

Wabanung Campus
770 N. Main St
L'Anse, MI 49946
Phone: (906) 524-8400
(906) 524-8420



Arts & Agriculture Center
15211 Pelkie Rd
Pelkie, MI 49958
Phone: (906) 524-8903 Fax:
Fax: (906) 524-8420

KBOCC Mission Statement: *As a tribal land grant institution, Keweenaw Bay Ojibwa Community College supports and uplifts all learners to achieve their goals through holistic education, while promoting Anishinaabe culture, language, and lifeways.*

Position: Full-Time Psychology Faculty

*ALL REQUIRED DOCUMENTATION MUST BE SUBMITTED BY THE CLOSING DATE
OR THE APPLICATION WILL NOT BE CONSIDERED FOR EMPLOYMENT*

- ☐ Complete Keweenaw Bay Ojibwa Community College Application
- ☐ Three Current Letters of Recommendation
- ☐ Resume
- ☐ Cover Letter
- ☐ Copy of Unofficial College transcripts
- ☐ Copy of Driver's License
- ☐ If you are Native American/Indigenous, you must attach a copy of Tribal enrollment or proof of descendency
- ☐ If you are a Veteran, you must attach a copy of your DD21

KBOCC Human Resource Office
770 N. Main St, L'Anse, MI 49946
Phone: 906-524-8402

OR

Email: hr@kbocc.edu with all documentation
Official KBOCC applications on our website:
<http://www.kbocc.edu/employment/>

Keweenaw Bay Ojibwa Community College does not discriminate based on race, color, national origin, sex, religion, or age in employment. However, individuals of Indian Ancestry and Veterans will be given preference by law.

Wabanung Campus
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JOB DESCRIPTION

POSITION:	Full-time Psychology Faculty (10-month contract starting ASAP)
DEPARTMENT:	Academic Affairs/Human Studies
LOCATION:	KBOCC Wabanung Campus
SUPERVISORY CONTROL:	Dean of Academic Affairs
SALARY:	Grade 14 (\$25.64-38.46 depending on experience)

SUMMARY: Keweenaw Bay Ojibwa Community College (KBOCC) is seeking a student-centered educator to serve as Full-Time Psychology Faculty. This position is responsible for providing high-quality instruction in Psychology and related courses while supporting student learning, assessment, curriculum development, and institutional service.

The Psychology Faculty member teaches a full-time instructional load and works under the direction of the Department Chair and Dean of Academic Affairs. The faculty member works collaboratively with faculty, staff, and students to promote academic achievement, student retention and completion, and continuous improvement of teaching and learning.

The position supports KBOCC's mission through student-centered and culturally responsive instruction and the appropriate integration of Anishinaabe culture, knowledge, perspectives, and lifeways within the curriculum.

QUALIFICATIONS:

- Doctoral degree in Psychology or related field preferred.
- Master's degree from an accredited institution with a minimum of 18 graduate credit hours in Psychology, or a closely related field required.
- Preferred credentials include three years or more full-time teaching experience in higher education, including in an online and hybrid environment.
- Experience with curriculum development, assessment of student learning, and academic program review preferred.

- Knowledge of contemporary psychological theory, research, and practice.
- Strong written, verbal, and interpersonal communication skills.
- Experience using instructional technology and learning management systems, including Canvas, preferred.
- Ability to teach courses through multiple instructional modalities, including face-to-face, online, and hybrid formats.
- Experience working in a tribal college, community college, or with Indigenous, rural, first-generation, adult, or other diverse student populations preferred.
- Demonstrated commitment to culturally responsive teaching and the integration of Indigenous perspectives within higher education.
- Strong written, verbal, organizational, and interpersonal communication skills.
- Ability to communicate and collaborate effectively with students, faculty, staff, administrators, community partners, and external stakeholders.
- Willingness to participate in ongoing professional development and remain current in Psychology, teaching methodologies, and emerging educational practices.
- Ability to lift 50 lbs., bend, and stand for extended periods of time.
- Possesses minimum standards of character: Must not have been found guilty of, or entered a plea of nolo contendere or guilty to any felonies offense or 2 or more misdemeanor offenses involving (under federal, state, or tribal law; violations from other states will be interpreted according to the Michigan Penal Code):

Crimes of violence	Sexual assault
Exploitation	Offenses committed against children
Crimes against persons	Molestation
Child abuse or neglect	Contact with or prostitution

PRIMARY DUTIES AND RESPONSIBILITIES:

- Teach a full-time faculty credit load of 13-15 credits during the fall and spring semesters and 3-4 credits during the summer semester, or an equivalent combination of teaching and other assigned duties, in accordance with college policy and the Faculty Guidebook.
- Teach assigned Psychology and related courses through face-to-face, online, hybrid, and other approved instructional formats.
- Prepare and maintain a syllabus for each assigned course that meets KBOCC content and institutional requirements.
- Develop and maintain appropriate instructional materials, assignments, assessments, and learning activities that support established courses and program learning outcomes.
- Employ a variety of instructional methods and educational technologies designed to promote student engagement, critical thinking, academic achievement, and application of psychological concepts.
- Provide tutorial and academic support to students enrolled in assigned courses and maintain posted office hours.
- Assess and evaluate student performance in accordance with KBOCC's Assessment of Student Learning processes.
- Maintain accurate and timely records of student attendance, grades, academic progress, and achievement.

- Submit grades, attendance records, assessment information, and other required evaluative materials on or before established deadlines.
- Utilize Canvas, Jenzabar, Microsoft Office, and other instructional and institutional technologies as required.
- Remain current in the field of Psychology, evidence-based teaching practices, instructional technologies, and teaching methodologies.
- Participate in the development, review, revision, and assessment of Psychology curriculum in collaboration with the Department Chair and other faculty.
- Participate in textbook and instructional resource review and selection as appropriate.
- Support the integration of Anishinaabe culture, knowledge, perspectives, and lifeways into course content where academically and culturally appropriate and in collaboration with KBOCC cultural faculty, staff, and community partners.
- Participate in course- and program-level assessment of student learning, including collection, evaluation, documentation, and reporting of assessment data as assigned.
- Participate in curriculum development, program review, accreditation activities, strategic planning, and continuous improvement initiatives as assigned.
- Participate in faculty evaluation processes, including classroom observations, student evaluations, self-assessments, professional development activities, and learning outcomes assessment reporting.
- Provide service to the College community through committee membership, student organization involvement, and other institutional service activities.
- Participate in faculty meetings, Faculty Council, Assessment Committee, and other College committees or workgroups as assigned.
- Participate in departmental and College events, including commencement, honors ceremonies, recruitment activities, professional development, and other official College functions.
- Support student retention and success efforts through timely communication, attendance reporting, Early Alerts, referrals to appropriate College resources, and collaboration with the Department Chair and Student Services.
- Participate in community engagement, outreach, and educational activities that support KBOCC's mission and strengthen relationships with Tribal and regional communities.
- Maintain professional and ethical standards appropriate to the discipline of Psychology and higher education, including appropriate confidentiality and professional boundaries.
- Demonstrate a commitment to student-centered, inclusive, and culturally responsive teaching and learning.
- Work collaboratively with the Department Chair, faculty, staff, and administration to support departmental and institutional goals.
- Participate in ongoing professional development to maintain and enhance knowledge within the faculty member's area of expertise.
- Perform other duties as assigned.

WORK ENVIRONMENT & SCHEDULE:

- Standard office and classroom environment
- This is a 10-month faculty appointment. Duties are performed during the academic year; however, compensation is distributed over 12 months for payroll consistency and year-round

benefit administration during the contract period.

- Maintain a regular 40-hour work week with a minimum of 32 hours per week performed on campus during normal College operating hours (less a mandatory 30-minute unpaid lunch period each workday). Up to 8 hours per week may be performed remotely or off campus at designated times approved by the supervisor
- Paid breaks aligned with the student academic calendar

EMPLOYMENT BENEFITS:

- Paid Time Off: Minimum of 4 hours sick leave per pay period, plus 3 personal days annually. Additional paid time off during scheduled academic term breaks.
- Generous benefit package that includes health/vision/dental insurance, life insurance, employee assistance program, short-term and long-term disability, 403b with up to 6% employee match.
- Professional Development: Access to training and continuing education.
- Work-Life Balance: Supportive workplace policies and flexible scheduling.
- Free daily lunch provided at the campus café.
- Free access to fitness center.

PRE-EMPLOYMENT REQUIREMENTS: Employment is contingent upon the satisfactory result of a Security Background check, pre-employment drug testing, and pre-employment physical.

Employment is contingent upon:

CLOSING DATE: Open until filled.

This position announcement summary is intended to indicate the kinds of tasks which will be required of this position and shall not be construed as declaring what the specific duties and responsibilities of the position will be. It is not intended to limit or modify the right of the supervisor to assign, direct, and control the work of this position, nor to exclude other similar duties not mentioned. The use of a particular expression or illustration describing duties shall not be held to exclude other duties not mentioned that are similar kind or level difficulty.

NATIVE AMERICAN PREFERENCE: Preference will be given to qualified applicants according to policy.

VETERAN PREFERENCE: Preference will be given to qualified Veterans (need DD214)

APPLICATION PROCEDURE: Submit all required information to:

KBOCC Human Resources Office
770 N. Main St., L'Anse, MI 49946
OR email hr@kbocc.edu with all documentation.
