Description of Position

College of the Sequoias is seeking a candidate to fill a full-time, tenured track Plant Science position in the Agriculture Division beginning August, 2016. The basic teaching assignment will include courses in Plant Science such as Introduction to Plant Science, Soils, Principles of Pesticide Use, Integrated Pest Management, Economic Entomology, Fertilizers and Soil Amendments, Weeds and Poisonous Plants, and Water Management. Additional courses may be added or courses altered as the instructor grows and develops the Plant Science Career Pathway. Evening classes, weekend classes and/or classroom instruction at off-campus locations in nearby communities may be required.

The faculty member will provide leadership and cooperatively work with other faculty, staff and administrators, to ensure the District’s Agriculture/Farm Laboratories within the Plant Science area are functioning to support the plant science and related educational programs of the District.

The faculty member will work with industry advisories, be engaged in curriculum development and will be responsible for growing/maintaining program enrollment through such activities as student recruitment, serving as a club advisor and engaging with high school programs. The faculty member will ensure the curriculum coincides with the California Department of Pesticide Regulation to enable students to work toward licensing requirements for a Pest Control Advisor (PCA).

Minimum Qualifications

The candidate must meet one of the following criteria. The degree must be from an institution accredited by the Western Association of Schools and Colleges or the equivalent.

- B.S. (M.S. preferred) in Plant Science, Agronomy, Horticulture, Crop Science OR
- B.S. (M.S. preferred) in Agriculture with a specialization/major in Plant Science, Agronomy, Horticulture, Crop Science or Pomology OR
- The equivalent AND
- Demonstrated sensitivity to, and understanding of, the diverse academic, social, economic, cultural, disability, and ethnic backgrounds of community college students.

Candidates claiming equivalency must demonstrate a combination of education and other accomplishments that are equivalent to the MQ’s. If claiming equivalency, you will need to read the Board Policy 7211 on equivalency and prepare a statement documenting how you feel you meet the equivalent qualifications.

Note: Candidates claiming equivalency must receive a judgement of equivalency from the COS Equivalency Committee prior to the interview.
**Desirable Qualifications**

The Agriculture Division is looking for evidence of the following:

- Teaching experience at the University, Community College, adult or secondary level with specific teaching related to Plant Science, Agronomy, Crop Science, or Pomology.
- Demonstrated knowledge of sound pedagogy and adult teaching techniques that contribute to student’s learning and engagement;
- Evidence of strong computer skills with ability to learn and navigate software for curriculum, student learning outcomes, as well as tools such as BlackBoard or Canvas;
- Ability to implement contemporary pedagogical philosophies, methods, and techniques including multi-media to develop and deliver instruction in classroom and lab settings;
- Experience with or interest in alternative instructional modes, such as web-based instruction, cooperative learning or integrated curricula;
- Ability to work in collaborative relationships with students and faculty;
- Willingness to work collaboratively toward development and implementation of Division goals;
- Ability and willingness to work collegially with advisory committees, to recruit students for the Ag Division, to work collaboratively with secondary agriculture instructors;
- Evidence of ability to connect with and motivate current and prospective students while articulating the vast opportunities within the broad career pathway of agriculture and plant science;
- Evidence of work experience or background in the production agriculture industry with demonstrated experience in row crops, trees, vines, irrigation systems or crop protection systems;
- Demonstrated ability to work collaboratively with the District’s farming operation; and leadership to manage the plant science instructional program within the parameters of an educational institution in a cost-effective manner;
- Evidence of ability to manage farm/ag instructional facilities and supervise student workers;
- Evidence of knowledge of laws and regulations of the California Department of Pesticide Regulation and familiarity with the licensing requirements for a Pest Control Advisor (PCA);
- Familiarity with GPS Technology;
- Experience in safe operation of heavy equipment utilized in production agriculture;
- Evidence of knowledge in irrigation and water management techniques and related technologies utilized in row crops, trees, vines, pastures, etc.;
- Experience in and/or commitment to working with students from diverse cultural, ethnic, socioeconomic, academic and disability backgrounds. The ability to recruit underrepresented students into the agriculture program is imperative (Diversity response will be completed as part of the application);
- Experience with youth activities such as soil judging and evidence of ability to enhance student development through organizations, clubs, events, employer engagement and internships;
- Willingness to engage in professional development around teaching improvement and/or plant science technical skills improvement;
- Ability to create and/or engage in research or collaborative projects with industry, University partners or Community College partners around teaching and/or best practices within the Plant Science industry with the intent of increasing student opportunities in real-world experiences;
- Ability to incorporate student learning outcome objectives within course and programs and willingness to use and develop stated objectives and measures.

**Conditions of Employment**

Salary is commensurate with education and experience.
Initial placement with Master’s degree ranges from $54,663 to $72,069.

Medical/dental/vision insurance program for employee and dependents and $100,000 employee life insurance is provided.

Retirement Plan provided.

Contract period is for ten (10) months during the regular academic year beginning August 2016 through May 2017.

Pre-service orientation and/or inservice meetings will be offered in August 2016.

A collective bargaining agreement exists, and membership in the College of the Sequoias Teachers Association (COSTA) or payment of a service fee is required.
Screening Procedure

Only complete application packages will be evaluated by the screening committee as soon as possible after the closing date. Application materials will be evaluated to determine how fully the applicant meets the Qualifications. This evaluation process will determine which applicants will be invited for an interview including a teaching demonstration. The most successful interviewees will be invited to a second interview with the College Superintendent/President.

All costs incurred as a result of the application/selection process shall be borne by the candidate.

Application Procedure

Applicants must submit the following materials which must be received by Human Resource Services on or before the application deadline,

July 14, 2016 / 4:30 p.m.

- Completed COS academic/administrative application form
- Diversity Statement (included in the application packet)
- Cover letter describing interest in the position and teaching philosophy
- Resume
- Unofficial copies of transcripts of all college/university work (If transcripts are not in English, include a summary of courses and grades). Official transcripts required upon employment.
- Equivalency document (if necessary)
- Two (2) recent letters of recommendation addressing pertinent experience or equivalent competencies.

Submit to:

Julie Carroll
(559) 737-6237
JulieC@cos.edu
Human Resource Services
Position: 5282–f–03–16
College of the Sequoias CCD
915 S. Mooney Blvd.
Sequoia Building, Room 5
Visalia, CA 93277

Notice to all candidates for employment

“College of the Sequoias Community College District is an equal opportunity employer. Prospective employees will receive consideration without discrimination because of race, creed, color, national origin, sex, gender, sexual orientation, age, religion, mental or physical disability, medical condition, genetic information, marital status, military service, or any other basis protected by law.”

“College of the Sequoias Community College District provides reasonable accommodations to qualified applicants with disabilities. If you need a reasonable accommodation for any part of the job application and hiring process, please contact a representative from Human Resources at (559) 730-3867 to request a reasonable accommodation.”