



Vacancy Announcement Full Time Tenure-Track Faculty – Biology

Cascadia Community College, has [earned a national reputation for excellence](#), with an integrated learning model and more than 70% of its students moving on to four-year programs. Co-located on a campus with the University of Washington Bothell, approximately 18 miles northeast of Seattle, is currently seeking an innovative, collaborative, and dynamic individual for the position of Full Time Tenure-Track Faculty in Biology.

Here at Cascadia Community College, faculty and the campus community have access to the best community college library in the state. Cascadia Community College is a growing campus and we are seeking to hire dynamic faculty to help support our growing student population on their path of academic excellence. Faculty members have a comprehensive [benefits](#) package, tuition waiver and also have access to an annual professional development fund.

The successful applicant will have the following qualifications:

Minimum Qualifications

- Master's degree from a regionally accredited college/university in Biology, Biological Sciences, or closely related field
- Experience with non-traditional teaching methods and collaborative learning
- Experience designing innovative assessment techniques and strategies for classroom assessment

Preferred Qualifications:

- Experience in teaching at least two of the following college-level courses with lab: Human Anatomy (or A&P I), Human Physiology (or A&P II), Majors Cellular Biology, or Microbiology
- Experience in facilitating the success of individuals representing a broad range of academic, socioeconomic, cultural, ability, and ethnic backgrounds
- Experience in college-level teaching in non-majors science elective courses.
- Experience teaching in a community college setting
- Experience in e-learning
- Experience in curriculum development in one or more of the following areas: global awareness, sustainability, integrated learning, service learning
- Demonstrated experience developing and/or teaching online courses or using technology to support learning

Compensation:

The salary will be based on the current faculty salary schedule; placement is based on education and related experience. The current range is \$40,000 to \$55,000 annually for a 172-day appointment. The college offers a comprehensive benefits package that includes medical, dental, life insurance, retirement plans and tuition fee waiver for classes. Visit the college web site for a complete list of benefits. *This position is contingent on funding and start date is anticipated for fall 2012.*

Complete information about Cascadia Community College, a complete position description and the application procedure are available on the College's web site, www.cascadia.edu/employment.

Application Procedure:

Applicants must submit the following for a complete application:

- [Cascadia Community College application form](#)
- **Cover Letter** (not to exceed two pages that explain how the candidate's experiences and qualifications demonstrate the minimum, preferred qualifications and characteristics of the job description)
- **Resume or Curriculum Vitae**
- **Copies of undergraduate and graduate college transcripts** (unofficial copies are acceptable for the application phase; official copies are required upon hire)
- **Responses to supplemental questions** ([click here](#))
- **Federal & State Reporting Form** (optional)

Priority consideration will be given to applications received by **5:00 PM on Monday, February 6, 2012.**

Application submissions should be sent to applicant@cascadia.edu. **Please type in the subject line of your email "FT BIO".**

Faxed, mailed, and delivered applications to Human Resources will not be accepted. Incomplete applications will not be considered. Application materials become the property of Cascadia Community College. For questions related to this position, please email applicant@cascadia.edu,

Corrected or extended notices for this recruitment will be posted on the Employment section of the College's web site www.cascadia.edu/employment.

Cascadia Community College is committed to creating and supporting a diverse faculty, staff and student population. Individual differences are celebrated in a pluralistic community of learners. Cascadia does not discriminate on the basis of race, color, religion, sex/gender, sexual orientation, national origin, citizenship status, age, marital or veteran status, or the presence of any sensory, mental or physical disability, or genetic information, and is prohibited from discrimination in such a manner by college policy and state and federal law. Persons with disabilities needing assistance in the application process may make request to the Human Resources Director by calling (425) 352-8880.

In recognition of the Jeanne Clery Act, information on our campus safety can be found at www.uwb.edu/safety



Full-Time Tenure Track Faculty – Biology

Union Representation: Yes

Duration: Academic Year

FSLA Status Exempt

Supervising Position: Dean for Student Learning

Contract Days/Salary Range: 172 / \$40,000 - \$55,000 DOE

Annually plus [benefits](#)

Position Summary Information

Faculty will primarily teach courses in biology including human anatomy, human physiology, majors cellular biology, microbiology, and/or non-majors science electives. The faculty will contribute to the implementation and enhancement of Cascadia's curriculum and course of study in Biology, with a focus in pre-nursing and other related allied health fields. Duties will include advising students and collaborating with faculty and staff to create a rich educational opportunity and experience for transfer students. Faculty develop, teach and assess courses, while assisting in the development of new courses that globalize the curriculum. The faculty provide leadership and contribute to the implementation and enhancement of Cascadia's curriculum and course of student.

The College's Mission

Cascadia is a community college whose caring culture supports creative, comprehensive, culturally rich, technologically advanced and learner-centered education that is environmentally sensitive, globally aware, and seamlessly linked with the community, area enterprise and other educational institutions.

Cascadia's Faculty

Faculty with experience and/or interest in an outcomes-based interdisciplinary curriculum, alternative pedagogies, learning technologies, and collaborative work are highly encouraged to apply. Cascadia's faculty believes in student-centered learning. They strive to develop courses and learning styles that engage students in active learning. Faculty are dedicated to positive student outcomes and continually revises and refines classes for maximum student success.

Vision and Core Values

Cascadia Community College will be a community of lifelong learners pioneering innovative pathways to successful learning in a global context.

As a learning organization, Cascadia continually strives to reach the highest levels of quality in its academic, student, and administrative programs and services through continual analysis, assessment and improvement. Our quality indicators are our institutional core values of Community, Diversity, Access, Success, Learning, Innovation, and Environmental Stewardship.

Course of Study

Cascadia's curriculum is grounded in a holistic view of teaching, learning, and doing. It is outcomes-based and guided by four overarching Learning Outcomes: 1) Learn Actively, 2) Think Critically, Creatively, and Reflectively; 3) Communicate with Clarity and Originality; and 4) Interact in Diverse and Complex Environments. Faculty members are expected to foster student achievement of discipline-specific learning outcomes, as well as College-wide and transfer degree learning outcomes. Assessment is key to the design of the curriculum and the success of students. Consequently, a heavy emphasis is placed on continuous authentic assessment of student learning, instructional programs and practices, and institutional effectiveness. Faculty will play a key role in assessing outcomes in all of these areas.

The curriculum is designed to meet student needs. Classes will be delivered in a variety of timeframes and delivery formats, including (but not limited to) learning communities, technology-based distance education, Instructional Television (ITV), and modularized instruction. Classes may be offered in daytime, evening, weekend, short-term, accelerated, self-directed, or asynchronous formats or combinations of several formats. Some classes may be offered in open-entry, open-exit format. Candidates must be willing to teach in a variety of formats and varied class times.

Advising

Faculty are responsible for advising students and facilitating the achievement of their educational goals. Faculty advising provides constant feedback into the effectiveness of the curriculum, course offerings, schedule of classes, and overall institutional responsiveness to our learners.

Diversity

Diversity and affirmation of difference are hallmarks of the Cascadia culture. The curriculum is explicitly designed to promote skills, knowledge, and awareness about pluralism and equity. Applications are especially encouraged from potential faculty who share our passion and vision to make Cascadia the state's premier campus for multicultural innovation and student success.

College and Faculty Organization

Cascadia is organized around principles that allow for access to information, collaboration, and communication. This structure promotes a constant emphasis on learning outcomes, student success, cooperation, cross-disciplinary connections, and fluidity and flexibility in resource sharing and decision-making.

Typical Expectations:

An example course load might include: Fall quarter – teaching two sections of “Human Anatomy.”. Winter quarter - teaching two sections of “Human Physiology” and one section of “non-majors science electives. Spring quarter – teaching one section of non-majors science electives and either one section of Microbiology or one section “Majors Cellular Biology.” Non-majors science electives include “Human Biology,” “Survey of the Kingdoms,” and “Human Nutrition.” Under the direction and supervision of the Dean for Student Learning, the faculty duties include:

1. Facilitate a learning-centered environment –
 - Utilize teaching strategies that facilitate student learning and student success
 - Prepare clear objectives, course syllabi, course materials and learning experiences for each course
 - Teach assigned courses in day, evening and alternate time blocks as needed
 - Maintain appropriate course records and documentation
 - Provide instructional services to the community through various delivery methods, including classroom/laboratory instruction, eLearning, and learning community activities
 - Assess student outcomes and use the results to strengthen curricula
 - Design, develop, assess and oversee program curriculum and outcomes
 - Assess student learning and instructional/institutional practices
 - Advise and mentor students
 - Facilitate student learning through in-class and out-of-class activities
 - Outreach for student recruitment and access to services
 - Identify barriers to student access and success and seek solutions
 - Identify and implement assessment measures in compliance with state and federal policy that achieve course, program and college learning outcomes
 - Maintain up-to-date knowledge within teaching field
 - Incorporate pedagogies that support best learning practices
 - Maintain office hours
2. Support the goals and objectives of the college –
 - Assist in meeting requirements for specific programs and for accreditation
 - Participate in college-sponsored professional development activities, college-wide meetings and department/division/faculty meetings
 - Remain current in the areas of assignment
 - Support articulation initiatives with regional schools and colleges
 - Promote student recruitment and retention
 - Participate in team-based activities and college governance
 - Assist in maintaining ongoing communications with community organizations, other local colleges and public agencies in support of student learning
 - Participate in college operational activities
 - Work collaboratively with colleagues, staff and community members
 - Serve on college committees
 - Comply with college policies, rules and procedures
 - Perform other duties as assigned

Minimum Qualifications

- Master's degree from a regionally accredited college/university in Biology, Biological Sciences, or closely related field
- Experience with non-traditional teaching methods and collaborative learning
- Experience designing innovative assessment techniques and strategies for classroom assessment

Preferred Qualifications

- Experience in teaching at least two of the following college-level courses with lab: Human Anatomy (or A&P I), Human Physiology (or A&P II), Majors Cellular Biology, or Microbiology
- Experience in facilitating the success of individuals representing a broad range of academic, socioeconomic, cultural, ability, and ethnic backgrounds
- Experience in college-level teaching in non-majors science elective courses.
- Experience teaching in a community college setting
- Experience in e-learning
- Experience in curriculum development in one or more of the following areas: global awareness, sustainability, integrated learning, service learning
- Demonstrated experience developing and/or teaching online courses or using technology to support learning

Knowledge, Skills and Abilities

- Extensive knowledge of mathematics discipline
- Knowledge of best practices in teaching methods and student engagement
- Knowledge of student advising processes
- Effective leadership skills
- Commitment to community college philosophy
- Commitment to interdisciplinary learning
- Ability to implement effective teaching and learning practices
- Ability to maintain high levels of energy, creativity and maintain motivation to design
- Ability to facilitate student learning
- Ability to communicate well with people of diverse academic, ethnic and socio-economic backgrounds including people with disabilities
- Ability to work effectively in a diverse workplace and educational environment
- Ability to commit to pluralism and an intentional community of respect and collaboration

Conditions of Employment

Cascadia Community College maintains a drug free work and learning environment and prohibits smoking in all college buildings and state-owned vehicles. Cascadia Community College employees must be able to successfully work in and promote a multicultural and diverse work and educational environment.

As a condition of continued employment all faculty shall become members of the CCCFT or pay a representation fee equal to the periodic dues uniformly required as a condition of acquiring or retaining membership in the CCCFT.