

Southwest Tech is committed to providing a welcoming environment and a sense of community where all employees can experience success. We empower and inspire all members of the Southwest Tech community to embrace differences, defend human dignity, and respect the richness of values and ideas that each person brings to the college.

POSITION Associate Degree Nursing Instructor [Full Time/Benefitted]
APPLY BY Position Open Until Filled
HIRE DATE TBD Upon Offer

DIVISION Health Occupations
REPORTS TO Executive Dean of Health Occupations
CLASSIFICATION Salaried (Exempt)
POSTING DATE June 8, 2026

SUMMARY

Southwest Wisconsin Technical College faculty are responsible for designing, delivering, and continuously improving high-quality, outcomes-based instruction that prepares students for safe, competent entry-level nursing practice and successful licensure outcomes.

The Associate Degree Nursing (ADN) Instructor provides classroom, laboratory, and clinical instruction related to the care of clients and families in acute, long-term, and community health care settings. The position requires current knowledge, skills, and professional attitudes consistent with the legal and ethical practice of Registered Nursing.

Faculty ensure academic quality and integrity consistent with Accreditation Commission for Education in Nursing (ACEN) Standards, Higher Learning Commission (HLC) Criteria and Assumed Practices, Faculty Quality Assurance System (FQAS) completion with three years of hire, Wisconsin Statutes and Administrative Code, applicable federal regulations, and nursing program accreditation and licensure requirements.

This full-time position includes a minimum of 190 workdays annually (July 1 – June 30) and may require evening, weekend, and off-site instructional responsibilities.

ESSENTIAL DUTIES AND RESPONSIBILITIES INCLUDE

Instruction, Clinical Supervision & Student Learning

- Deliver engaging, inclusive, and rigorous instruction across classroom, laboratory, simulation, and clinical settings.
- Supervise students in clinical environments to ensure safe, ethical, and competent patient care consistent with nursing standards and regulatory expectations.
- Align instruction, clinical experiences, and evaluation with program learning outcomes, course competencies, end-of-program student learning outcomes (EPSLOs) and NCLEX-RN test plan expectations
- Maintain consistent academic and clinical standards across all delivery formats and locations.
- Evaluate student performance using valid, reliable, and evidence-based assessment methods, including clinical evaluation tools.
- Provide timely, constructive feedback to support student progression and success.
- Maintain accurate student and clinical records in compliance with FERPA, clinical agency requirements, and accreditation and regulatory expectations.

Curriculum Development & Academic Quality

- Design, revise, and maintain ADN curriculum using the College's curriculum management software.
- Participate in curriculum development and review to ensure alignment with:
 - WTCS curriculum frameworks
 - ACEN Standards (Curriculum, Program Outcomes, Teaching-Learning Practices)
 - Healthcare industry standards and advisory committee input
 - State and national nursing competencies
- Integrate employability skills, professional behaviors, and ethical nursing practice into instruction.

Assessment, Program Outcomes & Continuous Improvement

- Assess individual and cohort student learning at the course and program levels.
- Use assessment data to implement instructional and curricular improvement strategies.
- Participate in program review, accreditation activities, and institutional effectiveness processes related to the ADN program.

Professional Responsibility & Collaboration

- Work cooperatively with faculty colleagues, academic leadership, clinical partners, and student support services to provide a quality learning environment.
- Participate in department, program, and college meetings and committees as assigned.
- Maintain availability to students through scheduled office hours and electronic communication.
- Demonstrate flexibility in managing instructional and clinical responsibilities.
- Conduct oneself in a professional and ethical manner consistent with nursing practice.

Professional Development & Credential Maintenance

- Maintain faculty qualifications in accordance with:
 - Faculty Quality Assurance System (FQAS)
 - Higher Learning Commission (HLC) faculty qualifications
 - Wisconsin Administrative Code (TCS 3)
 - ACEN faculty standards
 - Wisconsin nursing licensure requirement (DSPS)
- Maintain current Wisconsin Registered Nurse (RN) licensure.
- Engage in ongoing professional development in both nursing practice and instructional methodology.
- Remain current with clinical site compliance requirements, CPR certification, and background check standards.

Programmatic Accreditation

- Maintain credentials, licensure, and experience consistent with ACEN faculty requirements.
- Participate in:
 - Accreditation self-study preparation
 - Site visits and reporting
 - Continuous compliance and improvement activities
- Support achievement of program outcomes benchmarks required by ACEN.
- Ensure alignment of curriculum, instruction, and evaluation with current nursing standards of practice.

TRAINING AND EXPERIENCE**Minimum Qualifications**

- Master's degree in nursing (MSN); consideration may be given to individuals actively enrolled in an accredited MSN program.
- Current Wisconsin Registered Nurse licensure.
- Minimum of two years (4,000 hours) of full-time (or equivalent) occupational experience as a practicing RN. Including 1 year within the past 5 years, aligned to teaching area (e.g., medical-surgical, acute care, etc.)
- Employment in the nursing field within the past five years.
- Meet WTCS, FQAS, and HLC faculty qualification requirements.
- Ability to communicate content effectively in a postsecondary nursing education environment.

Preferred Qualifications

- Prior teaching experience in higher education.
- Experience with curriculum development, student assessment, and classroom or cohort management.
- Experience teaching in online or hybrid instructional environments using a learning management system (LMS)
- Commitment to student-centered, equity-focused teaching practices

PHYSICAL REQUIREMENTS STATEMENT

Southwest Tech is committed to creating an inclusive and accessible workplace. While certain job roles may require physical capabilities, we welcome applicants of all abilities and are committed to providing reasonable accommodations throughout the hiring process and in the workplace.

APPLICATIONS

Internal and External applicants complete and submit the online employment application at www.swtc.edu/jobs

For questions regarding the application process, or if you need an accommodation, please email Human Resources at humanresources@swtc.edu or 608.822.2314. (TDD: 608.822.2072)

SALARY RANGES

Masters: \$56,533 - \$89,888

BENEFITS/SERVICES

Our comprehensive benefit package includes the following and much more:

- Health Insurance
- Dental Insurance
- Vision Insurance
- Life Insurance
- Long-Term Disability
- Health Savings Account
- Health Club Access
- Wisconsin Retirement System Contribution
- On-campus day care (hourly rate charged)
- College Savings Program
- Additional Voluntary Benefits
- Paid Time Off

SELECTION PROCESS

The Review Committee will screen applicants and contact them for an interview. Meeting the minimum qualifications does not assure the candidate an interview. Final candidate's employment offer may be subject to completion of a criminal background check and pre-employment drug screening.

Southwest Tech does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities. The Equal Opportunity/Affirmative Action Officer has been designated to handle inquiries regarding non-discrimination policies. Call 800-362-3322, Ext. 2315 (TDD: 608-822-2072) or write Southwest Tech, 1800 Bronson Blvd., Fennimore, WI 53809.