



SANTA MONICA COMMUNITY COLLEGE
invites applications for the position of:

FT/Tenure Track Instructor - Nursing (Obstetrics and Medical-Surgical)

SALARY:	\$65,901.00 - \$137,311.00 Annually
DEPARTMENT:	Health Sciences
OPENING DATE:	12/10/21
CLOSING DATE:	03/25/22 11:59 PM
JOB DUTIES:	

COMMITMENT TO EQUITY AND DIVERSITY

With the goal of ensuring the equal educational opportunity of all students, Santa Monica College embraces diversity among students, faculty, staff, and the communities we serve as an integral part of our history, a recognition of the complexity of our present state, and a call to action for a better future. Embracing diversity means that we must intentionally practice equity and respect toward one another, and understand that discrimination and prejudices create and sustain privileges for some while creating and sustaining barriers for others. In order to embrace diversity, we also acknowledge that institutional discrimination and implicit bias exist, and that our goal is to eradicate those vestiges from our system. Our commitment to diversity requires that we strive to eliminate those barriers to equity, and that we act deliberately to create a safe and positive environment where individual and group differences are valued and leveraged for our growth and understanding as an educational community.

To advance the goals of diversity, equity, inclusion, and social justice for the success of students and employees, we must honor that each individual is unique and that our individual differences contribute to the ability of the college to prepare students on their educational journeys. This requires that we develop and implement policies and procedures, encourage individual and systemic change, continually reflect on our efforts, and hold ourselves accountable for the results of our efforts in accomplishing our goals.

We are invested as a community in cultivating and maintaining a climate where equity and mutual respect are both intrinsic and explicit by valuing individuals and groups from all backgrounds, demographics, and experiences. Individual and group differences can include, but are not limited to the following dimensions: race, ethnicity, national origin or ancestry, citizenship, immigration status, sex, gender, sexual orientation, physical or mental disability, medical condition, genetic information, marital status, registered domestic partner status, age, religion, creed, military or veteran status, socioeconomic status, and any other basis protected by federal, state or local law or ordinance or regulation. We acknowledge that the concept of inclusion and diversity is ever-evolving, thus we create space to allow our understanding to grow through the periodic review of this statement. In service of these goals, Santa Monica College is committed to fostering an employment environment that offers equal employment opportunity for all and an educational environment that ensures the equal educational opportunity of all students.

Background

Santa Monica College is a multi-campus institution with vibrant campuses located in sunny Santa Monica and Los Angeles California. The ideal candidate should share SMC's commitment to educating its racially and socioeconomically diverse population. We currently enroll about 27,500 students, the majority of whom are from racial minority populations as follows: 40% of SMC's students are Latino, 8% are African-American, 9% are Asian-American, 1% are Native

American, 27% are White and 4% are multiracial. SMC has transferred more students to the University of California campuses than any other college in the country - for 26 years straight. SMC also is the top feeder college west of the Mississippi to the Ivy League Universities.

Santa Monica College provides a safe, inclusive, and dynamic learning environment that encourages personal and intellectual exploration - one that challenges and supports students in achieving their educational goals. Students learn to contribute to the local and global community as they develop an understanding of their relationship to diverse social, cultural, political, economic, technological, and natural environments. The College recognizes that each individual makes a critical contribution to the achievement of this mission.

Primary Duties and Responsibilities

Teach nursing theory/lecture, clinical, and skills laboratory with expertise in pediatrics-medical surgical nursing or obstetrics- medical-surgical nursing. The ideal candidate should be able to:

- Provide instruction and skills that promote critical thinking in the area of expertise;
- Incorporate on-line teaching methodologies, utilize mid and high-fidelity simulators as a teaching methodology;
- Evaluate the effectiveness of teaching/learning using evidence-based standards;
- Participate in curriculum design, implementation, and evaluation;
- Assist in developing program policies and procedures;
- Contribute to systematic program evaluation reports and self-studies;
- Collaborate with peers in creating and sustaining a supportive learning environment for students;
- Demonstrate commitment to excellence in nursing education by continual professional development and scholarly activities;
- Adhere to California Board of Registered Nursing (BRN) regulations;
- Actively engaging in campus Equity and Pathways initiatives;
- Must be engage in culturally responsive pedagogical strategies, embrace equity, diversity, and excellence of the academic community in a culturally sensitive manner; Participate in all ongoing departmental and select institutional activities;
- Maintain office hours; Schedule may include day, evening, and weekend classes, and/or short-term classes.

MINIMUM QUALIFICATIONS:

Applicant must meet the minimum qualifications of a Nursing faculty discipline at the college. To review the minimum qualifications for faculty disciplines, refer to Minimum Qualifications for Faculty and Administrators in California Community Colleges, which can be found on the California Chancellor's Office website at https://www.cccco.edu/-/media/CCCCO-Website/About-Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Minimum-Qualifications/updated_cccco_2020_report_min_qualifications-a11y.pdf?la=en&hash=976FF09D36A5141E9710046EFF9CEC13F5AC80E7

- Master's in nursing OR Bachelor's in nursing AND Master's in health education or health science OR the equivalent OR the minimum qualifications as set by the Board of Registered Nursing, whichever is higher.
- Must have evidence of sensitivity to and understanding of the socio-economic, academic, cultural and ethnic diversity within the community college student population, including students for whom English is not their first language, first generation college students, and students with physical and/or learning disabilities as these factors relate to differences in learning styles.

**The Santa Monica Community College District, in its desire to select outstanding faculty members from the largest possible pool of qualified applicants, recognizes the fact that candidates may attain expertise in a discipline through a variety of means. Certain combinations of education, experience and other accomplishments in the field may be judged by the District as*

equal to the stated minimum qualifications for this position. Candidates who feel they possess such equivalent qualifications are encouraged to apply and provide appropriate documentation of their qualifications.

PREFERRED QUALIFICATIONS:

- Completion of a course in teaching techniques/methods offered at an accredited institution.
- Experience as a registered nurse within the last five years, with at least two years providing direct patient care in pediatrics-medical-surgical or obstetrics-medical surgical setting.
- Full-time teaching experience in nursing education.
- Knowledge of test construction and evaluation measures.
- Knowledge of curriculum development, contemporary nursing practice, and national health care standards.
- Ideal candidates will have recent experience working with African American, Latinx, Native American, and other racially minoritized students in the classroom, and a willingness to use culturally responsive instructional practices.

ADDITIONAL INFORMATION:

FT Faculty Application Requirements

A standard application consists of the following:

- Online District Application
- Cover Letter
- Resume
- Transcript
- Two (2) Confidential Letters of Recommendation

* Additional, job-specific items may be required. Please refer to the job posting for specific details.

PLEASE NOTE: THE E-MAILS TO YOUR REFERENCE WRITERS REQUESTING CONFIDENTIAL LETTERS OF RECOMMENDATION ARE NOT GENERATED UNTIL THE APPLICATION IS COMPLETE. YOU MUST FINISH YOUR APPLICATION AND CLICK SUBMIT FOR THE E-MAILS TO GO OUT. PLEASE KEEP THIS IN MIND AND ALLOW ENOUGH TIME FOR YOUR REFERENCE WRITERS TO RECEIVE THE REQUEST AND SUBMIT THE LETTERS PRIOR TO THE RECRUITMENT DEADLINE. ALSO, THE LINKS IN THE E-MAILS TO YOUR REFERENCE WRITERS WILL NOT WORK IF THEY ARE TRYING TO SEND THE LETTERS OF RECOMMENDATION FROM OUTSIDE OF THE UNITED STATES. IF THIS IS THE CASE, PLEASE HAVE YOUR REFERENCE WRITER SUBMIT THEIR LETTER DIRECTLY TO THE SANTA MONICA COLLEGE HUMAN RESOURCES DEPARTMENT AT humanresources@smc.edu.

It is the applicant's responsibility to ensure that all application materials, including the letters of recommendation, are received prior to the recruitment deadline.

Pay Philosophy

Starting salaries for FT Faculty are based on a combination of experience (step) and educational (group) achievement. Initial placement is within the starting salary range and a minimum of step 5 within the applicable group. Further advancements are based on longevity and educational growth.

FT Faculty Salary Schedule

https://drive.google.com/file/d/1k13N_pfqtnRlvd6QMC64STWbB9x9a4NZ/view

This advertised salary range is based on the contracted regular semesters (Fall and Spring). Intersessions (Winter and/or Summer), additional teaching load, and/or substitute teaching may result in increased earning potential.

Mandatory Vaccination Program

Santa Monica College has implemented a Mandatory Vaccination Program for all students and employees. For more information on the Mandatory Vaccination Program visit: <https://www.smc.edu/news/presidents-messages/2021-08-04-smc-board-unanimously-approves-mandatory-vaccination-program.php> Mandatory vaccination applies to **all** SMC employees who will be physically present and/or who will need to access college locations. All new employees must be fully-vaccinated by the first day of employment.

Diversity Statement

Recent experience working with African American, Latinx, Native American, and other racially minoritized students in the classroom; and a willingness to use culturally responsive instructional practices.

Demonstrated sensitivity to issues of diversity, and ability to motivate and teach community college students of diverse ethnic and racial backgrounds, sexual orientations, genders, cultures, and learning styles, as well as students with disabilities or varied levels of academic preparation.

Equity Statement

Santa Monica College encourages candidates that are equity-minded to apply. SMC is a minority-serving, Hispanic-serving institution. We actively seek to attract candidates from minority groups that value equity, diversity and inclusion. Equity, diversity and inclusion are built into the culture at SMC and are an essential component of the work that we do. SMC is committed to racial and socioeconomic diversity as it is a reflection of our student population and we strive to hire candidates that share this commitment.

Equal Employment Opportunity Disclosure

The Santa Monica Community College District is committed to the principles of equal employment opportunity. All qualified applicants for employment, as well as District employees, shall have full and equal access to employment opportunity. No person shall be subjected to unlawful discrimination in any program or activity of the District. The District's Board Policy 3420 (Equal Employment Opportunity) may be accessed at:

<https://www.smc.edu/administration/governance/board-of-trustees/documents/board-policy-manual/board-policies/chapter-3-general-institution/BP-3420-EEO.pdf>

Equivalency Statement

The Santa Monica Community College District, in its desire to select outstanding faculty members from the largest possible pool of qualified applicants, recognizes the fact that candidates may attain expertise in a discipline through a variety of means. Certain combinations of education, experience and other accomplishments in the field may be judged by the District as equal to the stated minimum qualifications for this position. Candidates who feel they possess such equivalent qualifications are encouraged to apply and provide appropriate documentation of their qualifications. For further details regarding equivalency criteria, please download the Equivalency Application Statement Form available at

<https://jobs.smc.edu/applicants/static/customers/655/EquivalencyStatementPDF.pdf>

Conditions of Employment

Appointment is subject to verification of official transcripts, current or previous employment, tuberculosis and fingerprint clearance. Selected candidate must provide identification and work authorization.

For more information about Santa Monica Community College:

<https://www.smc.edu>

<https://www.smc.edu/administration/human-resources/index.php>

<https://www.smc.edu/administration/human-resources/diversity-equity-inclusivity/index.php>

APPLICATIONS MAY BE FILED ONLINE AT:
<http://www.smc.edu>

1900 Pico Blvd.
Santa Monica, CA 90405
310-434-4415

humanresources@smc.edu

Position #00208
FT/TENURE TRACK INSTRUCTOR - NURSING
(OBSTETRICS AND MEDICAL-SURGICAL)
HR