

# SIMPSON COLLEGE



## **Additional Candidate Information for Faculty Positions at Simpson College** July, 2019

The following information may be helpful to applicants for teaching positions at Simpson College.

- ❖ Before the search begins, each position will be determined to be administrative or faculty. Once the search begins, this is not negotiable.
- ❖ Before the search begins, each faculty position is categorized as tenure-track or non-tenure track. Once the search begins, this is not negotiable.
- ❖ Candidates who have tenure at their current institution are welcome to apply for positions at Simpson College; however, all Simpson faculty members must serve at least three years and be reviewed for tenure before being granted tenure at Simpson College. This is not negotiable.
- ❖ Before the search begins, each faculty position is assigned an academic rank. Simpson College uses the ranks of instructor, assistant professor, associate professor and professor. Once the search begins, this is not negotiable. For example, if a position has been advertised as an assistant professor, we will not hire at the associate professor rank.
- ❖ Please pay particular attention to the degree requirements listed in the job ad. Once the search begins, this is not negotiable.
- ❖ In some cases, administrative positions will have a teaching component. In these rare instances, academic rank will be provided to the holder of the position.
- ❖ The following is a table of the 2018-19 mean and median faculty salaries for full-time tenure-track and full-time adjunct faculty. Actual salary offers will be based on qualifications, experience and area of discipline.

|            |      |        |        |        |
|------------|------|--------|--------|--------|
| Professors | Mean | 66,261 | Median | 66,254 |
| Associates | Mean | 57,940 | Median | 55,659 |
| Assistants | Mean | 52,121 | Median | 55,663 |

Disciplinary variance typically adds no more than 20% to the offer.

- ❖ Faculty appointments are nine months; allowing faculty to elect a 9 or 12-month pay option. The dates for academic year 2019-20 will be August 20, 2019 to May 29, 2020.

- ❖ The current teaching load for full-time faculty is 24 credits (typically, six four-credit courses per year). In some disciplines (primarily the sciences), the determination of how many actual courses (lectures, labs, etc.) equals a full load is done at the departmental level.
- ❖ First year faculty have the option to elect 10 or 13 month pay periods. This allows those who elect this option to receive a paycheck in August.
- ❖ A summary of the benefits offered by the College can be found at the following link: <https://simpson.edu/internal/human-resources/compensation-and-benefits/benefits-summary>
- ❖ In the area of faculty development, Simpson offers on-going workshops and seminars. A sample of such events can found at: <https://simpson.edu/internal/faculty-development/workshop-events>
- ❖ Faculty are also provided with professional travel funds to off-set the cost of keeping current in their discipline or in the development of pedagogy. Information about the travel allowance is available at: <https://simpson.edu/internal/faculty-development/grants>
- ❖ Generally, reimbursement for moving expenses, start-up funds and course reduction in the first year are negotiated by the academic dean at the time a contract is offered.
- ❖ Learn about the greater Indianola community at the following link: <http://www.indianolaiowa.gov/>
- ❖ Simpson is located 12 miles from Des Moines, IA, the state capital. Learn about Des Moines at the following link: <http://www.dmgov.org/Pages/default.aspx>

We hope after reviewing this material, the decision to apply for employment as a faculty member at Simpson College is strengthened. If you have questions about the College or the greater Indianola/Des Moines area, please feel free to contact me or the search chair listed for this search. Or, if you decide not to continue in this process we would also encourage you to contact the search chair.

Again, thank you for your interest in Simpson College.

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