



JOB DESCRIPTION

TITLE: Assistant Professor of Psychology Faculty

DEPARTMENT: Arts & Sciences

REPORTS TO: Department Chair

FLSA: Exempt (Regular Rank, 10.5-Month Contract)

SALARY: \$59,456 - \$97,445 (Commensurate with education and experience)

POSITION SUMMARY:

The Department of Psychology at Heritage University invites applications for an Assistant Professor position to begin in Summer 2025. We are particularly interested in candidates who have experience working with a diverse student population and exhibit innovative approaches to teaching, undergraduate research, and advising. The ideal candidate will be willing and able to teach courses in Clinical/Counseling psychology, across both undergraduate and graduate programs.

The successful candidate will teach approximately seven 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 within the graduate program. 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, Licensed Psychologist, or related discipline. This position is currently partially funded through a grant from the Department of Education working with our local ESD, so experience or interest in working with K-12 schools, youth, Indigenous populations, and/or Spanish-speaking populations is a plus.

The successful candidate will teach 25 credit hours per year, including undergraduate and graduate psychology courses, such as Psychology of Adjustment, Mental Illness and Diagnosis, Counseling of Children and Adolescents, and Practicum/Internship. The position will be based at Heritage's Toppenish campus. Candidates who are ABD are encouraged to apply, as are those who have relevant master's degrees.

Heritage is a small, private, rural college located within the Yakama Nation, 20 miles south of the city of Yakima. Heritage is both a Hispanic-Serving Institution and a Native American-Serving, Nontribal Institution. 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 are less likely to apply for jobs unless they meet every listed qualification. We are most interested in finding the best candidate for the job, and that candidate may be one who comes from a less traditional background. We would 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, diversity statement, unofficial transcripts, and three reference letters to humanresources@heritage.edu by March 15th, 2025. 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 teaching, mentoring, outreach, research, and/or service. The teaching and equity statements should be no more than two pages each. Please contact Amy Nusbaum, Chair of Psychology, with questions. Heritage University is an Equal Opportunity Employer fully committed to developing a diverse faculty and campus community.

PRINCIPAL 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 undergraduate and graduate psychology courses as assigned.
8. In coordination with other faculty and partner Clinical Supervisors, helps to supervises student in practicum/internship.
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. Participate in student recruitment, registration, and placement activities.
14. 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

BENEFIT PACKAGE:

- Health Benefits - medical, dental, and vision
- No cost life insurance.
- Unpaid Time Off
- 21 Paid Holidays
- Matching 403(b) Contribution after a year of service.
- Tuition Waiver Program
- Additional plans are available for purchase. This includes AFLAC and additional life & ADD insurance.
- Many other employee engagement programs.

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 orders regarding non-discrimination and affirmative action.