

JOB TITLE: STEM Recruitment and Success Coordinator

DEPARTMENT: Instruction

LOCATION: Union Campus

REPORTS TO: Dean of Arts & Sciences

FLSA: Non-Exempt

LEVEL: 204

DATE: 2/14/2022

POSITION SUMMARY: Responsible for researching and implementing best practices in instructional support to promote student success and retention in STEM transfer programming. Provide holistic academic advising and transfer assistance to students on their educational pathway.

EDUCATION, EXPERIENCE, and LICENSES/CERTIFICATIONS: (A comparable amount of training, education or experience may be substituted for the minimum qualifications.) Completion of Bachelor's degree in a STEM related field; two years related experience

ESSENTIAL TASKS: *Employee must be able to perform the following essential functions to the satisfaction of the employee's supervisor.*

- Coordinate with Engineering, science, and math faculty to meet supplemental instructional needs.
- Coordinate the STEM success lab following best practices.
- Communicate with faculty and staff to develop and maintain academic support programs that assures student success.
- Provide advising support to sections of STEM Falcon Seminar and serve as a resource as needed in curriculum development.
- Monitor individual student academic advancement on an ongoing basis and provide early intervention and support services using available processes and services.
- Research and implement, as appropriate, learning support groups, mentoring models, and learning communities for Arts & Sciences STEM programming.
- Use best practices in STEM instruction and retention as outlined in literature and research.
- Provide academic advisement and registration assistance to prospective and current students seeking an AA in the STEM pathway or AS degree.
- Coordinate public events focused on recruitment and transfer for STEM programs in Arts & Sciences.
- Support faculty in the daily operation of the AA STEM pathway and AS degree.
- Demonstrate or describe the proper operation, use and care of equipment, instruments and supplies used in the lab; provide information on resources available to students.
- Assist in the preparation of laboratory materials, including inventory, lab set-up, and purchase of equipment, supplies and instructional materials for the program.
- Maintain and perform minor repairs and adjustments to equipment; maintain equipment and work area in a safe, clean and organized condition; order, stock and organize supplies, instruments and equipment used in the classroom and lab settings.
- Coordinate the Transfer Engineering program with transfer institutions in collaboration with appropriate faculty.
- Assist in the classroom and/or lab in the absence of faculty, with dean approval.
- Serve on committees as requested.
- Attend meetings and functions as required by East Central College.
- Conduct college business in a professional and ethical manner that includes the College's core values of integrity, diversity, empowerment, service, learning and collaboration.
- Communicate effectively in a professional, tactful, and courteous manner with students, employees, faculty and the general public.
- Ensure that all activities are conducted within the established College policies, FERPA guidelines and other applicable laws pertaining to employment and education.
- Perform assigned responsibilities, other related duties, and tasks according to established practices, procedures, techniques, and standards in a safe manner and with minimal supervision.

KNOWLEDGE, SKILLS, and ABILITIES: Knowledge of higher-level Math/Physics/Pre-Engineering coursework. Computer hardware and software including applications and programming. Knowledge of department and college policies,

procedures, and practices with the ability to answer work related questions; and/or interpret and apply these guidelines correctly in various situations. Knowledge of general office/clerical procedures.

Ability to use math and scientific methods and rules to solve problems and impart the information logically to students. Ability to establish and maintain effective working relationships with employees at all levels and with diverse student populations. Excellent oral and written communications skills. Ability to organize and coordinate functions and tasks, with frequent interruptions. Knowledge of principles and methods for teaching and instruction and how to assess the effects. Select appropriate instructional methods to assist learning to all types of learners. Coordinate time and responsibilities effectively. Knowledge of Inductive and deductive reasoning to produce viable answers or conclusions. Ability to impart math and science concepts to others.

LEADERSHIP and COMMUNICATION SKILLS: Ability to communicate effectively in a professional, tactful and courteous manner with students, employees, faculty, and the general public; communicate to convey or exchange general work-related information or service to internal or external customers; ability to establish and maintain effective working relationships with employees at all levels and with diverse student populations; ability to manage interpersonal conflict situations requiring tact, diplomacy and discretion.

Follow complex technical instructions, solve technical problems, or disseminate information regarding policies and procedures; may compose unique reports or analysis; and/or provide extensive customer service to internal or external customers. Communicate information to guide or assist people; may give instructions or assignments to helpers or assistants.

DECISION-MAKING and ANALYTICAL SKILLS: Requires frequent decision making affecting co-workers or students; ability to exercise independent judgment within the scope of assigned authority; may be responsible for providing information to those who depend on a service or product; adhere to college and department policies, procedures, and practices; follow technical instructions, procedure manuals, and charts to solve practical problems; and/or compose routine or specialized reports or forms and business letters; and/or ensure compliance with clear guidelines and standards; perform job duties in a safe and efficient manner.

EQUIPMENT/SOFTWARE: Utilize current College and/or department information technology equipment, software and programs; standard office equipment and department specific equipment.

PHYSICAL DEMANDS AND WORKING ENVIRONMENT:

Environment: Work is performed primarily in a standard office setting with frequent interruptions and distractions; extended periods of time viewing computer monitor;

Physical: Primary functions require sufficient physical ability and mobility to work in an office setting; to stand or sit for prolonged periods of time; to occasionally stoop, bend, kneel, reach; to lift, carry, push, and/or pull light to moderate amounts of weight; and/or to operate office equipment that may require repetitive hand movement.

POSITIONS SUPERVISED: None

SIGNATURES: *This job description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualification required of employees assigned to the job.*

I have read and reviewed the job description and I agree to perform the duties according to my supervisor's expectations and the College's policies and procedures. I acknowledge the College's right to revise the job description.

Employee Signature/Date

NOTICE OF NON-DISCRIMINATION: *East Central College does not discriminate on the basis of race, color, religion, national origin, ancestry, gender, sexual orientation, age, disability, genetic information or veteran status. Inquiries related to employment practices may be directed to Human Resources Director at 636-584-6710. East Central College is an equal opportunity employer and provider of employment and training services. Auxiliary aids and services are available upon request to individuals with disabilities.*