How to Hire Temporary Faculty Guideline

This document provides rules, regulations and resources regarding hiring temporary faculty during fall and spring semester. For questions or assistance on hiring temporary faculty, please contact Noelle Simmons at noellesimmons@uidaho.edu or (208) 885-6036.

Click on the link below to view the desired topic

- Temporary Faculty Definition (link)
- Qualifications Guideline (link)
- Hiring Routes (link)
  - Hiring Exceptions: A. Faculty Search (link)
  - B. Condensed Search (link)
  - C. Temporary Faculty Waiver (link)
- Hiring Process (link)
Who are Temporary Faculty?

- Temporary faculty hires may include individuals with a status of: Student, Lecturer, Visiting Faculty, Acting Faculty, Adjunct Faculty, Affiliated Faculty, and Emeritus Faculty.
- A student for hiring purposes is defined as currently enrolled for at least 9 credits during the semester of instruction or work, or if teaching or working in the summer must be enrolled for at least 6 credits during the summer, or at least 9 credits for the upcoming fall semester.
- Temporary faculty appointments are typically made on a semester basis or for terms within a semester.
- All hires are subject to meeting the faculty qualifications guideline. (link)
- These faculty appointments, which are temporary, are defined in FSH 1565.
Faculty Qualification Guideline

Faculty appointments and instructional assignments are determined by the following educational requirements and qualifications for alignment with both regional institutional accreditation standards and program accreditation standards when applicable. All appointments made will adhere to the hiring policies and procedures of the University.

(A) To teach baccalaureate course work:
- A doctorate/terminal degree in the teaching discipline is preferred in all cases.
- A master’s degree in the teaching discipline or closely related field is required.
- For all courses taught in the College of Law, a J.D. is required.

(B) To teach graduate course work:
- A doctorate/terminal degree in the teaching discipline is required.
- Graduate Faculty must have a doctorate/terminal degree.
- All faculty teaching graduate level courses should hold graduate faculty status.

(C) To teach as temporary faculty, visiting faculty, instructional affiliates, or other individuals hired to be an instructor of record:
- The individual must meet the educational qualifications in A and B above.
- If the individual does not meet the education qualifications above, but has a combination of 1) bachelor’s degree or higher and 2) graduate coursework in the discipline or 3) exceptional experience that qualifies them to deliver specific coursework then the hiring unit may submit a request for an exception following the process below.

Exception Request
- An exception can be requested via the ‘Exception to Faculty Qualifications Request Form.’ Visit the Provost Office website for the correct form. This process is limited to external candidates who are not current UI University Faculty.
- Exceptional and/or unique expertise must be demonstrated and include documentable elements of regional, national or international recognition (e.g. substantive honors and awards, provide expertise beyond that found in the program/department, and/or increase the potential for students and faculty to extend their knowledge and professional activities.
- Exception requests are reviewed on a case by case basis and must be approved by the Vice Provost for Faculty.
• Exceptions must be allowable under any specialized accreditation standards for the teaching discipline.

(D) To teach as a Graduate Assistant, Teaching Assistant, or Research Assistant:
  • A master’s degree in the teaching discipline is preferred in all cases.
  • If the master’s degree is not complete, the assistant must have at least 18 graduate credits in the teaching discipline.
  • If the assistant does not have at least 18 graduate credits in the teaching discipline, they must have an undergraduate degree in the discipline (major or minor) and be directly supervised by a qualified faculty member.
  • In order for a graduate assistant to deliver masters level coursework, the graduate assistant is required to hold a master’s degree or higher in the teaching discipline or related area with supervision by an appropriately qualified graduate faculty member.
  • The graduate assistant should receive regular in-service training and planned/periodic evaluations.
  • Graduate Assistant supervisors must meet the educational requirements in A and B above.
Hiring Process

The following steps must be completed on or before the first day of work. The employee must go to or contact Human Resources to complete some steps.

1. Review Banner: Determine if candidate has a current employee appointment. Next, review the temporary faculty hiring routes to determine the appropriate hiring paperwork. Note: Individuals who accept hourly jobs but then also teach for us automatically get bumped to an hourly instructional appointment. It is the college’s responsibility to monitor appointment terms for individuals working as temporary faculty regardless of their employee classification and EPAF for pay (hourly employee, exempt employee, and faculty).

2. The employee must submit to a criminal background check and receive a successful result of “Meets Company Standards” (if using PeopleAdmin, can be done within the system or use paper form on HR website).

3. Complete the Employee Information Application with HRS (personal info, demographics, policy, nepotism, etc.), consent to accuracy.

4. Payroll paperwork, (W-4 Form, direct deposit, etc.)

5. The employee must complete an I-9 form (contact Human Resources).

6. Submit Temporary Faculty Contract (or other required hiring paperwork as determined by reviewing ‘Hiring Routes’) to provost@uidaho.edu. If using the search process reference the Posting number and Hiring Proposal number on the contract. Faculty Hiring Forms include CV, conflict of interest form, and intellectual property form for initial appointment or successive appointments that occur following a three consecutive semester break.

7. An Electronic Personnel Action Form, (EPAF) in Banner must be initiated after completion of the I-9 Form to initiate payroll. Whenever possible this should be completed prior to the first day of work.

Back to Begin (link)
Hiring Routes

Prior to submitting hiring paperwork, review the faculty qualifications guideline to ensure the candidate is qualified for the proposed appointment. All appointments require final approval from the Provost and Executive Vice President.

Temporary Faculty are hired on a semester by semester basis, at .475 FTE or lower, and are limited to being employed up to three consecutive semesters. This applies to all methods of hire. The exception process is provided below on page 7. Exceptions are subject to approval by the Office of the Provost & EVP and AA/EEO. Waiver requests are not guaranteed approval.

Does the candidate have an existing appointment with the University of Idaho?

<table>
<thead>
<tr>
<th>Employee Classification</th>
<th>Hiring Route</th>
</tr>
</thead>
<tbody>
<tr>
<td>Temporary Faculty</td>
<td>Temporary Faculty contract</td>
</tr>
<tr>
<td>Exempt Staff</td>
<td>Staff Salary Change Form, select’ Instructional Compensation’</td>
</tr>
<tr>
<td>Classified Staff</td>
<td>Staff Salary Change Form, select’ Instructional Compensation’</td>
</tr>
<tr>
<td>Temporary hourly</td>
<td>TH Instructional Compensation</td>
</tr>
<tr>
<td>Adjunct Faculty</td>
<td>Temporary Faculty Contract</td>
</tr>
<tr>
<td>Graduate student with assistantship</td>
<td>First consult with Graduate College as needed; upon approval submit Temp Faculty contract</td>
</tr>
</tbody>
</table>
Hiring Exceptions

Hiring Exceptions require additional processes and approvals and are detailed below. Hiring exceptions include: 1) Hiring on for an academic year or fiscal year appointment, 2) Hiring past a third consecutive semester and 3) Hiring to work over .475 FTE.

Note: the boxes below are hyper-linked

- **Faculty Search (Standard)**
  - **Hire on an AY or FY basis**
    - OR
    - **Waiver request via People Admin Action (exception for unusual circumstances)**

- **Condensed Search (Standard)**
  - **Hire for a 4th consecutive semester**
    - OR
    - **Waiver (exception for unusual circumstances)**

- **Hire to teach over 7 credits or above .475 FTE**
  - Are you doing a condensed search? Note: A condensed search is the standard, with waiver being a rare exception
    - **Yes**
      - Include higher FTE details (list classes and credits) in the search posting and hiring proposal
      - **Search was done, but higher FTE was not included**
        - **Waiver (approval not guaranteed)**
    - **No**
      - **Waiver**

Note: this is not the condensed search process. The full faculty search is the expectation, with the waiver an unusual exception.

NOTE: For Spring 2021 semester hires only the three semester limit has been paused. It will be announced at a later date if that will continue for future semesters.
Conduct a Condensed Search (Student/Temporary) Within PeopleAdmin

This is the correct route when:

- The unit wishes to hire for a 4th consecutive semester
- Effort exceeds .475 FTE

System Steps/Directions to conduct search:

1. Hiring manager or supervisor uses the Student/Temporary posting section to create a posting (see link to examples below)
   - Select the header ‘Posting’
   - Choose ‘Temporary’
   - Create a new posting (top right orange button)
   - Select create from title
   - Choose F-5 Temp Faculty
   - Note: In the ‘Position Summary’ Include the anticipated courses to be taught and the range of classes and credits you are recruiting for.
2. Applicants apply online
3. The posting must run for at least seven days
   - A temporary position posting cannot be left open for more than three months per recommendation of the US Office of Contract Compliance Programs
4. Units are required to advertise for the position using the auto enabled advertising
5. Hiring manager or supervisor selects who to interview and hire
   - Reminder: Review the faculty qualifications and ensure candidate meets them. It is the units responsibility to ensure the candidate meets the faculty qualifications guideline before proceeding (link)
6. Create the hiring proposal. Note you must include:
   - In ‘Salary Justification’ include: 1) The course(s) name, number, amount of credit and pay per course
   - The hiring posting and proposal number must be provided on the employment contract that is routed to the Provost Office for approval
7. The posting is marked as ‘hired’ and the posting is marked as ‘filled’
8. Steps 1 through 7 on ‘Hiring Process’ must be completed (link)

If a unit hires via this route:

- This will re-set the employee to their first appointment count. Therefore, they are eligible to hired for up to three additional consecutive semesters. Note, if a unit conducts the search in a way to recruit and hire for above .475 FTE, that increased FTE approval is only for one semester.
- The temp faculty contract still needs to be submitted on a semester by semester basis.
- Include the PeopleAdmin hiring proposal and the posting number on the temp faculty contract.
See example postings here (link)

Condensed Search Best Practices:
- Establish consistent and fair procedures for evaluating applicants and selecting finalists. As a reminder, all records must remain on file with the AAC.
- Review the same postings for examples of a flexible posting, giving the unit flexibility in appointing individuals to meet your department hiring needs.

Benefits of a Condensed Search:
- Streamlined process that will yield the most qualified and eligible individuals for the position.
- Flexibility and autonomy in the hiring process.
- Ability to utilize free advertising options.
- Provides the hiring unit with records of commitment to the University’s EEO/AA policy and standards.

Back to Begin (link)
**Temporary Faculty Waiver**

A waiver is an unusual and a rare exception. It can be requested for one of the situations below if the extraordinary circumstances warrant it.

1) The appointment is for an AY or FY basis, and a faculty search has not been completed (note, a PeopleAdmin action is required as the waiver submission)

   OR

2) Hire for a 4th consecutive semester, and a search has not been completed

   OR

3) Effort exceeds .475, and a search has not been completed OR search did not include higher FTE

Note:

- If requesting a waiver for an AY or FY appointment, the waiver request is submitted via the faculty action process in PeopleAdmin. The waiver document is no longer required.
- The waiver can be requested for a maximum of three additional semesters. Note, the hire is still made on a semester by semester basis. The time-frame requested will be reviewed by the Vice Provost for Faculty.
- Waivers are not guaranteed approval; they are subject to recommendation by the Office of the Provost and Executive Vice President and approval by the Office of Equal Employment Opportunity and Affirmative Action.

Directions (for scenarios # 2 and 3 above):

1. Download and complete the waiver (**link**). Once it is fully completed, including all necessary signatures, route to provost@uidaho.edu for review.

   *Note: Contracts cannot be created until the unit receives the approved waiver back.*

2. The waiver will be reviewed by the Provost Office and AA/EEO.

3. Upon receiving an approved waiver back from the Office of the Provost and Executive Vice President, complete Steps 1 through 7 (**link**) to complete the hiring process.

Directions for requesting approval for an AY or FY appointment. Follow these steps for scenario #1 above:
1. Submit an action on the faculty position description side of PeopleAdmin.
2. The waiver request will be reviewed by the Provost Office Executive Approver and the Vice Provost for Faculty.
   
   Note, waivers are evaluated on a case by case basis and it is possible the unit will be required to complete a full faculty search.

3. The waiver will be submitted to AA/EEO for final approval.
4. If approved, the waiver section will indicate approval in PeopleAdmin and the position control number review (search field). Comments will note if a hiring proposal is needed.
5. The hiring unit should complete an offer letter in lieu of a contract. Contact Provost Office directly for the template.
6. Steps 1 through 7 on 'Hiring Process' must be completed (link)

Back to Begin (link)
Conduct a Faculty Search Within PeopleAdmin

This is the correct route when:

- *The appointment is on an AY or FY basis*

System Steps/Directions to conduct search:
1. Hiring manager or supervisor works with the AAC to create a position action request in PeopleAdmin by using the Position Management Module (see the People Admin resources on the HR website).
2. Upon approval of the faculty vacancy announcement, a posting is created and the search process conducted.
3. A hiring proposal and permission to contingently offer the position will be approved by the Provost and Executive Vice President (Executive Approver).
4. Steps 1 through 7 on 'Hiring Process' must be completed. (link)

*Note: For AY or FY appointment, complete an offer letter in lieu of a contract. Contact Provost Office directly for the offer letter template.*

Back to Begin (link)
Temporary Lecturer - Anthropology

Position Details

Classification Information

- **Banner Title**: F9 - Faculty
- **Employee Category**: Temporary

Position Information

- **Position Title**: Temporary Lecturer - Anthropology
- **Location**: Moscow
- **Division/College**: College of Letters, Arts & Social Sciences
- **Department**: Sociology & Anthropology
- **Funding Type**: Temporary Non-Grant
- **FLSA Status**: Overtime Exempt
- **Pay Range**: $4,000-$4,500/class, DOE
- **Expected Start**: 01/08/2018
- **Expected End**: 05/18/2019
- **Full Time/Part Time**: Part Time

Work Schedule Summary

Position Responsibilities

The Department of Sociology and Anthropology invites applications for Temporary Lecturers to teach 1-2 courses for up to 3 semesters, in-person and online. Courses may include: Anth 100 (Intro), Anth 220 (Peoples of the World), and Soc/Anth 301 (Diversity and Stratification)

Responsibilities

Make as complete a list of job duties as possible beginning with those, which take the greater percentage of the position's time. If supervising or training others, note the number and types/titles of positions, and whether it is direct or general supervision. **Student/Temporary positions must include at least 1 (one) responsibility area.**

- **Job Duty Function**: Instruction
- **Job Duties/Responsibilities**: - Instruct students for three credit hours per class - Grading
- **Percentage Of Time**: 100%
- **Essential/Marginal**: Essential

Position Qualifications

- **Minimum Qualifications**
  - Lower division courses: MA in Anthropology or closely related field
  - Upper division courses: PhD in Anthropology or closely related field
  - Experience teaching Anthropology courses at the college level, and/or teaching
Preferred Qualifications

- PhD in Anthropology or closely related field
- Experience with bblearn/blackboard

Physical Requirements & Working Conditions

Posting Information

Search Coordinator
Posting Number
Posting Date
Closing Date
Open Until
Filled

Special Instructions

Cover letter should address minimum and preferred qualifications. Please also specify which course(s) you are applying for.

Background Check Statement

Applicants who are selected as final possible candidates may be required to pass a criminal background check.

EEO Statement

The University of Idaho is an equal opportunity and affirmative action employer. It is the policy of the regents that equal opportunity be afforded in education and employment to qualified persons regardless of race, color, national origin, religion, sex, age, disability, or status as a disabled veteran or Vietnam-era veteran. It is also the policy of the University of Idaho to not discriminate based on sexual orientation.

Quicklink for Posting

http://uidaho.peopleadmin.com/postings/19338

Advertising

Advertising Venues

Moscow Pullman Daily News, Idaho Department of Labor (idahoworks.gov - auto-enabled for classified, exempt and faculty postings), Association of Public and Land Grant Universities (aplu.org - auto enabled for classified, exempt and faculty postings), Indeed (indeed.com - auto-enabled for classified positions)

Additional Advertising Venues

Advertising Dates

- Advertise Moscow/Pullman Daily News on October 7, 2017.

Special Advertising Text

Coordinate with Job

Yes
Elephant
Additional Advertising Notes

Advertising Budget
Number(s)

Search Committee

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<th>Name</th>
<th>Email</th>
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Evaluative Criteria

Posting Documents

1. Preliminary Screening Form (PDF | 341 KB)

Applicant Documents

Required Documents

1. Resume/CV
   2. Cover Letter/Letter of Application

Optional Documents

None

Supplemental Questions

Required fields are indicated with an asterisk (*).

1. * How did you hear about this employment opportunity?
   - Chronicle of Higher Education
   - Coeur d'Alene Press
   - Craig's List
   - Department of Labor/Job Service including Job Central or Idaho Works
   - Dice.com
   - Diverse Issues in Higher Education
   - Educause
   - Equal Opportunity Employment Journal
   - Higheredjobs.com
   - Idaho Press Tribune
   - Idaho State Journal
   - Idaho Statesman
   - IMDiversity.com
   - Inside Higher Ed
   - Latinos in Higher Education
   - Lewiston Morning Tribune
   - Missoulian
   - Monster.com
   - Moscow/Pullman Daily News
   - National Association of State Universities and Land-Grant Colleges (website)
   - NW Classifieds/NW Jobs
   - Oregonian
- OregonLive.com
- Other Internet Site
- Other Newspaper
- Post Register-Idaho Falls
- Professional Listservs (Ex: NACUBO, AAAE, ISMC, ect.)
- Radio: 1400 ESPN
- Radio: 99.5 Bull Country
- Radio: KCLX 1450
- Radio: KMAX 840 AM
- Radio: KRLC 1350 AM
- Radio: My Radio 1025
- Radio: The Outlaw 106.9 FM
- Radio: Y-105
- Radio: Z-Fun 106
- Reno Gazette/Journal
- RSS Feed
- Salt Lake City Tribune/Deseret News
- Seattle Times
- Spokesman Review
- Times News-Twin Falls
- UI Employee
- UI Register
- University of Idaho Listserv (automatic e-mail)
- University of Idaho Website
- Women in Higher Education
- Word of Mouth

Guest User
There is no guest user set up for this posting.
Temporary Lecturer Organizational Science

Posting Details

Classification Information

- **Banner Title**: F9 - Faculty
- **Employee Category**: Temporary

Position Information

- **Position Title**: Temporary Lecturer Organizational Science
- **Location**: Coeur d’Alene
- **Division/College**: College of Letters, Arts & Social Sciences
- **Department**: Psychology & Communication Studies
- **Funding Type**: Temporary Non-Grant
- **FLSA Status**: Overtime Eligible
- **Pay Range**: $4000 - $4500/class DOE
- **Expected Start**: 01/08/2018
- **Expected End**: 05/18/2019
- **Full Time/Part Time**: Part Time

Work Schedule Summary

Position Responsibilities

The Department of Psychology and Communication Studies invites applications for Temporary Lecturers to teach 3-7 credits of Organizational Sciences courses for up to 3 semesters. Courses may include:

- ORGS 110 Governance in Small Organizations (3 credits)
- ORGS 155 Financial Literacy (3 credits)
- ORGS 305 Nonprofit Organizations (3 credits)
- ORGS 320 Budgeting for Small Organizations (1 credit)
- ORGS 321 Workplace Motivation (1 credit)
- ORGS 322 Workplace Soft Skills (1 credit)
- ORGS 323 Messaging for Small Organizations (1 credit)
- ORGS 407 Advanced Nonprofit Organizations (3 credits)
- ORGS 414 Traumatic Events: Preparation, Intervention, Evaluation (3 credits)
- ORGS 415 Planning Professional Conferences and Events (3 credits)
- ORGS 435/535 Personnel (3 credits)
- ORGS 444 Methods and Analysis in Organizational Science (4 credits)
- ORGS 450/550 Training and Performance Support (3 credits)

Responsibilities

Make as complete a list of job duties as possible beginning with those, which take the greater percentage of the position's time. If supervising or training others, note the number and types/titles of positions, and whether it is direct or general supervision. **Student/Temporary positions must include at least 1 (one) responsibility area.**

- **Job Duty Function**: Instruction
Job Duties/Responsibilities
Instruct 3 – 7 credits up to 3 semesters

Grading

Percentage Of Time
100%

Essential/Marginal
Essential

Position Qualifications

Minimum Qualifications
Lower division courses:
- Masters degree in a discipline related to Organizational Behavior, Human Relations in the Workplace, Nonprofit Sector, Adult Education, or closely related field
- Five years of experience teaching courses in the above mentioned areas at the college level, or at least 5 years of documented professional leadership experience in one or more of the above mentioned areas

Upper division courses:
- PhD in relevant field
- Experience teaching online courses

Preferred Qualifications
- Expertise in one or more of the relevant areas
- Excellence in online teaching
- Excellent communication skills
- Experience with Bblearn and/or Blackboard

Physical Requirements & Working Conditions

Posting Information

Search Coordinator

Posting Number

Posting Date

Closing Date

Open Until Filled
Yes

Special Instructions to Applicants

Background Check Statement
Applicants who are selected as final possible candidates may be required to pass a criminal background check.

EEO Statement
The University of Idaho is an equal opportunity and affirmative action employer. It is the policy of the regents that equal opportunity be afforded in education and employment to qualified persons regardless of race, color, national origin, religion, sex, age, disability, or status as a disabled veteran or Vietnam-era veteran. It is also the policy of the University of Idaho to not discriminate based on sexual orientation.
The Department of Psychology and Communication Studies invites applications for Temporary Lecturers to teach 3-7 credits of Organizational Sciences courses for up to 3 semesters. Courses may include:

- ORGS 110 Governance in Small Organizations (3 credits)
- ORGS 155 Financial Literacy (3 credits)
- ORGS 305 Nonprofit Organizations (3 credits)
- ORGS 320 Budgeting for Small Organizations (1 credit)
- ORGS 321 Workplace Motivation (1 credit)
- ORGS 322 Workplace Soft Skills (1 credit)
- ORGS 323 Messaging for Small Organizations (1 credit)
- ORGS 407 Advanced Nonprofit Organizations (3 credits)
- ORGS 414 Traumatic Events: Preparation, Intervention, Evaluation (3 credits)
- ORGS 415 Planning Professional Conferences and Events (3 credits)
- ORGS 435/535 Personnel (3 credits)
- ORGS 444 Methods and Analysis in Organizational Science (4 credits)
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Search Committee

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Posting Documents

1. Preliminary Screening Form (PDF | 62.6 KB)
2. Telephone Interview Questions (PDF | 25 KB)
Required Documents

1. Resume/CV
2. Cover Letter/Letter of Application

Optional Documents

None

Supplemental Questions

Required fields are indicated with an asterisk (*).

1. * How did you hear about this employment opportunity?
   - Chronicle of Higher Education
   - Coeur d'Alene Press
   - Craig's List
   - Department of Labor/Job Service including Job Central or Idaho Works
   - Dice.com
   - Diverse Issues in Higher Education
   - Educause
   - Equal Opportunity Employment Journal
   - Higheredjobs.com
   - Idaho Press Tribune
   - Idaho State Journal
   - Idaho Statesman
   - IMDiversity.com
   - Inside Higher Ed
   - Latinos in Higher Education
   - Lewiston Morning Tribune
   - Missoulian
   - Monster.com
   - Moscow/Pullman Daily News
   - National Association of State Universities and Land-Grant Colleges (website)
   - NW Classifieds/NW Jobs
   - Oregonian
   - OregonLive.com
   - Other Internet Site
   - Other Newspaper
   - Post Register-Idaho Falls
   - Professional Listservs (Ex: NACUBO, AAAE, ISMC, ect.)
   - Radio: 1400 ESPN
   - Radio: 99.5 Bull Country
   - Radio: KCLX 1450
   - Radio: KMAX 840 AM
   - Radio: KRLC 1350 AM
   - Radio: My Radio 1025
   - Radio: The Outlaw 106.9 FM
   - Radio: Y-105
   - Radio: Z-Fun 106
   - Reno Gazette/Journal
   - RSS Feed
   - Salt Lake City Tribune/Deseret News
   - Seattle Times
Guest User
There is no guest user set up for this posting.
Temporary Faculty - Philosophy

Posting Details

Classification Information

Banner Title   F5 - Faculty

Employee Category Temporary

Position Information

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<td>College of Letters, Arts &amp; Social Sciences</td>
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<td>01/08/2018</td>
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<td>Expected End</td>
<td>05/18/2019</td>
</tr>
<tr>
<td>Full Time/Part Time</td>
<td>Part Time</td>
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</tbody>
</table>

Work Schedule Summary

Position Responsibilities

The Department of Politics and Philosophy invites applications for Temporary Lecturers to teach 1-2 courses for up to 3 semesters, in-person and online. Courses may include: PHIL 103 (Ethics), PHIL 201 (Critical Thinking), PHIL 307 (Buddhism), and PHIL 470 (Philosophy of Law).

Responsibilities

Make as complete a list of job duties as possible beginning with those, which take the greater percentage of the position's time. If supervising or training others, note the number and types/titles of positions, and whether it is direct or general supervision. **Student/Temporary positions must include at least 1 (one) responsibility area.**

- **Job Duty Function**  Instruction

- **Job Duties/Responsibilities**
  - Instruct students for three credit hours per class
  - Grading

- **Percentage Of Time**  100
- **Essential/Marginal**  Essential

Position Qualifications

- **Minimum Qualifications**
  - Lower division courses: MA/MS in Philosophy or closely related field
  - Upper division courses: JD or Ph.D. in Philosophy or closely related field
  - Experience teaching Philosophy courses at the college level and/or teaching
assistant experience

- JD or Ph.D. in Philosophy or closely related field
- Evidence of successful teaching Philosophy courses at the college level
- Excellence in online teaching
- Excellent communication skills
- Experience with bblearn/blackboard

Preferred Qualifications

Physical Requirements & Working Conditions

Posting Information

Search Coordinator
Posting Number
Posting Date
Closing Date
Open Until
Filled

Special Instructions
Cover letter should address minimum and preferred qualifications. Please also specify which course(s) you are applying for.

Background Check Statement

Applicants who are selected as final possible candidates may be required to pass a criminal background check.

EEO Statement
The University of Idaho is an equal opportunity and affirmative action employer. It is the policy of the regents that equal opportunity be afforded in education and employment to qualified persons regardless of race, color, national origin, religion, sex, age, disability, or status as a disabled veteran or Vietnam-era veteran. It is also the policy of the University of Idaho to not discriminate based on sexual orientation.

Quicklink for Posting http://uidaho.peopleadmin.com/postings/19401

Advertising

Advertising Venues
Moscow Pullman Daily News, Association of Public and Land Grant Universities (aplu.org - auto enabled for classified, exempt and faculty postings), Indeed (indeed.com - auto-enabled for classified positions)

Additional Advertising Venues

Additional Advertising Dates

Special Advertising Text

Coordinate
Department plans to advertise Moscow-Pullman Daily News October 7th, will coordinate with Andy Boom.

Search Committee

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<tr>
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Evaluative Criteria

Posting Documents

1. Preliminary Screening Form (PDF | 339 KB)

Preliminary Screening Form

Applicant Documents

Required Documents

1. Resume/CV
2. Cover Letter/Letter of Application

Optional Documents

None

Supplemental Questions

Required fields are indicated with an asterisk (*).

1. * How did you hear about this employment opportunity?
   - Chronicle of Higher Education
   - Coeur d'Alene Press
   - Craig's List
   - Department of Labor/Job Service including Job Central or Idaho Works
   - Dice.com
   - Diverse Issues in Higher Education
   - Educause
   - Equal Opportunity Employment Journal
   - Higheredjobs.com
   - Idaho Press Tribune
   - Idaho State Journal
   - Idaho Statesman
   - IMDiversity.com
   - Inside Higher Ed
   - Latinos in Higher Education
   - Lewiston Morning Tribune
   - Missoulian
   - Monster.com
Moscow/Pullman Daily News
- National Association of State Universities and Land-Grant Colleges (website)
- NW Classifieds/NW Jobs
- Oregonian
- OregonLive.com
- Other Internet Site
- Other Newspaper
- Post Register-Idaho Falls
- Professional Listservs (Ex: NACUBO, AAAE, ISMC, ect.)
- Radio: 1400 ESPN
- Radio: 99.5 Bull Country
- Radio: KCLX 1450
- Radio: KMAX 840 AM
- Radio: KRLC 1350 AM
- Radio: My Radio 1025
- Radio: The Outlaw 106.9 FM
- Radio: Y-105
- Radio: Z-Fun 106
- Reno Gazette/Journal
- RSS Feed
- Salt Lake City Tribune/Deseret News
- Seattle Times
- Spokesman Review
- Times News-Twin Falls
- UI Employee
- UI Register
- University of Idaho Listserv (automatic e-mail)
- University of Idaho Website
- Women in Higher Education
- Word of Mouth

Guest User

Guest User Credentials

Email Addresses of Guest User Recipients

None Entered.