

## Nursing Associate Faculty Pool.

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Company: Skagit Valley College

Location: Mount Vernon

Category: educational-instruction-and-library

### Position Summary

**The Opportunity:** Skagit Valley College is accepting applications for associate faculty to teach for the Nursing Department **The purpose of posting this position is to build a pool of qualified instructors interested in teaching classes in SVC's Nursing program** . This Associate Faculty position will instruct students seeking their degree in Nursing.

Please note that this posting is reviewed and hired on a quarter-by-quarter basis. Candidates will be directly contacted by the department as employment opportunities arise.

Associate Faculty in the Nursing program at SVC prepares students for a lifelong career in nursing practice. SVC's Nursing program is nationally accredited by the Accreditation Commission for Education in Nursing (ACEN) and approved by the Washington State Department of Health Nursing Care Quality Assurance Commission (NCQAC). The Nursing programs at SVC are offered at two campus locations: Mount Vernon Campus and Whidbey Island Campus located in Oak Harbor.

**These positions are eligible for an additional nursing educator stipend beyond the initial salary placement.**

**The Location:** Skagit Valley College is on the traditional and unceded territories of the Coast Salish People's, especially on Swinomish Indian Tribal Community, Upper Skagit

Indian Tribe, Samish Indian Nation, Nooksack Indian Tribe, and Sauk-Suiattle Indian Tribe. Located in a geographically diverse region between the dynamic metropolitan hubs of Seattle and Vancouver, BC, SVC is never far from world-class outdoor recreation, urban arts scenes, and local cultural events. SVC serves our local communities with a campus in Mount Vernon, Oak Harbor on Whidbey Island, and centers in Friday Harbor, a Marine Technology Center in Anacortes, and a Brewing Academy in Burlington.

**Mission:** Skagit Valley College cultivates student learning and achievement; contributes to the educational, personal, and economic success of students; and promotes equitable and thriving communities.

**Vision: The primary focus of Skagit Valley College is student-centered teaching and learning. We are committed to:**

Equitable student outcomes in access, achievement, and community;

Our Guiding Principles;

Decisions based on strategy and evidence;

The development of our employees;

A diverse and inclusive college community where everyone belongs.

**Guiding Principles:** Respect, Integrity, Open and Honest Communication, Collaboration, and Compassion.

**About SVC:** Established in 1926, Skagit Valley College is a comprehensive community college within the (SBCTC) providing associates and bachelor's degrees, as well as certificates, in high-quality academic transfer pathways, workforce training, basic education for adults, and lifelong learning opportunities. Our equity goals align with SBCTC's Vision statement; "Leading with racial equity, our colleges maximize student potential and transform lives within a culture of belonging that advances racial, social, and economic justice in service to our diverse communities." SVC's commitment to equity and social justice drives our collective work to increase access to higher education, inspire student learning and achievement, and strengthen our diverse community. We embrace equity through our core

themes of access, achievement, and community by pursuing the continuous examination and revision of norms, policies, and practices to foster the success of all.

SVC aspires to reflect the diverse racial, ethnic, and linguistic demographics in the district, particularly a growing Latinx population. As an emerging Hispanic Serving Institution (HSI) SVC seeks equity-minded leadership, faculty, and staff that are committed to inclusive practices and diverse environments where students from all backgrounds can thrive via multidisciplinary collaboration and the implementation of an array of services. Candidates representing all aspects of diversity are encouraged to apply. Skagit Valley College offers: An unrelenting focus on our mission to improve the lives of our students and to strengthen our diverse community.

Support for innovative teaching, learning, and scholarship.

Exciting opportunities for personal and career growth.

Diverse cultural and environmental benefits of rural, suburban, and urban lifestyles.

Friendly, supportive, and diverse work environments.

Excellent benefits include competitive leave packages and an array of health, dental, vision, and retirement plans to meet your current and future needs.

### **Duties and Responsibilities**

Clinical supervision in an acute care setting;

Engage in scholarly activities that complement and inform teaching;

Deliver culturally appropriate curriculum that reflects diversity of student experience;

Express appropriate awareness of the history of underrepresented groups and promote an equitable work and learning environment;

Use inclusive and effective teaching methods to support and to enhance learning for students inside and outside of the classroom;

Demonstrate multicultural understanding and foster equity;

Create a positive learning environment for students using diverse teaching methods to support and enhance student success;

Collaborate with faculty from other fields to develop and to provide integrative learning experiences;

Provide instruction in the skills laboratory;

Assure provision of safe, quality nursing care by students per established standards of care and agency policies and procedures;

Advise students and serve as a resource for faculty colleagues and staff.

### **Knowledge, Skills, and Abilities:**

Impart excitement and enthusiasm into the teaching of Nursing;

Demonstrate knowledge and familiarity with current theories, research, and practice in Nursing;

Practice and adopt teaching methods/styles that support successful learning appropriate to a diverse student population, including underprepared students;

Impart a productive academic mindset that teaches all students—regardless of background—that they are capable of learning with practice and effort;

Familiarity with active learning strategies inclusive of all cultures and backgrounds;

Adapt to a variety of teaching situations, including interdisciplinary learning communities, online and hybrid modalities, etc.;

Express appropriate awareness of the history of underrepresented groups and promote an equitable work and learning environment;

Work and interact effectively with colleagues, staff, students, administrators and others of various cultural and socio-economic backgrounds;

Act according to principles of integrity, respect, open and honest communication, and collaboration.

## Qualifications

### Minimum Qualifications:

Bachelor of Science in Nursing **AND** three (3) years of recent clinical experience in an acute care facility **OR** Master's degree (preferred);

Have or ability to obtain by the time of hire, an unencumbered Washington RN License or equivalent;

A record of effective, high-quality teaching and scholarship;

Demonstrated commitment to collaborative teaching and learning;

Demonstrated commitment to promote equitable access and educational achievement of diverse students.

### Desired Qualifications:

Master's Degree in Nursing **OR** enrolled in a Master's in Nursing program;

Fluency in written and spoken Spanish and English;

Teaching experience in a college environment;

Doctorate in Nursing.

## Salary, Benefits, Conditions of Employment, Application Procedure

### Salary and Benefits:

The salary rate for part-time faculty is in accordance with the negotiated agreement and may be subject to change based on legislative mandates. In order to be eligible for benefits, state regulations must be met.

**Rate of Pay:** Faculty compensation units (FCU) are computed by total hours (lecture, lab, clinical) identified on the approved course outline for a given course, divided by eleven. Part-time faculty pay is computed by multiplying the faculty compensation unit rate by the number of faculty compensation units. **The current FCU rate for 2023-24 at Step A is \$955.00 (includes I-732 COLA of 8.9% for 2023?-24).** Nursing Associate faculty will receive an Associate enhancement per FCU of \$350.

Example of Associate Faculty pay (this is for illustrative purposes only):

Course: BISC 220 | 33 lecture, 44 lab

$$33 + 44 = 77$$

$$77/11 = 7 \text{ FCUs}$$

A Step A faculty member would be paid  $7 \times \text{FCU rate } \$955 = \$6,685$

### **Conditions of Employment:**

Prior to employment, a background check including criminal record history will be conducted. Information from the background check will not necessarily preclude employment but will be considered in determining the applicant's suitability and competence to perform in the position.

Additionally, pursuant to RCW 28B.112.080, applicants must declare whether they are the subject of any substantiated findings of sexual misconduct in any current or former employment or are currently being investigated for, or have left a position during an investigation into, a violation of any sexual misconduct policy at the applicant's current or past employer. By law, post-secondary education institutions cannot hire an applicant who refuses to declare the existence or non-existence of an investigation or findings subject to this statute.

In the interest of providing a healthy, safe, and secure educational and work environment, and in order to meet the requirements of federal legislation, it is the policy of Skagit Valley College to maintain an alcohol and drug-free workplace for our employees and students.

If hired you will be required to provide proof of identity and documentation of U.S. Citizenship or appropriate authorization to work in this position as required by the Immigration Reform Control Act of 1986.

Completion of academic degree(s) will be verified through receipt of official transcripts at the time of hire.

### **Application Procedure:**

To be considered for this position, applicants must:

Meet the minimum qualifications, and

Submit a complete application to the online recruitment system at that includes the following: The online application, which includes answers to all supplemental questions and contact information for at least three (3) professional references; A current curriculum vitae; (Attachment: curriculum vitae); A cover letter/letter of interest addressing the minimum and desired qualifications for the position. (Attachment: Cover Letter).

**Application Deadline:** Application materials will be accepted until this position is filled. Applications will be kept on file to be considered for openings that may occur in the future. It is recommended that you resubmit your application for each academic year to remain in the current applicant pool. The College reserves the right to hire one or more candidates.

Please be aware that the College hiring authorities reserve the right to hire one or more candidates and may exercise the option to make a hiring decision prior to the conclusion of the recruitment process. Only candidates selected to interview will be contacted.

**Application Assistance:** If you have questions about the position or require special accommodation, you may contact Human Resources at (360) 416-7794, Monday through Thursday, 8:00 am to 5:00 pm Pacific Time. SVC complies with the Americans with Disabilities Act. Applicants with disabilities who require assistance with the recruitment process may leave a TDD/TTY message at (360) 416-7718 by the application closing date. Information on SVC's Reasonable Accommodation policy can be found at .

For questions regarding the online application system, you may call NEOGOV Applicant Tech Support at (855) 524-5627 from 8:00 am to 5:00 pm Pacific Time. For best results, apply using one of the following browsers supported by NEOGOV: Google Chrome, Mozilla Firefox, Safari, Microsoft Edge, and later versions of Internet Explorer.

**SVC Annual Security Report:** The U.S. Department of Education and the federal Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act require all colleges to provide information to current and prospective students and employees about campus safety policies, procedures, and statistics on certain crimes, including hate crimes, domestic violence,

dating violence, stalking, and sexual assault. We are required to report our campus security information and statistics in an Annual Security Report, which is updated annually each October. All prospective employees may obtain a copy of the Annual Security Report from the Human Resources Office by calling (360) 416-7794 or by accessing the Report at:

Skagit Valley College is an equal opportunity employer and is committed to providing equitable opportunities for all groups in terms and conditions of employment and personnel practices.

Skagit Valley College provides a drug-free environment and does not discriminate on the basis of race, color, creed, religion, national origin, sex, sexual orientation, and/or gender identity, pregnancy, genetic information, age, marital status, disability, honorably discharged veteran or military status in its programs and employment. For inquiries regarding non-discrimination policies, contact Carolyn Tucker, Vice President of Human Resources/EEO, 360.416.7794 or. For inquiries regarding sexual misconduct compliance, contact Title IX Coordinator, Sandy Jordan, 360.416.7923 or Mailing address: 2405 E. College Way, Mount Vernon, WA 98273.

### **Benefits**

Skagit Valley College (SVC) contributes to each eligible employee's medical, dental, life, and long-term disability coverage, which are provided by the Public Employees Benefits Board (PEBB). The detailed information regarding coverage is available at . Rates and benefits are subject to legislative action. The benefits package for eligible employees includes:., Health Insurance, Choice of medical plans, dependent on the county of residence;Managed Care (HMO), Value Managed Care, or Preferred Provider Organization (PPO) plans are current options;Employee cost varies, depending on plan choice and number of dependents., Dental Insurance, Preferred Provider Organization (PPO) plan;Managed Care plans (not available in Skagit County or Island County)., Life Insurance, Basic Coverage (employer paid); \$25,000 Life and \$5,000 Accidental Death & Dismemberment (AD&D);Optional Coverage at employee's expense includes additional life insurance coverage for employee and spouse or additional AD&D for employee and family.Long Term Disability (LTD) InsuranceBasic Coverage (employer paid);Optional Coverage is available at employee expense., Retirement Plans, State Board Retirement Plan (SBRP) administered by . Employee contributions are tax-deferred. Employee and employer contributions:., Under age



35: 5.0% of gross salary Age 35 to 49: 7.5% of gross salary Age 50 and over: 10.0% of gross salary, PERS 1: Defined Benefit Plan PERS 2: Defined Benefit Plan PERS 3: Defined Benefit and Defined Contribution Plan.

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