Vacancy Announcement  
Full Time Faculty – English Language Program (ELP)  
Renewable Annual or Multi-Year Contract

Cascadia 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, Cascadia is currently seeking an innovative, collaborative, and dynamic individual for the position of Full Time Faculty – English Language Program/Renewable Annual or Multi-Year Contract.

At Cascadia College, faculty and the campus community have access to the best college library in the state. Cascadia 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 waivers and also have access to an annual professional development fund.

The successful applicant will have the following qualifications:
Minimum Qualifications
- Master's degree in TESOL; or Master's degree in Education or Applied Linguistics with coursework in TESOL
- One year of successful experience teaching English to international students in an academic English program

Preferred Qualifications:
- One year full-time (or equivalent) teaching experience at a college or university
- Experience assessing and placing students in an English Language Program
- Experience in curriculum development and outcomes-based assessment
- Experience with collaborative learning and using technology to support learning
- Demonstrated commitment to professional development
- Demonstrated commitment to pluralism and the ability to support a diverse workplace and educational environment

Compensation:
The salary will be based on the current faculty salary schedule; placement is based on education and related experience. The current range is $48,000 to $55,000 annually for a 172-day appointment. The start date for this position is anticipated for Fall Quarter 2015.

Complete information about Cascadia 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 College application form (please click the link)
- Cover Letter (not to exceed three pages that explain how the candidate's experiences and qualifications demonstrate the minimum and preferred qualifications and characteristics of the job description)
- Resume or Curriculum Vitae
- Sample Lesson Plan (a lesson plan for a 125-minute intermediate-level grammar class, along with any accompanying handouts or supplemental materials); this lesson plan will be evaluated with the minimum and preferred qualifications to assess evidence of successful teaching
- Copies of undergraduate and graduate college transcripts (unofficial copies are acceptable for the application phase; official copies are required upon hire)
- Evidence of successful teaching (e.g., teaching and learning evaluations, peer evaluations, and/or administrative evaluations)
- Federal & State Reporting Form (optional)

Priority consideration will be given to applications received by Monday, February 2nd, 2015 by 9 AM. Application submissions should be sent to applicant@cascadia.edu. Please type in the subject line of your email “FT ELP”.

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 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 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 Faculty – English Language Program (ELP)
Renewable Annual or Multi-Year Contract

<table>
<thead>
<tr>
<th>Duration: Academic Year, Renewable annual or multi-year contract</th>
<th>Supervising Position: Dean for Student Learning</th>
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<tbody>
<tr>
<td>FLSA Status: Exempt</td>
<td>Salary Range: $48,000 - $55,000 DOE</td>
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<tr>
<td>Contract Days: 172</td>
<td>Annualy plus benefits</td>
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Position Information:

English Language Program Faculty will teach Reading, Writing, Grammar, and Speaking/Listening courses at levels from beginning to advance in an academically-focused program. The position will provide leadership in the English Language Program while supporting the College’s mission and values. This position reports to the Dean for Student Learning.

The College’s Mission

Cascadia is a dynamic college that is committed to transforming lives through integrated education in a learning-centered community.

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 revise and refine classes for maximum student success.

Vision and Core Values

Our Vision: At Cascadia College every individual is supported and engaged in lifelong learning.

Our Values: 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 a Caring Community, Pluralism & Cultural Richness, Collaboration, Access, Success, Innovation, Environmental Sustainability, Global Awareness, Responsiveness, and Creativity.

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, and interdisciplinary. Classes may be offered in daytime, evening, weekend, short-term, accelerated, self-directed, or asynchronous (online, tele-course, etc.) 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.

Pluralism & Diversity

Pluralism, diversity and celebrating differences 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 pluralism, multicultural richness 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

Faculty participates in and contributes to an intensive and collaborative interdisciplinary process to implement Cascadia's curriculum and course of study. They contribute content expertise in one or more subject areas to support the achievement of identified learning outcomes through Cascadia's Learning Model.

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, i.e. Program Review

Knowledge, Skills and Abilities

- Maintaining current knowledge within the discipline and within the teaching profession
- 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
## Minimum Qualifications

- Master's degree in TESOL; or Master's degree in Education or Applied Linguistics with coursework in TESOL
- One year of successful experience teaching English to international students in an academic English program

## Preferred Qualifications

- One year full-time (or equivalent) teaching experience at a college or university
- Experience assessing and placing students in an English Language Program
- Experience in curriculum development and outcomes-based assessment
- Experience with collaborative learning and using technology to support learning
- Demonstrated commitment to professional development
- Demonstrated commitment to pluralism and the ability to support a diverse workplace and educational environment

## Terms of Employment

We view the full time faculty as integral parts of Cascadia College and are committed to facilitating their professional growth and development. The salary will be based on the current faculty salary schedule; placement is based on education and related experience. The current range is $48,000 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 website for a complete list of benefits.

## Conditions of Employment

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

As a condition of continued employment all faculty shall become members of the Cascadia College Federation of Teachers, Local Union 6191 (CCCFT) or pay a representation fee equal to the periodic dues uniformly required as a condition of acquiring or retaining membership in the CCCFT.

## Physical Work Environment

Position in this class typically require: operating a computer, communicating, observing and repetitive motions. Work is performed at the Cascadia College campus and in a variety of local settings.

Semi-Sedentary Work: Exerting between 10-30 pounds of force occasionally and/or a negligible amount of force frequently to transport, put, install, remove, or otherwise move objects, including the human body.

Employee

Date

Supervisor

Date