

## JOB ANNOUNCEMENT

### Native Environmental Science Faculty – Sites (F/T, 9 months)

**OPENING DATE:** July 13, 2021  
**REVIEW DATE:** **July 28, 2021**  
**CLOSING DATE:** Open until filled  
**START DATE:** Fall Quarter 2021  
**LOCATION:** Nisqually, Muckleshoot, or Port Gamble site  
**SALARY:** \$45,000 to \$55,000 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. *The salary is based on a 9-month faculty contract, with the possibility of supplemental summer salary through research grants and/or summer teaching.*

*Northwest Indian College hiring practices include adherence to the Indian Preference Act (Title 25, U.S. Code, Section 473). NWIC supports and provides equal opportunity employment and educational opportunities without regard to race, color, religion, national origin, sex (including pregnancy), disability, age, veteran status, sexual orientation, gender identify or expression, marital status or genetic information.*

#### SCOPE OF WORK

The Native Environmental Science Department invites applicants for a full-time faculty position in the area of Native Environmental Science. The primary responsibility of this position is teaching in the discipline of Native Environmental Science, with an emphasis in supporting site students at Nisqually, Muckleshoot, and Port Gamble sites. The faculty would help build capacity in the BSNES program at the sites engaging in place-based and culturally-informed pedagogy. Student advising, community engagement, and supporting student capstone projects are also key elements of the position. It is possible for the position to be supplemented by grant research funds and summer teaching. The candidate will work closely with Lummi campus and across all sites in support of mission fulfillment.

#### DUTIES & RESPONSIBILITIES

The main components of work as faculty are teaching, academic student advising and mentoring, scholarship and research, committee work and service. The applicant is expected to work collaboratively to grow the discipline of Native Environmental Science program,

- **Instruction.** Instruction is a primary focus of this position. The successful candidate will teach 10-15 credits quarterly, with adjustment to the teaching load based on time spent in course design and development. S/he 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. With an emphasis on building place-based and culturally-informed curriculum. Labs and Field Experiences are Required

- Academic advising and mentoring. Student academic advising and mentoring is another central focus of the position. S/he is expected to meet regularly with and provide academic advising to students as well as serve on senior capstone committees
- Scholarship and research. The faculty member is expected to frame any research projects or scholarship in advancement of mission fulfillment, in support of community's needs, and engage with Indigenous research methodology.
- Committee work and service. The faculty member is responsible for contributing to the overall functioning of the college through participation on committees and teams.

### **Teaching Responsibilities**

1. Teaching courses in the Native Environmental Science discipline and related fields (including, but not limited to areas such as biology, ecology, marine science, fisheries, chemistry, native plants).
2. Be able to center coursework to meet program outcomes: Sense of Place, Ways of Knowing, Relationality, and Communication.
3. Be knowledgeable of digital platforms
4. Be willing to travel to sites and main campus, as needed.
5. Create a learning environment, a presentation style and a pace in which learning is enhanced.
6. Submit necessary reports such as enrollment, progress and grading information in a timely manner.
7. Order textbooks and supplies in advance of courses taught following established college timelines.
8. Maintain at least ½ hour of office availability each week for each credit of lecture class taught.
9. Submit information to supervisor regarding scheduling proposals, budget needs and travel requests in a timely manner following established timelines.
10. Attend BSNES Department Meetings, Teaching and Learning Activities, and In-Service Trainings

### **SUPERVISORY RESPONSIBILITIES**

May supervise two or more student interns who are conducting research. May carry out supervisory responsibilities in accordance with the organization'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.

### **Minimum Qualifications**

- Master's degree in the field of Native Environmental Science, or related discipline
- Willingness to understand the cultural perspectives of the community and to incorporate those perspectives into the presentation and development of courses.
- Thorough knowledge of subject matter.
- Ability to present information in a variety of ways. Able to communicate clearly, concisely and respectfully.
- Proven ability to work in a team environment in order to achieve strategic and departmental goals.
- Strong teaching record.
- Strong interpersonal skills and an ability to work well with all people.
- Willingness to frame all work for mission fulfillment

### **Preferred Qualifications**

- PhD degree in the field of Native Environmental Science, or related discipline
- Experience teaching in a Tribal College Setting or Minority Serving Institutions
- Prior work in a tribal education setting.
- Prior experience in a post-secondary academic setting.
- Experience working with adult distance learning programs.
- Knowledge of AIHEC tribal college system.

- Knowledge of Canvas and other online platforms
- Digitally fluent

**Other Skills and Abilities:**

- Ability to present information in a variety of ways. Able to communicate clearly, concisely and respectfully.
- Understanding of assessment, particularly as it relates to the Teaching and Learning philosophy of NWIC.
- Experience with or willingness to learn different modes of instruction (on-ground, online, ITV, hybrid, etc.), teaching and learning, and assessment.
- Excellent communication skills in the classroom and interpersonal skills with NWIC students, faculty and staff.
- Must be culturally knowledgeable and comfortable working in a tribal setting;
- Strong interpersonal skills and an ability to work well with all people.

**Other Qualifications:** Must have a current driver’s license and a driving abstract that meets employer qualifications for insurability.

**Computer Skills:**

- To perform this job successfully, an individual should have knowledge of basic word processing, spreadsheet software; internet and email in addition to proven competency with networks and teleconferencing.

**APPLICATION PROCESS**

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

1. Cover letter addressing how you meet the position qualifications
2. NWIC Application
3. NWIC Equal Employment Opportunity (EEO) form
4. Current and complete professional resume
5. Copies of college transcripts (*can submit unofficial copies at time of application*)
6. Three letters of recommendation from persons, who are not members of your immediate family, who have firsthand knowledge of your qualifications for the position
7. If applicable to the position, provide copies of certificates/licenses/credentials

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

Human Resources  
 Northwest Indian College  
 2522 Kwina Road  
 Bellingham, WA 98226-9278  
 Telephone/Fax: 360.392.4230  
 Email: [employment@nwic.edu](mailto:employment@nwic.edu)