DEPARTMENT OF NURSING

Associate or Full Professor with tenure and Chair of Nursing Department
(Full Time Chair Position)
Starting August 2020

Refer to #104941 on all correspondence and inquiries regarding this position.

OUR COMMITMENT

Guided by our core values, Sonoma State University offers an exceptional educational experience that fosters intellectual, cognitive, social, and personal growth. As the only member of the Council of Public Liberal Arts Colleges in California, we are uniquely positioned to foster ethical exploration, civic engagement, social responsibility, and global awareness combined with a solid foundation in an academic discipline. We have a strong commitment to graduating students who have the ability to think critically and communicate effectively in an ever-changing world. The unique campus culture fosters our Seawolf Commitment to integrity, respect, excellence, and responsibility and is integrated into all campus life. We nurture inclusive excellence through a celebration of the rich diversity of our local communities and our interconnected global economy. Members of the University community are expected to work effectively with faculty, staff, and students from diverse ethnic, cultural, and socioeconomic backgrounds. SSU is especially interested in candidates who make contributions to equity and inclusion in the pursuit of excellence in teaching, scholarship, and service.

THE UNIVERSITY

Sonoma State University’s beautiful 274-acre campus is located in Sonoma County wine country, an hour north of San Francisco. The campus offers the ideal setting for teaching and learning and access to a community of rich cultural, environmental, and recreational opportunities. Founded in 1960, Sonoma State University is one of the 23 campuses of the California State University System. As members of the largest public higher educational system in the nation, we provide accessible, high quality education to more than 9000 students. Sonoma State University is proud to be a Hispanic Serving Institution committed to achieving the goals of equal opportunity and endeavors to employ faculty and staff reflecting the ethnic and cultural diversity of the region and state.

FACULTY RESPONSIBILITIES

In addition to teaching and scholarship, faculty are expected to engage in service to the department, school, and community. Sonoma State is committed to the Teacher/Scholar model and places an emphasis on faculty support of student research. Faculty are also encouraged to participate in our distinctive, high-impact Freshman and Sophomore year programs and to foster our commitment to the CSU Graduation Initiative 2025 through excellent teaching, advising, and mentoring. Potential applicants are encouraged to review the University’s Reappointment, Tenure and Promotion Policy. Aligned with the California Faculty Association Collective Bargaining Agreement, during the first 2 years of the probationary period the instructional assignment will be reduced by 2 courses per academic year. All faculty are required to have the ability to work effectively in a multicultural environment.
THE DEPARTMENT

SSU is seeking an Associate or Full Professor for the position of Department of Nursing Chair with leadership skills to embody inclusivity, diversity and excellence in our academic programs. SSU offers the following nursing programs supporting 250 majors: BSN Pre-licensure & Post-Licensure (RN-BSN) tracks, Masters of Science in Nursing/Family Nurse Practitioner and a Post MSN Certificate FNP. The Department of Nursing has a strong record of academic success for diverse students; 43% in the Post-Licensure BSN and 65% MSN graduates are from underrepresented minorities.

The Department has a consistent record of achieving excellent program outcomes, and a leader in quality online instruction and innovative teaching methods. Prospective applicants are encouraged to review the Department's website at www.sonoma.edu/nursing.

The Chair will be hired as a full time tenured faculty, (Associate or Professor) with a three-year 12 month position in the Chair role with the possibility of renewal per Collective Bargaining Agreement 20.30-32, "Department chairs shall normally be selected from the list of tenured or probationary faculty employees recommended by the department for the assignment. Such department chairs shall perform duties and carry out responsibilities assigned by the President". The Chair is the academic administrator of the Department and is responsible for curriculum development, implementation, evaluation, and faculty recruitment. We are seeking an experienced academic administrator who will recruit diverse faculty, and foster innovation, inclusivity and collaboration within the University and the region. The 12-month position is available to begin August 2020.

Qualified applicants must hold an earned doctorate in Nursing or a doctorate in a related field with a Master’s in Nursing and be eligible for or currently licensed to practice nursing in California. Applicants must possess a combination of academic preparation and professional specialty experience including a well-defined research program that will qualify the candidate for associate or full professor standing. Competence in a pre-licensure BSN content area of Pediatrics and/or Medical/Surgical Nursing is desired but not required.

DUTIES OF THE POSITION

The primary responsibility of the Department Chair is to facilitate effective operation of the department to achieve its stated mission, purpose and goals. The Department Chair serves as a liaison to the School, the University and the community. Duties of the position include but are not limited to:

● Provides leadership and vision in the Department and community
● Works collaboratively within the Department, across the University and in the community to provide effective programs to meet the diverse needs of the region
● Ensures compliance with California Board of Registered Nursing regulations and national accreditation criteria
● Provides oversight of Department resources, including personnel, fiscal and other equipment resources
● Develops academic schedule, oversees faculty workload, orients new faculty and supports recruitment, retention and promotion
● Oversees advising for all Nursing majors
● Collaborate with Department and University Teams to promote equity and on-time graduation
● Fosters faculty and staff professional development in the Department including leadership growth opportunities

PROFESSIONAL QUALIFICATIONS

Education and Licensure
● Doctorate in an area relevant to nursing leadership, education, practice or research
● Masters in Nursing
● Possession of, or eligibility to obtain an unencumbered California RN license by August 2020

Revised 8/2019
Teaching, Research, Service and Leadership

- Proficiency as a Department Chair, or comparable administrative/leadership experience
- Teaching, scholarship and service record commensurate with SSU tenure requirements for Associate Professor or Professor
- Leadership and advocacy skills to further the Department’s mission and goals
- Meets California Board of Registered Nursing Faculty Qualifications for Pre-Licensure BSN Director
- Knowledge of Pre-Licensure Bachelor's program administration
- Evidence of success with advancing diversity and inclusivity in an academic setting
- Success with collaborative goal-setting and decision-making
- Evidence of effectively planning and executing strategic initiatives
- Ability to develop a department leadership succession plan, including fostering and supporting leadership skills and opportunities for nursing faculty
- Evidence of excellence in teaching undergraduate and/or graduate level nursing courses
- Experience with compliance, assessment and documentation to meet state regulations and national accreditation criteria
- Ability to effectively manage resources within a fixed budget
- Oversees faculty recruitment and mentoring
- Evidence of supervisory skills working with faculty and staff
- Ability to navigate, learn, and assess the use of technology inherent in an academic setting

RANK AND SALARY

Salary, service credit, and rank depends upon academic preparation and professional experience. The salary range for this position is: $102,576 - $111,204.

HOW TO APPLY

To apply for this position, go to www.sonoma.edu/jobs and select Job Opportunities. If you are not currently employed at Sonoma State University, select the External Applicants box. You will be redirected to a list of all available jobs at Sonoma State University. Find and select the faculty position you are applying for to view the description and select Apply Now. If you have not applied for a job at Sonoma State University previously you will be asked to Register Now in order to proceed. After submitting the application letter and curriculum vitae, please proceed to My Career Tools to attach the additional required documents. Your statement of research interests may be a statement of scholarship and/or creative activity if appropriate to your discipline. PDFs are the preferred format for all submissions. Once you have submitted all materials, a confirmation email will be automatically sent to you. If you encounter difficulties during the application process, please email facultysearch@sonoma.edu.

Please submit:

Required
- Application letter that details teaching, research and service commensurate with Sonoma State University Reappointment, Tenure and Promotion (RTP) and Department of Nursing Tenure RTP Criteria
- Curriculum vitae that includes the candidate's academic leadership experience, and four (4) references with preference of two (2) from Dean, Chair or equivalent and two (2) from faculty peers. Please include email and phone contact information.

In addition to posting the above, please email separately the following required materials to donchairsearch@sonoma.edu

- List of courses taught, year, level of program, modality (face-to-face, clinical, online)
• Student evaluations of Teaching - prefer most recent 2 years of evidence
• Performance evaluation as faculty from highest level of review - prefer most recent two evaluations

NOTE: Attachments should be in Portable Document Format (PDF)

Letters of Recommendation will be requested from finalists only. Official transcripts may be required at the time of hire.

Sonoma State University hires only individuals lawfully authorized to work in the United States. All offers of employment are contingent upon presentation of documents demonstrating the appointee’s identity and eligibility to work, in accordance with the provisions of the Immigration Reform and Control Act. A background check (including a criminal records check) must be completed satisfactorily before any candidate can be offered a position with the CSU.

APPLICATION DEADLINE

The application deadline has been extended. Applications received by Tuesday, January 21, 2020 will be given full consideration. The position will remain open until filled.

Questions concerning this position may be directed to:

Dr. Michelle Kelly, Search Committee Chair
Email: kelmiche@sonoma.edu
Phone: (707) 664-2650

Questions concerning the application process may be directed to: facultysearch@sonoma.edu.

#104941 PLEASE REFER TO THIS NUMBER ON ALL CORRESPONDENCE AND INQUIRIES REGARDING THIS POSITION.

OTHER INFORMATION

The university is an Affirmative Action/Equal Opportunity Employer. We consider qualified applicants for employment without regard to race, religion, color, national origin, ancestry, age, sex, gender, gender identity, gender expression, sexual orientation, genetic information, medical condition, disability, marital status, or protected veteran status.

This position is considered a “mandated reporter” under the California Child Abuse and Neglect Reporting Act and is required to comply with the requirements set forth in CSU Executive Order 1083 as a condition of employment.

View Benefits Summary

SONOMA STATE UNIVERSITY
Department of Nursing
1801 East Cotati Avenue
Rohnert Park, CA 94928-3609

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