

NORTH COUNTRY COMMUNITY COLLEGE
23 Santanoni Avenue
Saranac Lake, New York 12983

POSITION DESCRIPTION
NURSING INSTRUCTOR

Job Title: Nursing Instructor
Job Status: Full-time
Department: Nursing Department
Immediate Supervisor: Nursing Director

North Country Community College (NCCC) is a small community college located in the Adirondack State Park in Northern New York. The main campus is located in Saranac Lake with additional campuses in Malone and Ticonderoga. While the College offers numerous majors, including several occupational programs, the College focuses on a liberal arts education as a foundation for any degree program. Classes are relatively small providing opportunities for a close academic and academic advising relationship with each student.

General Job Description: A full-time Nursing instructor at NCCC instructs 15 credit hours per semester in all areas of nursing, including classroom, lab and clinical. Depending on the semester and departmental need, the combination of the teaching assignment can vary. Instructors should be able to teach in a variety of formats including on-ground, hybrid, video-conferencing and online and are expected to learn and use a course management system to support their courses. Class size is typically about 40 students. As part of the Nursing Department, the instructor is expected to participate and share in the work of the department. All instructors are expected to provide extensive academic advising to all students on the instructor's advisee list. All instructors also are expected to participate in College committee work facilitating the shared governance approach to the management of the College. Instructors are members of a collective bargaining unit and work under a collective bargaining agreement (CBA). The academic work year is 164 days.

This individual will be based on the Ticonderoga, New York campus and will have instructional duties on at least one other campus.

Major Duties and Responsibilities:

1. Instruct Nursing offerings at a minimum of thirty (30) credit hours per academic year at a maximum of two of the College's three locations (Saranac Lake, Malone, and Ticonderoga). Instruction of more than thirty credit hours results in extra compensation (per the CBA).

2. Be available for, and provide a minimum of five (5) office hours per week for student advisement and remediation.
3. Learn and use the College's Learning Management System to support course offerings, including communicating with classes, posting course-related documents, and tracking and submitting grades. Training to support learning the system will be provided by the College.
4. Perform as an academic advisor which includes, but is not necessarily limited to, scheduling of classes, review of degree audits and progress, schedule changes, referral to additional resources within the College, and other advisement-related functions deemed necessary to keep each advisee on track facilitating retention.
5. Contribute meaningfully to the life of the Nursing Department, including attending and participating in departmental meetings, course and program development and assessment activities including course-level, general education and program assessment.
6. Review, refine and update course syllabi and course outlines on a regular basis in concert with departmental colleagues and chair.
7. Work closely with the College Registrar and Records Office staff concerning registration and scheduling of students, course section add/drops, mid-term and final grade submission, and other requests that occur outside of the academic year.
8. Serve on College committees and participate in College Governance.
9. Contribute and participate in outside activities to help promote goodwill and service.
10. Develop with supervisor and maintain a professional growth plan.
11. Remain current and up-to-date in all areas within the nursing discipline.
12. Order appropriate supplies, textbooks and other instructional-related materials in a timely and economically-sound fashion taking into account student need and budgetary constraints.
13. Conduct oneself in a professional manner promoting good relations with College employees, students, parents, local community members, jurisdictional representatives, and visitors.
14. Maintain an awareness of, and function within, the current requirements of the NCCC Rights and responsibilities, Equity Action Plan and Drug Awareness Plan, and other related employment requirements as outlined in the current NCCCAP Collective Bargaining Agreement (CBA).
15. Be cognizant of and maintain appropriate behavior as outlined in all College policies.
16. Perform other duties as assigned by the department chair, or College officer.

Principle Performance Requirements:

1. Instruct nursing courses including: a) Fundamental Principles of Nursing, b) Concepts and Theories of Wellness and Illness, c) Human Psychological and Biological Responses to Nursing Interventions, d) Nursing Practice and Process, and e) Pharmacology.

Instruction may include other nursing courses (e.g. Medical-Surgical Nursing, Maternal-Child, Mental Health Nursing).

2. As assigned, instruct and support instruction in nursing lab and/or nursing clinical settings.
3. Advise students in a variety of degree programs including, but not limited to, Nursing and Health Sciences.
4. Work with departmental colleagues to routinely update, enhance, and expand the nursing offerings in support of the academic programs at the College.
5. Participate in the life of the College including involvement in shared governance and other areas of service.
6. Effectively work with diverse groups across the College community.
7. Possess and exercise strong written and verbal communications skills as well as strong interpersonal skills.

Qualifications for the Job:

1. **Education:** Master's Degree in Nursing preferred. Candidates must be licensed and currently registered as a professional nurse in New York State and hold at least a master's degree in nursing, or are actively pursuing graduate study in nursing. Must have the necessary background for in-depth clinical and classroom teaching, curriculum development, and program evaluation responsibilities.
2. **Experience:** College-level instructional experience is required, and community college-level instruction is preferred. Three (3) to five (5) years of professional nursing experience preferred.

Key Competencies:

1. Strong verbal and written communication skills.
2. Strong interpersonal skills.
3. Attention to detail.
4. Instructional knowledge, skills, and abilities.
5. Knowledge of student advising.
6. Responsiveness, timeliness, and professionalism.

Salary Information:

Salary range is \$49,000-\$53,000/year and is based on experience and level of education.

Non-discrimination Statement:

North Country Community College does not discriminate. We embrace and encourage the celebration of differences and affirm the rights of individuals guaranteed by state and federal laws and the U.S. Constitution. We reject all manifestations of discrimination or harassment on the basis of race, color, national origin, religion, creed, age, disability, self-identified sex, gender identity or expression, status of being transgender, sexual orientation,

familial status, pregnancy, predisposing genetic characteristics, carrier status, military or U.S. veteran status, domestic violence victim status, prior criminal conviction, socioeconomic status, or any other differences among people which have been excuses for misunderstandings, divisiveness, or hatred. When such rights are infringed upon by violence, threats, or unlawful harassment, the College will follow due process and use every necessary resource to decisively identify perpetrators for administrative action, civil action, and/or criminal prosecution.