Description of Position

College of the Sequoias is seeking a candidate to fill a full-time, tenure track position in Communication, beginning August 2016. The Communication program currently includes Fundamentals/Public Speaking, Interpersonal Communication, Argumentation and Debate, Persuasion, Group Communication, Intercultural Communication, and Public Speaking for Business. The Department is looking forward to expanding its program in areas like Organizational Communication and, eventually, to developing a Forensics Program.

Assignment may include evening classes and teaching at any of our locations in Visalia, Hanford, and/or Tulare.

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.

• Master’s in speech, speech broadcasting, telecommunications, rhetoric, communication, speech communication, or organizational communication OR
• Bachelor’s in any of the above AND
• Master’s in drama/theater arts, mass communication, or English 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

In looking at application materials, the Hiring Committee also seeks evidence of the following:

• Teaching experience at the adult, secondary, and/or postsecondary level within the area of assignment.
• Graduate and/or undergraduate coursework directly related to the teaching of Communication.
• Teaching a variety of Communication classes.
• Ability to make a positive contribution to the instructional program at College of the Sequoias by developing instructional activities, course syllabi, course outlines and other necessary material.
• Demonstrated contribution to collaborative relations with students and faculty.
• Interest in exploring innovative ways for meeting the educational needs of students pursuing a community college education.
• Ability to incorporate student learning outcome objectives within course and programs and willingness to use and develop stated objectives and measures.
• Experience in forensics.
• Experience with or interest in alternative instructional modes, such as web-based or on-line instruction, multi-media systems, cooperative learning, or integrated curricula.

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, March 11, 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:

Linda Reis
(559) 730-3867
LindaRei@cos.edu
Human Resource Services
Position: 5175–f–02–16
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.”