



PIERCE COLLEGE
A Community College District in Puyallup and Lakewood, Washington
invites applications for the position of:

**.Assistant Professor - Reference & Instruction
 Librarian**

SALARY: See Position Description

OPENING DATE: 03/17/17

CLOSING DATE: 04/07/17 05:00 PM

POSITION SUMMARY:

Join our Student-Centered College!

Are you passionate about student learning and inspired by working with a diverse student population? Do you seek out opportunities to teach information literacy in innovative ways? Can you envision yourself enthusiastically working with faculty and students on a wide range of topics and projects from across a variety of academic disciplines? Do you want to work side by side with colleagues who are connecting the library to increased student retention and degree completion? If these questions resonate with you, then we invite you to consider joining the team at Pierce College, an innovative and equity-focused community college dedicated to helping all students achieve their academic and professional goals.

About the Program:

The successful candidate will join a dynamic district library that encourages individual research and the exploration of ideas by connecting students, staff, faculty, and the community with the information needed for teaching and learning, and by providing high-quality instruction that enables our students to thrive in an information-based society. The innovative library instruction program teaches and assesses information literacy at the reference desk, in course integrated instruction, and in credit bearing Information Studies courses. The program is actively engaged in the teaching and learning mission of the college and is committed to student success. The library seeks candidates with a strong pedagogical foundation in transitioning pre-college students to college-level work and college-level students to the completion of their declared associate degrees.

About Pierce College:

Pierce College is an innovative community college committed to student engagement and learning. We value student learning experiences that foster equity and diversity in the classroom and expand into our local and global communities. From closing achievement gaps for all students to building directed career pathways, faculty, staff, and administrators work collaboratively to lead initiatives that advance student success. The college serves over 15,000 students in basic skills, transfer, and professional technical programs. Through continuous efforts, we have improved retention rates by 16% and graduation rates by 25%. This year, Pierce was named a top community college in several national polls.

Pierce College employees and students live and work in various communities that offer the diverse cultural and environmental benefits of rural, suburban, and urban lifestyles in the Pacific Northwest. As part of the community and technical college system in Washington State, the District includes Pierce College Fort Steilacoom, Pierce College Puyallup, Pierce College at Joint Base Lewis-McChord, as well as other extended learning sites.

Responsibilities of the successful candidate include:

- Delivering quality reference, instruction and information services to students, faculty, staff, and community members;
- In collaboration with library and departmental faculty, design, teach, and promote an information literacy curriculum within an outcomes assessment and abilities-based model;
- Participating in developing the library's reference and circulating collections to reflect the college curriculum and the diverse voices of the college community;
- Working effectively with colleagues and students of various cultural and socio-economic backgrounds;
- Taking the leadership on library projects as needed. For example: Open Educational Resources (OER), collection development for new bachelor-level classes, development of online learning materials, guidance on copyright and fair use, and other emerging opportunities;
- Participating in Pierce College District shared governance and contribute to District wide initiatives that are intended to improve student success and access to education. For example: Guided Pathways,

- Achieving the Dream, and closing achievement gaps;
- Advising and mentoring students as they work towards their degree;
- Performing other duties relevant to the position, as assigned;
- Engaging in curriculum and program development incorporating current educational theories and research;
- Analyzing course assessments, evaluations, and data and engaging in continuous improvement of courses based on that analysis in order to advance student achievement of outcomes, success in subsequent courses, and impact on retention and graduation;
- Demonstrating multicultural competence, including an awareness and understanding of historically disadvantaged populations, and creating an educational environment that affirms commitment to equity, diversity and inclusion;
- Working within a collaborative and innovative department;
- Engaging in district-wide efforts to improve student retention and success;
- Incorporating active student learning and appropriate use of technology in the classroom;
- Continuously innovating learning experiences (campus, online, hybrid) in response to assessment and evidence/data analysis;
- Tailoring curriculum to engage marginalized and oppressed groups;
- Utilizing active and inclusive pedagogy;
- Creatively designing learning experiences that extend beyond delivering content and assist students in achieving course, program, and degree outcomes, including the college's five core abilities of Multiculturalism, Critical, Creative and Reflective Thinking, Information Competency, Responsibility, and Effective Communication;
- Teaching, advising, and mentoring students holistically from recruitment to completion;
- Engaging in shared governance;
- Participating in the First-Year Faculty Cohort in the first year of the tenure process.

QUALIFICATIONS:

Required:

- Master's Degree or Ph.D. in Library and Information Science.
- Experience designing, teaching, and assessing course-integrated library instruction.
- Experience performing on-the-spot reference interviews on a variety of topics for a range of learners.
- Ability to serve students and faculty effectively with an instructional philosophy.
- Ability to work effectively with diverse populations.
- Ability to manage individual projects effectively while simultaneously working in a team environment where creativity, collaboration, and flexibility are essential.
- Ability to communicate professionally and effectively in multiple formats and contexts.

APPLICATION PROCESS:

Application Requirements:

To be considered for this position, applicants must include the following items in their application package:

1. Letter of formal application that addresses how your experience and education qualifies you to perform the assigned responsibilities **(Cover Letter)**.
2. Responses to the following: What personal and professional work have you done in order to broaden your understanding of multiculturalism? AND How have you infused multiculturalism into your classroom in order for students to be challenged/motivated/inspired to be a part of a multicultural society? AND Pierce College has set a goal of closing gaps in degree/certificate completion for all student populations by 2020. How will you contribute to this effort? **(Supplemental Question)**.
3. Detailed curriculum vitae of all educational and professional experience, which includes a list of courses taught **(Curriculum Vitae)**.
4. Unofficial copies of all college and university transcripts that include degree received and confer date. International transcripts must include a foreign transcript evaluation. For a list of approved credential evaluation services visit: <http://naces.org/members.htm>. (Unofficial transcripts acceptable for application process; official transcripts required prior to hire) **(Transcripts)**.
5. A list of four current professional references with name, relationship to candidate, address, email address, and telephone number. Letters of recommendation will not be accepted in lieu of a list of professional references **(References)**.

Terms of Employment:

This position, which is contingent upon funding, is a full-time, tenure-track assignment of 173 contracted days per year with the tenure process starting in September 2017, and with the opportunity to start working an earlier quarter. Assignment may include district discipline/program coordination, as well as evening, hybrid, and/or online teaching. This is a District position with a "home" campus assignment. Initial placement of this position will be at the Puyallup campus. Candidates will be working for a District Dean and will be required to

attend district meetings as well as collaborate with colleagues across the district and across departments.

Initial salary placement is based on the current full-time faculty salary schedule and is dependent upon education and experience. Salary placement for newly hired full-time faculty will be at one of five levels based upon qualifications including teaching experience and credentials. The five levels range from \$50,305 to \$54,498 per 173-day academic year. Opportunities for summer employment and other assignments are in addition to the base salary.

Reasonable Accommodation:

Applicants with disabilities who require assistance with the application and employment process will be accommodated to the extent reasonably possible. Requests should be made to the District Human Resources Office by calling 253-964-7342. Persons who are deaf or hard of hearing may dial 711 to place a call through Washington Relay, the state's free telecommunication access service

Screening & Interview Process:

Only those candidates who have complied with the application process and have met the required qualifications will be considered. The most desirable candidates will be contacted for an interview. Application materials submitted to Pierce College are the property of the College and will not be returned.

Conditions of Employment:

- As a condition of employment, all Full-time Faculty bargaining unit members must either join the Pierce College Federation of Teachers or pay a representation fee.
- An offer of employment will not carry with it any responsibility or obligation on the part of the District to sponsor an H-1B visa. In compliance with the Immigration Reform and Control Act of 1986, proof of authorization to work in the United States will be required at the time of hire.
- Pierce College has adopted a Drug Free Workplace policy. As a condition of employment, employees must agree to abide by the requirements established in this policy.

The Pierce College District is an equal opportunity employer. The Board of Trustees and Pierce College District are committed to providing equal opportunity and will not discriminate in terms and conditions of employment and personnel practices for all persons without regard to race, color, national origin, age, perceived or actual physical or mental disability, pregnancy, genetic information, sex, sexual orientation, gender identity, marital status, creed, religion, honorably discharged veteran or military status, or use of a trained guide dog or service animal.

For more information or assistance regarding your application, contact Human Resources at:
jobs@pierce.ctc.edu.


Questions regarding equal employment opportunities or discrimination may be directed to the following:

Holly Gorski, Vice President of Human Resources/Title IX Coordinator
9401 Farwest Drive SW
Lakewood, Washington 98498
(253) 964-6519

Paula Henson-Williams, District Affirmative Action Officer
(253) 864-3229

APPLICATIONS MAY BE FILED ONLINE AT:
<http://www.pierce.ctc.edu/hr>

Position #F1715
.ASSISTANT PROFESSOR - REFERENCE & INSTRUCTION LIBRARIAN
AZ

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