



## Position Description

### Assistant Professor of Biology (Teaching Faculty – Tenure Track)

#### APPLICATION PROCESS AND HIRING TIMELINE INFORMATION

To apply for this position you should submit a [KWU Employment Application](#), cover letter, resume/curriculum vitae, teaching philosophy (related to working with undergraduates), unofficial transcripts, and three references. Please email your application materials to [hr@kwu.edu](mailto:hr@kwu.edu).

In your cover letter please pay special attention to matching your actual qualifications to the required qualifications listed in this Job Description. Make sure you reference the position title on the subject line of your email. No phone calls please.

The timeline for filling this job is:

- Applications are received until the position is filled.
- Interviews will begin as qualified applicants are identified, and will continue until the position is filled.
- The position begins work on August 7, 2023.

**KWU is an Equal Opportunity Employer and encourages diversity in employment.** We will check references of past employers. We will acknowledge receipt of your application as soon as we receive it.

#### ADMINISTRATIVE INFORMATION

**POSITION'S OPERATING GROUP:** Office of the Provost

**OPERATING GROUPS MAJOR RESPONSIBILITIES:** The Office of the Provost is responsible for the development and delivery of the entire academic program at KWU. This includes the determination and selection of all faculty, the design and delivery of all academic curricula, the design and delivery of all academic co-curricular programs and activities, and the design and delivery of all support and information services required to maintain university accreditation and increase student success in all academic areas of the university.

**POSITION'S DEPARTMENT:** Department of Biology

**DEPARTMENT'S PURPOSE AND MAJOR RESPONSIBILITIES:** The Biology Department is responsible for the effective development and delivery of the department's curriculum and advising of department majors. In addition, the department assists other areas of the university in recruiting new students to the university and participates on faculty and university committees. The department focuses on quality teaching and student-centered learning.

**POSITION'S DIRECT SUPERVISOR:** Dr. Kraft, Provost

**DATE POSITION LAST REVIEWED OR ANALYZED:** April 2023. Revised by: HR: Becky Mathews, Provost: Damon Kraft

**POSITION'S EMPLOYMENT STATUS:** Tenure-Track Faculty, Full-Time, Exempt (Teaching Exemption), Salaried, Nine-Month Contract (Twelve month pay).

**POSITION'S FACULTY RANK:** To be determined at hiring based on the person's highest degree attained, qualifications, and experience.

**POSITION'S SALARY AND BENEFITS:** Final salary is dependent upon the successful candidate's experience and qualifications. Full-time benefits as outlined in the university benefits package found on the university's job web site.

## POSITION INFORMATION

**POSITION SUMMARY:** This job is responsible for preparing and teaching a wide variety of Biology courses, including general biology for majors and non-majors and microbiology, as well as advising Biology majors toward academic, career, and life success.

**POSITION WORKS WITH:** This job fully interacts with the KWU student body in terms of teaching and advising. In addition, this job will interact with other faculty and staff regarding recruiting, curriculum design, and other similar requirements of the department and university.

**POSITION'S STAFF AUTHORITY:** None

**POSITION'S BUDGET AUTHORITY:** None

**POSITION'S PHYSICAL WORKING CONDITIONS:** Climate-controlled office and classroom environment. Standing, sitting, stooping, walking, talking, seeing, hearing, keyboarding, filing, and other similar physical motions and activities are a usual part of the job.

**POSITION'S UNUSUAL HAZARDS OR WORKING CONDITIONS:** None

**POSITIONS EQUIPMENT USED:** University phone and Learning Management System (LMS) system.

**POSITION'S WORK SCHEDULE:** Flexible schedule arranged around a Monday- Friday teaching schedule.

**POSITION'S TRAVEL REQUIREMENTS:** Travel for personal development may be required.

## POSITION RESULTS, BEHAVIORS, AND PERFORMANCE MEASURES

**For a more complete understanding of the duties and responsibilities of faculty jobs, please read and review the Faculty Handbook which will be made available to final candidates for the job.**

### **POSITION'S ESSENTIAL DUTIES**

1. Teaching (60%): Responsible for delivering in a student-receptive manner the knowledge, skills, and experiences each student needs to successfully achieve course learning outcomes as outlined in the course syllabus.
  - Student-focused educator committed to student learning, retention, persistence, and completion.
  - Teach 24 credit hours per year.
  - Create, post, and articulate essential course learning outcomes, materials, and assessments in a timely fashion.
  - Hold regular office hours to assist students.
2. Advising (15%): Responsible for assisting students to create an individual educational plan which allows the student to graduate in the shortest amount of time possible and at the least possible cost consistent with the student's educational goals:
  - Assist advisees to develop educational and career goals, and seeking the information necessary to achieve those goals.
  - Assist advisees to create "graduation plans" in order for students to complete university and department graduation requirements with the least cost and time possible consistent with their advisees' educational goals.
  - Meet a minimum of once a semester with their advisees to review educational, graduation, and career progress, and as needed to effectively meet the needs of each advisee.
  - Assist advisees to enroll in needed classes at the soonest possible time in order to ensure graduation success as well as accurate enrollment counts.
3. Professional Development (10%): Responsible for preparing and executing an annual personal development program to enhance your course content knowledge and teaching effectiveness skills.
4. Service (10%): Responsible for preparing and executing an annual university and community service program.

**POSITION'S OTHER DUTIES: (5%)**

1. Assist the department and university to recruit and enroll students who are a good fit for our culture, mission, and vision.
2. Evaluate and revise curriculum, course materials, and delivery methods as changes in the field and teaching environments warrant.
3. Review, evaluate, and revise department policy, textbooks, and curriculum in conjunction with other department members and the Department Chair in order to enhance student academic and career success.
4. Serve on university committees to enhance department and university policies and processes that enhance student academic and career success.
5. Attend all required university events such as commencement, faculty meetings, etc.
6. **PERFORM OTHER APPROPRIATE AND REASONABLY REQUIRED DUTIES AS ASSIGNED BY YOUR SUPERVISOR.**

**POSITION'S PERFORMANCE MEASURES AND STANDARDS:** Actual performance standards for each measure will be set at least annually after consultation between the job holder and their direct supervisor based on the job holder's existing qualifications and experience.

1. Course Learning Objectives, Syllabus, and Class Schedule posted as required.
2. Semi-Annual Student Course Evaluation Results
3. Annual Advisee Evaluation Survey Results
4. Annual Self-Evaluation Results
5. Annual Department Review
6. Peer Review as per the Faculty Handbook

**POSITION QUALIFICATIONS**

**EDUCATION:**

- **MINIMUM REQUIRED:** Master's degree in Biology (or closely related field with 18 graduate credits completed in Biology) and credentialed to teach undergraduate Biology courses
- **PREFERRED:** Doctoral degree or working toward a doctoral degree

**CERTIFICATIONS/LICENSES:**

- **MINIMUM REQUIRED:** None
- **PREFERRED:** None

**WORK EXPERIENCE:**

- **MINIMUM REQUIRED:** None
- **PREFERRED:** None

## NOTICE OF SPECIAL JOB OR EMPLOYMENT REQUIREMENTS

1. THIS JOB DESCRIPTION IS NOT DESIGNED TO COVER OR CONTAIN A COMPREHENSIVE LIST OF ALL DUTIES AND RESULTS TO BE PERFORMED IN THIS JOB. DUTIES AND PERFORMANCE STANDARDS MAY BE ADDED, SUBTRACTED, AND/OR CHANGED BY YOUR SUPERVISOR AT ANY TIME DUE TO CHANGES IN DEPARTMENT OR UNIVERSITY REQUIREMENTS.
2. Unless exempt due to an employment contract signed by the President of Kansas Wesleyan University, all employees of Kansas Wesleyan are to be considered as an “at-will” employee.
3. All employees of Kansas Wesleyan University are considered “responsible employees” pertaining to Title IX regulations concerning both the prevention and reporting of sexual assault or harassment situations. As such, all employees must communicate with the Title IX Coordinator if they witness or hear about a sexual assault or harassment situation.
4. Kansas Wesleyan University is an equal opportunity employer and complies with EEOC and ADA employment requirements. It is and has been the policy of Kansas Wesleyan University to grant equal opportunity to all qualified persons without unlawful discrimination based on race, color, gender, age, national origin, ancestry, ethnicity, disability, sexual orientation, religion, or veteran status. To fulfill its mission as a Christian institution, preference in hiring shall be given to persons who can affirm the Institution’s mission.
5. All “offers of employment” are subject to a criminal background check prior to employment.
6. All items created by this position are the sole property of Kansas Wesleyan University.