Employment Opportunity

Nursing Instructor
CR06-05 (Tenure Track position)

College Web Address: www.cabrillo.edu

Application Deadline: Thursday, May 18, 2006 by 4:00 p.m.

Starting Salary Range
$46,968 to $72,046 per year, depending on education and experience; maximum salary step placement on the faculty salary schedule is step 9. Cabrillo College provides a doctoral stipend of $3,135 per year for eligible contract faculty.

Benefits
Cabrillo College provides a current benefit stipend for medical, dental, life and long-term disability insurance for employees and eligible dependents.

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

Beginning Date
Position scheduled to begin Fall semester 2006, 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. Currently, facility planning and major construction is under way on campus for a new Student Services Complex, Arts Education facilities and a Health Care Education Center.

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

About the Community
Santa Cruz County (population 260,372), 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 32% of Cabrillo College students are from underrepresented populations, with 24% Hispanic or Latino. To increase outreach to this population, Cabrillo...
established a center in Watsonville, where Hispanics and Latinos are 75% 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.

Currently, the Nursing Education Department has two components in which faculty may be assigned to teach. These are Health Science and Associate Degree Nursing.

**Position Description**

Faculty assignments are in both theory and clinical components of the curriculum.

- 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 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.

Professional assignments include participation in division, department, and shared governance activities; curriculum and program development; and other related duties.

**Qualifications**

**Required Education from a U.S. Department of Education recognized accredited organization and Licensure Qualifications:**

1) 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 a lifetime California Community College Instructor credential in nursing OR the equivalent.
**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/index.html.

*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, 2006.

**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’s experience as a Registered Nurse providing direct care.
2) Possession of a current California Registered Nurse's license
3) Meet the education and experience requirements of the Board of Registered Nursing.

**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 applications. Meeting minimum qualifications does not ensure an interview. Therefore, it is critical that candidates submit a thorough and detailed application. The above will be used to assess each candidate’s qualifications and determine the possible match between their qualifications and the Nursing department and its goals.

**How to Apply**

Application forms may be obtained through Cabrillo’s web site: www.cabrillo.edu/services/hr/apps/index.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
(E-mail transmittals and postmarks are not accepted)

Mail Date: No later than March 23, 2006
To be considered, each candidate **MUST SUBMIT**:

1. Completed and signed Cabrillo College application.
2. Cover letter, which states how the candidate specifically meets the qualifications.
3. Job-related resume.
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. A brief (not to exceed two pages) statement to address the following: Discuss the decline of nursing applicants in light of the critical nursing shortage. Please give three (3) recommendations.

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, May 18, 2006, by 4:00 p.m. *(No postmarks accepted)*

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