

## Selection Process

After the preliminary screening, selected candidates will be invited to the campus for an initial interview with the Search Committee. At the discretion of the District, video-conference interviews (in lieu of an in-person initial interview) may be offered. A teaching demonstration will be part of the interview process. Candidates to be interviewed will be selected from applicants who most closely meet the minimum and desired qualifications listed in the brochure. Meeting the minimum qualifications does not guarantee an interview. The Search Committee will then recommend a slate of finalists to the Superintendent/President for a final interview.

The District reserves the right to re-advertise the position or to delay indefinitely filling of the position if it is deemed that applicants for the position do not constitute an adequate applicant pool or if funding is not available.

**(NOTE: Candidates are responsible for any costs associated with the initial interview. Reimbursement for final interview for airfare or mileage, whichever is less expensive, and one night of lodging will be available.)**

## Conditions of Employment

Employees must satisfy all the pre-employment requirements prior to appointment that include, but are not limited to, tuberculosis clearance (EC 87408.6), fingerprint processing, and verification of their legal right to work in the United States. A pre-employment physical examination may be required.

**Applicants requiring reasonable accommodations in completing the application or interview process must notify the Human Resources Office in advance.**

**College of the Siskiyous is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, creed, color, national origin, gender, age, marital status, disability, political affiliations, sexual orientation, or beliefs.**

**Please submit application materials to:**

**College of the Siskiyous  
Human Resources  
800 College Avenue  
Weed, CA 96094  
www.siskiyous.edu/jobs**

**Tel: 530-938-5317 Fax: 530-938-5506  
HR@siskiyous.edu**

*College of the Siskiyous is accredited by the Accrediting Commission for Community and Junior Colleges of the Western Association of Schools and Colleges.*

## The College

If you're looking for the right place to be, look no further than northern California where the air is crisp and clean, and the water is so pure you can drink it from the source of the Sacramento River as it springs from the ground. This is a place where people look you in the eye, where they say "Please" and "Thank you," and they mean it—the kind of place most people only read about.

The area offers many outdoor activities such as skiing, snow boarding, trout fishing, camping, hiking, white water rafting, mountain biking, rock climbing, golfing, horseback riding, swimming, boating, cycling, kayaking, spelunking, and more.

The towns of Mount Shasta, Dunsmuir, Yreka, and Weed offer an assortment of quaint shops, interesting restaurants, varied nightlife activities, cinema, live theater, concerts, poetry readings, art galleries, and an array of spiritual interpretations. While the cities are small, they offer huge opportunities to those lucky enough to live in Siskiyou County.

This is where College of the Siskiyous is located - on a beautiful 250 acre campus in Weed, directly in the shadow of towering Mount Shasta. The 14,162 foot snow-capped giant is the gem seen across the region and most dramatically in sweeping vistas from the windows of the College library's reading area. The main campus, accessible from Interstate 5 and Highway 97, is 60 miles south of the Oregon border. A satellite campus in Yreka is 30 miles north of the Weed campus.

College of the Siskiyous is the only public higher education institution in Siskiyou County, a rural county that is relatively large geographically, but has a population of just 45,000.

The College maintains 20 buildings including a 600-seat theater, a television studio, a distance learning facility, science laboratories, a library, a football stadium, vocational education labs, and two residence halls. The College is widely recognized for its excellent programs in the humanities and arts, sciences, technology, vocational education, and athletics. Nursing, fire science technology, a paramedic program, and welding are four outstanding vocational programs.

Students recognize the beauty of the campus and surrounding area, and view the College staff as friendly and accessible. They claim quality instruction is provided in a caring atmosphere of small class sizes where opportunities to interact with faculty abound. In addition, students and staff enjoy technological support that is exemplary.

In November 2005, Siskiyou County voters passed a \$31.4 million dollar bond for new construction and campus renovation that will allow program improvement and growth. To date completed bond projects include: Residence Hall renovation; planning for construction of a Rural Health Sciences Institute (RHSI); videoconferencing capabilities with Siskiyou County high schools; construction of a Tactical Training Center and Emergency Services Training Center, parking lot and road upgrades and renovation of the locker room and gym foyer. Current project nearing completion include: RHSI (Fall 2009),

The College, a major influence in the area, has a faculty and staff of approximately 300, making it the third largest employer in the county. The College serves more than 3,000 full- and part-time students through comprehensive transfer courses, employment oriented programs, and excellent student services.



Adventures in Environment,  
Technology and Learning

## ASSOCIATE DEGREE NURSING (LVN TO RN STEP-UP) PROGRAM INSTRUCTOR



**REOPENED  
OPEN UNTIL FILLED**

*An open-access, public institution, dedicated to providing excellence in education, cultural enrichment, and service to the community.*

**College of the Siskiyous  
www.siskiyous.edu**

## The Position

**Come join our nursing team at our new state of the art facilities.** We are currently recruiting for a tenure-track position. The regular academic year is 175 days (9 months) and typically commences in mid August, and finishes towards the end of May, with a four week semester break between December and January. The teaching assignment could include a mixture of day, evening, and weekend classes at the Weed or Yreka campus, clinical sites in the Redding area, and other off campus sites. **Flexible scheduling options available — 175 day, 9 month to 215 day 11-month contracts. Schedule for fall and spring semesters includes 2 days in Redding, 2 days in Yreka and 1 day flexible.**

## Summary of Duties

- *Duties related to **ADN NURSING INSTRUCTOR**:* Responsibility for teaching theory and clinical instruction in the LVN to RN Step Up program; assist with development of staff, facilities and schedule for the LVN to RN Step Up Program; possess familiarity of Board of Vocational Nursing and Board of Registered Nursing policies to maintain program approval and standards.
- *Classroom duties:* Provide instruction that may include lecture, laboratory, and clinical classes in the discipline in accordance with established College of the Siskiyous approved curriculum and course outlines; inform students about course requirements, evaluation procedures, attendance and participation requirements in a course syllabus; effectively teach and communicate with students of diverse backgrounds.
- *Interaction with students outside of class:* Advise students on academic and career matters; assist in outreach and articulation with high schools, four-year colleges and universities; post and maintain adequate and regular office hours in accordance with prevailing policy.
- *Out-of-class duties:* Maintain necessary attendance, scholastic and student records, and submit them according to published guidelines; prepare and grade class assignments and evaluations according to course syllabus.
- *Professional and curriculum development:* Remain current in field; develop, maintain and evaluate curriculum including development and assessment of student learning outcomes; select textbooks; evaluate course materials; interact with faculty and staff in other areas of instruction and participate in the development of instructional methods, technology and materials; work with peers in higher education, and where appropriate, business and industry to maintain currency of instructional programs.
- *Interaction with colleagues:* Participate in college governance by serving on college committees; participate in professional development, including flex obligations; assist with student and other educational activities in accordance with college policies; establish and maintain effective work relationships.

## Education/Experience

### Minimum Qualifications

- Master's degree from a regionally accredited college or university in nursing, education, or administration **OR** Bachelor's in nursing **AND** Master's in health education or health science **OR** the equivalent in accordance with statewide minimum qualifications **OR** the minimum qualifications as set by the Board of Registered Nursing, whichever is higher.
- Note: Applicants applying under "equivalency" must provide detailed written documentation explaining how their academic preparation is equivalent to the degrees listed.*
- Valid active California License as a Registered Nurse, or be able to obtain a California Registered Nursing License.
  - At least one year's experience as a registered nurse providing direct patient care
  - Completion of at least one year's experience teaching courses related to nursing or a course which includes practice in teaching nursing.
  - Sensitivity to and understanding of the diverse academic, socioeconomic, cultural and ethnic backgrounds of community college students.

### Desired Qualifications

- Recent clinical experience in medial-surgical nursing, obstetrics, pediatrics, mental health and/or psychiatric nursing.
- Willingness to remediate in specific content areas as needed.
- Acute care nursing skills.
- Ability to teach nursing courses at the community college level.
- Excellence in teaching (enthusiasm, knowledge of subject matter, student motivational skills, diverse teaching methods to address a variety of learning styles).
- Commitment to community college education as demonstrated in personal and/or professional experience.
- Ability to work collaboratively with colleagues, students, other on-campus groups, off-campus community groups and educational partners.
- Evidence of a strong commitment to remaining current in the discipline.
- Strong academic preparation as evidenced by undergraduate and graduate level coursework.
- Ability to communicate clearly with students and staff, both orally and in writing.
- Interest in and/or ability to use relevant and modern technology in the classroom, including videoconferencing and on-line instruction.

## Salary and Benefits

- The starting annual salary is: 175 day (9 month) contract: \$44,122 - \$59,497; 215 day (11 month) contract: \$54,207 - \$73,096. Starting placement on the District salary schedule is based upon years of experience and number units completed beyond the Masters degree. New academic employees may receive credit for no more than 5 years of job-related experience.
- Starting salary is based on education and experience and is negotiable.
- Faculty members with an earned doctorate from a regionally accredited institution receive an additional \$1,800 annual stipend.
- Upon completion of the first year, additional stipend available to instructors who meet the criteria. .
- Competitive benefit package including medical, dental, and vision insurance to employees and dependents. Employees contribute a percentage of their salary toward the Medical Benefits Program.
- Eligible for STRS (State Teacher's Retirement System). District contributes on behalf of the employee.

## Application Procedure

Applications will be accepted until the position is filled. For an applicant to be considered the Human Resources Office **must** receive **all** required documents. It is the applicant's responsibility to ensure that all requested materials are received. Materials submitted in addition to those listed below will not be considered in the screening process. All documents included in the application file become property of the College and will not be returned. Only completed application packets will be forwarded to the search committee. All inquiries and applications will be held in the strictest confidence.

To be considered a candidate for this position, the applicant must submit the following materials:

- Application Cover Sheet\*
- A letter of application summarizing how the minimum and desired qualifications are met.
- Current resume
- Application for Equivalency Determination if applicable\*
- Transcripts of college work (Copies are acceptable for application. The successful candidate must provide original transcripts upon hiring. Foreign transcripts **must** include a U.S. evaluation **and** translation, at the time of application.)
- A list of four professional references, which include the reference's title and current contact information
- Two recent letters of recommendation

\*Employment forms are available at [www.siskiyous.edu/jobs](http://www.siskiyous.edu/jobs) or by calling (530) 938-5317.