



TILLAMOOK BAY

COMMUNITY COLLEGE

Position Title: Faculty – Associate Nursing Instructor

Department: Nursing and Allied Health

Work type: Full Time, 1.0 FTE

FLSA: Exempt

Term of Employment: 173 Days / September 18, 2023 - June 15, 2024

Compensation Band: BA - PHD, EdD

Annual Salary Range:

Bachelors: \$61,039- \$87,027

Masters: \$66,699 - \$95,097

Doctorate: \$79,642 - \$113,550

Additional salary possible with graduate credits beyond minimum for Master's.

Initial Placement Salary:

Bachelors: \$61,039- \$70,761

Masters: \$66,699 - \$77,322

Doctorate: \$79,642 - \$92,327

Based on qualifications, experience, and internal equity.

Organizational Relationship: Reports to the Dean of Nursing and Allied Health

Location: Tillamook, OR

College and Area Information:

Tillamook Bay Community College is located 85 miles west of Portland on the beautiful North Oregon Coast in Tillamook, Oregon; the county seat of Tillamook County. The County has a population of 26,000 and TBCC serves nearly 2,000 students per year.

Tillamook, OR is the home of the famous Tillamook Creamery. Hiking, fishing, biking, and camping are a short car ride away. Tillamook County is nestled between the coast mountain range and the amazing Pacific Ocean, as well as many bays and rivers for fishing and water sports. The area is also home to several craft breweries. Tillamook has small town appeal with a friendly feel and is ready to be home to your next career and adventure.

Vision, Mission, and Values:

Vision: TBCC is the educational center of our community: responsive, innovative, empowering, and invested in the progress of all.

Mission: TBCC serves our diverse community equitably through educational excellence, community collaboration, and opportunities for lifelong learning.

Values: Tillamook Bay Community College values and promotes student success through academic excellence and resourceful teamwork in an environment that is personal and friendly.

Relationship-Oriented
Innovative
Student-Centered
Equitable
Scholarly Excellence

TBCC Equity Statement:

Tillamook Bay Community College is enriched by diversity. Each individual uniquely enhances and strengthens our learning environment.

TBCC strives for equity and inclusion; committed to hiring and retaining diverse and dedicated faculty and staff who lead the way in helping our students expand their knowledge and potential.

Faculty – Associate Nursing Instructor

The Nursing Instructor will work in close collaboration with the Dean of Nursing and Allied Health by teaching lecture and/or clinical laboratory courses to ensure students learn and successfully complete outcomes in preparation for licensing and serving as a Registered Nurse. Opportunities exist to work with Dean in developing and leading a top-notch education and training facility.

The Nursing Instructor needs to be a collegial, dynamic educator committed to creating an environment of active student learning while engaging in scholarly activity and service in accordance with the mission and goals of the department and college. The Nursing Instructor must be able to act as a member of the team, have highly developed interpersonal skills, and have the ability to communicate with people at all levels. TBCC strives for dedicated faculty and staff who lead the way in helping our students expand their knowledge and potential.

Essential Job Functions:

Key Areas

- Support the development of an innovative, trauma informed, culturally-responsive nursing program that meets the needs of a diverse student body.
- Provide academic leadership in the implementation of a robust nursing education program; including skills lab, online courses, SIM lab and clinicals
- Support student's academic success through innovative teaching and support mechanisms.
- Effectively teach coursework in assigned discipline.
- Engage in assessment of programs, course, program, and institutional learning outcomes via Student Outcomes & Assessment database.
- Attend faculty professional development and orientations as required and requested.

Specific Duties

- Teach lecture and/or clinical lab coursework that may range from foundations of nursing through advanced nursing practice in acute settings.
 - a) Simulation Coordination – to maintain compliance with OSBN OARs, be the designated nursing faculty member to serve as the simulation coordinator of the simulation team to ensure simulation and integrity (OAR 0050 4.c).
 - i. Maintain simulation credentials as required

- ii. Oversee development and delivery of the simulation program for Allied Health courses
 - b) Skills Lab Coordination
 - i. Oversee development and delivery of the skills lab for nursing and nurse assistant courses
- Measure student progress, course progress, program progress and institution level progress and use data to improve all.
- Meet all scheduled class periods and make up any absences promptly. May be asked to fill in for adjunct faculty in emergency situations.
- Prepare and develop materials for assigned classes.
- Communicate objectives and expectations of each course through multiple modalities and check for student understanding (e.g. in person, syllabi, Canvas).
- Evaluate students according to course objective and professional standards and report student progress in a timely manner.
- Utilize Canvas gradebook and Drop Out Detective to ensure student success.
- Integrate current teaching methods and technological changes and developments into curriculum and classroom presentations.
- Utilize outcome-based learning principles.
- Maintain requirements for student records, attendance, grades, and/or other documentation.
- Ensure a safe, quality classroom or lab, including equipment, supplies, and inventory.
- Use institutional process (e.g. database) to collect and analyze information.
- Work with Librarian to familiarize students with the availability and use of reference materials and Internet research in discipline.
- Engage in active teaching and field best practices utilizing innovation and creativity.
- Establish, post, and maintain office hours and be accessible based on student need according to policy and procedure.
- Provide feedback and input, when asked, on institutional and academic policies and procedures.
- Represent the instructional area and the college in local/state/consortia meetings as assigned.
- Participate in evaluation process according to policy and procedure.

Knowledge, Skills, Abilities

- Demonstrate knowledge of and remain current in nursing theory and practice
- Demonstrated sensitivity and experience working with individuals from diverse backgrounds.
- Support preparation and maintain adherence of the program related to accreditation standards
- Knowledge of innovative and effective classroom teaching methods
- Effectively use and train students in current healthcare equipment
- Support diversity through inviting classroom and learning environment.
- Effective presentation skills and strong organizational and writing skills
- Ability to work independently and in a self-directed manner
- Ability to handle multiple priorities in a multi-tasking environment
- Ability to carry out confidential tasks or manage situations with tact, sensitivity and discretion
- Apply to appropriately identified accommodations for students with differing abilities.

- Assist students who may have difficulties in academic or personal areas and assist in accessing referral resources
- Strong people skills, ability to multitask, and a positive, professional demeanor, with a knack for productive collaboration across functional areas
- Genuine passion for teaching, scholarship, and service
- High degree of professionalism and service orientation with respect to the quality of work and interaction with others
- Flexible and able to coordinate multiple complex activities, set priorities and work independently under deadline with attention to detail

Qualifications:

Minimum Qualifications

- Bachelor's degree in nursing (BSN) and must meet requirements for nursing faculty as determined by Oregon State Board of Nursing Administrative Rules, Division 21.
- Must possess current an Oregon license to practice as a Registered Nurse.
- Must have three (3) years' experience as a registered nurse or advanced practice nurse.
- Must pass a pre-employment criminal history background investigation.
- Must be able to lift and carry 25 pounds.

Preferred Qualifications

- Masters or Doctoral degree in Nursing or Nursing Education
- Experience as a Nurse Educator working in higher education setting
- Experience teaching in Simulation Lab setting
- Experience in Acute/Critical Care Nursing

Benefit Information:

TBCC provides excellent benefits, including medical, dental and vision insurance, as well as paid leave, long-term disability and accidental death insurance. Paid leave includes sick, holiday and personal leave. TBCC pays all contributions to Oregon PERS. Tuition waiver available for eligible employee, spouse, or dependents. Optional benefits include flexible spending, health spending, additional life insurance and other supplemental insurances as well as 403(b) retirement accounts.

Equal Opportunity Employer:

Tillamook Bay Community College does not discriminate on the basis of race, color, national origin, disability, sex, age, religion, height/weight ratio, marital status, gender, gender identity, sexual orientation, organizational affiliation, political affiliation or protected veterans with regard to employment, admissions, access to education programs or activities as set forth in compliance with federal and state statutes and regulations. Persons having questions about non-discrimination should contact Human Resources, 4301 Third Street, Tillamook, Oregon, Phone (503) 842-8222 ext. 1021.