### Adjunct Instructor

**JOB DESCRIPTION**

<table>
<thead>
<tr>
<th>DATE:</th>
<th>5/30/2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>POSITION #:</td>
<td>PFHUSE</td>
</tr>
</tbody>
</table>

**NAME OF INCUMBENT(S):**

**JOB TITLE:** Adjunct Instructor – Social Work-Addictions

**DIVISION:** Health and Human Services

**PROGRAM:** Human Services

**PAY TABLE/LEVEL/GRADE:** C-1

**REPORTS TO:** FA9718

**STATUS:** Please click the appropriate boxes that apply.

- [✓] Regular/Continuing
- [ ] Temporary/Limited Duration
- [ ] Full-Time (40 hrs/wk)
- [ ] Individual Position
- [✓] Part-Time: 12 Hours/Week
- [ ] Non-Bargaining
- [✓] Pooled Position:

- 0-10 No. of Employee if this position is pooled.

**JOB SUMMARY:** (This section should summarize the overall purpose (“mission”) of this job in 1-4 sentences. Briefly describe the primary reason the job exists at LCC.)

**Program Specific Job Summary**

Adjunct faculty teach courses in Social Work – addictions and substance abuse including planning, preparation and delivery of lecture/lab instruction materials at all levels of training. Faculty members also participate in curriculum development and student advising. Teaching style is required that integrates critical thinking and ethical practice to solve problems and find resources. Must be able to discuss sensitive issues, such as populations at risk, lifestyle differences, culture, ethnic, religious issues, impact of addiction, domestic violence, family issues, and more.

**Part-time Teaching Faculty Assignments/Workload**

Teaching Load Limits. Except as otherwise provided in this Agreement, each part-time Teaching Faculty member shall be accountable for teaching workload subject to the following limits:

a. Adjunct Instructors shall not exceed twelve (12) workload hours of teaching during Fall Semester and twelve (12) workload hours of teaching during Spring Semester, together with all associated preparation (including customary updates/maintenance of assigned courses), assessment and evaluation, and student consultation/office hours; and

b. Adjunct Instructors shall not exceed ten (10) workload hours of teaching during Summer Semester, together with all associated preparation (including customary updates/maintenance of assigned courses), assessment and evaluation, and student consultation/office hours.

c. Increases in workload will not change the part-time status of bargaining unit members.

**Professional Activities and Duties**

In addition to or in lieu of teaching assignments, part-time Teaching Faculty may be given non-teaching assignments such as course development or revision, curriculum development, student advising, leadership assignments, etc., provided their workload does not regularly exceed the nominal equivalent of thirty (30) clock hours per week or 1560 clock hours in an academic year.
Nothing contained in this section is intended to modify the minimum workload opportunities or obligations of part-time Teaching Faculty as set forth in Article XIII. Employment Practices.

**DIRECT REPORTS:** *(If this is a supervisory position (authority to hire, assign, discipline, approve timesheets), list position #s of those supervised).*

<table>
<thead>
<tr>
<th>Direct Report(s):</th>
</tr>
</thead>
<tbody>
<tr>
<td>none</td>
</tr>
</tbody>
</table>

**ESSENTIAL DUTIES AND RESPONSIBILITIES:** Identify and describe the essential duties and responsibilities, i.e., what actions are done and what are the expected results. Most jobs can be described using 5-10 statements. List in priority order, beginning with top priority/must get done, with approximate percent for each (e.g. 20% 1. reconciles grant fund expenditures to balance monthly budget). “Other duties, as assigned,” are implicit in all position descriptions.

<table>
<thead>
<tr>
<th>%</th>
<th>No.</th>
<th>Program Specific Duties</th>
</tr>
</thead>
<tbody>
<tr>
<td>95%</td>
<td>1</td>
<td>Teach courses in Social Work-addictions and substance abuse, including planning, preparation and delivery of lecture/lab instruction materials at all levels of training. Create section syllabi, grade student work, and submit grades per college policy.</td>
</tr>
<tr>
<td>5%</td>
<td>2</td>
<td>Participate in curriculum development, student advising, community service, and student recruitment activities. Engage in personal, ongoing professional development.</td>
</tr>
</tbody>
</table>

**Teaching Faculty Student Consultation/Office Hours**

Teaching Faculty student consultation/office hours will be a minimum of one-quarter (¼) hour consultation per week per one (1) teaching workload hour of assigned classes. Scheduling will be the responsibility of the individual teaching faculty, while taking into account the needs of the students, the department, and the College.

Teaching Faculty with face-to-face teaching assignments must be available for face-to-face student consultation/office hours at or near the location where the course is taught provided suitable space is available.

Teaching Faculty with online teaching assignments must be available online for student consultation/office hours for those courses.

Teaching Faculty with hybrid teaching assignments must be available face-to-face at or near the location where the course is taught, provided suitable space is available, and/or online for student consultation/office hours, as determined by student preferences.

**All course section syllabi will contain:**

LCC contact information (phone number and/or e-mail address) where students may contact the faculty member and

Times, modes, and/or locations available for student consultation/office hours.

Student consultation/office hours will be posted and regularly maintained by each faculty member in the manner established by their program/department pursuant to Article IX. Participation in Governance, and will not be changed without prior written or electronic notice to the supervisor and students.

**CORE COMPETENCIES.** Record the knowledge, skills and abilities necessary to perform the essential functions of this position. Provide descriptions of core competencies below (e.g. communication, customer service, decision-making, leadership, problem-solving, etc.). An incumbent or applicant must be able to demonstrate and results must be measurable.

Knowledge
--Knowledge of social work practice within the social systems
--Knowledge of social welfare policies and their implementation
Knowledge and use of professional code of ethics and ethical practice
Knowledge of special populations, culture, ethnicity, race, diversity as they relate to addiction
Knowledge of the many issues related to addiction
Knowledge of the effects of pharmacology and alcohol
Knowledge of biological, physiological, genetics, and psychological effects of substance use
Knowledge of behavioral addiction
Knowledge of treatment options
Knowledge of LCC instructional software systems
Knowledge of instructional procedures and processes

Communication
--Demonstrate mediation and conflict resolution skills
--Effective interpersonal communication skills
--Ability to interpret and translate information and communicate it to others
--Ability to communicate effectively, verbally and in written word
--Ability to coordinate groups and work in a team environment
--Honor others through productive communication and active listening
--Communication of addiction prevention, intervention, therapeutic and recovery processes
--Communicate best evidence-based practices used in addiction therapy

Leadership
--Model ethical and professional behavior
--Model respect for others and their abilities
--Model cultural/differences competency skills
--Model classroom management skills
--Model higher education standards
--Model concepts of customer services
--Establish a positive rapport
--Facilitate change

Decision making
--Critical thinking
--Ethical decision making
--Evaluate case studies/scenarios
--Access resources
--Integrate professional ethics
--Evaluate for referrals

EDUCATIONAL/EXPERIENCE REQUIREMENTS: Identify the education and/or equivalent combination of education and experience, plus additional specific years of experience, certifications, licenses and/or special training required to perform the essential functions of this job.

Program specific education/experience:

Required:
Master’s Degree, or higher, in Social Work, Counseling, or Clinical Psychology from a regionally accredited college or university.
Current State or National License in the profession.
Five or more years of experience working in the field of addiction.
Five or more years of “helping” interviewing.
Five or more years working with family dynamics.
Proven knowledge and understanding of domestic violence and its impact.
Knowledge of the many family and social issues impacted by addiction.
Understanding of the addiction process from prevention, intervention through therapy, and recovery.
Current continuing education credits.
Preferred:
Previous teaching experience.

**General Adjunct Instructor Requirements:**
Primary duty and responsibility of teaching students in instructional settings;

Functioning as the principal source of instruction and the faculty of record in the instructional setting for a course, class, workshop, etc., offered for academic credit (i.e., designated by the College as responsible for the course, class, workshop, etc., including assigning the grade); and

Being responsible for curriculum planning and development; preparation and delivery of course content in accordance with student needs; comprehensive assessment and grading in the assigned course, class, workshop, etc., offered for academic credit.

**PHYSICAL AND MENTAL REQUIREMENTS:** Complete the physical and mental demands on the attached ADA Checklist that must be met to successfully perform the essential functions of this job. Mobility around the LCC campus is a normal part of the position’s functions. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.  **Go to the ADA Checklist.**

**WORK ENVIRONMENT:** Complete the work environment characteristics on the attached ADA Checklist that must be met to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.  **Go to the ADA Checklist.**

<table>
<thead>
<tr>
<th>Incumbent’s Name (if any).</th>
<th>Incumbent’s Signature*</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supervisor’s Name</td>
<td>Janet Marion</td>
<td></td>
</tr>
<tr>
<td>Dean/ELT’s Name</td>
<td>Margherita Clark</td>
<td></td>
</tr>
</tbody>
</table>

Note: Signature means approval, otherwise return for signatures.

<table>
<thead>
<tr>
<th>Human Resources Rep.</th>
<th>HR Rep Signature</th>
<th>Date</th>
</tr>
</thead>
</table>

Note: Position description to be reviewed annually, upon posting or transfer of person or position.
Lansing Community College  ADA Compliance Job Description Checklist
The immediate supervisor is responsible for completion of this form. Fill in more information as needed that apply to the essential job duties of the attached job description.

<table>
<thead>
<tr>
<th>Position #: PFHUSE</th>
<th>Date: 6/23/2017</th>
<th>Supervisor’s Position #: FA9718</th>
</tr>
</thead>
</table>

Materials Used:

- **Standard Office Equipment:**
  - ✔ Computer keyboard, mouse, screen (either desktop or laptop)
  - ✔ Various software (spreadsheet, word-processing, web-base, other media)
  - ✔ Telephone, blackberry, fax
  - ✔ Paper and Pencil/pen
  - ✔ Projector and Screen
  - ✔ Copier, collator, reproduction

- **Standard Trades Equipment:**
  - ☐ Carpentry
  - ☐ Electrical
  - ☐ Plumbing
  - Others, please list:

- **Others repair/maintenance tools, please list:**

Mental Functions:

- ✔ Comparing (compare/contrast data, people, things)
- ✔ Copying (entering, posting, transcribing data)
- ✔ Synthesizing (combine data, concepts, interpretations)
- ✔ Analyzing (examine, test data, present alternative actions)
- ✔ Computing (math calculations or carrying out formula operations)
- ✔ Compiling (gathering, classifying, evaluating data, people, things)

Auditory Functions:

- ✔ Talking (express ideas, thoughts, languages, conveying details, accurately, loudly, quickly)
- ✔ Hearing (receive details through oral communication, make fine differences in sound with other sound interference e.g. running machines, other people)

Visionary Functions:

- ✔ Near acuity (at 20 inches or less when minute accuracy is essential)
- ✔ Far acuity (more than 20 inches when day and night/dark conditions are essential)
- ✔ Depth perception (3 dimensional vision, judge distances, space)
- ✔ Color vision (distinguish colors)
- ✔ Field of vision (up-down and right-left)

Smell and Tasting Functions:

- ☐ Flavors & odors (distinguish similarities, differences, intensities, qualities using tongue & nose)

Movement, Strength, Repetition Functions:

- ☐ Climbing
- ☐ Kneeling
- ✔ Reaching
- ☐ Balancing
- ☐ Crouching
- ✔ Grasping
- ☐ Stooping
- ☐ Crawling
- ✔ Picking/Typing/Keyboarding
- ✔ Sedentary (exert up to 10 lbs of force to lift, carry, push, pull, move objects; sit most of the time)
- ☐ Light (exert up to 20 lbs of force to lift, carry, push, pull, move object; walk/stand occasionally)
- ☐ Medium (exert 21-50 lbs of force, walk/stand frequently)
- ☐ Heavy (exert 51-100 lbs of force, walk/stand routinely)
- ☐ Very Heavy (exert over 100 lbs of force, walk/stand routinely)

Environmental Conditions:

- ☐ Weather (rain, snow, wind)
- ☐ Vibrations
- ☐ Extreme cold (inside, outside)
- ☐ Hazards (fumes, odors, dust, toxic chemicals, allergens)
- ☐ Extreme heat (inside, outside)
- ☐ Extreme noises
- ☐ Confined/restricted spaces
- ☐ Hazards (fumes, odors, dust, toxic chemicals, allergens, poor ventilation, shock)

Based upon www.job-analysis.net