



JOB DESCRIPTION

TITLE:	Psychiatric and Mental Health Nursing Faculty
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 that student learning outcomes are met through multiple learning modalities, including classroom instruction, laboratory teaching, and supervision of clinical experiences. The nursing faculty member is also responsible for promoting the mission of the Heritage University Department of Nursing and for participating fully in department governance. This includes curriculum development, curriculum evaluation, and implementation of the systematic evaluation plan for the Bachelor of Science in Nursing (BSN) Program.

The faculty members will integrate principles from the Fundamental Patterns of Knowing in Nursing as the theoretical foundation for nursing practice and will teach students to practice according to established standards of psychiatric and mental health nursing. Faculty will also incorporate the curricular theme of family and community as units of nursing care. Academic rank will be commensurate with university teaching experience, scholarship, and subject area expertise.

Duties and Responsibilities:

1. Represents Heritage University in a positive manner with prospective, current, and former students, clients, suppliers, and the community.
2. Interacts effectively with diverse faculty, staff, students, and other customers, and uses the operating practices of the Department of Nursing and Heritage University.
3. Upholds the Heritage University Mission Statement.
4. Advances the mission, goals, and outcomes of the Department of Nursing.
5. Handles confidential information with tact, discretion, and in compliance with FERPA regulations.
6. Teach in the BSN Program includes classroom, laboratory, clinical instruction, and supervision.
7. Promotes a supportive, learner-centered culture among faculty and student colleagues.
8. Serves as course lead and clinical faculty to ensure students achieve clinical judgment and skill in psychiatric-mental health nursing and family health.
9. Practices reflective teaching and nursing.
10. Organizes, supervises, and evaluates student clinical practice in the BSN Program.
11. Mentors and advise students.
12. Participate in Department of Nursing and University faculty governance.
13. Develops and advances a program of scholarship.
14. Uses experiential learning techniques and a variety of interactive, student-focused pedagogical approaches, including simulation (low-fidelity, high-fidelity) and computer-based applications.
15. Demonstrates current practice expertise in psychiatric and mental health nursing.
16. Uses an organized approach to lesson planning designed to achieve student learning outcomes and employs reliable and valid evaluation methods.
17. Contributes to psychiatric and mental health nursing at the state and national levels.
18. Develops a program of scholarship to advance inquiry in psychiatric and mental health nursing.
19. Participates in the Northwest Interprofessional Health Collaborative (NIHC) with students and faculty from multiple health-science programs in Washington.

20. Embraces Heritage University's diverse and inclusive learning ethos, where the uniqueness of beliefs, backgrounds, experiences, talents, capabilities, and ways of living are welcomed and leveraged for understanding the human response.
21. Performs other duties 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 required.
- Unencumbered RN license with eligibility for licensure in the State of Washington.
- Minimum of three years of clinical practice experience, including current experience and expertise in psychiatric and mental health nursing.
- Passion for teaching undergraduate students.
- Experience in collegiate nursing education with an understanding of experiential teaching/learning concepts and strategies.
- Understanding of the American Association of Colleges of Nursing (AACN) Essentials of Baccalaureate Education.
- Must be legally eligible to work in the United States on the hire date **and** legally authorized to work for Heritage University without sponsorship.
- Demonstrated scholarly trajectory and service appropriate to stage of faculty development.
- Evidence of inclusive, multicultural teaching, advising, supervision, and professional practice.
- Breadth of expertise in academic nursing with contributions at the national level.
- Experience in grant writing, program evaluation, or other academic program-level roles.
- National certification in psychiatric and mental health nursing, APRN licensure, CNE certification, or other relevant specialization preferred.
- Ability to participate in clinical and classroom teaching.

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 May 15, 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
- 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.