

English Professor Full-Time Tenure Track (Two Vacancies)

Salary: \$62,200.00 Annually

Location: Olympia Main Campus, WA

Job Type: Full-time

Division: Instruction

Job Number: FTF-237

Priority Review of Applications will take place on Friday, February 25, 2022

South Puget Sound Community College (SPSCC) seeks highly motivated and qualified candidates for the 2022-2023 academic year to fill a full-time, tenure track position in English composition. Successful candidates will possess the interest, skills and abilities to help college teams lead the state in innovative and collaborative learning experiences designed to optimize student success.

This is a full time-tenure track position. The basic assignment is 177 contract days with a base salary of \$59,000 plus a \$3,200 high-demand annual stipend. The effective date of employment will be September 2022.

The English Professor will:

- Place student success at the center of all decision-making.
- Engage with students, faculty, staff and administrators to create a community of learners.
- Seek opportunities for teaching and learning excellence.
- Embrace change, risk-taking and innovation.
- Respect the richness of diverse cultural values, beliefs and practices of others.

Contribute to the technical and general education of students who will apply learning to the world of work and transfer their education to a university.

South Puget Sound Community College will be a “fully vaccinated campus” under the state’s higher education guidance. Proof of fully vaccinated status must be verified before your first day of work. Exemptions can be requested for medical reasons or sincerely-held religious beliefs. More information can be found here: <https://spscc.edu/covid-19/guidance-employees>.

South Puget Sound Community College is committed to increasing its cultural diversity with an emphasis on equity and inclusion among its professional staff. A firm understanding of anti-racist policy development coupled with the skills to eliminate barriers that harm underrepresented people is a

college requirement. The students that we serve come from a variety of backgrounds. On average, 43% of SPSCC students are people of color. We strongly encourage members of the underrepresented groups, veterans, and bi- or multi-lingual individuals to apply for this position to help meet the needs of our diverse students and service district.

And if that isn't enough? We also offer:

- A healthy work/life balance for our employees with the opportunity for flexible work schedules and remote work depending on position and college needs
- Fine dining in the [Percival Room](#), offering vegetarian, vegan, and gluten-free choices as part of our Culinary Arts and Baking & Pastry Arts programs
- [Campus bookstore](#) offering snacks, apparel, and specialty supplies
- FREE [Bus service](#) every 15 minutes to downtown Olympia and beyond
- FREE [parking](#) on our campuses – permits are not required
- On-campus [child care](#)
- [Percival Creek](#), which runs beneath our campus footbridge, provides year-round beauty and views of Chinook, Coho, and chum salmon pass through each fall
- Many walking paths that are marked and on nicely paved sidewalks
- [Gym and recreation](#) facilities
- SPSCC promotes wellness with a variety of different [workshops and events](#) on campus
- Lots of activities with our [Artist & Lecture series](#), which are FREE for staff and faculty
- Many community events in the [Kenneth J. Minnaert Center for the Arts](#)
- Employee Resource Groups (ERGs) that offer an opportunity for SPSCC employees to gather and connect around issues that define them personally, and which affect their work at the College and their professional development. Current Employee Resource Groups include:
 - Staff and Faculty of Color (SFOC) ERG - an employee network which strives to create an intentional and relational foundation for community and trust building across different groups through shared values.

What You'll Do

Faculty members will work with other faculty, staff, and administrators to:

- Teach general education English classes, primarily English composition.
- Create and facilitate contextualized and integrated learning experiences in English in relation to identified college pathways that are linked to career goals.

- Create authentic assessments of students' knowledge, skills, and abilities in English that measure course, program, and college wide outcomes.
- Apply multiple teaching and learning strategies that promote the affective, cognitive and kinesthetic domains of learning
- Provide online, hybrid, and/or e-Learning enhanced courses.
- Use local, state, and national data and analytics to continuously improve strategies for student success.
- Advise students regarding academic pathways and the courses needed to reach each student's academic goals
- Use a wide range of learning resources, tools and technologies to improve access and student success in higher education.
- Serve on committees that support the shared governance of the college.

Qualifications You Possess

Minimum Qualifications:

- Master's degree in Rhetoric and Composition, English, or related discipline from an accredited college or university.
- Experience teaching English Composition as the instructor of record.
- Inclusive Pedagogy: Curriculum, Assignment Design, Assessment, and Classroom Culture, UDL
- Demonstrated experience or participation with persons from diverse backgrounds such as sexual orientation, racial, ethnic, religious, linguistic, gender, age, socio-economic, physical and learning abilities, and a commitment to an inclusive and equitable working/learning environment.

Preferred Qualifications:

- Experience teaching pre-college level writing classes, in addition to college-level.
- Experience developing hybrid and online courses.

To Apply

Applications must be completed online and include the following attachments:

1. Cover letter addressed to the Screening Committee highlighting your ability to perform the responsibilities and competencies described in the job posting.
2. Current resume/CV showing all educational and professional experience which demonstrates how you meet the minimum and any preferred qualifications.
3. Copies of unofficial transcripts from institutions of higher education.

Top candidates will be notified directly to interview for this position. Selection will be based on the applicant's knowledge, skills, and abilities to perform the duties listed in this job posting as identified in the materials requested above. Applications with comments directing the reader to see attachments will be considered incomplete.

Veterans Preference

Applicants who meet the minimum qualifications and are wishing to claim Veterans Preference should redact their personally identifiable information from a copy of their United States Department of Veterans Affairs honorable discharge documentation and email to Ksmith35@spscc.edu with the job number for which they are applying in the subject line.

Background Check Condition of Employment

Employment with the college is contingent upon the successful completion of a comprehensive background check. Any adverse information will be considered on a case-by-case basis and does not automatically preclude a candidate from employment.

Bargaining Unit

This position has been designated as a bargaining unit position represented by the South Puget Sound Federation of Teachers, AFT/AFL-CIO, Local 4603.

South Puget Sound Community College values diversity and is an Equal Opportunity Employer and Educator

South Puget Sound Community College provides equal opportunity in education and employment and does not discriminate on the basis of race, color, national origin, age, disability, genetic information, sex, sexual orientation, marital status, creed, religion, or status as a veteran of war. Prohibited sex discrimination includes sexual harassment (unwelcome sexual conduct of various types). SPSCC provides reasonable accommodations for qualified students, employees, and applicants with disabilities in accordance with the Americans with Disabilities Act and Federal Rehabilitation Act. The following person has been designated to handle inquiries regarding non-discrimination policies, Title II and Title IX, Samantha Dotson, Executive Human Resource Officer /Title IX Coordinator, 360-596-5361, ssoto@spscc.edu, Building 25, Room 220, 2011 Mottman Rd SW, Olympia, WA 98512; South Puget Sound Community College is a smoke-free/drug free environment.

Applicants needing accommodation in the application process in an alternative format may contact the Human Resources office at (360) 596-5500.