Engineering Professor – Full-Time Tenure Track

Priority Consideration Date: May 2, 2022

WHO WE ARE

Located in the scenic Puget Sound area with Mount Rainier in the distance, Tacoma is the third largest city in Washington State with a thriving and diverse community of over 200,000 residents. Tacoma Community College (TCC) was built on the ancestral territory of Coast Salish peoples, specifically the Puyallup. The 1854 Medicine Creek Treaty forcibly removed them to the Puyallup Reservation to make way for settlers; we recognize the privilege of utilizing this land has come at great cost. We honor the resilience of the Puyallup people, who still live here, defend their rights, and contribute greatly to the well-being of this community. Our institution aims to increase partnerships and community ties with the local indigenous populations. TCC is committed to increasing Native visibility by developing more culturally responsive curriculum. Moreover, TCC stands in solidarity with Black Lives Matter and the Black community by further strengthening collaboration with the Black Student Union as well as community entities such as the Tacoma-Pierce County Black Collective, the Tacoma Urban League, and local black-owned businesses. We are committed to infusing and incorporating more educational content focused on the lives and experiences of the Black community into our curriculum. We continually strive to become an anti-racist institution.

Tacoma Community College is a public two-year institution that serves a diverse population of approximately 12,000 students. Our students reflect the diversity of our community; we serve 27% students of color, 60% female, and a median age of 26. We embrace our identity as a community college. Our Mission Statement says, “As the community’s college, we create meaningful learning, advance equity, and strengthen student and community success.” Our faculty are engaged in innovative work to improve student retention and program completion. According to the Community College Survey of Student Engagement, TCC ranks high on measures of active learning and academic challenge, thanks to our creative and scholarly faculty. To grow this workforce, we seek to recruit faculty who exemplify similar attributes:

- Commitment to educating a racially and socioeconomically diverse student population,
- Reflects the diversity of our community,
- Values intellectual curiosity and innovative teaching,
- Honors the campus mission promoting equitable access to educational opportunities,
- Cares about student success and collaborates on strategies to facilitate success for historically underserved populations,
- Welcomes difference and models respectful interaction with others, and
- Engages with the community both within and outside of TCC.

The Science, Technology, Engineering, and Mathematics (STEM) Division, which includes around 35 full-time faculty, serves our diverse student population. We offer courses for STEM majors who transfer to colleges and universities throughout the nation, our pre-allied health students, and general education courses. We also proudly have a Mathematics Engineering Science Achievement (MESA) program, with the stated goal of diversifying the STEM workforce. Our Computer Science, Astronomy, Physics, and Engineering (CAPE) Department is composed of 7 full-time faculty, two of which are Engineering professors. The CAPE department is collaborative department that is doing strong work in promoting student success and closing equity gaps through innovative pedagogical techniques. We are looking for faculty that will partner with us in our continued EDI and anti-racist practices.

REGIONAL SETTING

For information on Tacoma and the surrounding area: https://www.tacomacc.edu/tcc-life/life_in_tacoma

POSITION DESCRIPTION

TCC, winner of the 2020 Association of Community College Trustees Equity Award for the entire Pacific Region, invites you to apply for the position of Engineering Professor (Tenure Track). This is a full-time tenure-track position that would be expected to teach courses in engineering, physics, and related courses. This position occasionally may be assigned classes to be taught on evenings or weekends, or at our Gig Harbor campus. This position reports to the Dean for Science, Technology, Engineering, and Mathematics (STEM) and supports the broader scope of academic pathways at TCC. This position is expected to start in Fall 2022.

Essential Functions

- Prepare and teach courses in at least four of these areas: electric circuits, statics, dynamics, thermodynamics, mechanics of materials, engineering graphics (SolidWorks), engineering design, materials science, and/or physics.
- Develop and revise curriculum as necessary.
- Advise students, helping them to form sound educational and career plans.
- Actively participate in departmental initiatives, serve on college committees, and participate in college governance.

We invite you to join us and be an active part of a multicultural environment dedicated to academic excellence.

Posting Date: March 25, 2022
Priority Date: April 24, 2022
Announcement: 22-05-FAC #MON

Advancing Equity, Diversity and Inclusion
Cultivating Exceptional Learning
Strengthening Community Partnerships
Enhancing Institutional Vitality
• Develop and participate in efforts to recruit and retain students into the engineering program, particularly those from historically under-represented groups, such as BIPOC, and female students.
• Develop and maintain strong relationships with local university engineering programs.
• Participate in STEM Division equity, diversity, and inclusion (EDI) efforts and work towards promoting an anti-racist curriculum.
• Participate in the college’s professional development.
• Commit to Tacoma Community College’s mission and embrace the values of Equity, Diversity and Inclusion.

Minimum Qualifications
• Master’s degree in engineering, physics, or closely related field.

Preferred Qualifications
• Teaching experience, especially in the community college setting.
• Demonstrated ability to teach a variety of courses in support of the transfer engineering program.
• Experience in the engineering profession.
• Professional Engineering License and/or Ph.D in Engineering.

Conditions of Employment
• Successful completion of a criminal history background check.
• Proof of completed COVID-19 Vaccination is required upon hiring and employment at TCC.

The Successful Candidate will
• Lead innovative engineering education.
• Embody a strong commitment to teaching in a community college setting, responding to the broad-ranging needs of a diverse student population.
• Work with students to improve their communication, critical thinking, and teamwork skills.
• Exercise ownership in the development and revision curriculum.
• Actively advise students, both individually and in student groups or clubs.
• Engage in the recruitment efforts for engineering students, particularly historically under-represented groups, such as BIPOC, and women or gender nonconforming.
• Establish and maintain positive working relationships with students, colleagues, and staff.

Application Materials & Procedures
Required application materials must be submitted online through our website:
1. Tacoma Community College online application.
2. Resume and cover letter describing how your educational background and experience align with the responsibilities and qualifications.
3. Copies of transcripts for all colleges and universities attended (official transcripts will be required for the successful candidate).
4. Tacoma Community College is committed to eliminating barriers and systems of oppression so we may serve all learners AND support each other as colleagues. We strive to be an anti-racist institution and value compassion, respect, and continuous improvement. A critical component of this is the understanding that the work of cultivating Equity, Diversity, and Inclusion (EDI) belongs to all employees. Please address both parts below.
   a. Please provide a teaching philosophy that shows how you reflect on your own positionality, how you use your cultural capital to enrich the student experience, how you value and encourage student application of cultural capital, and how you can help us to move towards the College’s strategic goal of advancing equity, diversity, and inclusion.
   b. How do you incorporate antiracism into your teaching practices?

Terms of Employment
This is a full-time tenure track faculty position contracted on an annual basis. Placement on the faculty salary schedule will commensurate with educational background and experience per the Faculty Negotiated Agreement (Download PDF reader) (Article 4.00 Academic Employee Compensation). The salary will be prorated to reflect the actual contract days remaining in the academic year. A collective bargaining agreement exists, and membership in the TCC Federation of Teachers or payment of a service fee is available upon hire. Evening and off campus assignments may be a part of the instructional load. Flexibility is required to meet the needs of the department. Degrees must be from accredited colleges or universities recognized by the U.S. Department of Education and verified by National Student Clearinghouse.

Tacoma Community College provides equal opportunity in education and employment and does not discriminate on the basis of race, color, national origin, age, disability, genetic information, sex, sexual orientation, marital status, creed, religion, or status as a veteran of war. Prohibited sex discrimination includes sexual harassment (unwelcome sexual conduct of various types). Provides reasonable accommodations for qualified students, employees, and applicants with disabilities in accordance with the American with Disabilities Act and Federal Rehabilitation Act. The following persons have been designated to handle inquiries regarding non-discrimination policies: Title VII and Title IX, 253-566-5050; the Section 504 Officer in Student Affairs. Tacoma Community College is a smoke-free/drug free environment. This recruitment announcement does not reflect the entire job description and can be changed and or modified without notice.

Tacoma Community College
Human Resources
6501 S 19th St Bldg. 14, Tacoma WA 98466
http://www.tacomacc.edu/about/employment