

## **POSITION ANNOUNCEMENT Posting #15463**

### **Career Instructor - Labor Education and Research Center**

**Location:** Portland, Oregon

**Employment Start Date:** Between July 1 and September 15, 2016

**Closes: Open until filled, review begins February 13, 2016**

The Labor Education and Research Center (LERC) at the University of Oregon invites applications for a dynamic, committed labor educator to join our faculty as a Career Instructor. We welcome applications from candidates who share our commitment to promoting and enhancing inclusion and diversity.

**About LERC:** Since its creation in 1977, LERC has provided teaching, research, and technical assistance services to working adults and labor organizations in Oregon and throughout the Pacific Northwest. Throughout its history LERC has served as a catalyst for critical analysis, strategic thinking, and concerted action aimed at strengthening labor organizations and improving the lives of working Oregonians.

LERC has a six-member faculty with strong roots in the union movement and expertise in a variety of academic disciplines. In addition to teaching working adults, LERC faculty members conduct research on relevant labor, employment, and public policy issues. They also work extensively with policy makers, university faculty, labor relations professionals, and community leaders on issues of concern to Oregon workers.

A thirty-member advisory board provides LERC with support, guidance, and strategic advice. The program enjoys an excellent reputation at both the state and national levels as a valued resource that works diligently to meet the multiple needs of its constituents. For more information about LERC, please visit our website: [www.lerc.uoregon.edu](http://www.lerc.uoregon.edu).

The University of Oregon is an AAU research institution that has a total enrollment of 24,000. The career instructor position will be located in LERC's office at the University of Oregon's downtown Portland Center. As the state's largest metropolitan area, Portland is a focus of much of LERC's activity. Three of LERC's faculty positions are located in the Portland office, while LERC's director and two additional faculty members are based at the University's main campus in Eugene.

**Job Description:** The successful candidate will have a demonstrated ability to design and teach non-credit classes for working adults, union members, and community partners; facilitate planning sessions; and assist with organizational development processes. LERC's teaching is primarily aimed at rank-and-file unionists and member-leaders. In recent years, its educational offerings have also focused on advanced leadership training and promoting organizational change.

In order to prepare workers for the demands of a rapidly changing social environment, LERC instructors provide a diverse set of educational offerings. These classes include subjects related to effective union representation (collective bargaining, labor law, grievance handling, and arbitration); the social, economic and political context in which labor operates (labor history, politics, the domestic and global economy, community outreach, and coalition building); skills needed for effective union leadership (strategic planning, organizational development, interpersonal communications, internal organizing); strategies for recruiting new members; and approaches for forging effective alliances between labor and community organizations. The Career Instructor also will be responsible for coordinating occasional full-day and multi-day conferences on these topics with assistance from other LERC faculty and staff.

The Career Instructor will also be encouraged to pursue applied research projects and/or policy analysis on work and employment issues. LERC has a long history of conducting research projects requested by its diverse constituents and offering analysis on specific issues related to work, employment, and economic affairs. We invite applications from candidates with an interest in helping LERC expand its capacity in these areas. Over time, we expect that projects developed by LERC faculty should be capable of attracting external funding or support.

Depending on the candidate's background and qualifications, the position might also include occasional teaching of credit classes to undergraduate or graduate students at the University of Oregon.

The Career Instructor's job will entail frequent in-state travel along with periodic night and weekend work.

**Minimum Qualifications:**

- Master's degree required in social sciences, education, or other relevant field. In exceptional circumstances a bachelor's degree with extensive experience will be considered.
- Relevant teaching and facilitation experience in adult education (e.g., classroom teaching, workshop training, popular education, strategic planning and facilitation).
- Two or more years of experience working with labor unions or other worker organizations.
- Strong oral, written, and interpersonal communications skills
- Demonstrated cultural competency and ability to work effectively with a diverse range of constituents on work and employment issues and an interest in supporting and enhancing an inclusive learning and working environment.

**Preferred Qualifications:** Some or all of the following skills and experiences would be beneficial, although they are not required:

- Curriculum development and labor education
- Advanced leadership training.
- Organizational development planning strategies and skills.
- Track record of, or demonstrated potential for, producing applied research or policy analysis funded by external sources.

- Experience working with racially and ethnically diverse communities.

**Compensation:** This is a full time, 12-month Career Instructor position. Salary is highly competitive and the University of Oregon offers very generous health care, leave, and pension benefits. Annual contracts are renewable for the first four years of employment, followed by a two-year renewal period. This position is represented by the faculty bargaining unit and is covered by the contract negotiated between the University of Oregon and the United Academics of the University of Oregon, AAUP/AFT, AFL-CIO.

**Application Procedure:** The University of Oregon is an equal opportunity, affirmative action institution committed to cultural diversity and compliance with the ADA. The University encourages all qualified individuals to apply, and does not discriminate on the basis of any protected status, including veteran and disability status.

**To ensure consideration, please submit your application by February 13, 2015. Please send the following information in a single .pdf document** to Deb Mailander, LERC Program Manager, at [dnmail@uoregon.edu](mailto:dnmail@uoregon.edu) : cover letter, current CV or resume, names of three references, and responses to supplemental questions (see below). Please use “Career Instructor Position” in the subject line of the email.

The position is subject to criminal background check prior to hire.

Questions about the position should be addressed to: Dr. Gordon Lafer, Chair, Career Instructor Search Committee Labor Education and Research Center, University of Oregon.  
glafer@uoregon.edu.

### **Supplemental Questions (to be answered in a total of four pages or less):**

1. Briefly describe your experiences with curriculum development, adult education, facilitation, and coordinating events or conferences. Also, please briefly discuss your philosophical approach in teaching workers/adult learners.
2. Provide specific examples of your work or experience with labor unions, workers, or community-based organizations, accompanied by a discussion of the impact of your work and what you gained from the experience. Please include examples of any work you have done with racially or ethnically diverse groups.
3. Given the current circumstances of the union movement, what do you see as the most serious challenges or priorities facing today’s labor educators? What does the field of labor education most need to do in order to address changing political and economic conditions and remain relevant to the lives of workers and unions?
4. If your interest in the position includes potential work on applied research projects, briefly outline your ideas for applied research or policy analysis projects that would be relevant to this position. Feel free to draw from past experience as well as your current interests.