

**RE-POSTED**  
**JOB ANNOUNCEMENT**  
**Environmental Chemistry Faculty – F/T (9 months)**

**OPENING DATE:** March 18, 2016  
**REVIEW DATE:** April 15, 2016  
**CLOSING DATE:** Open until Filled  
**START DATE:** September 2016, or earlier, if available  
**LOCATION:** NWIC Main Campus  
**SUPERVISOR:** Native Environmental Science Department Chair  
**SALARY:** \$40,000 to \$45,000 Max DOE

The salary placement upon hire will be based on the selected candidate's education and relevant work experience as outlined in the job announcement and the established salary schedule for the classification of position to be filled. (Note: Salary is based on a nine-month faculty schedule. Opportunities exist for supplemental summer salary through teaching or grant-funded research).

*Indian Preference applies – except as provided by the Indian Preference Act (Title 25, U. S. Code, Section 473), NWIC supports and provides equal opportunity employment and educational opportunities, regardless of race, religion, national origin, age, sex, marital status, physical or mental disability or status as a special disabled veteran or veteran of the Vietnam era.*

**SCOPE OF WORK**

The Native Environmental Science Department invites applicants for a full-time faculty position in the area of Environmental Chemistry, with a start date of September 2016 (or earlier if available). The responsibilities of this position include teaching, research, and developing organic and environmental chemistry curriculum that supports student success. This position is part of a collaborative project with neighboring partner institution, Western Washington University, which will support student transitions to graduate school and shared research projects throughout the Salish Sea Basin

[https://www.nsf.gov/awardsearch/showAward?AWD\\_ID=1540675&HistoricalAwards=false](https://www.nsf.gov/awardsearch/showAward?AWD_ID=1540675&HistoricalAwards=false).

The successful candidate will have a strong interest in chemistry education and curriculum development that supports Indigenous-focused, place-based, experiential, and inquiry-driven pedagogies. Opportunities exist for interesting collaborative research questions pertinent to Indigenous communities throughout the Coast Salish and Interior Salish region. Related teaching and research sub-disciplines may include toxicology, food safety, environmental health, water quality, soil chemistry, or related areas.

**DUTIES & RESPONSIBILITIES**

The main components of work as faculty are: teaching, academic student advising and mentoring, scholarship and research, committee work and service. The faculty member will be expected to participate in grant-funded projects that support the College's mission and will be encouraged to develop (and seek funding) to support his or her own research agenda.

- Instruction. Instruction is a primary focus of this position. The successful candidate will teach 10 to 15 hours of courses quarterly, with adjustment to the teaching load based on time spent in course design and development, participation in research, and management of research. The faculty member is expected to support students in completing the B.S. in Native Environmental Science degree program and is responsible for course preparation, curriculum design, and assessment of course and program outcomes.
- Academic advising and mentoring. Student academic advising and mentoring is another central focus of the position. The faculty member is expected to meet regularly with and provide academic advising to students as well as serve on senior capstone committees, for both the Environmental Science Option (ESO) and Interdisciplinary Concentration Option (ICO) of the B.S. in Native Environmental Science (BSNES) degree.
- Scholarship and research. Maintaining an active scholarship and research agenda in issues pertinent to the communities that NWIC serves is another important component of this position. The faculty member is expected to remain current with the literature and research in their field of study. In addition, supporting research experiences for undergraduates (REUs) – including internships – is highly encouraged.
- Committee work and service is the fourth major component. The faculty member is responsible for contributing to the overall functioning of the college through participation on committees and teams. In addition, the work involves maintaining collaborative relationships with partner institutions, such as Huxley College of the Environment at Western Washington University.

## **SUPERVISORY RESPONSIBILITIES**

May supervise two or more student interns who are conducting research. May carry out supervisory responsibilities in accordance with the College's policies and applicable laws. Responsibilities may include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.

## **QUALIFICATIONS REQUIRED**

### **Minimum Qualifications**

- Ph.D. or MS degree in Environmental Chemistry or related discipline
- Advanced coursework in organic chemistry and ability to teach organic chemistry
- Strong teaching background in the sciences and interest in pedagogy
- Evidence of effective teaching in diverse classroom settings
- Ability and willingness to teach a variety of courses
- Ability to communicate effectively both orally and in writing
- Strong interpersonal skills
- Research experience
- Experience working in diverse settings, including Indigenous communities

### **Preferred Qualifications**

- PhD in Environmental Chemistry or related discipline
- Experience teaching college courses in environmental chemistry or related disciplines
- Experience teaching at a Tribal college or knowledge of using Indigenous and local materials in teaching Chemistry

- Experience working with Tribal organizations on environmental issues
- Experience leading independent research
- Experience in developing courses
- Familiarity with distance education technology (ITV, CANVAS, Webinars, etc.)
- Experience implementing and/or administering research projects and facilities Any combination of the above that the initial screening committee deems appropriate.

## **APPLICATION PROCESS**

Interested individuals should submit the following application materials directly to the NWIC Human Resources Office only.

1. NWIC Administrative/Faculty Application Form
2. NWIC EEO Form
3. Cover letter
4. Current and complete professional resume
5. Three letters of recommendation from college sources, employers, or individuals who have firsthand knowledge of your qualifications for the position (professional references)
6. Copies of transcripts required at application (originals required if hired)

The job announcement and application materials are available online at [www.nwic.edu/jobs](http://www.nwic.edu/jobs) or may be requested from and submitted directly to:

Northwest Indian College  
Human Resources  
2522 Kwina Road  
Bellingham, WA 98226-9278  
Telephone/Fax: (360) 392-4230  
Email: [employment@nwic.edu](mailto:employment@nwic.edu)

**Other information:** Applicants can contact or direct questions to the Search Committee Chair, Emma S. Norman at [enorman@nwic.edu](mailto:enorman@nwic.edu) or by phone 360-392-4309.



The Northwest Indian College is one of 37 tribal colleges and universities throughout the United States and one of two land grant institutions in the state of Washington. Founded in 1973, Northwest Indian College serves more than 200 tribes and First Nations and trains students to become leaders in their communities. The main campus is located on Lummi Nation near Bellingham, Washington, with extended campuses located in Swinomish, Muckleshoot, Port Gamble S'Klallam, Nisqually, Tulalip and Nez Perce (Idaho). NWIC's mission, "through education, Northwest Indian College promotes Indigenous self-determination and knowledge." Located in the beautiful Salish Sea basin, Bellingham offers a unique geography that is both ecologically and culturally diverse.

The BS in Native Environmental Science (BSNES) is the first (of four) bachelor's degree programs offered at NWIC. The BSNES degree program is designed to meet the critical needs for effective Indigenous leaders and environmental scientists who are rooted in their culture. The BSNES program is offered on the Lummi campus as well as at the Swinomish, Port Gamble, and Nez Perce campuses. This program emphasizes and explores the interrelatedness of Indigenous ways of knowing, traditional ecological knowledge, traditional technologies and with Western science. Prominent aspects of the program include: hands-on learning and the involvement of students in place-based community service, research, and internships. The program will prepare graduates to work within tribal communities in support of environmental stewardship, conservation, and revitalization. This program was designed with considerable input from the Pacific Northwest Tribal elders, leaders, environmental managers, educators, and students. Students may choose between an Environmental Science Option (ESO) and the Interdisciplinary Concentration Option (ICO).

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