POSITION PROFILE
June 2020

University Health Center Director
ABOUT IDAHO STATE UNIVERSITY

Idaho State University (ISU) combines exceptional academics amidst the grand natural beauty of the West. ISU faculty and students are leading the way in cutting-edge research and innovative solutions in the areas of energy, health professions, nuclear research, teaching, humanities, engineering, performing and visual arts, technology, biological sciences, pharmacy, and business. Named President in 2018, Kevin Satterlee has brought vision and excitement to ISU. His administration is one of passion, communication, and transparency for the benefit of not only the university but also its surrounding community. To read more, visit https://www.isu.edu/.

ISU, a Carnegie-classified doctoral research and teaching institution founded in 1901, has a low student to teacher ratio of 13:1. As a state leader in the health sciences, ISU offers widespread health services to the community, as well as multiple degrees in more than 50 health-related areas, including nursing, pharmacy, physical therapy, speech pathology, and physician assistant studies. In addition to significant offerings in health sciences, ISU offers a wide array of graduate programs through colleges in business, education, technology, arts and letters, and science and engineering. The education at ISU is filled with real-world experience; the $2.3 million Career Path Internship program helps aid hundreds of students’ career goals by pairing students with paid on- and off-campus internships. In their spare time, students can choose from more than 70 student organizations, enjoy nature through the Outdoor Adventure Center, or drive to Craters of the Moon nature preserve or Yellowstone National Park. The Stephens Performing Arts Center on the ISU campus is nationally ranked as one of the most impressive performance venues on a university campus. It is home to the Idaho State Civic Symphony and is also host to numerous plays, concerts, recitals, and art performances.

As an NCAA Division 1 school, ISU competes in the Big Sky Conference offering robust athletic programs to students such as basketball, cross-country, tennis, track and field, volleyball, softball, football, golf, and soccer. Read more: https://isubengals.com/
UNIVERSITY STRATEGIC GOALS

GOAL 1
GROW ENROLLMENT
Increase new degree-seeking students by 20% (+497) over the next five years.*
* Full-time certificate and undergraduate students and full and part-time graduate students.

Operational Strategies
• Emphasize relationships with high school faculty and advisors within ISU’s service regions
• Provide opportunities for faculty/potential student interaction to encourage enrollment
• Communicate with managers and employees at local/regional public and private organizations to identify educational programs that would increase the potential for advancement and support professional development

GOAL 2
STRENGTHEN RETENTION
Improve undergraduate student retention rates by 5% by 2022.

Operational Strategies
• Increase faculty awareness of their students’ academic progress by alerting them when a student is failing so they can work with the students to create strategies for student success
• Increase and market student support services that measurably increase retention
• Develop programs that encourage students to identify potential career paths

GOAL 3
PROMOTE ISU’S IDENTITY
Over the next five years, promote ISU’s unique identity as Idaho’s only institution delivering technical certificates through undergraduate, graduate and professional degrees.

Operational Strategies
• Educate internal and external communities of the scope and benefits of ISU’s offerings and research
• Promote ISU as providing an affordable, high-quality education that results in a high return on investment
• Demonstrate to communities the cost-benefits that emphasize what ISU brings to each community through education and research

GOAL 4
STRENGTHEN COMMUNICATION, TRANSPARENCY, AND INCLUSION
Over the next three years, ISU will continue building relationships within the university, which is fundamental to the accomplishment of all other objectives.

Operational Strategies
• Continue creating consistent opportunities to share ideas and reach mutual understanding
• Where identified, eliminate duplication of effort in business processes, programs, and services
• Use the Institutional Effectiveness and Assessment Council planning and advisory structure to continue increasing inclusiveness, providing information, and obtaining input and feedback from students, faculty, staff, and the community members

GOAL 5
ENHANCE COMMUNITY PARTNERSHIPS
By 2022, ISU will establish new partnerships within its service regions and statewide program responsibilities to support the resolution of community-oriented, real-world concerns.

Operational Strategies
• Partnerships will encompass a broad variety of relationships including academic to academic, ISU to business, and ISU to non-profit
• Identify and design educational programs that provide a service to the communities that ISU doesn’t currently partner with
• Work with communities that have limited services and develop opportunities to create new partnerships
THE DEPARTMENT

Idaho State University's Kasiska Division of Health Sciences provides leadership in the delivery of rural health care by educating caring and competent professionals across all dimensions of health and promoting interprofessional research and practice in the health sciences.

THE OPPORTUNITY

Position Purpose

Idaho State University is seeking a physician to provide medical direction for a professional staff of physicians and midlevel providers serving a student population of 12,000. The University Health Center provides a full range of primary care services with on-site laboratory and x-ray; we seek a dynamic student-centered leader with strong clinical skills, an interest in quality improvement, and experience directing a clinical staff in the ambulatory care setting. Excellent benefits and no on-call or weekends.

Primary Responsibilities

This position oversees administrative functions that directly impact medical services and collaborates with the senior leadership team in overall planning and administration for health care and wellness-related services at ISU. The Director supervises provider staff in the clinic, including physicians, nurse practitioners and physician assistants. This position involves 60% direct patient care.

Minimum Qualifications

- Physician (MD or DO) eligible for licensure in Idaho.
- Accredited post-doctoral residency in a primary care specialty or emergency medicine with an emphasis in family medicine.
- Board certified in a primary care specialty or emergency medicine.
- Excellent primary care skills.
- Excellent communication skills.
- Willingness to work with a diverse population including LGBTQ and international population.
- Knowledge of change management with demonstrated skills of evolving operations to meet the changing needs of students/constituents.
- Personal qualities for success in this role include excellent skills in interpersonal communications, employee...
management, customer service, organizational and change management, flexibility and the ability to use relevant data to make informed decisions.

**Preferred Qualifications**

- Three years of experience in a healthcare setting.
- Leadership, managerial or administrative experience, preferably in a college setting.
- Experience with developing and executing a campus model for success in student health & well-being.
- Experience with collaboration with other clinics/departments/programs on wellness program development.
- Experience with personnel management, including hiring, performance evaluation, and performance improvement.
- Experience with electronic medical records, quality improvement, and accreditation standards and protocols.

**PROCEDURE FOR CANDIDACY**

Confidential review of applications will begin immediately and continue until the position is filled. Applicants should submit a CV/resume, cover letter summarizing qualifications and interest in the position, and a list of three professional references with contact information. Salary will be commensurate with education and experience. An offer of employment will be conditional, pending successful completion of a background investigation.

To apply online, click [here](https://isu.edu/about/). Idaho State University is committed to building a diverse university community and encourages members of underrepresented groups to apply. Additional information regarding the university can be found at [https://isu.edu/about/](https://isu.edu/about/).

*Idaho State University values individuals with varying traditions, cultures, identities, expressions, orientation, religious beliefs, economic backgrounds, racial and ethnic origins. ISU believes that promoting diversity and a respectful work and learning environment is a key component in preparing students for success in a global economy. ISU strongly encourages applications from candidates who share these values.*
POCATELLO AND SOUTHEAST IDAHO

Southeast Idaho is centrally located between Salt Lake City, Utah, and the popular vacation destinations of Yellowstone National Park, Grand Teton National Park, and Jackson, Wyoming. Southeast Idaho is often thought of as an outdoor lover’s paradise with something for everyone. The hills and the spectacular northern Rockies around Pocatello are covered with mountain bike trails and provide access to outdoor activities such as camping, fishing, hiking, hunting, skiing, kayaking, and rock climbing.

Interesting facts about Pocatello and Idaho: (information taken from https://visitidaho.org/about-idaho/)

- The city of Pocatello is located in Southeast Idaho and nestled at 4,448 feet in the western foothills of the Rocky Mountains along the Oregon Trail.
- Pocatello has an unusually desirable four-season climate where clear, sunny, and dry is the norm.
- Residents of Pocatello enjoy the city’s 32 parks, the Idaho Museum of Natural History, the Fort Hall Replica, golf courses, a swimming complex, bike and hiking trails, Pocatello Junction, a skate park, and Zoo Idaho.
- Bannock County has a population of 82,539 and the county seat is located in Pocatello which is populated by nearly 55,000 residents.
- Based on average housing costs, utilities, healthcare, transportation, groceries, and other services, Idaho’s cost of living is the second lowest of the 11 western states.
- Idaho has a strong and diversified economy. Manufacturing and agriculture remain top industries while high-tech, tourism, retail, healthcare, business, and information services are growth sectors.
- According to FBI statistics, Idaho’s crime rate is the lowest in the West. The rate of serious crime is 21.3 percent less than the national average.
- Idaho has more river miles than any other state, 3,100 miles.

For additional information on Pocatello and Southeast Idaho, please visit:

City of Pocatello Idaho:  www.pocatello.us
Visit Pocatello.com:  www.visitpocatello.com
Greater Pocatello Chamber of Commerce:  www.pocatelloidaho.com