



**OUACHITA**  
BAPTIST UNIVERSITY



## **OUACHITA BAPTIST UNIVERSITY**

Assistant Professor of Psychology  
OPPORTUNITY PROFILE



# INTRODUCTION



**O**uachita Baptist University, a private liberal arts university in Arkadelphia, Arkansas, is entering its 137<sup>th</sup> year as a Christ-centered learning community. Ouachita continues to experience considerable institutional momentum. During the past six years, Ouachita's enrollment has increased by 17.6%. Fall 2022 enrollment is the highest in 56 years, with a headcount of 1,784 students. On-campus enrollment is the highest since 2011, while enrollment in all colleges and universities in the state combined decrease during that period. The first-time freshmen student cohort is distinctive: half earned a high school grade point average (GPA) of 4.0 or higher, 23 graduated first in their high school class, 36 are Arkansas Governor's Distinguished Scholars, more than 17% are students of color, and 23% are first-generation college students.

Ouachita is ranked among the best national liberal arts universities in the country by *U.S. News & World Report* and among the top 20 Christian colleges in the nation by Niche.com. Learn more about the university's highly personal approach, reflected in a student/faculty ratio of 13:1, at [www.obu.edu](http://www.obu.edu).

Ouachita has experienced growth not only in the number of enrolled students but also in the number of academic programs offered at the undergraduate and graduate levels. At the undergraduate level, degrees in criminal justice, engineering, pre-counseling, and psychiatric nursing have begun or are in the process of being added (subject to accreditation approval). In recent years, Ouachita's strategic decision to serve non-traditional degree-seeking students at the undergraduate and graduate levels reflects a desire to serve our constituency and society better. At the graduate level, Ouachita has added a Master of Science in Applied Behavior Analysis, a Master of Education in curriculum and instruction, a dietetic internship, and a Master of Science in Nutrition.

During the past six years, the university has received a record number of philanthropic gifts, achieved a record high for its endowment and is stronger financially than any time in the past quarter century. During the 2020–21 academic year, during a pandemic, Ouachita was one of the few universities in the country to have a fully in-person experience. It reflected the collective efforts of students, faculty, and staff to care for one another and have a meaningful campus life.



# UNIVERSITY OVERVIEW

**O**uachita was established in 1866 by and remains strongly connected to the Arkansas Baptist State Convention. Ouachita's statements of vision, mission, and values anchor its distinct approach to Christian higher education. The university's five-year strategic plan guides its focus.

Ouachita is in Arkadelphia, Arkansas, a city of 11,000, one hour southwest of Little Rock and four hours northeast of Dallas, Texas. The beautiful campus is situated on a bluff overlooking the Ouachita River, surrounded by two million acres of forests, within a ten-minute drive to DeGray Lake Resort State Park and close to other lakes, rivers, and trails.

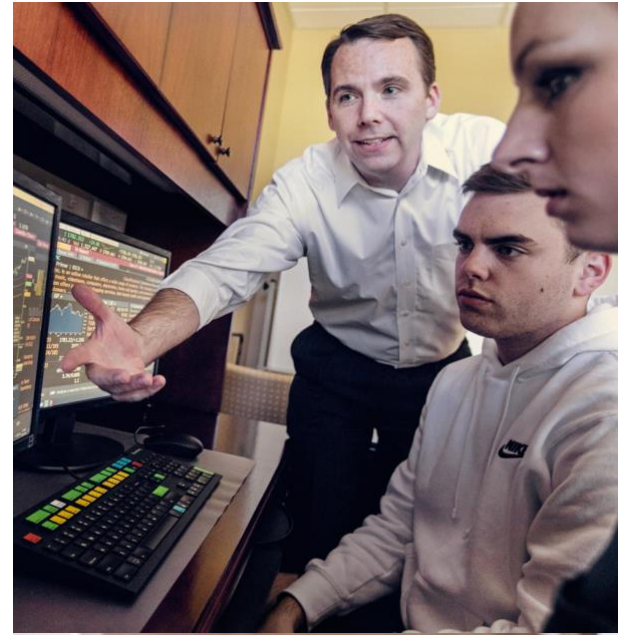
The university is primarily a residential undergraduate institution with 97% of students living in campus housing. About 62% of students are from Arkansas, 26% from Texas and the balance from another 24 states and 22 countries. Academically, the university is organized into eight Schools: Business, Christian Studies, Education, Fine Arts, Humanities, Interdisciplinary Studies, Natural Sciences and Social Sciences.

The university's highly residential nature is part of a commitment to a vibrant campus life that contributes to a holistic education. It includes required Chapel and a range of opportunities for ministry and spiritual development. There are over 50 student organizations and clubs for leadership, service, and affiliation, as well as a robust intramural sports and recreation program. On average, each year students, faculty, and staff volunteer 50,000 hours locally, nationally, and globally. The university fields 16 athletic teams involving 25% of the student body at the NCAA Division II level.

The university employs faculty and staff who have an active Christian faith; identify with its vision, mission, and values; are devoted to helping students experience academic progress, personal development, and spiritual growth; and are committed to excellence and collegiality in their work. Ouachita is known for a highly personalized approach to students.

The university occupies 200 acres and includes 51 buildings with 1.3 million square feet. Several improvements to the campus have occurred, and the university just completed a new 144-bed student apartment complex.

The university is governed by a 24-member Board of Trustees whose appointments are approved by the Arkansas Baptist State Convention.



**137<sup>TH</sup> YEAR AS A  
CHRIST-CENTERED  
LEARNING COMMUNITY**



# OUACHITA'S FOUNDATIONAL STATEMENTS

**VISION:** Ouachita Baptist University seeks to foster a love of God and a love of learning by creating for students and other constituents' dynamic growth opportunities both on campus and throughout the world. With foresight and faithfulness, Ouachita makes a difference.

**MISSION:** Ouachita Baptist University is a Christ-centered learning community. Embracing the liberal arts tradition, the university prepares individuals for ongoing intellectual and spiritual growth, lives of meaningful work and reasoned engagement with the world.

**VALUES:** Ouachita strives to be an academic community of vision, integrity, and service grounded in the following values:

- **Faith** – We believe that life is lived most abundantly in response to the love of God through Jesus Christ.
- **Scholarship** – We advance excellence in teaching, learning, research, and creative expression.
- **Growth** – We foster broad-based education, encouraging growth in intellectual, spiritual, physical, and social domains.
- **Character** – We affirm that respect and honesty undergird responsible citizenship and stewardship.
- **Community** – We promote a vibrant community strengthened by diversity, sustained by common aims and supportive relationships, and committed to leadership and service on campus and beyond.

**LEARNING GOALS — UNDERGRADUATE:** Through all its undergraduate educational programs—curricular and co-curricular, classroom and experiential—Ouachita promotes the following goals for student learning:

- Intellectual and applied skills that promote competency and lifelong learning, including articulate communication; critical and creative thinking; analytical and quantitative reasoning; scientific reasoning; and information literacy.
- Engagement with content and methods of the major domains of knowledge.
- Heightened awareness of personal and social responsibility, including the ability and inclination to practice civic engagement, ethical reasoning, personal integrity, stewardship, physical well-being, and spiritual growth.
- Appreciation for cultural diversity and development of intercultural competence for constructive engagement in both local and global contexts.
- Depth of knowledge and skills in a chosen discipline or combination of disciplines sufficient to provide the foundation for advanced study, professional competence, and meaningful work.
- Ability to connect learning across disciplines and apply knowledge and skills to solve problems.

**LEARNING GOALS – GRADUATE:** By offering advanced study in selected fields, Ouachita aims to promote scholarly achievement, enhance professional expertise, encourage faithful stewardship, and graduate highly capable professionals ready to assume places of leadership and service. Students completing the university's graduate programs are expected to accomplish the following:

- Demonstrate graduate-level mastery of the knowledge and skills central to scholarly inquiry and professional practice within a field of study.
- Develop a reasoned approach to the role of faith in scholarly and professional pursuits and responsibly relate Christian perspectives to disciplinary practice.
- Interpret and apply ethical insights and decision-making in the context of one's intended profession.
- Communicate a personal vision of vocation, including how one can contribute meaningfully to one's profession and broader community.



# LIBERAL ARTS COMMITMENT

Since its founding in 1886, Ouachita Baptist University has aimed to unite a broad-based education in the liberal arts with preparation for service in a variety of fields. In the context of an overarching fidelity to Christian faith and practice, Ouachita's educational mission remains rooted in the liberal arts tradition and oriented toward preparing graduates for meaningful work.

Ouachita's general education program, known as the Ouachita Core, combines the liberal arts tradition with knowledge and skills that prepare graduates for meaningful work and effective service to God and others. A freshman seminar, OBU Connections, introduces students to the institutional mission and helps them understand how Christian faith influences Ouachita's distinctive approach to a liberal arts education. The Core also provides a shared intellectual experience for students and helps them develop analytical skills; artistic, linguistic, and cultural appreciation; an inclination toward civic engagement; and a commitment to a healthy lifestyle. Interdisciplinary perspectives within the Core encourage students to make connections across disciplines and understand the complexity and diversity of the world they inhabit. As students progress through their major field of study, they hone the skills developed in the Core, achieving higher levels of competence and engagement by the time they graduate.



## EMBRACING THE LIBERAL ARTS TRADITION



# STUDENT ACADEMIC ENVIRONMENT

Student engagement and high-impact, experiential learning are hallmarks of the Ouachita educational experience. For example:

- The Carl Goodson Honors Program enriches the curriculum by offering participants innovative honors seminars, opportunities for grant-funded travel for scholarly research and individual faculty mentoring through directed study and honors thesis projects.
- In the sciences, the Patterson Summer Research Program supports students and professors in collaborative research that often leads to publications and conference presentations.
- Business students manage the Ary Student Investment Fund, which holds an investment portfolio of \$2 million, while the annual BusinessPlan Competition offers students an opportunity to develop their entrepreneurial skills and compete for startup funds.
- Students interested in film studies may participate in the Sundance Film Festival and Windrider Forum, which introduces them to the critical analysis of contemporary film from Christian perspectives.
- The Grant Center for International Education supports a broad range of study abroad opportunities, including a three-week European Study Tour led by Ouachita faculty.
- The Elrod Center for Family and Community enables both students and faculty to engage in course-based, service-learning projects and otherservice opportunities.
- Internships are required in several majors and encouraged in many others.
- An annual celebration of student academic achievement, known as Scholars Day, takes place in the late spring, when students from every discipline are encouraged to present their scholarly and creative work to their peers, faculty members and campus guests.



# FACULTY ACADEMIC ENVIRONMENT

Characterized by strong traditions of faculty engagement, the academic environment fosters both collegial relationships and opportunities for scholarly and creative work.

- A biweekly Faculty Colloquium, started nearly fifty years ago, features faculty presentations to colleagues on their research, creative endeavors, and professional development activities.
- A monthly faculty/staff book discussion group, the Gutenberg Conspiracy, fosters a lively exchange of ideas across disciplines.
- The university promotes ongoing scholarly and creative activities through sabbaticals and faculty development grants designed to promote research, professional development, academic enrichment, and teaching effectiveness.
- Endowed professorships provide additional support for faculty who have demonstrated scholarly and professional excellence.

## ***100+ FULL-TIME INSTRUCTIONAL FACULTY***



# STRATEGIC PLAN

The university's direction and momentum has been guided and fueled by the current five-year strategic plan, which includes six strategic directions and 24 goals. The Strategic Directions are:

- Sustain Christ-centered Identity
- Advance Faculty/Staff Support
- Ensure Transformative Learning
- Grow Residential Enrollment
- Diversify Educational Offerings
- Strengthen Key Partnerships

# ACCREDITATION

The university is accredited by the Higher Learning Commission. In addition, several individual programs hold discipline-specific accreditation, such as: Accreditation Commission for Education in Nursing (ACEN), Accreditation Council for Education in Nutrition and Dietetics (ACEND), Association to Advance Collegiate Schools of Business (AACSB), Council for the Accreditation of Educator Preparation (CAEP) and the National Association of Schools of Music (NASM).

# PSYCHOLOGY FACULTY



Dr. Allyson Phillips  
Associate Professor and Chair



Dr. Jennifer Fayard  
Associate Professor



Dr. Maddie Myers-Burg  
Assistant Professor

# THE POSITION

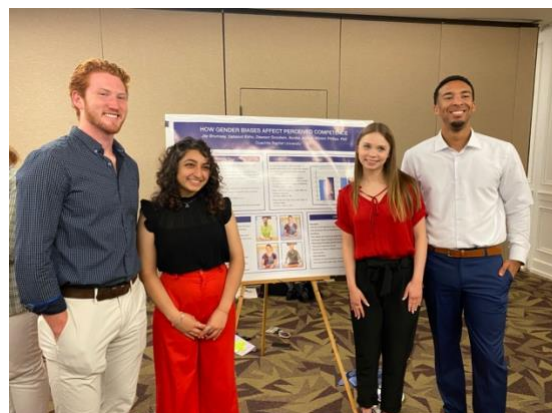
The Ouachita Baptist University Psychology Department has worked diligently to improve and diversify the degree programs so graduates would be well equipped for their choice of career path. Our enrollment growth has been achieved in large part because of our:

- rigorous, yet rewarding, coursework and purposeful course offerings
- emphasis in developing students' aptitude for critical thinking and problem solving
- small class sizes and one-on-one advising sessions that create space for student mentoring
- intentional investment in the personal and spiritual growth of each student
- commitment to creating a dynamic learning community.

The psychology program at Ouachita emphasizes the science of the field. All classes focus on research methodology and empirical literacy. Then, we require all undergraduate psychology majors to take two semesters of research methods and two semesters of statistics. All our students complete an entire research study from design to presentation, and many select to do additional independent research projects. We are looking for new faculty who are ready to support and expand our statistic and research emphasis, both in and out of the classroom.

Further, the psychology program is continually looking for ways to encourage enrollment growth through interdisciplinary partnerships. We desire to stay true to who we are, while finding innovative strategies for psychological integration. This year, we began two such programs: a pre-counseling program of study and a psychiatric nursing program. The pre-counseling program of study involves a double major in psychology and community and family services, and the psychiatric nursing dual degree is a 5-year program that culminates in two earned degrees, a BS in psychology and a BSN. This year, our focus is the development of a fully online psychology degree. Psychology is one of the top major choices for online programs, and we hope to be able to recruit new Ouachita students, especially non-traditional students, through this effort.

The new psychology faculty will join the Ouachita psychology team to help enhance our current momentum and growth. The new faculty member would be working closely with Dr. Allyson Phillips, Dr. Jennifer Fayard, and Dr. Maddie Myers-Burg to teach degree-required courses as well as to develop new purposeful course material that fits the Ouachita standard and highlights classic and current trends in psychology. We seek to find an applicant that is excited to work on our psychology team and add their uniqueness and creative ideas to our department, invest in the lives of students, foster a positive and rewarding learning environment, and help extend our department's influence in our region for an even greater impact in the future.





## ESSENTIAL FUNCTIONS

The psychology faculty responsibilities include:

**Teaching in the Classroom**

**Advising Students**

**Working Alongside Other Psychology Faculty**

**Overseeing Research Projects with Students**

**Serving on Student and Faculty Committees**

**Helping to Launch the Psychology Online Degree**

**Investing in Campus and Community Life**

**Other Duties as Needed**

# ESSENTIAL CHARACTERISTICS

- Authentic Christian faith lived out through personal discipleship and active involvement in a local church.
- Exemplary character and personal integrity in accordance with biblical standards.
- Enthusiastic support for and ability to articulate the university's vision, mission, values and learning goals to all constituents.
- Appreciation for Ouachita's institutional history, culture, and traditions.
- Understanding of and commitment to the liberal arts tradition.
- Evidence of successful classroom teaching, scholarship, and professional activity.
- Earned Ph.D. in psychology or related field for appointment as tenure-track professor.
- Engagement with the local community, including willingness to reside in or near Arkadelphia.





# PROCESS OF CANDIDACY

**A**fter reading this Opportunity Profile, if you sense that you are a good initial match for Ouachita Baptist University, we invite you to begin the application process.

Please provide the following documents and responses for your initial application:

- A completed [Faculty Application for Employment](#)
- A cover letter that makes the case for your candidacy (In your letter, describe how your strengths, gifts and experiences are a fit with the qualifications and opportunity in this profile.)
- A current curriculum vitae
- Graduate transcripts
- A 500–600-word statement that describes your educational and teaching philosophy and how your Christian faith might influence your identity as a professional educator
- A 500–600-word statement of your research interests
- Evidence of teaching quality
- Three letters of reference from those who know you and your career well enough to comment on your suitability for the role.

If your application is accepted for further review, you will be contacted to provide the following document:

- Response to the faith question listed on the Faculty Application for Employment.

Submit this information in one Word or PDF document by November 1, 2022, to:

**Dr. Allyson Phillips**  
**Department of Psychology**  
**Ouachita Baptist University**  
[phillipsa@obu.edu](mailto:phillipsa@obu.edu)

