

**Vacancy Announcement:**

**Full Time Tenure - Track Faculty and Tribal Liaison –American Indian and Indigenous Studies**

**Priority Consideration: Sunday, June 27, 2022 by 11:59pm PST**

**ATTENTION CANDIDATES**

**In order to submit a complete application and be considered by the Search Committee, please attach all of the following to your online application:**

1. **Equity Statement (expected length 700-1,000 words)** to include each of the following elements:
   1. A description of a time when you recognized an equity issue. What was the issue? What did you do to make a difference? What did you learn about equity through this experience?
   2. A detailed description of how you are seeking to learn more about equity related issues including but not limited to race, gender, LGBTQ+, disability (ableism), age (ageism), socioeconomic class, and body diversity.
   3. An explanation of how you will contribute to equity at Cascadia (i.e. with students, in your work group, in cross-departmental committees), as well as actively work against the institutionalized norms of oppression against historically marginalized people.
2. **Cover Letter (not to exceed 1,000 words)** that specifically addresses how your qualifications and experiences meet or exceed the minimum qualifications, preferred qualifications, and the characteristics of the position.
3. **Resume or Curriculum Vitae**
4. **Copies of undergraduate and graduate college transcripts** (unofficial copies are acceptable for the application phase; official copies are required upon hire)

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| Cascadia College is committed to creating and supporting a diverse faculty, staff and student population. Individual differences are celebrated in a community of learners focused on diversity, equity and inclusion. Cascadia does not discriminate on the basis of race, color, religion, sex/gender, sexual orientation, national origin, immigration or citizenship status, age, marital or honorably discharged veteran status, 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 requests to the Human Resources Executive 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**](http://www.uwb.edu/safety) |



**Full Time Tenure-Track Faculty and Tribal Liaison –**

**American Indian and Indigenous Studies**

| Full or Part-Time: | Full Time | Salary: | $64,379.50 - $69,379.50 annually, DOQ  Annually plus benefits |
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| FLSA Status: | Overtime Exempt | Supervising Position: | Dean for Student Learning |
| Duration: | Academic Year  Starting Fall 2022 | Union Representation: | CCCFT |

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| **Position Summary** | |
| The F**ull-Time Tenure Track Faculty and Tribal Liaison —American Indian and Indigenous Studies** will teach and develop the initial courses in the transferrable AIIS series. This will include one course each quarter from AIIS 102 (Introduction to American Indian and Indigenous Studies), AIIS 103 (The Indigenous Pacific Northwest), and a to be determined third course that transfer broadly to partner universities and programs. This person will create programming in collaboration with the departments of Student Success Services, Student Life, and Student Learning. This person will teach one other course each quarter within their area of expertise and meeting the Equity, Diversity, & Power designation. A goal of this position is to develop program support to increase Native and Indigenous student enrollment and success and community partnerships.  The **Full Time, Tenure-Track Faculty and Tribal Liaison** is responsible for representing the college in various settings involving American Indian and Alaskan Native and Indigenous constituents: students, government partners, primary and secondary schools, relevant community, and state agencies. This position will serve as the main liaison responsible for building and maintaining strong relationships, will work under minimal supervision and may travel throughout Washington State.  The **Full Time, Tenure-Track Faculty and Tribal Liaison** will work with both internal and external stakeholders on the daily and long-term communications, organization, and planning needed to meet to foster collaboration between Cascadia College and tribal nations for the purpose of Indigenizing our college. This position will work internally with the Cascadia Scholars Program lead, the Deans for Student Learning, advising, and the faculty, as well as other stakeholders in the support of American Indian students and programming. This position will more importantly work with the tribal group stakeholders to meet their academic and career support needs at Cascadia.  As a **Full Time, Tenure-Track Faculty and Tribal Liaison**, it is expected that the following qualities will be demonstrated daily: a high degree of understanding and empathy for all students, faculty, staff, and visitors, encouraging the inclusion of all voices in decision-making, promoting equity in all areas, and actively working against institutionalized norms of oppression against historically marginalized people. | |
| **Diversity, Equity and Inclusion** | |
| Diversity, equity and inclusion, 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 [diversity, equity and inclusion](https://www.cascadia.edu/discover/about/diversity/default.aspx), 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 [Learning Outcomes.](https://www.cascadia.edu/discover/about/outcomes.aspx#:~:text=Any%20Cascadia%20student%20can%20tell,%2C%20decision%20making%2C%20and%20actions.)   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 the teaching field * Incorporate pedagogies that support best learning practices * Maintain office hours  1. 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   **Responsibilities**  Instructional 50%   * Develop and teach AIIS courses. * Teach one course with EDP designation.   Co-curricular 50%   * Facilitate tribal advisory committee meetings. * Develop policy, procedures, and protocols regarding college relations with American Indian tribal governments and urban American Indian leaders in coordination with appropriate college representatives. * Strengthen relationships with American Indian tribal governments while coordinating and providing expertise to the college areas involved in these relationships. * Lead in the identification of opportunities and strategies that lead to the successful development of sustainable and mutually beneficial relationships between the college and tribal governments. * Identify grant and fundraising opportunities on behalf of the college to support the college’s efforts in recruiting, serving, and retaining American Indian students and support efforts of regional tribal nations. * Attend, participate in, and effectively represent the college at tribal events, conferences, leadership meetings and council meetings that may include the Affiliated Tribes of Northwest Indians (ATNI), the National Education Conference (NIEA), National Congress of American Indians (NCAI), the Washington State Indian Education Association (WSIEA), the Western Washington Native Education Consortium (WWNAEC), Tribal Leadership Alliance, and Tribal Council to develop effective strategies to support institutional recruitment, retention and service of American Indian students. * Serve as an internal consultant for the college and other stakeholders to provide content expertise for the purposes of supporting outreach and engagement, training, programming and strategy design and implementation. * Support and implement the current MOUs and agreements in place with regional tribes. * Collaborate with Marketing to coordinate program materials to inform constituents. * Manage special projects as needed. * Serve on college committees. * Comply with college policies, rules, and procedures. * Perform other duties as assigned. | |
| **Education and Experience** | |
| **Minimum Qualifications**   * MA in any of the following or similar areas: American Indian and/or Indigenous Studies, anthropology, cultural studies, sociology, political science, law, or education * 3 years working in any capacity in higher education and/or in a Native or Indigenous Educational setting * Demonstrated commitment to [diversity, equity and inclusion](https://www.cascadia.edu/discover/about/diversity/default.aspx) and the ability to support a diverse workplace and educational environment   **Preferred Qualifications**   * Connection to, or connection with Pacific NW tribal communities * Experience in program development * Demonstrated experience of active engagement with advocacy-based and grassroots organizations that serve Native and Indigenous communities * Teaching experience in a community college or university setting * Demonstrated understanding of the history, cultural distinctiveness, protocols, traditions, contributions, and sovereignty of Tribal Nations as well as an understanding of current issues facing Native communities. | |
| **Required Knowledge, Skills and Abilities** | |
| **Knowledge of:**   * American Indian history and culture * Indigenous knowledges * Current trends and issues in society related to Indigenous peoples   **Skill in:**   * Cultural and traditional protocols with tribes and their representatives * Active Learning * Collaborative Learning   **Ability to:**   * Communicate respectfully and effectively at the college, student, and community levels * Manage a diverse workload * Plan and develop an academic program | |
| **Physical Work Environment** | |
| Positions 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.  The College is currently in predominantly hybrid operations, with many assignments completed in an online environment during this time. Employees will need to provide their own remote workspace and internet access, noting the College will provide technical equipment and support for online work needs. | |
| **Condition of Employment** | |
| As an institution that upholds the value of equity and inclusion of every individual, Cascadia College expects its employees to embody and promote these values. Both current and prospective employees of the College are encouraged to seek deeper understanding in these areas as part of professional growth.  Cascadia College maintains a drug-free work and learning environment and prohibits smoking in all college buildings and state-owned vehicles.  Per Governor Inslee’s [**Proclamation 21-14.1**](https://www.governor.wa.gov/sites/default/files/proclamations/21-14.1%20-%20COVID-19%20Vax%20Washington%20Amendment.pdf?utm_medium=email&utm_source=govdelivery)**,** state employees must be fully vaccinated. Your vaccine status will be verified upon hire. Please reach out to the HR Office at [jobs@cascadia.edu](mailto:jobs@cascadia.edu) if you need information on medical or religious accommodation.  This position has been designated as a bargaining unit position represented by the Cascadia Community College Federation of Teachers, Local Union 6191 (CCCFT).   |  | | --- | | **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 $64,379.50 - $69,379.50 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. The anticipated start date for this position is Fall 2022. | | |
| **Note** |  |
| The above position description is intended to represent only the key areas of responsibility; specific position assignments will vary depending on the business needs of the area. | |

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| Supervisor |  | Date |
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