



## JOB DESCRIPTION

**TITLE:** Assistant Professor of Psychology

**COLLEGE/SCHOOL/DEPT:** Arts & Sciences

**REPORTS TO:** Department Chair

**FLSA:** Exempt (Regular Rank, 9 Month Contract)

**SALARY: (Commensurate with education and experience):** \$54,171-\$75,932

### **POSITION SUMMARY:**

The Department of Psychology at Heritage University invites applications for an Assistant Professor, start date summer 2024. We are particularly interested in candidates who have experience working with a diverse student population and exhibit innovative approaches to teaching, clinical practice, scholarly work, and advising.

The successful candidate will teach approximately six courses per year in general counseling courses and/or courses in their area of expertise. They will also contribute to supervision of field placements/internships. A mix of in-person and online teaching will be required. Candidates should have a PhD in Counseling Psychology/Counseling Education and Supervision or a master's degree in a Counseling, Behavioral Health, or a related field. The educational background should allow the candidate to attain licensure in the state of Washington as an LMHC-A, Psychologist, or related. This position is currently funded through a grant from the Department of Education working with our local ESD, so experience or interest in working with K-12 schools is a plus.

Heritage is a small, private, rural college located within the Yakama Nation, 20 miles south of the city of Yakima. Heritage is a Hispanic-Serving Institution (HSI) and a Native American Serving Non-Tribal Institution (NASNTI). As a mission-driven university with a culturally diverse student body, Heritage embraces "transformational student-centered education that cultivates leadership and a commitment to the promotion of a more just society." We encourage applications from members of underrepresented groups as well as individuals who have experience working with diverse student populations. Candidates should demonstrate how they will contribute to Heritage University's mission through excellence in teaching, mentorship, research, and/or service. Enthusiasm for working with a diverse population of students is essential.

Studies have shown that candidates are less likely to apply for jobs if they do not meet every listed qualification. We are most interested in finding the best candidate for the job, and that candidate may be someone who comes from a less traditional background. We encourage you to apply even if you do not meet every one of our qualifications listed. If you are unsure whether you meet the qualifications of the position, please feel free to contact us to discuss your application.

Candidates should submit a cover letter, vita, teaching statement, and diversity statement to [humanresources@heritage.edu](mailto:humanresources@heritage.edu) by October 15<sup>th</sup>, 2023. Letters of recommendation will be requested at a later date if needed. The diversity statement should explain how you have demonstrated your commitment to educational equity and how you would help facilitate a diverse and equitable community at Heritage in your leadership, teaching, mentoring, outreach, research, and/or service. This can include your lived experience(s). The teaching and diversity statements should be no more than two pages each. Please contact Amy Nusbaum, Chair of Psychology, at [nusbaum\\_a@heritage.edu](mailto:nusbaum_a@heritage.edu) with any questions. Heritage University is an Equal Opportunity Employer fully committed to developing a diverse faculty and campus community.

### **DUTIES AND RESPONSIBILITIES:**

1. Represents Heritage University in the most positive manner with prospective, former, and current students, clients, suppliers, and the community we serve. Interacts effectively with a diverse group of faculty, staff, students, and other customers of our services, learns, and uses operating practices of the department and Heritage University.
2. Upholds the Heritage University Mission Statement.
3. Provides academic and educational leadership through the exercise of qualities such as honesty, integrity, flexibility, sensitivity, and decisiveness.

4. Promotes a positive environment, with a focus on diversity, inclusion, equity, and belonging, for high quality teaching, learning, research, and service.
5. Maintains a quality instructional program that meets the needs of all students through innovative, inclusive instruction, advising, and support services.
6. Handles confidential information with tact, discretion and in compliance with FERPA and HIPAA regulations.
7. Teach graduate psychology courses as assigned.
8. In coordination with other faculty and partner Clinical Supervisors, supervises students in field placements/internships.
9. Represents the Department, College, and the University on local, state, national, and other professional higher education groups, as well as on various campus administrative councils, committees, and task forces.
10. Sends data and reports as requested to the Committees on Assessment and Program Review, the Office of Accreditation and Quality Improvement, the Provost/Vice President for Academic Affairs, and/or grant partners and funders.
11. Assist the Chair and Graduate Program Director on topics of program development and growth.
12. Participate in unit meetings and other university-wide activities/committees.
13. Collaborate with colleagues to address teaching and research issues.
14. Participate in student recruitment, registration, and placement activities.
15. Other duties as outlined in the Faculty Handbook.

**KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED:**

1. PhD in Counseling Psychology or Counseling Education and Supervision or a master's degree in a Counseling, Behavioral Health, or a related field
2. Ability to be licensed to practice in the state of Washington within a year.
3. Strong interpersonal, organizational, and oral and written communication skills.
4. Previous work experience with traditionally underserved groups, especially Latinx, Indigenous, and rural populations

**APPLICATION INFORMATION AND DEADLINE:**

Review of applications will begin immediately and will continue until the position is filled.

Heritage University is an equal opportunity/ equal access/ affirmative action employer fully committed to achieving a diverse workforce and complies with all Federal and State laws, regulations, and executive order regarding non-discrimination and affirmative action.