

# Faculty Employment Opportunity

Job no: #520846

Work type: Instructional Faculty – Tenured/Tenure-Track

Location: Sonoma

Categories: Tenured/Tenure-Track, Full Time, Instructional Faculty – Tenured/Tenure-Track, Unit 3 CFA – California Faculty Association

Department of Nursing  
(Tenure-Track) Assistant or Associate Professor

Starting August 2023

## Our Commitment

Guided by our core values of diversity, sustainability, community engagement, and adaptability, Sonoma State University offers an exceptional educational experience that fosters intellectual, social, and personal growth. Sonoma State University is a public liberal arts and sciences university. As the only member of the Council of Public Liberal Arts Colleges in the state of California, we are committed to preparing students for a life of active citizenship and public service. Sonoma State University has a vibrant campus life characterized by a lively co-curriculum that fosters broad based intellectual and artistic opportunities in which students are actively engaged. Faculty members provide mentorship and a deep and sustained student - teacher interaction, incorporate High Impact Practices, and explore a breadth of knowledge by fostering creativity, critical thinking, collaboration, experimentation, empathy, and communication. We strive to create a diverse, equity-minded, and inclusive campus environment. Members of the University community are expected to work effectively with faculty, staff, and students from diverse ethnic, cultural, and socioeconomic backgrounds. We are fully committed to the rights of students, staff, and faculty with disabilities in accordance with applicable state and federal laws. SSU is especially interested in candidates who make contributions to equity and inclusion in the pursuit of excellence in teaching, scholarship, and service.

## The University

Sonoma State University's beautiful 274-acre campus is located in Sonoma County wine country, an hour north of San Francisco. The campus offers the ideal setting for teaching and learning and access to a community of rich cultural, environmental, and recreational opportunities. Founded in 1960, Sonoma State University is one of the 23 campuses of the California State University System. As members of the largest public higher educational system in the nation, we provide accessible, high quality education to more than 9,000 students. Sonoma State University is proud to be a Hispanic Serving Institution committed to achieving the goals of equal opportunity and endeavors to employ faculty and staff reflecting the ethnic and cultural diversity of the region and state.

## Faculty Responsibilities

In addition to teaching and scholarship, faculty are expected to engage in service to the department, school, and community. Sonoma State is committed to the Teacher/Scholar model and places an emphasis on faculty support of undergraduate research. Faculty are also encouraged to participate in our distinctive, high-impact Freshman and Sophomore year programs and to foster our commitment to the [CSU Graduation Initiative 2025](#) through excellent teaching, advising, and mentoring. Potential applicants are encouraged to review the [University's Reappointment, Tenure and Promotion Policy](#). Aligned with the California Faculty Association Collective Bargaining Agreement, during the first 2 years of the probationary period the instructional assignment will be reduced by 2 courses per academic year. All faculty are required to have the ability to work effectively in a multicultural environment.

## The Department

As we embark on our 50th year educating nurses in this community, we are proud to be acknowledged in the top 10 Nursing programs in the country. The Department offers a variety of programs, fully accredited by the Commission on Collegiate Nursing Education (CCNE) and approved by the California State Board of Registered Nursing (BRN). These include a traditional pre-licensure BSN, post-licensure BSN, Family Nurse Practitioner-MSN and post-master's FNP Certificate program, requiring a full spectrum of teaching content and expertise across multiple modalities. Students are educated to practice in a variety of settings including community health agencies, advanced practice settings, and acute care settings, with focus on underserved communities. Active community partnerships support consistent clinical rotation sites for students, and offer additional service-learning opportunities, yielding mutually beneficial experiences for agency, student, and faculty.

Department core values include: providing a foundation for lifelong learning, practicing nursing with a broad cultural perspective, developing professional leadership and active citizenship. We foster flexibility and resilience for a career in nursing within a dynamic world, and aim to contribute to the health and well-being of a community within a perspective of the world at large.

A small and dedicated team of professionals, the Nursing faculty have co-created a collegial and collaborative culture where individuals are invited and expected to contribute in the identification and achievement of department goals and activities. With a focus on diversity, equity, and inclusivity, curriculum and policies are frequently reviewed and updated to reflect a strong social justice lens. Faculty are supported to develop skills in working across all teaching modalities from clinical and laboratory settings, to lecture and student engagement in both face-to-face and online settings. Opportunities for leadership and growth among faculty are available in a variety of areas, and mentoring is actively offered and encouraged.

## Duties of the Position

The individual(s) chosen for the position will teach in the undergraduate and/or the graduate program.

The clinical emphasis for the undergraduate program will be in at least one of the following BRN approved content areas: Medical/Surgical, Geriatric, Pediatric, Maternal Child and/or Mental Health Nursing. Due to the structure of the department, flexibility and experience in more than one specialty, or knowledge and expertise in additional content areas is preferred. If a second

area is currently not met at time of hire the successful candidate(s) will be mentored for a second content area within the first year of hire.

Teaching in the graduate program will require expertise in pharmacology, advanced pathophysiology, advanced physical assessment, policy, and/or research based in primary care. Teaching across all curriculum will require a commitment to diversity, equity and inclusion.

The typical teaching load is 12 units total per semester. Newly hired Assistant or Associate Professors have a reduced unit load reflecting nine (9) units of teaching per semester during the first two (2) years. All program courses and descriptions may be found on the nursing website and 2022-2023 SSU course catalog.

Experience is desired in various educational modalities, including face-to-face, hybrid, and online formats. The successful applicant will teach and direct didactic (face-to-face, hybrid, and/or on-line) and clinical courses in their specialty area(s). The successful candidate(s) will have aptitude with using learning management systems as an adjunct teaching tool and competence with the evaluation of students and curriculum development in undergraduate and graduate education.

The successful candidate will provide evidence of scholarship that reflects a particular research focus and area of interest. Faculty is expected to maintain appropriate scholarship and clinical competency commensurate with their academic responsibilities and all licenses and certifications required to maintain professional qualifications. Sonoma State is committed to the Teacher/Scholar model and places an emphasis on faculty support of undergraduate and graduate research.

In addition to teaching and scholarship, faculty are expected to engage in academic advising, to assist the department with program assessment, administrative and/or committee work, to serve on campus-wide committees and work closely and collaboratively as a member of the Sonoma State Department of Nursing team. Faculty are expected to remain current in their specialty and teaching assignment in order to meet accreditation and BRN regulations as well as offering evidence-based information across the curriculum through professional development and/or practice as required.

The successful candidate will be committed to the academic success of all of our students and to an environment that acknowledges, encourages, and celebrates diversity and differences. To this end, the successful candidate will work effectively, respectfully, and collaboratively in diverse, multicultural, and inclusive settings. In addition, the successful candidate will be ready to join faculty, staff, students, and administrators in our University's shared commitment to the principles of ethical exploration, civic engagement, social responsibility, and global awareness.

## Professional Qualifications

Seeking a candidate to teach in either the undergraduate or graduate curriculum. Each candidate must meet the qualifications of the respective program. To be recommended for appointment, the candidate must have:

### **Required for all candidates:**

Current unencumbered Registered Nursing License in California

MSN in nursing

Doctorate in Nursing or related field (completion by time of appointment in August 2023)

**Required for candidates applying to teach in the BSN program:**

Clinical recency that fulfills California Board of Nursing requirements as outlined in [section 1425 of the California Code of Regulations](#).

**Required for candidates applying to teach in the FNP program:**

Current unencumbered NP license in CA plus AANP or ANCC Certification for application to teach in FNP program only.

**Required for all candidates:**

To be recommended for appointment, the candidate must have an earned doctorate by time of appointment as a DNP, DNSc, EdD, or PhD in nursing or related health field; evidence of completion at time of hire (August 18, 2023) required; a Master's degree in Nursing; possession of, or eligibility to apply for, an active, unencumbered California RN license; current clinical experience commensurate with academic responsibilities; evidence of satisfactory teaching experience in academic nursing curriculum; and experience working with diverse student populations.

To be recommended for advanced rank the successful candidate must provide evidence that they meet criteria based on the [Department Standards](#), including a substantial record of teaching in higher education, scholarship, and service commensurate with the faculty role described within the university and the Department Reappointment, Tenure and Promotion criteria listed (<http://academicaffairs.sonoma.edu/faculty-affairs/tenured-faculty/re-appointment-tenure-promotion>).

To be recommended for tenure, the candidate must demonstrate satisfactory performance in these areas: teaching effectiveness; scholarship, research, creative achievement; service to the University; and service to the community. Although tenure may be granted at any time, contract provisions specify "the normal period of probation shall be a total of six (6) years of full-time probationary service and credited service, if any. Any deviation from the normal six (6) year probationary period shall be the decision of the President following his/her consideration of recommendations from the department or equivalent unit and appropriate administrator(s)." Tenure is required for promotion above the level of Associate Professor.

## Rank, Salary, and Benefits

Service credit depends upon academic preparation and professional experience. The rank for this position is Assistant or Associate. The salary for an Assistant Professor is: \$92,820. The salary for an Associate Professor is: \$102,123.

[View Benefits Summary](#)

## Required\* Application Materials

- Cover Letter\* which includes:
  - Description of how you meet job requirements
  - Description of research interest
  - Diversity, equity and inclusion commitment

- Teaching philosophy
- Curriculum Vitae\*
- Student Evaluations (if available)
- References\* (The committee is requesting a total of five (5) professional references.)
  - Two (2) references listed on the CV will be contacted directly by the search committee.
  - Three (3) references listed on the application will be asked to upload confidential letters of recommendation.

Official transcripts will be required at the time of hire. Sonoma State University hires only individuals lawfully authorized to work in the United States. All offers of employment are contingent upon presentation of documents demonstrating the appointee's identity and eligibility to work, in accordance with the provisions of the Immigration Reform and Control Act. A background check (including a criminal records check) must be completed satisfactorily before any candidate can be offered a position with the CSU.

## Application Deadline

Applications received by **November 30, 2022** will be given full consideration. The position will remain open until filled.

Questions concerning this position may be directed to:

Search Committee Chair: Dr. Krista Altaker

Email: [krista.altaker@sonoma.edu](mailto:krista.altaker@sonoma.edu)

Questions concerning the application process may be directed to:

Academic Personnel Department

[facultysearch@sonoma.edu](mailto:facultysearch@sonoma.edu)

The ADA Coordinator is also available ([hrleaves@sonoma.edu](mailto:hrleaves@sonoma.edu)) to assist individuals with disabilities in need of accommodation during the hiring process.

## Other Information

The university is an Affirmative Action/Equal Opportunity Employer. We consider qualified applicants for employment without regard to race, religion, color, national origin, ancestry, age, sex, gender, gender identity, gender expression, sexual orientation, genetic information, medical condition, disability, marital status, or protected veteran status.

This position is considered a "mandated reporter" under the California Child Abuse and Neglect Reporting Act and is required to comply with the requirements set forth in CSU Executive Order 1083 as a condition of employment.

Visitors to Sonoma State University are required to do a Wellness Self-Screening. For more information on this, please see our [COVID-19 Safety Protocols, under the heading Wellness Self-Screening](#).