Employment Opportunity

Nursing Instructor
CR13-07 (Tenure Track Position)

College Web Address: www.cabrillo.edu

Application Deadline: Thursday, March 6, 2014

Starting Salary Range: $50,619 to $77,646 per year, salary placement depending on education and experience; maximum initial salary step placement on the faculty salary schedule is step 9. Cabrillo College provides a doctoral stipend of $3,380 per year for eligible contract faculty.

Benefits: Cabrillo College currently provides a benefit stipend that employees apply towards their benefit selections for medical, dental, life and long-term disability insurance.

Days Per Year: Faculty enjoy a 175-day work schedule.

Beginning Date: Position scheduled to begin Fall semester 2014, pending funding and Governing Board ratification. Assignment may include distance education courses and may be at various campus locations; days, evenings, and/or weekends.

About Cabrillo College

Situated on Monterey Bay in the county of Santa Cruz, California, Cabrillo College is one of the most highly regarded community colleges in the state for its success in the area of transfer and career education and currently serves over 13,000 students. Cabrillo College transfers many of its students to three nearby universities – the University of California at Santa Cruz, San Jose State University in the heart of Silicon Valley, and California State University at Monterey Bay. Cabrillo’s career education is closely connected to the nearby Silicon Valley business environment as well as that of the greater San Francisco Bay Area. Cabrillo focuses on student-centered learning and has a tradition of collegial governance. At Cabrillo’s Watsonville Center, a Green Technology Center opened in Fall 2012 and serves as a teaching facility, built to platinum-level Leadership in Energy and Environmental Design (LEED) standards. Cabrillo recently opened the 29,000 square foot Baskin Engineering, Physics and Computing Center. The Center provides Cabrillo’s Science, Technology, Engineering and Math (STEM) majors a state-of-the-art, collaborative and hands-on learning environment that fosters innovation.

Faculty at Cabrillo College have a long history of shared governance and participation in all levels of decision-making at the college. Cabrillo provides an opportunity to learn, collaborate, create, and make a difference in the lives of its students and community.

About the Community

Santa Cruz County is located on California’s Central Coast, south of San Francisco and north of Monterey. Santa Cruz County boasts a rich cultural life and numerous recreational opportunities and residents enjoy a Mediterranean climate amid redwood forests, sparkling beaches and rich farmland.

Approximately 40% of Cabrillo College students are from underrepresented populations, with 35% Hispanic or Latino. To increase outreach to this population, Cabrillo established a center in Watsonville, where Hispanics and Latinos are 80% of the population. This population is the fastest growing group in Santa Cruz County. The college is particularly interested in candidates who possess academic or life experiences that enhance teaching in a multicultural context.
About the Department
The Nursing Department is looking for a faculty member to join us in our pursuit of student success and professional excellence. The School of Nursing prepares Cabrillo graduates with an Associate Degree in Nursing for entry to practice and preparation for the NCLEX-RN exam.

Position Description
Currently, the Nursing Education department has a contract faculty position available in the Associate Degree Nursing program in both theory and clinical components of the curriculum.

Assignment duties include, but may not be limited to:

- Participate with faculty in development of course objectives, course daily plan, and evaluation of total curriculum and revision of program policies.
- Prepare and improve classroom, skills laboratory, and clinical instruction.
- Plan, select, and evaluate learning experiences in assigned clinical agency based on individual student needs, program objectives, and program philosophy.
- Communicate with appropriate agency personnel in planning, selecting and evaluating student learning experiences.
- Assume responsibility for the instruction and supervision of students in the clinical setting.
- Participate in bi-weekly faculty and team meetings, and in Nursing program committees.
- Communicate with director, program chair, or semester coordinator, and team members regarding student concerns and issues and student progress as appropriate.
- Maintain and file student records, clinical evaluation forms, grade reports and rosters.
- Provide direction and support to adjunct faculty.
- Remain current in the assigned subject matter and techniques of effective instruction through recent clinical experience and/or professional development.
- Assignment may be at various campus locations; days, evenings, and/or weekends and includes driving to various clinical locations as necessary.

In addition to teaching duties, faculty are expected to participate in professional assignments which include participation in division, department and shared governance activities such as participation in curriculum design and program planning, Student Learning Outcomes (SLO) assessment, office and lab hours, and participation in college wide committees.

Qualifications
Required Education from a U.S. Department of Education recognized accredited organization and Licensure Qualifications:
* Master’s degree in nursing OR
  Bachelor’s degree in nursing AND Master’s degree in health education or health science OR
  the minimum qualifications as set by the Board of Registered Nursing, whichever is higher OR
  The equivalent OR
  A lifetime California Community College Instructor credential in nursing.

*Note: Graduate students currently working on a Master’s degree are encouraged to apply, with the understanding that the degree must be completed and confirmed by July 1, 2014.

Equivalency
Candidates without the specified degrees listed above must complete and submit an Application for Equivalency Determination. Additionally, candidates must provide documentation, as part of this application process, sufficient to convince the committee that the candidate possesses the equivalent of these minimum qualifications, including the depth and breadth of discipline knowledge plus general education. Further information and application for equivalency forms may be obtained at www.cabrillo.edu/services/hr/apps.html.
Required Professional Expertise:
1) Knowledge of and commitment to teaching strategies and methods which enhance student success at community colleges.
2) Effective oral and written communication skills.
3) Demonstrated ability to teach the courses or perform the duties effectively as described above (teaching demonstration will be part of the interview).
4) Ability to communicate well with students of diverse academic, ethnic, socioeconomic, and cultural backgrounds, including students with disabilities.
5) Ability to work cooperatively with others.

Required Discipline-Specific Requirements/Licensure
1) Medical-surgical nursing with at least one year of experience as a Registered Nurse providing direct care.
2) Possession of a current California Registered Nurse license.
3) Meet the education and experience requirements of the Board of Registered Nursing.
4) Possession of and ability to maintain a valid California driver’s license and a safe driving record during the course of employment

Desired Qualifications:
1) Recent, successful teaching and/or clinical experience in the subject area (medical/surgical, labor/delivery/gynecology).
2) Recent acute care experience.
3) Experience with or willingness to explore innovative teaching methodologies in addition to traditional lecture mode.

Selection Process
A committee will review complete applications. Meeting minimum qualifications does not ensure an interview. Therefore, it is critical that candidates submit a detailed and complete application. The application will be used to assess each candidate’s qualifications and determine the possible match between qualifications and the assignment. A limited number of candidates will be invited for an interview slated for April, 2014.

How to Apply
Application forms may be obtained through Cabrillo’s web site: www.cabrillo.edu/services/hr/apps.html OR from the address below:

Cabrillo College, Human Resources Department
6500 Soquel Drive, Apts, CA 95003
Phone: (831)479-6217
OR Fax to (831) 477-3545

To be considered, each candidate MUST SUBMIT:
2. Cover letter which states how the candidate specifically meets the qualifications.
3. Job-related resume or curriculum vitae.
4. Verification of educational qualifications (Foreign transcripts must be translated to determine equivalency to U.S. standards. Any fee for such translation is paid by the applicant):
   - Transcripts from all colleges attended (copies are acceptable) OR official proof of request for transcripts. If selected, it is the responsibility of the candidate to provide official transcripts, diplomas, degrees or other documents as may be required.
   - Copy of Teaching Credential, front and back (if applicable).
5. Supplemental Application for Equivalency Determination and supporting documentation. (This is only necessary if candidate does not possess and submit proof of specified degrees listed in minimum qualifications OR possess and submit copy of a valid lifetime credential)
6. Three recent job-related letters of recommendation which address the candidate's ability to perform the duties of this position.
7. Copy of a current California Registered Nurse license.
8. Copy of a current California driver’s license.
9. A brief (not to exceed two pages, double-spaced) statement addressing the following:
   - Discuss the critical priorities in nursing education for entry level into practice in light of
today's professional nursing practice. Please give three (3) recommendations.

10. Criminal History Inquiry Supplemental form.

*If any of the required materials are not submitted with your application packet, your
application will be deemed incomplete and will not be forwarded to the committee for
screening.*

Please notify the Human Resources Department if you require any special
accommodation(s) in meeting these requirements.

Candidates selected for employment with Cabrillo College must agree to be fingerprinted and
cleared, provide current Tuberculosis test results, provide proof of eligibility for employment
in the United States and present a valid Social Security card upon hire.

**Application Deadline**

All application materials **MUST** be received in the Human Resources Department by
**Thursday, March 6, 2014.** *(E-mail transmissions and postmarks will NOT be accepted.)*

*Please note:* Cabrillo College will be closed beginning Tuesday, December 24, 2013 and will
reopen on Thursday, January 2, 2014 for the receipt of application materials.

*Cabrillo College seeks applications from all qualified individuals. It is the continuing
goal of Cabrillo College to hire and retain staff that reflect the rich diversity and
cultural heritage of the college district and its student body.*