



COLLEGE OF MARIN
invites applications for the position of:

**Nursing Instructor (Medical-Surgical) -
Full-time, Tenure-track**

SALARY: \$65,616.00 - \$105,403.00 Annually

OPENING DATE: 02/06/20

CLOSING DATE: Continuous

DESCRIPTION:

OPEN UNTIL FILLED

Anticipated Hire: Fall Semester 2020 (August)

PRIORITY SCREENING DATE: March 5, 2019

PLEASE BE SURE TO REVIEW THE REQUIRED APPLICATION DOCUMENTS SECTION BELOW TO ENSURE THAT YOU ARE ATTACHING EVERYTHING REQUIRED.

All application materials must be received by the Priority Screening Date in order to be considered during the initial screening. Applications received after this date may be considered thereafter at the discretion of the college until the position is filled.

POSITION OVERVIEW

Under the general supervision and direction of the Dean of Health Sciences, primary responsibility is instruction in the areas of Medical-Surgical nursing. This full-time position requires an assignment of 15 instructional units each semester in addition to additional requirements as identified by the college and the California Board of Registered Nursing.

College of Marin is looking for full-time faculty who:

1. advocate for students and have a student-centered approach to education;
2. have the ability to inspire intellectual curiosity and academic excellence in their students;
3. have a commitment to equity and social justice;
4. have experience/commitment to educating basic skills, ESL, and generation 1.5 students;
5. are willing to learn/use best practices and innovative pedagogies such as learning communities, and contextualized or collaborative learning;
6. are committed to maximizing effective uses of technology in their teaching both in class or through distance education;
7. are willing to work collaboratively;
8. have experience with student learning outcomes assessment.

DIVERSITY STATEMENT

College of Marin strives to embrace diversity in all forms; it strives to be an inclusive community that fosters an open, enlightened and productive environment and demonstrates sensitivity to and respect for a diverse population.

COM serves a county population of approximately 250,000 residents. Based on fall 2017 credit enrollment data, the diversity of students at the college includes greater representation than the county with regards to enrollment by Hispanic/Latino (28% of enrollment), Asian (8%), Black/African American (4%), and Multi-racial (6%) students.

College of Marin is an equal opportunity employer and does not discriminate in employment on the basis of, or perception of, race, ethnic group identification, ancestry, color, religion, age, sex, national origin, sexual orientation, physical disability, mental disability, gender, gender identity, gender expression, marital status, medical condition, genetic information, genetic condition, status as a

veteran, and is subject to Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964 as amended, Civil Rights Act of 1991, Americans With Disabilities Act of 1990, and Section 504 of the Rehabilitation Act of 1973. In accordance with Executive Order 11246 (as amended), COM is an Equal Opportunity Employer.

FOREIGN DEGREE HOLDERS

Applicants Who Hold Degrees Obtained Outside the U.S.: Please see the Foreign Degree Holder section below to ensure that you are attaching a foreign credential evaluation if necessary.

ONLINE INSTRUCTION

College of Marin does not offer online-only teaching assignments; all faculty members must be available to teach in the classroom, in person.

ESSENTIAL FUNCTIONS:

DUTIES include, but are not limited to the following:

- Provide classroom, skills laboratory, and clinical instruction in Medical-Surgical Nursing in a 2-year Associate Degree Nursing Program. Assignments may include instruction during the day, evening and weekends.
- Prepare and evaluate all class/lab assignments and examinations;
- Advise, assist and evaluate student performance and learning outcomes;
- Participate in program activities including curriculum development, evaluation and decision-making, program planning, new teaching and learning methods, resource development, developing accreditations reports and continuing approval reports, and organizing accreditation and continuing approval visits;
- Per the California Board of Registered Nursing Regulation Section 1424(g), "Faculty members shall have the primary responsibility for developing policies and procedures, planning, organizing, implementing and evaluating all aspects of the program";
- Demonstrate ability to utilize technology for classroom and clinical instruction
Participate in development of program policies & procedures;
- Attend faculty & curriculum meetings;
- Maintain knowledge and clinical competence in assigned instructional areas by participating in professional development activities
- Arrange clinical rotations in the hospital & clinical sites;
- Participate in college professional or shared governance committees and in departmental activities such as maintaining course outlines, program review, student learning outcomes assessments, other curricular development, etc.;
- Maintain and post office hours;
- Maintain and submit accurate student records in a timely manner as required;
- Maintain appropriate standards of professional conduct and ethics.

REQUIREMENTS & DESIRABLES:

EDUCATIONAL REQUIREMENT

1. A Master's degree in Nursing; **or**
2. A Bachelor's degree in Nursing AND a Master's degree in Health Education or Health Sciences;
or
3. A Bachelor's degree in Nursing and a Master's or higher degree that includes coursework in nursing, education, or administration; **or**
4. The equivalent.

PROFESSIONAL BACKGROUND REQUIREMENTS

1. One year of full-time continuous experience in the last five (5) years as a Registered Nurse providing direct patient care in Medical-Surgical nursing OR one academic year of full-time or equivalent clinical teaching experience as an RN in Medical-Surgical nursing; **and**
2. Demonstration of clinical competence in the area of Medical-Surgical nursing; **and**
3. Completion of at least one academic year's experience teaching courses in a pre- or post-licensure registered nursing program OR completion of a post-baccalaureate educational course

that includes practice in teaching registered nursing given by an accredited college or nursing school which includes teaching strategies, course outline and lesson plan development, evaluation, and practice teaching; **and**

4. A valid California RN license; **and**
5. Appointment is subject to BRN approval; **and**
6. Applicants must possess a demonstrated sensitivity to and an understanding of diverse academic, socioeconomic, cultural, disability, ethnic backgrounds, and learning styles of community college students and staff.

KNOWLEDGE, SKILLS AND ABILITIES (Desirable Attributes and Skills)

Beyond the Minimum Qualifications, the following teaching competencies are desirable:

- competencies related to facilitating relationships with staff & nursing managers in clinical settings;
- competencies related to relationships with students and colleagues – ability to advise & develop collaborative relationships with a diverse student population, and skill in working as a team member on a teaching team that is learner centered
- competencies related to service/governance-understanding institutional structure, policies & procedures;
- competencies in curriculum and course development, teaching and learning theory, information resources, and assessing student learning outcomes; and, assisting student to develop critical thinking skills;
- familiarity with and willingness and ability to use multiple teaching methods, including the use of computer technologies and computer-based learning;
- ability and enthusiasm to use teaching methods to engage students and encourage them to be motivated self-learners;
- knowledge, training and experience with online pedagogy and technology;
- knowledge of and skill in commitment to the teaching profession, its goals and ideals, and enthusiasm for the mission of the College of Marin;
- understanding of contemporary equity and diversity concepts and issues in a community college setting;
- experience in developing equity focused practices and educational programming/curriculum with and for diverse student populations;
- evidence of commitment to professional growth and service which may include, but is not limited to, membership in professional organizations, presenting workshops, attending conferences or training, development of curriculum and instructional materials, membership in school/college committees or production of classroom-based research;
- ability to communicate and collaborate effectively and professionally with the campus community.

CONDITIONS OF EMPLOYMENT

Prior to employment, the selected candidate will be required to complete the following:

1. In accordance with Federal Law all employees must provide proof of eligibility to work in the United States.
2. Criminal Justice/Fingerprint Clearance.
3. To ensure compliance with the substance abuse and background screening policies of the District's allied health care facilities and hospitals, post-offer, pre-employment drug screening and background checks will be conducted. Thereafter, nursing faculty members shall be subject to drug testing and background screening in accordance with clinical affiliate agreements, which may vary dependent on the site.
4. California Education Code, Section 87408.6 requires persons employed by a community college in an academic or classified position to submit to a TB risk assessment developed by CDPH and CTCA and, if risk factors are present, an examination to determine that he or she is free of infectious TB; initially upon hire and every four years thereafter.
5. Certificated candidates who have not previously been employed in an academic position in California will be required to provide a medical certificate from a licensed physician showing that the candidate is free from any communicable disease unfitting the candidate to instruct or associate with students. The medical exam shall have been conducted not more than six months before submission of the certificate and shall be at the expense of the candidate. (Ed. Code Section 87408.6)
6. DISASTER SERVICE WORKERS: All Marin Community College District (MCCD) employees are designated Disaster Service Workers through state and local law ([California Government Code](#)

[Section 3100-3109](#)). Employment with the MCCD requires the affirmation of a loyalty oath to this effect. Employees are required to complete all Disaster Service Worker-related training as assigned, and to return to work as ordered in the event of an emergency. For more information, please see the [MCCD Emergency Operations Plan](#).

7. Candidates applying for positions with the Marin Community College District may be disqualified from consideration should their conviction history not meet the standards established under the California Education Code.

REQUIRED APPLICATION DOCUMENTS

The following documents must be attached to your application in order to render it complete. Use the Attachment Type indicated in parentheses when making your attachments.

1. Cover Letter (cover letter)
2. Resume (resume)
3. Complete copy of college transcript conferring Bachelor's *degree* (bachelor's transcript)
4. Complete copy of college transcript conferring Master's degree (master's transcript)
5. Evidence or copy of current, valid CA RN license (license)
6. **STATEMENT:** Please provide a response to the following prompt (one page maximum):

College of Marin's commitment to educational excellence is rooted in providing equitable opportunities and fostering success for all members of our diverse community. The current healthcare system is in need of change, please discuss how you would develop equity focused educational programming and curriculum to prepare our students in addressing the evolving health needs of our country.

(If you hold additional degrees beyond the Bachelor's and Master's level, please attach a copy of your transcript conferring these degrees as well. Unofficial transcripts are acceptable for application purposes, as long as they confer the degree and show the coursework taken and grades achieved. An official transcript would be required upon hire.)

FOREIGN DEGREE HOLDERS:

Where applicable, foreign degree credentials must be evaluated by a third party to determine the equivalent U.S. degree and major. **Please review the following points carefully to determine whether you must submit a Foreign Credential Evaluation (FCE) with your application.** Evaluations should provide the name of the institution attended, a description of your credentials, the major of study, and the U.S. equivalent for each credential. For a list of evaluating agencies, visit the [State of California Commission on Teacher Credentialing](#).

- If you satisfy the minimum educational requirement with a degree that was granted in the U.S., but your previous degree(s) was obtained from a foreign institution, you do not need to attach a Foreign Credential Evaluation (FCE) for your previous degree(s). You must, however, attach a copy of a (translated) transcript for the previous degree. For additional clarification of acceptable transcripts, please contact [Human Resources](#).
- If your degree that satisfies the minimum educational requirement was obtained from a foreign institution, you must submit an FCE for that degree and any other foreign degrees leading up to it.
- If you are asserting equivalence (see Minimum Qualifications for Faculty/Administrators above) because your degree does not specifically match the minimum educational requirements as listed and any of your degrees was obtained outside the U.S., you must attach an FCE for your foreign degree(s).

SUPPLEMENTAL & SALARY INFORMATION:

BARGAINING UNIT & RETIREMENT PLAN

UPM – Full-time Faculty:

Employees in this position classification are represented by the United Professors of Marin (UPM/AFT 1610). Faculty members are required to comply fully with the United Professors of Marin Collective Bargaining Agreement, including payment of union dues or charitable contributions. General information regarding rights and responsibilities under the Agreement can be found in the Collective Bargaining Agreements section of our [Human Resources](#) site. Full-time UPM employees are also members of the California State Teachers' Retirement System (CalSTRS).

SALARY INFORMATION**FLSA Status:** Exempt

Please refer to our [Human Resources](#) web site for salary schedules. Step 14 is the highest entering step for permanent teachers new to the District. Salary is based on educational background and experience and is non-negotiable.

SELECTION PROCESS

Applications must include the documents listed in the Required Documents section to be rendered complete; incomplete applications will not be accepted. Screening will begin after the application deadline, and applicants will be notified of their status, either way, thereafter. Applicants selected to interview will be contacted to schedule an interview appointment with the screening committee, and those who are forwarded by the committee following the first interview may be invited for a second interview. Regrettably, College of Marin is not able to offer reimbursement for travel to interviews at this time.

To Apply: <http://jobs.marin.ed>

College of Marin does not discriminate in employment on the basis of, or perception of, race, ethnic group identification, ancestry, color, religion, age, sex, national origin, sexual orientation, physical disability, mental disability, gender, gender identity, gender expression, marital status, medical condition, pregnancy, genetic information, family and medical care leave, military or veteran status, or prior record of arrest or conviction, and is subject to Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964 as amended, Civil Rights Act of 1991, Americans with Disabilities Act of 1990, and Section 504 of the Rehabilitation Act of 1973. In accordance with Executive order 11246 (as amended), the College of Marin is an EQUAL OPPORTUNITY EMPLOYER.

APPLICATIONS MAY BE FILED ONLINE AT:

<http://jobs.marin.edu>

835 College Avenue
Kentfield, CA 94904
415-485-9340

hrjobs@marin.edu

Position #2012-00487
NURSING INSTRUCTOR (MEDICAL-SURGICAL) - FULL-TIME,
TENURE-TRACK
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Nursing Instructor (Medical-Surgical) - Full-time, Tenure-track Supplemental Questionnaire

- * 1. This position requires attaching a statement in response to a specific prompt. Before you confirm your application, please make sure that you have read and understand the Required Application Documents section of the posting (under the "Requirements & Desirables" heading) and that you have attached your statement in the Add Attachments section of your application. Incomplete applications will not be considered. Checking 'Yes' indicates that you have read and understand these requirements.

Yes No

- * Required Question