



VACANCY ANNOUNCEMENT

Position Title: Nursing – Clinical Faculty

Position: 300310

Position Status: Full-Time

Reports To: Director of Nursing and Allied Health

DUTIES AND RESPONSIBILITIES:

A faculty member in the Nursing Program is directly responsible and accountable for ensuring the fulfillment of educational goals and objectives of the Nursing Program. These responsibilities require leadership in both academic and workforce areas and include meeting student retention goals; participating in educational planning; evaluating student performance; motivating and advising students; and generating program reports as needed.

General Responsibilities:

1. Participates in the planning, teaching and evaluating the laboratory and clinical experience for students in any of the following courses that the applicant qualifies to teach:
 - a. Fundamentals of Nursing
 - b. Psychiatric-Mental Health (must have experience in Psychiatric-Mental Health Nursing)
 - c. Introduction to Medical Surgical Nursing Concepts/Advanced Medical-Surgical Concepts
 - d. Maternal-Child Nursing Concepts (must have experience in Maternal-Child Nursing)
2. Participates in faculty planning, evaluation and revision of program curriculum.
3. Participates in conducting program and college accreditation reviews and reports.
4. Maintains currency in the nursing field to ensure compliance with the Colorado Board of Nursing
5. Demonstrate competent leadership abilities, maintain positive interpersonal relationships with faculty, staff and students.
6. Be creative and committed to teaching excellence and have the willingness to improve student learning by assessing student programs and campus learning outcomes.
7. Utilize college technologies (Learning Management System)
8. Attends all assigned clinical days
9. Promotes rapport within the department, campus, and community.
10. Maintains current CTE credential

Clinical Responsibilities:

11. Models professional behavior and standards of practice while in the workplace and clinical setting.
12. Participates in planning, implementation, and evaluation of clinical simulations, if assigned by the Director of Nursing.

13. Performs additional responsibilities for nursing faculty performing clinical supervision in an affiliating agency including:
 - a. Participates in clinical orientation as required by the institution
 - b. Completes validations as required by contract with clinical agencies, and orients students to clinical facilities
 - c. Helps assist clinical assignments for students at the clinical setting
 - d. Maintains clinical attendance on a weekly basis
 - e. Supervises students in patient care area in collaboration with staff and adherence policies of the clinical site facilities.
 - f. Conducts effective and well planned pre and post conferences with students at clinical, lab and simulation
 - g. Maintains ongoing weekly evaluation of individual student progress in the clinical area
 - h. Provides timely ongoing verbal and written feedback to students.
 - i. Guides and counsels with students toward personal development in dealing with clinical stress.
 - j. Keeps the Director of Nursing informed on issues that arise with students and clinical sites.
14. Other duties as assigned.

Contact Human Resources for full job description

MINIMUM QUALIFICATIONS:

- Master's Degree or Bachelor's Degree in Nursing with the ability to obtain a MSN within 3 years of hire.
- Must hold a current unencumbered Registered Nurse license from the state of Colorado
- Must hold or be willing to obtain a Colorado Vocational Teaching Credential
- 3 years of bedside clinical experience
- Willingness to teach a varied schedule including evenings, weekends, and summer

PREFERRED QUALIFICATIONS:

- Master's Degree in Nursing
- Two years successful teaching or clinical instructor experience at the community college level.
- Be creative and committed to teaching excellence by demonstrating an ability to improve all students' learning by assessing students, programs and campus outcomes and adjusting based on the data.
- Knowledge of effective instructional techniques and innovative modes of course delivery adaptable to a variety of learning styles.
- Knowledge of using current technologies in the classroom and to convey online course content.
- Ability to work cooperatively and effectively with diverse populations with special emphasis on first-generation, low-income, students of color, and non-traditional learners.
- Have effective interpersonal skills, including the ability to collaborate successfully with faculty, students, and administration.
- Educational philosophy in alignment with that of a small rural, comprehensive Community College and enthusiasm for this type of environment and the aspirations of its people.

SALARY:

\$68,725 - \$75,248 depending on education. With an excellent and generous benefits package including PERA retirement, health, vision, dental, life insurance, and sick leave. [Benefit Information](#)

210-day- 11-month renewable academic year position

APPLICATION INSTRUCTIONS

For consideration, an applicant file must contain:

1. Cover letter that addresses the minimum and preferred qualifications
2. Resume
3. Copies of transcripts (A.A., B.A., and M.A.) (Official transcripts requested upon hire) - As part of our commitment to a fair hiring process, we invite you to redact any information from your transcripts that may be confidential/protected under law, including your age, date of birth, or dates of attendance/graduation.
4. Names, addresses, and phone numbers of 3 professional references

APPLICATION DEADLINE

Open Until Filled – priority will be given to applications received by March 21, 2025

POSITION START DATE:

As soon as possible

Submit Application Packet To:

Otero College
Attn: Kelsey Barbee
Director of Human Resources
1802 Colorado Ave
La Junta, CO 81050

FAX: (719) 384-6947

Or Email To: kelsey.barbee@otero.edu

Inquiries May Be Directed To:

Kelsey Barbee
(719) 384-6824

Applicants must submit to and pass a background check before an offer of employment can be extended.

*****Please Note: Otero College is not able to provide sponsorship for applicants who do not currently have the legal right to work in the United States or require transfer of a Visa.*****

*****Must be a resident of the State of Colorado or able to relocate to Colorado prior to the first date of employment. *****

Otero College prohibits all forms of discrimination and harassment including those that violate federal and state law or the State Board for Community Colleges and Occupational Education Board Policy 3-120. The College does not discriminate on the basis of sex/gender, race, color, age, creed, national or ethnic origin, ancestry, physical or mental disability, veteran status or military status, pregnancy status, religion, genetic information, gender identity, gender expression, sexual orientation, or any other protected category under applicable local, state, or federal law (also known as "civil rights laws") including protection against retaliation and for those opposing discrimination or participating in any grievance process on campus or within the Equal Employment Opportunity Commission or other human rights agencies, in its employment practices or educational programs and activities. Otero recognizes that the quality of instruction and educational opportunities for all are enhanced when the diversity of the community served is represented in the student population and workforce. Otero also

recognizes that women, minorities, veterans and individuals with disabilities have been historically underutilized in the higher education workforce.

The College has designated Mike Rager, Director of Civil Rights and Investigations as its TITLE IX/EO COORDINATOR and Kelsey Barbee, Director of Human Resources as its AFFIRMATIVE ACTION (AA), OFFICER, with the responsibility to coordinate its civil rights compliance activities and grievance procedures. If you have any questions, please contact Kelsey Barbee, Director of Human Resources at 719-384-6824, kelsey.barbee@otero.edu, or 1802 Colorado Ave. McDivitt Hall RM# 140, La Junta, CO 81050.

You may also contact the Office for Civil Rights, U.S. Department of Education, Region VIII, Federal Office Building, 1244 North Speer Boulevard, Suite 310, Denver, CO 80204, telephone (303) 844-3417.

The Federal Cleary Act (The Student Right to Know and Campus Security Act of 1990) requires all institutions of higher learning to make available to prospective employees the agency's Annual Security Report/Campus Crime Statistics. A paper copy of this report can be obtained at the Student Services Center upon request or at: <http://www.ojc.edu/content/marketing/catalog.pdf>. This report includes statistics for the previous three years concerning crimes that occurred on campus or on property controlled or owned by Otero College, as well as public property within, or immediately adjacent to and accessible from, our campus.

Former employees of the Colorado Community College System or one of its 13 colleges, who were disciplinarily terminated or resigned in lieu of termination, must disclose this information in your application packet

Qualified protected class individuals are encouraged to apply

Otero College must comply with the Immigration Reform and Control Act of 1986. If hired you will be required to provide documents to show your identity and authorization to work. In addition, Colorado fiscal rules require direct deposit for all new employees.

ABOUT OTERO COLLEGE:

Founded in 1941, Otero College is an accredited Hispanic Serving Institution and is a state two-year community college with approximately 1500 students (1250 FTE) made up of traditional, non-traditional and international students. The college is governed by the State Board for Community Colleges and Occupational Education. Otero is located on an attractive 40-acre campus on the southern edge of La Junta, Colorado. The college is a full-service campus with dormitory housing, food service, men's and women's varsity intercollegiate athletics, and state-of-the-art educational technology. The city of La Junta has a population of approximately 8,000 and is located on Highway 50, sixty miles east of Pueblo. The college serves the residents of Otero, Bent, and Crowley counties. This rural geographic area in southeast Colorado is primarily agriculture based and has a population of approximately 33,000 people. Students at Otero can earn degrees in Associate of Arts, Associate of Science, Associate of Applied Science, Associate of General Studies or an Associate Degree in Nursing. Students who wish to pursue vocational occupations will find over a dozen one- and two-year certificate programs available. Career and Technical Education certificate programs at Otero include:

- Advanced Ag/Business Management
- ABM Financial Analysis
- Ag/Business Marketing and Risk Management
- ABM Records and Business Planning

Rural Business Entrepreneurship
Cosmetology
Hair Stylist
Nail Technician
Esthetician
Crop Production
Intro to Horticulture
Horticulture
Emergency Medical Technician
EMT Intermediate
Community Health Worker
Law Enforcement Training Academy
Livestock Production
Agriculture Production Management
Artificial Insemination
Nurse Aide
Practical Nursing
Phlebotomy
Oxyacetylene
Welding Fundamentals I
Welding Fundamentals II
Welding Production
Advanced Welding Pipe
Advanced Welding Railroad

To learn more about Otero College, visit the college's website at www.otero.edu.

OTERO MISSION STATEMENT:

To provide quality higher education that is accessible, transforms lives, expands employment opportunities, enriches our communities, promotes individual and global cultural diversity, and fosters economic development.