at an exciting point in its over 130-year-old lifespan, with the previous two years seeing the two largest first-year student classes in university history. The University of Idaho leads education, research, and outreach. 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.



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. Recognized as a Carnegie Foundation "higher research activity" university, U of I's research trajectory, includes expenditures of \$115.5 million in 2022. In 2025 we expect to be the [first university in Idaho](#) to achieve the highest level of classification for research activity (R1) as determined by the Carnegie Classification. 2023 marked the fourth year in a row that the U of I was ranked as the Best Value Public University in the West by U.S. News and World Report, and second nationally behind the University of North Carolina.

In addition to being the leading research institution in the state, the university is also a land-grant institution, with [46 extension centers](#) in 42 of Idaho's 44 counties. These centers support researchers, educators, and specialists in the disciplines of forestry and natural resources, horticulture, aquaculture, and much more, in a long-standing effort to empower youth and develop communities across Idaho.

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:

**Art and Architecture  
Engineering  
Business and Economics**

**Education, Health & Human Sciences  
Law  
Agricultural and Life Sciences**

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

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.

Watch this tour of our campus: <https://youtu.be/kV8Dluy1iyE>



## **MOSCOW, IDAHO**

Home to approximately 25,000 residents and located in northern Idaho and in the Pacific time zone, Moscow is just minutes away from Pullman, Washington and the forests, rivers, lakes, and mountains of northern Idaho. Additionally, the urban amenities of Spokane and Coeur d’Alene are a beautiful 80-mile drive away. The University of Idaho is at the heart of the community, and Moscow benefits from a diverse workforce and community commitment to education. The town’s nickname is the “Heart of the Arts,” and for good reason. 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.

Visual and performing arts are easy to find, be it a photography display at the [Moscow Food Co-op](#), a classic film at the [Kenworthy Performing Arts Centre](#), or a Saturday night musical performance at [Hunga Dunga Brewing Company](#). There are enough outdoor recreation opportunities to keep every hiker, [mountain biker](#), and angler happy. Moscow’s summers are particularly special, with a nationally recognized [Farmers Market](#) each weekend and a number of community festivals throughout the season.

Watch this video on recreation in Moscow: <https://youtu.be/QGahQKWJFns>

Finally, read [the Moscow Chamber of Commerce guide](#) detailing the city’s wonderful dining and recreation options.





## 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) 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](#) or sent electronically (Microsoft Word or PDF format) to: [CMHCDIR@agbsearch.com](mailto:CMHCDIR@agbsearch.com)

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

**Review of applications will be made on a rolling basis, and the search will remain open until an appointment is made.**

**AGB Search** is pleased to assist the University of Idaho in this search with the following team members:

**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)

**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. University of Idaho 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.