



Tenure Track Assistant Professor of Rehabilitation and Mental Health Counseling

Recruitment #: F2408
Review Date: Immediate review | Open until filled
Department: RMHC/DSPS/COE
Salary Rate: \$56,962 - \$64,486 commensurate with experience and qualifications [[CBA](#)]

Position Summary:

The Rehabilitation and Mental Health Counseling program at Western Oregon University seeks qualified applicants for a full-time, tenure-track, nine-month position (with summer teaching available) at the Assistant Professor rank beginning in the Fall of 2025.

The Rehabilitation and Mental Health Counseling (RMHC) program is nationally accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP). Western Oregon University is located in the beautiful Willamette Valley, and is the oldest public university in Oregon, with two campuses: Monmouth and Salem. WOU is an emerging Hispanic Serving Institution, and our priority is to serve and support all students regardless of their background.

The primary responsibilities of the position are instruction in the RMHC program and serving as liaison between the program and the community, with the expectation to also engage in scholarly activities and university/community/professional service. Responsibilities will also include advising, clinical supervision of practicum and internship students, and supporting clinical coordination and assisting with accreditation. There are many opportunities for faculty professional development.

Successful candidates should have educational, research, and experiential backgrounds; experience as a rehabilitation counselor and/or as a counselor in mental health or community settings; and a record of scholarly activity and service to the larger community. Candidates should be eligible for LPC/Professional Counselor Associate or an equivalent license in the state of Oregon. They should also have a strong commitment to social justice, diversity, and multiculturalism.

The RMHC program utilizes hybrid and online pedagogies and meets on the Salem campus. Hybrid in-person teaching is required. The university strongly encourages applications from persons of diverse backgrounds with a commitment to multicultural education.

Start Date: September 16, 2025, or earlier if mutually agreed

Required Qualifications:

- An earned doctorate in Counselor Education, preferably from a CACREP-accredited program. Candidates who are ABD (All But Dissertation) will be considered, provided they expect to complete their doctorate by the start date.
- Must possess one of the following licenses or certifications by the start date: Certified Rehabilitation Counselor (CRC), Licensed Professional Counselor (LPC or registered associate), National Certified

Counselor (NCC), Certified Clinical Mental Health Counselor (CCMHC), or any other national or state-recognized professional certification. Alternatively, candidates must demonstrate the ability to transfer an existing license to Oregon within one year of the start date.

- Candidates meeting one or more of the following criteria will also be considered: Hold a related doctoral degree and have served as a full-time faculty member in a counselor education program for at least one academic year prior to July 1, 2013; served as a full-time doctoral-level faculty member in a CORE-accredited master's program prior to July 1, 2017; or graduated from a rehabilitation doctoral program before January 1, 2018.
- Demonstrated experience in teaching and providing clinical supervision. Proven ability to work collaboratively in a team environment with strong communication skills.
- A strong commitment to social justice, diversity, multicultural counseling, and service to individuals with disabilities.

Preferred Qualifications:

- Demonstrated understanding of the federal-state vocational rehabilitation system.
- Knowledge of local community-based mental health services or the ability to form partnerships with local agencies.
- Individuals with professional proficiency in English and Spanish are strongly encouraged to apply.

Required Application materials: *Please submit only the requested documents and ensure your full name appears on each one.*

1. WOU Employment Application form [available here](#) - unclassified/faculty
1. Letter of application that addresses each qualification of the position. Please include how your experience, education, and/or training might help us build a more inclusive, collaborative, and diverse community.
2. Current Curriculum vitae
2. Statement of Teaching philosophy
3. Letters of Recommendation (include three)
4. Contact information for three professional references
5. Unofficial copy of transcript for highest degree earned

Background/Education Check:

A criminal background check will be completed as a condition of employment. Education checks are processed for positions requiring a formal degree as a minimum requirement.

Benefits:

Western Oregon University offers an excellent benefits package for eligible employees which includes 95% premium paid healthcare, a generous retirement and vacation package, and reduced tuition rates for employee, spouse or dependent at any of the Oregon Public Universities. <http://www.wou.edu/hr/benefits/>

Equal Employment Opportunity:

Western Oregon University is an equal opportunity employer that is committed to diversity, equity and inclusion in the workplace. We celebrate our inclusive work environment and encourage people of all backgrounds and

perspectives to apply. We embrace our differences, and know that our diverse team is a strength that drives our success.

Accommodation Requests:

Western Oregon University is committed to developing a barrier-free recruitment process and work environment. If you would like to request disability-related accommodation(s) to participate in a WOU activity or event, please complete the [online request form](#) at least three (3) business days in advance. If you have questions, contact Disability Services (ODS) at 503-838-8250 or ods@wou.edu.

Veterans Preference

Applicants are eligible to use Veterans' Preference when applying with Western Oregon University in accordance with ORS 408.225, 408.230 and 408.235; and OAR 105-040-0010 and 105-040-0015. Preference will be given only if the applicant meets the minimum criteria of the position and electronically attach the required documentation at the time of application. For information regarding Veterans' Preference qualifications, visit <http://www.oregonjobs.org/DAS/STJOBS/vetpoints.shtml>

To stay informed about the progress of this search, we invite and encourage you to explore our career page at wou.edu/hr/employment/jobs/. Unfortunately, due to the volume, it is challenging for us to offer individual updates on the status of each application, and for that, we sincerely regret any inconvenience. We thank you for your patience and interest in employment at Western Oregon University.