

Purpose, Scope & Dimension of Job:

Faculty facilitate student learning and initiate and participate in efforts to consistently improve the level of student success. As learning facilitators, faculty consistently assess learning outcomes and their own teaching effectiveness (pedagogy). As professionals, faculty adhere to the ethical standards of their profession as outlined, for example, by the NEA, the State of Michigan, and the American Sociological Association. Where applicable, faculty maintain licensure and certifications. In addition, full-time faculty have the following key responsibilities which are described more fully below in the Essential Duties/Major Accountabilities section:

- Professional development
- Curriculum Development
- Collegial Responsibilities
- Actively participate in efforts focused on the College's operational success.
- Communication • Safety

Specific Teaching Assignment:

Faculty member will be responsible for teaching classes in general and advanced Sociology. As curriculum develops to meet student needs, the teaching assignment may involve other courses within this discipline.

Minimum Required Knowledge, Skills, and Abilities:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

1. Master's degree in Sociology from a regionally accredited institution.*
2. Post-secondary teaching experience in Sociology.
3. Understanding of and commitment to community college teaching, mission and philosophy.
4. Innovative, flexible and positive teaching style and understanding the needs of students from diverse backgrounds.
5. Language Skills: Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations. Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present information and respond to questions from groups of managers, clients, customers, and the general public.
6. Mathematical Skills: Ability to apply concepts such as fractions percentages, ratios, and proportions to practical situations. Ability to work with mathematical concepts such as probability and statistical inference.
7. Reasoning Ability: Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram or schedule form.
8. Technology Skills: Ability to integrate computer applications into teaching.
9. Other Skills and Abilities: Ability to apply knowledge of current research and theory to instructional program; ability to plan and implement lessons based on division and college objectives and the needs and abilities of students to whom assigned. Ability to establish and maintain collegial relationships with students, peers, staff, and administrators; skill in oral and

written communication. * A foreign degree must be certified, at the candidate's expense, by a professional evaluation service.

Additional Preferred Qualifications:

1. Familiarity with use of computer-based instruction, distance learning, learning technologies, and competency-based instruction. 2. Experience teaching dual-enrollment classes or working with high school-age populations.

As an affirmative action/equal opportunity institution, the College encourages diversity and provides equal opportunity in education, employment, all of its programs, and the use of its facilities.

The College does not discriminate in educational or employment opportunities or practices on the basis of race, sex, color, religion, gender, gender expression, gender identity, national origin, veteran's status, age, disability unrelated to an individual's ability to perform adequately, sexual orientation, or any other characteristic protected by law.

Title IX Coordinator Contact Information: 1401 E. Court St., Pahl College Center – Student Success Services Center (PCC-2280E), Flint, MI 48503, (810) 762-0024. **Title II, ADA, Coordinator Contact Information:** 1401 E. Court St., Curtice-Mott Complex (CM-1117), Flint, MI 48503 (810) 762-0373. **Section 504 Coordinator Contact Information:** 1401 E. Court St., Pahl College Center (PCC-2280A), Flint, MI 48503 (810) 762-0191.

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