I. Job Summary:
This is a tenure-track position providing classroom and laboratory microbiology and immunology teaching for medical and graduate students; participate in microbiology and immunology curriculum development in collaboration with the Discipline Chair for Microbiology and Immunology; conduct research and other scholarly activities with the goal of publishing peer-reviewed publications and obtaining/maintaining extramural funding for these endeavors; remain current in professional areas of interest and participate in professional societies and activities, participate in all assigned, required, and other related professional services and activities in the college.

II. Job Duties:
1. Teaching: Provide instruction in microbiology immunology lecture and laboratory for medical and post-baccalaureate students as assigned by the Dean and/or Associate Dean. Obtain and maintain literacy in your field. Equivalent to 40% time.
2. Research: Participate in biomedical, clinical or educational research program with participation in the organization, planning, and grant writing efforts to obtain external funding for the program for a minimum of 50% time. Includes conducting scholarly activities, such as publication of research work in peer reviewed journals, attendance at regional, national and/or international conferences and meetings and presentation of research in posters and/or speaking engagements at such meetings.
4. Service: Equivalent to 10% time: Participate in candidate student interviews, College committees and service to the College as assigned by the Dean.
5. General: Be familiar with and adhere to the administrative and academic practices, policies and procedures of the College as set forth in the Faculty Handbook, College Catalog and College Policies Manual.
   a. Work in a positive and productive manner with the Dean, the Associate Dean for Biomedical Affairs and the Associate Dean for Medical Education, and Discipline Chair for Microbiology and Immunology in all areas of work.
   b. Represent the College in a positive and productive manner in external and internal arenas.
   c. Participate in faculty development and faculty meetings.
   d. Submit an annual Faculty Activity Report.
   e. Perform other duties as assigned or required.

I. Required Qualifications:
Education: PhD in Microbiology, Immunology or equivalent degree, including DO or MD, with relevant experience in teaching Microbiology lecture and laboratory.
Licensure or certification: *Not required*

**Experience:**
- Teaching experience at the graduate or medical school level
- Postdoctoral experience in a field of biomedical research
- A strong record of scholarly activity that includes development of / participation in a research program with publications in peer reviewed journals
- University committee participation
- A record of community service
- Ability to mentor students

**Other skills important to this position:**
- Excellent interpersonal and communications skills
- Strong team player
- Commitment to institutional mission and values
- Basic computer proficiency

Preferences may be given to applicants who have an active research program with a history of extramural funding.

**Successful candidate will be subject to a criminal history background check.**

**Regular, reliable or predictable attendance is an essential function of the job.**

**II. Working Conditions and Efforts:** The physical demands and work environment characteristics described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Physical demands: While performing the duties of this job, the employee is occasionally required to sit; use hands and vision for office equipment such as computers; talk or hear; moderate telephone usage. The employee must occasionally lift and/or move up to 50 pounds.

Work environment: Office environment. Outside travel required 5% of time. The noise level in the work environment is usually minimal.

This position is classified as exempt, at the Professional level, because it requires the advanced knowledge of a “learned professional” in which to meet the job duty requirements.

Employment with VCOM is “at-will”. This means employment is for an indefinite period of time and it is subject to termination by the employee or by VCOM, with or without cause, with or without notice, and at any time. Nothing in this position description or any other policy of VCOM shall be interpreted to
be in conflict with or to eliminate or modify in any way, the “at-will” employment status of VCOM employees.

III. **VCOM core values:**
The employee is expected to adhere to all VCOM policies. As the environment is a professional college, the VCOM faculty/staff are expected to dress and behave in a professional manner at work. The VCOM faculty/staff are also expected to as a VCOM employee to be a person who follows all laws and professional expectations of an upstanding citizen of the community. VCOM expects all employees to maintain a positive attitude in all working relationships with all VCOM departments, employees, medical students, prospective medical students, interns and residents and to treat all others engaged in the duties of the employment, with mutual respect.

I am notified that the College is an equal opportunity employer and does not discriminate on the basis of age, sex, sexual orientation, ethnicity, religion, or disability.

I have been made aware of the College’s most recent campus safety report, the location of the college policies and procedures document, and the appropriate handbook for my position. I recognize my responsibility to be aware of the policies and procedures and I am in agreement to follow the policies and procedures as written.

I have read and understand this explanation and job description. I also understand that the job duties and description or the existence of the need for the position may be changed at any time as required by the College where growth of the institution or change in direction of the institution may change the duties of my department or the need for the position.

Employee Signature: ____________________________   Date: ______________

**Approvals:**

Division Officer: _______________________________  Date: _______________

Dean: _________________________________________  Date: _______________

President: ______________________________________  Date: _______________