



JOB DESCRIPTION

TITLE:	Nursing Faculty – Foundations, Health Assessment, Pathophysiology & Adult Health
DEPT:	Department of Nursing, College of Arts & Sciences
REPORTS TO:	Director of Nursing and Chair of Department of Nursing
FLSA:	Exempt, 10.5-month Contract
SALARY:	\$80,000 - \$120,000 <i>(Commensurate with education and experience)</i>

Position Summary:

The nursing faculty member ensures course student learning outcomes are met through multiple learning modalities, including supervising nursing laboratories and clinical experiences. The nursing faculty member is required to promote the mission of Heritage University Department of Nursing and participate fully in the governance of the department, including curriculum development and evaluation, and implementation of the systematic evaluation plan for the Bachelor of Science in Nursing Program.

The nursing faculty members will integrate principles from the Fundamental Patterns of Knowing in Nursing as the theoretical foundation for nursing practice to teach students to practice according to established standards of adult health and illness nursing. Faculty also will integrate the curricular theme of family and community as units of nursing care into nursing of adults, with focus on acute care illness. Rank is commensurate with university teaching and scholarship experience and expertise.

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, learn and use operating practices of the department and Heritage University.
2. Upholds the Heritage University Mission Statement.
3. Advances the mission, goals and outcomes of the Department of Nursing.
4. Handles confidential information with tact, discretion and in compliance with FERPA regulations.
5. Teaches in the Bachelor of Science in Nursing (BSN) Program, including classroom, lab, clinical, supervision.
6. Promotes a supportive a learner-centered culture among faculty and student colleagues.
7. Serves as course lead and clinical faculty to ensure students achieve clinical judgment and skill in family health and rural health nursing.
8. Practices reflective teaching and nursing.
9. Organizes, supervises, and evaluates student clinical practice in the BSN program.
10. Mentors and advise students.
11. Participates in Department of Nursing and University faculty governance.
12. Develops and advances a program of scholarship.
13. Employs experiential learning techniques using a variety of interactive, student-focused pedagogical approaches, including simulation, low fidelity, high fidelity and computer-based teaching applications.
14. Demonstrates current practice expertise in nursing of adults.
15. Uses an organized approach to lesson planning designed to achieve student learning outcomes and uses reliable and valid methods to measure achievement.
16. Contributes to nursing of adults at the state and national levels.
17. Develops a program of scholarship to advance inquiry in nursing of adults, with focus acute care illness.
18. Participates in the PNWU NIHC with students and faculty from multiple health sciences programs in Washington.

19. Embraces a diverse and inclusive Heritage learning ethos, where uniqueness of beliefs, backgrounds, experience, talents, capabilities and ways of living are welcomed and leveraged for understanding the human response.
20. Performs other functions as necessary or as assigned.

Knowledge, Skills, and Experience:

- Doctorate in Nursing preferred.
- Master of Science in Nursing from a nationally accredited program and university.
- Unencumbered professional license as an R.N. with eligibility for licensure in the State of Washington.
- Minimum of three years clinical practice experience, and current clinical practice experience and expertise in nursing of adults, with focus on acute care nursing.
- Or ability to Serves as Course Lead and/or Clinical Faculty to ensure students achieve competency in:
 - Public health nursing and population-based care across community settings
 - Empirical knowledge in nursing, including integration of evidence-based practice, pathophysiology, and scientific foundations into clinical reasoning
 - Ethical knowledge in nursing, including moral reasoning, professional accountability, advocacy, and culturally responsive practice
 - Nursing across health promotion, acute, and chronic conditions
 - Family nursing care, recognizing the family and community as units of care across the lifespan
 - Development of clinical judgment, safety, and quality improvement principles
- Passion for teaching undergraduate students.
- Experience in collegiate nursing education includes an understanding of experiential teaching/learning concepts and approaches.
- Demonstrated understanding of the American Association of Colleges of Nursing Essentials of Baccalaureate Education.
- Applicant must be legally eligible to work in the United States on hire date AND legally authorized to work in the United States for Heritage University without sponsorship.
- Trajectory of scholarly work and service commensurate with stage of faculty development role.
- Evidence of inclusive multicultural teaching, advising, supervising, and other professional practices.
- Breadth of expertise in academic nursing with national level contributions in the field.
- Grant-writing, program evaluation, or other academic program-level experiences.
- National certification in nursing of adults, Advanced Practice Registered Nurse (APRN) license, Clinical Nurse Educator (CNE), or other relevant areas of specialization.
- Ability to participate in both clinical and classroom teaching.
- Alternatively, a graduate degree (Master's or Doctorate) in related disciplines such as Biology, Chemistry, Nutrition, Public Health, or other health sciences field that supports nursing curriculum delivery, with demonstrated expertise appropriate to assigned courses. Such professionals serve as collaborative interdisciplinary faculty contributing to foundational and supporting nursing coursework.

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: Applications should include the following:

- Cover letter (please address all position qualifications – required and preferred)
- Resume
- List of References (names, email addresses & phone numbers of 3-5 current professional references)
- HU Employment Application Link: [HU Application](#)

Review of complete applications, with the listed above will begin immediately and will continue until the position is filled. Position is subject to grant funding.

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.