



JOB DESCRIPTION

TITLE: Assistant or Associate Professor of Psychology

DEPARTMENT: Arts & Sciences

REPORTS TO: Department Chair

FLSA: Exempt (Regular Rank, 10.5 Month Contract)

SALARY: \$69,519 - \$81,022
(Commensurate with education and experience)

POSITION SUMMARY:

The Department of Psychology at Heritage University invites applications for an Assistant or Associate Professor, with the start date flexible between August 2026 and June 2027. 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/or advising.

The successful candidate will teach approximately seven courses per year across our undergraduate and graduate programs. A mix of in-person and online teaching will be required, in addition to student advising and mentoring. Candidates should have a PhD in Counseling Psychology, Counseling Education and Supervision, Experimental Psychology, or similar, or a master's degree in counseling, Behavioral Health, or a related field. If the applicant is a clinician, they should be able to attain licensure in the state of Washington as an LMHC, Psychologist, or related licensure. The specific area of expertise is open. Applicants with heritage Spanish-speaking skills and/or lived experience as a member of an Indigenous community will be prioritized.

Heritage is a small, private, rural college located on the Yakama Reservation. We are both a Hispanic-Serving Institution and a Native American Serving Non-Tribal 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." Candidates should demonstrate how they will contribute to Heritage University's mission through excellence in teaching, mentorship, research, and/or service.

PRINCIPAL DUTIES AND RESPONSIBILITIES:

1. Represents Heritage University in a 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 community members.
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 information with tact, discretion, and in compliance with FERPA and HIPAA regulations as applicable.
7. Teach undergraduate and graduate psychology courses as assigned.

8. 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.
9. 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.
10. Assist the Chair and Graduate Program Director on topics of program development and growth.
11. Participate in unit meetings and other university-wide activities/committees.
12. Collaborate with colleagues to address teaching and research issues.
13. Participate in student recruitment, registration, and placement activities.
14. Other duties as outlined in the Faculty Handbook.

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED:

- PhD in Counseling Psychology/Counseling Education and Supervision, Experimental Psychology, or similar; or a master's degree in a Counseling, Behavioral Health, or a related field.
- Strong interpersonal, organizational, and oral and written communication skills.
- Previous work experience with traditionally underserved groups, especially Latine, Indigenous, and rural populations

BENEFIT PACKAGE (benefit eligible is at least .75 FTE):

- Health Benefits - medical, dental, and vision
- No cost life insurance.
- Paid Time Off
- 21 Paid Holidays
- Matching 403(k) Contribution after a year of service.
- Tuition Waiver Program- 6 month waiting period
- Additional plans are available for purchase. This includes AFLAC and additional life & ADD insurance.
- Many other employee engagement programs.

APPLICATION INFORMATION AND DEADLINE: *Priority consideration will be given to complete applications received by June 1, 2026. Review of complete applications, with items listed below will continue until the position is filled.*

- Cover letter (please address all position qualifications – required and preferred)
- Curriculum Vitae
- Teaching Statement-two pages
- Diversity Statement- (*demonstrate your commitment to educational equity and how you would facilitate a diverse, equitable community at Heritage in your leadership, teaching, mentoring, outreach, research and/or service, can include lived experience(s). Two pages*)
- Unofficial Transcripts
- Three (3) Reference
- HU Employment Application Link: [HU Application](#)

Qualified candidates may submit application material to: HumanResources@heritage.edu or Heritage University Office of Human Resources 3240 Fort Road Toppenish, WA 98948

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.