Employment Opportunity

Nursing Instructor
CR12-07 (Tenure Track Position)

College Web Address: www.cabrillo.edu

Application Deadline: Thursday, March 21, 2013

Starting Salary Range: $50,068 to $76,801 per year, 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 $3,343 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 2013, 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 14,000 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. Construction is currently underway in renovating classroom facilities based on a five-year federal grant from the Department of Education, specifically geared towards program development at Hispanic-Serving Institutions for science, technology, engineering and math.

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, 65 miles south of San Francisco and 35 miles north of Monterey. Santa Cruz County boasts a rich cultural life and numerous recreational opportunities. Residents enjoy a Mediterranean climate amid redwood forests, sparkling beaches and rich farmland.

Approximately 33% of Cabrillo College students are from underrepresented populations, with 30% 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.
Local cultural highlights include numerous performing arts events, and museums and galleries throughout the area which showcase the work of artists in every medium. A number of annual events celebrate the area’s ethnic and cultural diversity. For more information, visit the Santa Cruz County website at www.scccvc.org/places/county.html.

**About the Department**
The Nursing Department is looking for faculty to join us in our pursuit of student success and professional excellence. The school of nursing prepares 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:
- 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 biweekly 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.
- Assignment may be at various campus locations; days, evenings, and/or weekends and includes driving to various clinical locations as necessary.
- 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.

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, 2013.*
**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](http://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) Current California Driver’s license

**Desired Qualifications/ Performance Expectations:**

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 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 late April or early May 2013.

**How to Apply**

Application forms may be obtained through Cabrillo’s web site: [www.cabrillo.edu/services/hr/apps.html](http://www.cabrillo.edu/services/hr/apps.html) OR from the address below:

Cabrillo College, Human Resources Department
6500 Soquel Drive, Aptos, 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 statement (not to exceed two pages; double spaced) 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 21, 2013. (E-mail transmissions and postmarks will NOT be accepted.)

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.