



COLUMBIA BASIN COLLEGE (WA)
invites applications for the position of:

Assistant Professor for Biology Full-Time Tenure Track (2 positions)

SALARY: \$57,000.00 Annually

OPENING DATE: 01/10/19

CLOSING DATE: Continuous

DESCRIPTION: Please visit <https://www.columbiabasin.edu/jobs> to apply!

Interested in a career at Columbia Basin College? Join our team! From our distinguished faculty to our dedicated staff, CBC is committed to our vision to be the educational home that transforms students' lives through economic and social mobility. We seek to attract and retain engaged and dynamic individuals who are committed to helping all students be successful in accomplishing their goals and who will contribute to an exciting work environment. We value high quality instruction and student learning experiences that foster diversity, equity and inclusion in the classroom and expand into our local and global communities. We celebrate diversity in all its forms and believe that our many unique perspectives make us stronger.

Sound like something you'd like to be a part of? CBC is currently seeking an outstanding and enthusiastic individual to teach a broad range of courses in Anatomy and Physiology, Cell Biology, Human Biology, General Biology and possibly others within the discipline.

This position reports to the Dean for Math and Science.

CBC Faculty and Staff respect and work effectively with diverse students, colleagues, staff and others in a campus climate that promotes innovative teaching, quality scholarship, a diverse learning environment, and equitable access and educational achievement for all students.

GENERAL QUALITIES DESIRED:

- Passion for teaching and a commitment to student success;
- Commitment to the community college mission;
- Commitment to shared governance and staying current in one's discipline;
- Willingness to become involved in campus activities beyond one's discipline;
- Willingness to teach with a variety of methods, including eLearning and instructional innovations;
- Ability to teach individuals from diverse backgrounds effectively;
- Ability to pursue scholarly endeavors in area of expertise; and
- Ability and willingness to participate in the design and measurement of learning outcomes and institutional effectiveness efforts.

The base salary for this position is \$57,000 for a 176-day contract over the Instructional Year (Fall/Winter/Spring Quarters). Additional compensation may be available for assignment of summer quarter courses or courses taught outside of the full-time position during fall, winter and spring quarters.

Relocation expenses are considered for the employment offer for the successful candidate if the candidate relocates to the Tri-Cities area from outside of a 175-mile radius.

Closing Date: Open Until Filled (**First consideration closes on February 10, 2019 at 11:59 p.m. Pacific Time**)

PRIMARY RESPONSIBILITIES:

- Develop, prepare, and teach a broad range of college-approved courses in accordance with approved course descriptions and class schedules (includes the use of multimedia technology in the classroom);
- Develop syllabi and reading lists for each course taught and update annually; participate in departmental/divisional responsibilities in the selection of texts and related teaching resources;
- Maintain a minimum of five (5) regularly scheduled office hours each week at times that provide reasonable opportunities for students to meet with faculty;
- Maintain, submit, and retain accurate academic records, including verification of class rosters and student grades, by dates requested by the College and to comply with state and federal records retention laws;
- Orient students at the beginning of each class to syllabi and addenda, subject to subsequent modification and notice to students;
- Assess student learning outcomes, engage in timely interaction/feedback/grading to support student success and meet course outcomes;
- Provide students with appropriate learning resources to facilitate student success in achieving course outcomes, program outcomes, and appropriate College-wide Student Learning Outcomes;
- Demonstrate multicultural competence including an awareness and understanding of historically disadvantaged populations, and creating an educational environment that affirms commitment to diversity, equity and inclusion;
- Engage in shared governance by participating in department, division and College committees and assisting in the formulation of policy pertaining to educational programs;
- Participate in commencement ceremonies, wearing academic robes, unless excused by the President;
- Develop and attend professional improvement activities in order to maintain contact with one's academic discipline, including teaching/learning processes and/or development of knowledge in one's field of specialization;
- Participate in outreach activities to promote educational programs;
- Participate in special College projects, surveys, and studies;
- Assist in the preparation of reports as needed by College units (e.g., Student Services, Grants Office, Athletic Department, Institutional Effectiveness) and by the College in general (e.g., for accreditations, program review and so forth);
- Develop new instructional materials, techniques, course offerings or major revisions of the same;
- Participate in community service activities consistent with the College's mission;
- Participate in student career development in related advising or mentoring activities and special retention programs; and
- Attend College-mandated trainings, professional development activities and/or meetings.

REQUIRED QUALIFICATIONS:

- Master's degree in Biology, or other closely related field with significant Anatomy and Physiology or Cell Biology or General Biology coursework at the undergraduate and/or graduate level from a regionally accredited college or university;
- One (1) year of college-level teaching experience; and
- Experience with computer applications for instructional purposes (e.g. PowerPoint, Word, CANVAS, etc.)

PREFERRED QUALIFICATIONS:

- Doctorate degree in Biology, or other closely related field from a regionally accredited college or university;
- College-level teaching experience in Anatomy and Physiology or Cell Biology;
- Experience with innovative instructional methods;
- Demonstrated success in student achievement and engagement.

GENERAL INTERVIEW INFORMATION:

Only completed applications submitted on or before the 1st consideration date are guaranteed to be reviewed for this position. The interview process generally consists of an in-person or Zoom (video conferencing) initial interview, with top candidates selected for an on-campus interview. Those top candidates traveling from a distance of 200 miles or more will be provided travel expenses such as

flight, per diem, etc. Those candidates traveling less than 200 miles, but more than 75 miles, will receive mileage at the IRS rate. Mileage calculations are determined by distance between the city in which the candidate lives and Pasco, WA using MapQuest. The College reserves the right to make changes to the process for an emergency hire or under exceptional circumstances as determined by the College.

TERMS OF EMPLOYMENT:

This position is available September 1, 2019 to coincide with the regular tenure track probationary cycle for the 2019-2020 Instructional Year. Tenure review is a system in which the faculty member is evaluated as a candidate for tenure under the College's tenure review process and Chapter 28B.50 RCW. Schedule varies; assignment may include evening and weekend classes.

PROCESS NOTE:

Prior to a new hire, 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.

CONDITIONS OF EMPLOYMENT:

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 the College to maintain an alcohol and drug-free workplace for our employees and students.

If you are hired, you will need 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.

Columbia Basin College operates under an approved affirmative action plan and encourages applications from persons of color, women, veterans and persons of disability. The Human Resources Office is accessible to those with disabilities. If you need accommodation in application or employment, contact the Human Resources Office at (509) 542-4740.

PHYSICAL REQUIREMENTS:

- Occasional need to lift at least 20 pounds;
- Ability to sit and stand for long periods of time;
- Frequent need for oral, written and auditory communication;
- Frequent repetitive hand and wrist motions;
- Occasional need for travel; and
- Ability to work in fast paced and sometimes stressful services environment.

UNION CLAUSE:

This is a bargaining unit position represented by the Association for Higher Education (AHE).

APPLICATIONS MAY BE FILED ONLINE AT:
<http://columbiabasin.edu/jobs>

Position #F-19-003
ASSISTANT PROFESSOR FOR BIOLOGY FULL-TIME TENURE TRACK
(2 POSITIONS)

2600 N. 20th Ave.
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509-542-4567

IB

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