

**Nursing Instructor - Tenure Track (3 positions)
Cabrillo College**

Direct Link: <https://www.AcademicKeys.com/r?job=250633>

Downloaded On: Dec. 19, 2024 1:00pm

Posted Dec. 18, 2024, set to expire Mar. 3, 2025

Job Title	Nursing Instructor - Tenure Track (3 positions)
Department	Nursing
Institution	Cabrillo College Aptos, California
Date Posted	Dec. 18, 2024
Application Deadline	03/03/2025
Position Start Date	Available immediately
Job Categories	Lecturer/Instructor
Academic Field(s)	Medicine Health Sciences
Apply Online Here	https://apptrkr.com/5877051
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Job Description	

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Cabrillo College

Salary: See Position Description

Job Type: Full-time (100%)

Job Number: 2024-01930

Closing:

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3/3/2025 11:59 PM Pacific

Location: Aptos, CA

Department: Nursing

Employment Opportunity

Join our organization's rich landscape as part of our ongoing commitment to fostering diversity, equity, and inclusion via our **CLUSTER HIRE** process. We seek to bring together a group of exceptional individuals who will collectively contribute to the diverse intellectual and cultural experience on our campus. As of October 2024, Cabrillo College is ranked *the best community college in California* based upon [a study released by SmartAsset in The Miami Herald](#), and in the same study is ranked 37th overall in the United States. Join us as we shape the future together!

Faculty actively participate in curriculum development, program planning, and serve on participatory governance committees. Cabrillo provides excellent opportunities to learn, collaborate, create, and make a difference in the lives of its diverse student body and our community. Applicants must satisfy the DEIA+ criteria as listed in the supplemental questions in the job announcement. Read more about this process here [CLUSTER HIRE ANNOUNCEMENT](#).

Starting Salary Range: This full-time, tenure track instructor will enjoy a 175 Day work schedule ranging from \$68,768 to \$105,559 per year, salary determined by documented education and experience. **Maximum initial salary step placement** on the [175-day Faculty Salary Schedule](#) is step 9. An annual doctoral stipend of \$4,591 is granted to eligible faculty.

These three (3) positions **begin on Monday, August 18, 2025** pending Governing Board ratification. Assignments will work primarily at our Aptos campus location. Classes may be in a traditional "in class" setting, online, or hybrid format scheduled over summer and/or winter months, and at various campus locations, including days, evenings, and/or weekends. Clinical sites such as hospitals, clinics, or community health centers require additional prep time. Mileage reimbursements are provided for driving to and from the campus to the clinical site.

Excellent benefits, including quality health insurance at a *LOW COST for you and your family! Comprehensive benefits include medical, dental, life, short and long term, and vision (optional) insurance provided at a share of cost on a pretax basis, CalSTRS Retirement, and an Employee Assistance Program. Benefits begin the first day of the second month of employment. ***In many cases full-time employee net out-of-pocket for benefit premiums may be as low as \$0 depending upon the plan selected. More information can be found on the Benefits [webpage](#) via the HR [webpage](#).**

College Commitment to Equity and Diversity: The **ideal** candidate shares and participates in

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Cabrillo's commitment to the values of diversity and equity while serving its socioeconomically and ethnically diverse student community. For the 2024 Academic Year, 61% of Cabrillo students are members of minoritized populations, identifying themselves as LatinX (50%), Multi Ethnic (6%), Asian (3%), Black Non-Hispanic (1%), Filipino (<1%), American Indian/Alaskan Native (<1%) and Pacific Islander (<1%). Cabrillo is proud to be an Hispanic Serving Institution, enrolling 50% Hispanic students, and recent data indicates that the college has closed the achievement gap for graduation success (50% of graduates are Hispanic). The college is dedicated in its efforts of diversity, equity, and inclusion efforts, having established Board goals of supporting antiracism efforts and promoting a year-long equity reading certificate program for faculty, staff, and managers.

About our College: Cabrillo College is honored to participate in the [California Guided Pathways](#) project helping students achieve their educational goals, and is highly regarded for its success of transfer and career education. The college currently serves over 11,400 students each semester. Many of our students transfer to nearby universities - the University of California at Santa Cruz, San Jose State University, and California State University at Monterey Bay.

About our Community: Santa Cruz County is situated on the northern coast of the beautiful Monterey Bay. The county has four predominant regions: the northern coast of Santa Cruz, Soquel, Capitola, and Aptos; the mountainous north that separates Santa Cruz County from Silicon Valley; the wildly scenic San Lorenzo River Valley from the Santa Cruz mountains to the Monterey Bay; and the agricultural south county that includes Watsonville and Corralitos on the way to Monterey, Carmel, and Salinas. With miles of beaches, multiple state parks, 2 colleges, wineries, hundreds of places to dine, a symphony, an NBA G League team, museums, a national repertory Shakespeare company, and so much more, there's something for everyone here. Combine your professional and personal life in a great area that has a big impact on your overall person and professional well-being.

About the Department: The Cabrillo College Associate Degree Nursing Program reflects the goals and mission of the college to provide excellent nursing education that is accessible to individuals from a variety of cultural, educational, and life experience backgrounds.

MISSION

Cabrillo College's Nursing program is an integral part of the college, its surrounding community, and the nursing profession. The purpose of the Nursing program is to promote the optimum health and wellness of individuals, families, and the community by preparing individuals for successful entry into the dynamic profession of nursing. We provide state-of-the-art education in the nursing profession and current nursing practice.

By engaging students in critical dialogue, exploring current knowledge, and challenging assumptions in the discipline, we develop the art, science, and caring practices of nursing. The curriculum is delivered in a challenging and supportive environment by dedicated nursing faculty who maintain current

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knowledge in the field by engaging in life-long learning.

Graduates are capable and prepared to contribute significantly to patient, family, and community health, as well as to the teams and organizations of which they are a part.

[Click here to learn more about our Nursing Department](#)

[Click here to learn more about our HAWK Division](#)

Examples of Duties

- Teach online or distance education courses as needed
- Teach assigned classes, which may include evening or off-campus assignments
- Engage in participatory governance committees, processes, and initiatives such as Guided Pathways
- Maintain timely and accurate records of student enrollment, attendance, and academic progress
- Provide academic assistance and related services to students during scheduled office hours
- Cooperate with and participate as may be required in District investigations and/or student grievance matters of alleged unlawful harassment, discrimination, and retaliation
- Demonstrate sensitivity to and understanding of diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students, faculty and staff
- Complete required District training such as Title IX, Mandated Reporter, EEO/Diversity/Elimination of Bias, Workplace Safety, etc.

Minimum Qualifications

Required Education from a U.S. Department of Education-recognized accredited organization and licensure qualifications:

- Understanding of, and sensitivity to, the diverse academic, socio-economic, ethnic, religious, and cultural backgrounds, disability, and sexual orientation, of community college students, faculty, and staff **AND**
- Bachelor's degree, which shall include courses in nursing or in natural, behavioral or social sciences relevant to nursing practice **AND** direct patient care experience within the previous five (5) years in the nursing areas of medical/surgical, obstetric (including post-partum and neonatal care), pediatric, geriatric, and/or psychiatric/mental health settings, which can be met by:

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- One (1) year's continuous, full-time, or its equivalent, experience providing direct patient care as a registered nurse in medical/surgical, obstetric (including post-partum and neonatal care), pediatric, geriatric, and/or psychiatric/mental health **OR**
- One (1) academic year of registered nurse level clinical teaching experience in medical/surgical, obstetric (including post-partum and neonatal care), pediatric, geriatric, and/or psychiatric/mental health settings or their equivalent that demonstrates clinical competency **OR**
- The *equivalent **AND**
- Current, active, and unencumbered California Registered Nursing License
 - Applicants with a Registered Nurse (RN) License outside the state of California are encouraged to apply, with the understanding that if chosen for hire, the applicant must acquire an unrestricted California Registered Nurse (RN) license prior to beginning employment on Monday, August 18, 2025 **AND**
- Current Basic Life Support (BLS) Certification

[*Equivalency Application Form and Process link](#)

Why would I complete the Equivalency Form when I am already completing an application and have a relevant degree? To determine whether your education, or exact discipline, and/or experience is "equivalent," applicants must submit an Equivalency Form to initiate a review by the Equivalency Committee to be considered for this position.

Please note the Equivalency Committee will consider only those applicants who formally request equivalency consideration by submitting a completed and signed Equivalency Form with their application and attach detailed evidence such as unofficial transcripts and/or other certifications that support the equivalency.

Still working on completing your degree? Applicants currently working on the required degree(s) for this position are encouraged to apply with the understanding that they must complete, sign, and attach the Equivalency Form with attached supporting documentation to their application. The degree must be completed and confirmed by July 1, 2025.

For additional information, please review our [Applicant FAQ's here](#).

Required Professional Expertise:

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- Currency and depth of knowledge in the applicable professional field, curriculum development, review, and assessment of student learning outcomes
- Knowledge and understanding of programs such as Guided Pathways, that address commitment to equity-minded and culturally responsive teaching strategies enhancing student success
- Work cooperatively and demonstrate sensitivity to the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of students, administrators, faculty, and staff
- Strong verbal and written communication skills, with proficient use of technology
- Evidence of professional activities and service beyond primary teaching assignments

Required Qualifications/Performance Expectations:

- Direct patient care experience within the previous five (5) years in the nursing area to which the applicant is assigned, which can be met by:
 1. One (1) year's continuous, full-time or its equivalent experience providing direct patient care as a Registered Nurse (RN) in the designated nursing area **OR**
 2. One (1) academic year of registered nurse-level clinical teaching experience in the designated nursing area or its equivalent that demonstrates clinical competency.

Desired Qualifications/Performance Expectations:

- Successful online teaching experience.
- Clinical/Simulation teaching experience.
- Master's or higher degree, which includes coursework in nursing, education, or administration.

Additional Information

APPLICATION PROCESS:

1. Complete the application with a minimum of three (3) *professional* references and answer all supplemental questions (do not copy/paste from your application or attachments, or indicate "See X"); provide detailed information to aid in determining the minimum qualification requirements have been met

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- List all your relevant licensures and certificates in the Certificates and Licenses section of your Application
2. Attach a resume or CV detailing teaching and professional work experience
3. Attach one of the following:
 - Unofficial transcripts from all colleges attended ***displaying any degrees conferred*** (copies, photos, and downloads are acceptable). **Foreign transcripts must be evaluated for U.S. equivalency and attached** (at the applicant's expense) - [click here](#) for more information **OR**
 - Equivalency Form - [click here](#) Submit this form with supporting materials if you feel you have the equivalent education and/or experience but do not possess the minimum qualifications as listed above. Unofficial transcripts ***must*** accompany this form. *Graduate students currently working on the required degree are encouraged to apply, with the understanding that the degree must be completed and confirmed by July 1, 2025.*

Please note:

All application materials must be received by 11:59 pm on the closing date indicated above.

Attention Applicants

Only completed applications with the above attached required documents will be reviewed. *Application materials not listed above (including cover letters, letters of recommendation, statements, etc.) will not be reviewed by the committee if attached.* Applicants need to remove personally identifiable information such as photos of themselves, social security number, birth year, age, and gender from application materials. Expenses related to the recruitment process (obtaining documents, travel, etc.) are the responsibility of the applicant. Cabrillo is unable to sponsor work visas.

Questions? Concerns? Please contact HR at cabrillohr@cabrillo.edu as Departments, Divisions, and Committee Members are unable to discuss active recruitments with potential candidates.

Selection Procedure

Meeting the posted requirements is not a guarantee of an interview. A written performance exercise and/or teaching demonstration/presentation may be a part of the interview. Finalists will be invited to return for a second interview. All notifications will be via email, AND by accessing your [application profile](#). Initial interviews are tentatively slated for mid-March, but are subject to change.

Conditions of Employment



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Selected candidates given a conditional offer of employment are required to submit tuberculosis screening clearance results, official transcripts, proof of eligibility to work in the United States, and present their Social Security card upon hire for payroll purposes. Cabrillo is an [E-Verify](#) employer.

EEO Statement

Cabrillo College is an equal opportunity employer actively seeking a diverse pool of qualified applicants. The policy of the College is to encourage applications from all persons. No person shall be denied employment because of ethnicity or race, color, sex, or gender, gender identity, gender expression, age, religion, marital status, disability, sexual orientation, national origin, medical conditions, status, or protected veteran status.

Accommodations

Persons with disabilities who require reasonable accommodation to complete the employment process must notify Human Resources at cabrillohr@cabrillo.edu.

To apply, please visit <https://www.schooljobs.com/careers/cabrilloedu/jobs/4760574/nursing-instructor-tenure-track-3-positions>

Contact Information

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

Contact

Nursing
Cabrillo College

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