

HUMBOLDT STATE UNIVERSITY



Vacancy Announcement
Faculty Tenure-Track Position Starting August 2020
Associate Director of Nursing
Department of Kinesiology and Recreation Administration
Nursing Program
JOB # 2021-09

Humboldt State University is a Hispanic-Serving Institution (HSI) that strives to foster an equitable and inclusive community that supports our students of diverse backgrounds. HSU is committed to achieving the goals of equal opportunity and endeavors to employ faculty and staff of the highest quality committed to working in a multicultural and multiracial community that reflects the diversity of the state.

DESCRIPTION: Humboldt State University invites applications for an academic year tenure-track faculty, Associate Director of Nursing. This position will include teaching in the undergraduate RN to BSN degree completion program. The mission of the RN to BSN Program is to prepare nurse leaders who understand health disparities, rurality, cultural humility, and who can advocate for the physical and psychosocial health of the region's communities. The position includes assisting with key administrative functions for the degree program including curriculum oversight, accreditation, scheduling, faculty recruitment, program evaluation, and assessment of student learning.

As an institution, HSU is committed to eliminating the equity gap in all student populations with dynamic, student-centered practices and policies that fully engage the campus community. The ideal candidate will share HSU's commitment to helping its racially and socioeconomically diverse students succeed in their degree and career objectives.

We value the ability to serve students from a broad range of cultural heritages, socioeconomic backgrounds, genders, ability and orientations. Therefore, we prioritize applicants who demonstrate they understand the benefits diversity brings to a professional educational community. The successful candidate will be an equity-minded individual committed to collaborating with faculty, classified staff, administration, and students who are also committed to closing equity gaps.

RANK, SALARY AND BENEFITS: We seek to fill this position at the Assistant Professor rank; however, rank and salary are dependent on the appointee's qualifications and experience. The current California State University Salary Schedule is available at: <http://www.humboldt.edu/aps/docs/salary/Salary-Schedule.pdf>

Humboldt State University provides an excellent benefits package for faculty. Information about benefits plans can be found at: <http://www.humboldt.edu/forms/node/934>.

PROFESSIONAL QUALIFICATIONS: An earned doctorate or equivalent in nursing or related field from an accredited college or university is preferred at the time of appointment. Master's degree in nursing is required. Applicants with considerable progress towards terminal degree completion by appointment date will be considered. Completion of a terminal degree is required prior to the start of the second probationary year following initial appointment. A current unrestricted Registered Nurse License is required. Current license or eligibility for licensure (must be obtained within the first year of employment) by the California Board of Registered Nursing is required. CPR certification is required.

The successful candidate must demonstrate the following:

- ✓ A commitment to excellence in teaching, clinical practice and research in the field of nursing;
- ✓ Awareness of healthcare dynamics and changing roles for nurses;
- ✓ Ability to develop partnerships with local hospitals and health care agencies;
- ✓ Prior experience with program assessment and accreditation processes and procedures;
- ✓ Demonstration of and/or experience promoting and fostering a creative learning environment that is supportive of individuals from diverse backgrounds;
- ✓ Record of, or potential for, involving students in scholarly activity;
- ✓ Teaching experience using a variety of methodologies geared towards adult learners including teaching online;
- ✓ Experience coordinating off campus community/public health nursing instructional experiences;
- ✓ Commitment to and/or experience promoting and fostering a learning environment that is supportive of individuals from minoritized backgrounds
- ✓ Commitment to participating in professional development opportunities that build effectiveness in areas of inclusion, intercultural communication, and advancing diversity.
- ✓ Ability to communicate effectively with a minoritized student population;
- ✓ Commitment to contribute to the departments' mission to support minoritized students; and
- ✓ Clinical experience in working with rural, Hispanic/Latinx, and/or Tribal communities.

Preferred qualifications for this position include:

- ✓ Experience in curriculum and program development, including developing online courses, in a nursing program;
- ✓ Knowledge of community college programs in nursing and developing processes for successful transfer into a BSN program;
- ✓ Knowledge of the unique healthcare concerns of rural communities; and
- ✓ Ability to secure external funding for programs.

At the time of appointment, the successful candidate, if not a U.S. citizen, must have authorization from the Bureau of Citizenship and Immigration Services to work in the United States. For information on the University policy on support for non-immigrant probationary faculty visa acquisition, please visit the Faculty Immigration Resources page:

<https://extended.humboldt.edu/international-programs/immigration/faculty>.

Evidence of degree(s) is required at time of hire.

PROFESSIONAL DUTIES: Assist the Nursing Director in curriculum development and planning the instructional program, managing the student application and selection process, conducting yearly program evaluations, and preparing accreditation reports. Candidates should be committed to teaching excellence and to building a strong research record. Instructional assignments may include: Pathophysiology, Health Assessment and Promotion across the Lifespan, Nursing Informatics, Nursing Leadership and Care Management, Community Public Health Nursing, and Nursing Research. Instructional assignments will be consistent with the programmatic needs of the department and students.

The primary professional responsibilities of instructional faculty members are: teaching, research, scholarship, and creative activity; and service to the University, professional and to the community. These responsibilities include: advising students, participation in campus and system-wide communities, maintaining office hours, working collaboratively and productively with colleagues, and participation in traditional academic functions. Probationary faculty are typically provided ongoing mentorship to be a successful member of the faculty. For the first year of the probationary period, this position will consist of one course of teaching responsibilities and up to half time of administrative duties. The reduced teaching load supports the establishment of research, scholarship and/or creative activities required for retention, tenure, and promotion.

Humboldt State also continues to build unique and innovative learning opportunities for students, bridging the sciences, social sciences, arts and humanities. HSU is a leader in "learning communities" that build relationships between students, faculty, staff, administrators, and the community. These communities incorporate environmental and social responsibility.

GENERAL INFORMATION: The nursing program is currently housed in the Department of Kinesiology and Recreation Administration within the College of Professional Studies at Humboldt State University. The inaugural cohort of students will start in Fall of 2020. The program's mission is to provide nurses with an opportunity to advance their education to a BSN degree and to prepare nurse leaders who understand the health disparities, social, cultural and behavioral health needs of rural populations to advocate for the

physical and psychosocial needs of our communities. Through a blend of online and in-person courses, the RN to BSN program offers licensed nurses a flexible option to expand their knowledge and skills. The program design builds on best practices used in similar programs nationwide. However, the curriculum is designed specifically to address the needs of a rural and tribal community, such as that of the North Coast, and it stresses culturally appropriate methods and approaches. For more information, please visit:

<http://www2.humboldt.edu/cps/>

Humboldt State University sits on the traditional homelands of the Wiyot people in what is currently called Arcata, CA. The Wiyot people call the area Goudi'ni (over in the woods). The Humboldt State University campus in Northern California is in close proximity to several thriving Native American tribes and communities. Humboldt State currently has the largest percentage of Native American students in the CSU system and has over 30 Native American faculty and staff many from local area California Indian tribes. HSU is home to a number of leading Native American programs including the Indian Tribal Education and Personnel Program (ITEPP) and the Indian Natural Resource, Science and Engineering Program (INRSEP). There are also many opportunities at HSU to conduct research, teaching and community work on Native American history and cultures in Special Collections at the HSU library. The Humboldt Room in the Library has fantastic resources for tribally focused archive materials from the region. HSU strives to build a supportive and inclusive Native community and engages with Native communities through various initiatives and opportunities like the annual California Indian Big Time and Indigenous People's Week and a chance to network with other faculty and staff as part of the HSU Council of American Indian Faculty and Staff. For more information, please visit: www.humboldt.edu/nasp

APPLICATION: Qualified candidates should submit the following materials through Interfolio:

Please click here to apply: <http://apply.interfolio.com/71598>

- ✓ Letter of Application;
- ✓ Curriculum Vitae;
- ✓ Statement of Teaching Philosophy, including how it relates to supporting students who have been historically marginalized and/or minoritized;
- ✓ Statement of Research Interests;
- ✓ Teaching Evaluations, if available;
- ✓ Graduate Transcripts (unofficial copies are sufficient for initial review); and
- ✓ Three Confidential Letters of Recommendation.

Additional application materials may be requested at a later time.

Please direct any questions pertaining to this position, the College of Professional Studies, Kinesiology and Recreation Administration Department the Nursing program, or Humboldt State University to:

Dr. Kim Perris, Search Committee Chair
Nursing Program
Department of Kinesiology and Recreation Administration
Humboldt State University
One Harpst Street
Arcata, California 95521-8299
Phone: (707) 826-4533
Email: kb62@humboldt.edu

APPLICATION DEADLINE: This position is open until filled. First consideration will be given to completed applications received no later than **January 15, 2020**. Early response is encouraged.



See more photos at [Humboldt State University's Flickr page](#).

It is the responsibility of the applicant to provide complete and accurate employment information. Evidence of required degree(s), certifications(s), or licenses(s) will be required prior to the appointment date. A background check (including a criminal records check, employment verification, and education verification) must be completed satisfactorily as a condition of employment with the CSU. Certain positions may also require a credit check, motor vehicle report, and/or fingerprinting through Live Scan service. Adverse findings from a background check may affect the application status of applicants or continued employment of current CSU employees who apply for the position.

All CSU employees are obligated to respond to and report incidents of sexual harassment and sexual violence. The successful candidate for this position will be mandated to receive relevant training on an annual basis.

Compliance with the California Child Abuse and Neglect Reporting Act (CANRA) and CSU Executive Order 1083 Revised July 21, 2017 (EO 1083) is a condition of employment. CSU employees in positions with duties that involve regular contact with children or positions which supervise such employees are designated as Mandated Reporters under CANRA and are required to comply with the requirements set forth in EO 1083. Upon appointment to this position, the successful candidate(s) will be notified of and required to acknowledge their CANRA reporting status.

New employees hired by the CSU for the first time who first become CalPERS members on or after July 1, 2017 are subject to a 10-year vesting period for retiree health and dental benefits.

Humboldt State University is a Title IX/Affirmative Action/Equal Opportunity Employer. We consider qualified applicants for employment without regard to race, religion, color, national origin, ancestry, age, sex, gender, gender identity, gender expression, sexual orientation, genetic information, medical condition, disability, marital status, protected veteran status, or any other legally protected status. If accommodations need to be made during the recruitment and interview process, please contact Human Resources at (707) 826-3626 or hsuhr@humboldt.edu

Humboldt State University is part of the 23-campus California State University system. The University has a comprehensive arts and sciences curriculum, which is recognized nationally for its high academic quality. Founded in 1913, HSU is one of the premier public institutions in the western United States; it is a residential and rural campus with an enrollment of approximately 7,000 students. The main campus is located in Arcata, California, in the northwestern part of the state along the coast, situated among redwood trees in an area that offers unmatched scenic beauty, moderate climate and opportunities for outdoor activities. The surrounding Humboldt County locale has a population of around 130,000. The community offers an excellent range of businesses, services and cultural activities/performances. The local schools are ranked in the top performance percentiles, both nationally and in the state. Additional information about Humboldt State University can be found at: <http://www.humboldt.edu>.