

Professor of Nursing (Full-time, Tenure-track)

Posting Details

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Posting Number	F-011-2021
Position Title	Professor of Nursing (Full-time, Tenure-track)
Department	Nursing
Position Classification	Faculty
Term (months/year):	10 months/year
Salary	Initial placement \$69,827 - \$104,209
Open Date	01/25/2022
Initial Screening Date	04/15/2022
Open Until Filled	Yes

Basic Function/Overview:

ABOUT THE DEPARTMENT:

The faculty being hired will join the Nursing faculty in our Associate Degree Nursing Program. The department consists of 11 full-time and over 45 part-time faculty as well as Clinical Teaching Assistants. The Department of Nursing is an inclusive faculty representing a diversity of genders, education, ethnicities, religions, and sexual orientations. The faculties are committed to providing quality education, services, and workforce training so that students become productive members of a diverse, sustainable, global society. The Department works closely with other departments in order to assist our students reach their academic goals.

OVERVIEW:

Teach Nursing courses such as:

- NURS 4 Maternity Nursing or NURS 5 Psychiatric Nursing
- NURS 3 Medical Surgical Nursing
- NURS 1 B The Nursing Process II

WORK ENVIRONMENT:

Physical Demands:

- Prolonged, extensive, or considerable standing, walking, lifting positioning, pushing, and transferring patients.
- Fine motor movements with hands and fingers.
- Extremely heavy effort (lift/carry 50 lbs. or more)
- Considerable reaching, stooping, bending, kneeling, and crouching.

Sensory Demands:

- Color vision: ability to distinguish and identify colors (may be corrected with adaptive devices).
- Distance vision: ability to see clearly 20 feet or more.
- Depth perception: ability to judge distance and space relationships.
- Near vision: ability to see clearly 20 inches or less.
- Hearing: able to recognize a full range of tones

Cognitive /Psychosocial Demands:

- Handle numerous interruptions.
- Handle emergency or crisis situations.
- Care of patients and family with different religious, culture, ethnicity, race, sexual orientation, psychological and physical disabilities, and under a wide variety of circumstances.
- Care of patients and family facing end of life situations.

Working Environment:

- May be exposed to infections and contagious disease, without prior notification.
- Exposure to blood borne diseases.
- Exposure to hazardous agents, body fluids, and wastes.
- Exposed to odorous chemicals and specimens.

- Subject to hazards of flammable, explosive gases.
- Subject to burns and cuts.

Application Procedure

First Review of Applications: Complete application packets will be accepted until the position is filled; however, those submitted by 11:59 p.m. (PT) on **April 15, 2022** are assured consideration.

Applicants must submit all of the following materials online at <http://hrjobs.mtsac.edu>, to be considered for this position:

1. A Mt. San Antonio College online application.
2. A cover letter describing how the applicant meets the required education and experience.
3. A detailed résumé that summarizes educational preparation and professional experience for the position.
4. College and/or university **transcripts showing the awarded/conferred degree are required and must be submitted with the online application by all applicants**, including current or former employees of the college to demonstrate that the required educational qualifications are met. Unofficial transcripts are acceptable at the time of application; however, copies of diplomas are not accepted in lieu of transcripts.
5. Optional – Up to three (3) letters of recommendation that reflect relevant experience (do not use social media or professional networks as a means to provide letters of recommendation or any of the required documents).

Health & Welfare

The College contributes \$12,159 toward annual premiums for medical, dental, vision, and life insurance coverage. Lifetime retirement benefits provided for eligible retirees.

The District participates in the Public Employees' Retirement System (PERS), State Teachers' Retirement System (STRS) retirement programs, and National Benefit Services (NBS).

*Subject to change based on Collective Bargaining Agreement.

Major Duties and Responsibilities

1. Teach Maternity Nursing or Psychiatric Nursing in both the didactic and clinical setting with the ability to remediate to Medical-Surgical nursing.
2. Teach courses in the disciplines for which the candidate meets Minimum Qualifications or the equivalent.
3. Teach assigned courses in accordance with course outline of record.
4. Instruct and support students with diverse backgrounds utilizing culturally relevant pedagogy, careful preparation of course materials, effective teaching methods including for online instruction, informed critical feedback on assignments and discussions, **student learning outcomes**, and support a philosophy of instruction focusing on critical thinking and analysis.
5. Maintain scheduled office and campus hours, and participate in department/division meetings and committees.
6. Perform related duties as assigned, including timely compliance with administrative responsibilities and College, division, and department policies.
7. Late afternoon and/or evening assignments may be required as part of the regular contract.
8. Effective oral and written communication with students.
9. Commitment to educating a racially and socioeconomically diverse student population.
10. Participate in departmental and college governance activities through committee service and/or other appropriate activities to maintain and improve the instructional program and to provide service to the college.
11. **In close cooperation with other discipline faculty, participate in the design, evaluation, revision, and development of culturally relevant curriculum, courses, and/or degrees.**

Minimum Qualifications

A. The minimum of one of the following awarded/conferred from a regionally accredited institution:

1. Master's in nursing; **OR**
2. Bachelor's in nursing **AND** Master's in health education or health science; **OR**
3. The equivalent (must request an equivalency review in the application); **OR**
4. The minimum qualifications as set by the Board of Registered Nursing, whichever is higher; **OR**
5. California Community College credential, "Valid for Life" (no longer issued), authorizing service as an instructor in the appropriate discipline; refer to Ed Code § 87355 (If meeting qualifications with this credential, a copy of the valid lifetime credential must be submitted with the application.);

AND

B. Commitment to the community college goals/objectives of providing quality programs and services for students with diverse abilities and interests; personal qualities to work effectively and sensitively in a multicultural environment; awareness and commitment to the special needs of non-traditional students.

Preferred Qualifications

1. Ability to translate curriculum meaningfully for students with diverse backgrounds.
2. Current active Registered Nurse license
3. Desirable qualifications include Medical-Surgical Nursing, computer skills, use of presentation software, recent employment as an RN, and classroom teaching experience.
4. Direct patient care experience within the previous five (5) years in the nursing areas (geriatrics, medical-surgical, mental- health/psychiatric nursing, obstetrics, or pediatrics) to which the faculty is assigned, that can be met either one of the following:
 - One (1) year's continuous, full-time or its equivalent experience providing direct patient care as a registered nurse in the designated nursing area; OR
 - One (1) academic year of registered nurse level clinical teaching experience in the designated nursing area or its equivalent that demonstrate clinical competency; and
5. Validated clinical competence. "Clinically competent" as defined in section 1420(d), which means that a nursing program faculty member possesses and exercises the degree of learning, skill, care and experience ordinarily possessed and exercised by staff level registered nurses of the nursing area to which the faculty member is assigned.
6. The equivalent of one (1) year's teaching experience can be met by:
 - Teaching in a pre- or post-licensure registered nursing program for one academic year; OR
 - Completion of a post-baccalaureate registered nursing educational course that includes practice in teaching registered nursing given by an accredited college or nursing school. The course includes teaching strategies, course outline and lesson plan development, evaluation, and practice teaching.

License(s) & Other Requirements

The incumbent may periodically be required to get to a variety of locations. If operating a vehicle, employees must have the ability to secure and maintain a valid California driver's license.

Working Environment

Equivalencies

Candidates not holding the stated required qualifications who are requesting consideration based on an equivalency, will be asked to complete the equivalency related questions included in the application.

Conditions of Employment

This is a full-time, tenure-track, **10-month contract position that begins in the 2022-23 academic year**. Placement on the salary schedule is based on formal education, full-time and/or part-time teaching, and related work experience, up to a maximum placement at step 9.

Official offers of employment are made by Mt. San Antonio College Human Resources and are made contingent upon Board approval. It is also required that a final offer of employment will only be made after the candidate has successfully been live scanned and clearance for employment is authorized by Human Resources. Costs for live scan services shall be borne by the candidate.

Notice to all prospective employees – The person holding this position is considered:
1) A 'mandated reporter' under the California Child Abuse and Neglect Reporting Act and is required to comply with the requirements set forth in Administrative Procedure 3518, titled Child Abuse Reporting, as a condition of employment, and
2) An employee with 'Actual Knowledge' under Title IX of the Educational Amendments Act of 1972 and is required to report to the College's Title IX Coordinator all relevant details reported to them about an incident of alleged sexual misconduct including sexual harassment, sexual assault, dating and domestic violence and stalking.

As required by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, the Mt. San Antonio Community College Annual Security Report is available here: <https://www.mtsac.edu/safety/pdf/asr-final-2021.pdf>.

Special Notes

A confirmation number will be assigned when your application packet indicates the supplemental questions have been answered and a document has been attached to each required link. Assistance with the online application process is available through Human Resources at 1100 N. Grand Avenue, Walnut, CA 91789-1399. Human Resources: (909) 274-4225. E-mail: employment@mtsac.edu.

DO NOT include photographs or any personal information (e.g. D.O.B, place of birth, etc.) on

your application or supporting documents.

TRAVEL POLICY: Costs associated with travel in excess of 150 miles one way from residence for the purpose of an interview will be fully reimbursed. Relocation costs will be borne by the successful candidate.

Foreign Transcripts

Transcripts issued outside the United States require a course-by-course analysis with an equivalency statement from a certified transcript evaluation service verifying the degree equivalency to that of an accredited institution within the USA. **This report must be attached with the application and submitted by the filing deadline.** Accredited evaluation agencies can be found on the [National Association of Credential Evaluation Services Website](#).

Inquiries/Contact:

Human Resources
1100 N. Grand Avenue, Walnut, CA 91789-1399.
Phone: (909) 274-4225
E-mail: employment@mtsac.edu

Selection Procedure:

A committee will evaluate applications taking into account breadth and depth of relevant education, training, experience, skills, knowledge, and abilities. Interviews may include a writing sample, presentation, teaching demonstration, and/or performance test. The committee will recommend finalists to the President/CEO and/or Vice President of Instruction/Student Services for a second interview. The number of vacancies is dependent on student enrollment, College resources and needs, and Board of Trustees' approval. The starting date will be determined following Board approval and receipt of live scan clearance.

Confidential Letters of Reference Instructions

Letters of Recommendation

The required letters of recommendation are not required to be confidential but if your reference prefers to send a confidential letter, please follow these instructions and notify your reference directly. To obtain a confidential letter of recommendation, you must enter the reference's name and email address in the fields provided under the "Confidential References" section of the application.

NOTICE: In order for your reference to receive an email with a link to attach a confidential reference letter, you must complete your application and reach the status of "Under Review by HR". It is recommended that you complete your application and reach this status well in advance of the deadline to provide your reference ample time to attach the letter.

It is the sole responsibility of the applicant to assure that all required and any optional documents are attached by no later than 11:59 PM PST of the initial screening date shown on the job posting.

Special Instructions to Applicants

To be guaranteed consideration, it is the applicant's responsibility to ensure that all required materials are received before the initial screening date and time indicated on the job posting. Incomplete application packets will not be considered. All application materials will become College property, will not be returned, and will not be copied. Please visit our employment website at [Mt. SAC Employment Website](#) to complete and submit your application for this position.

EEO Policy:

Mt. SAC strives to advance and foster an equitable, diverse, inclusive, just, and anti-racist campus culture that empowers our community to make positive change in society. We value diversity in all aspects of the human condition. We pursue equity by reevaluating how we empower each person to achieve their success.

DEMOGRAPHICS

The District, as part of our Vision, "promotes a climate of respect and authentic engagement. We are culturally responsive to the needs of our diverse student body. We strive to increase and sustain equitable outcomes for all students. We recruit and retain quality employees who are reflective of our students and the community we serve, in addition to providing all personnel with equity and diversity training."

The District is a proud Chicanx/Latinx, and Hispanic-Serving Institution, Asian American and Native American Pacific Islander-Serving Institution, and Minority Serving Institution, serving over 30,858 students based on Fall 2020 stats. The student population is as follows: by ethnicity – 61.42% Latinx, 9.76% White, 16.76% Asian, 3.91% Filipino, .22% Pacific Islander, 3.79% Black/African American, 0.12% American Indian, 3.05% two or more races and .97% unknown; by gender – 55.68% Female, 42.68% Male, .12% Non-Binary, 1.52% unspecified; and by age – 29.23% ages 19 or younger, 34.95% ages 20-24, 15.32% ages 25-29, 7.61% ages 30-34, 3.90% ages 35-39, 4.61% ages 40-49, 4.38% ages 50 and older.

Current employee population is as follows: by ethnicity-26.48% Latinx, 32.39% White, 14.74% Asian/Pacific Islander, 4.46% Black/African American, .41% American Indian/Alaska Native, 21.53% unknown: by gender-54.32% Female, 44.94% Male, .74% unspecified: and by age-5.61% 20-29, 25.22% 30-39, 29.70% 40-49, 39.47% Over 50.

The District works to create an inclusive environment that provides a safe-haven for international students, veterans, re-entry students, LGBTQIA+ students, and students of various learning styles regardless of citizenship status.

We are committed to hiring Faculty who understand that cultural diversity in the academic environment promotes academic excellence; fosters cultural, racial and human understanding; provides positive role models for all students.

The College is an equal opportunity employer. The policy of the College is to encourage applications from ethnic and racial minorities, women, persons with disabilities, and Vietnam-era veterans. No person shall be denied employment because of ethnic group identification, race, color, national origin, religion, age, gender, disability, ancestry, sexual orientation, language, accent, citizenship status, marital status, economic status, military and veteran status, and medical condition.

Conflict of Interest

Mt. San Antonio College employees and the Board of Trustees members shall not engage in any employment or activity that is inconsistent with, incompatible with, or in conflict with Mt. San Antonio College's Administrative Procedures (AP 2710 Conflict of Interest, AP 2712 Conflict of Interest Codes).

Cancel RTF Policy:

We reserve the right to re-open, re-advertise, delay, or cancel filling this position. This recruitment may be used to fill future vacancies.

Applicant Documents

Required Documents

1. Cover Letter
2. Resume/Curriculum Vitae
3. Transcripts to Meet Required Qualifications

Optional Documents

1. Transcripts - Continued
2. Foreign Transcripts Evaluation
3. Other Document 1
4. Letter of Recommendation 1
5. Letter of Recommendation 2
6. Letter of Recommendation 3

Posting Specific Questions

Required fields are indicated with an asterisk (*).

1. * What does 'equity' mean to you? How do you enact your definition of equity in your classroom?
(Open Ended Question)
2. * What does it mean for you to have a commitment to diversity? How have you demonstrated that commitment? How would you see yourself demonstrating it here?
(Open Ended Question)
3. * Please provide a brief statement discussing the kinds of contributions you plan to make at Mt. San Antonio College and what you consider to be the most important qualifications that would especially qualify you to fulfill the responsibilities of this position. Also include specific qualifications that enable you to work with culturally diverse individuals, minority groups, and multi-ethnic programs.
(Open Ended Question)