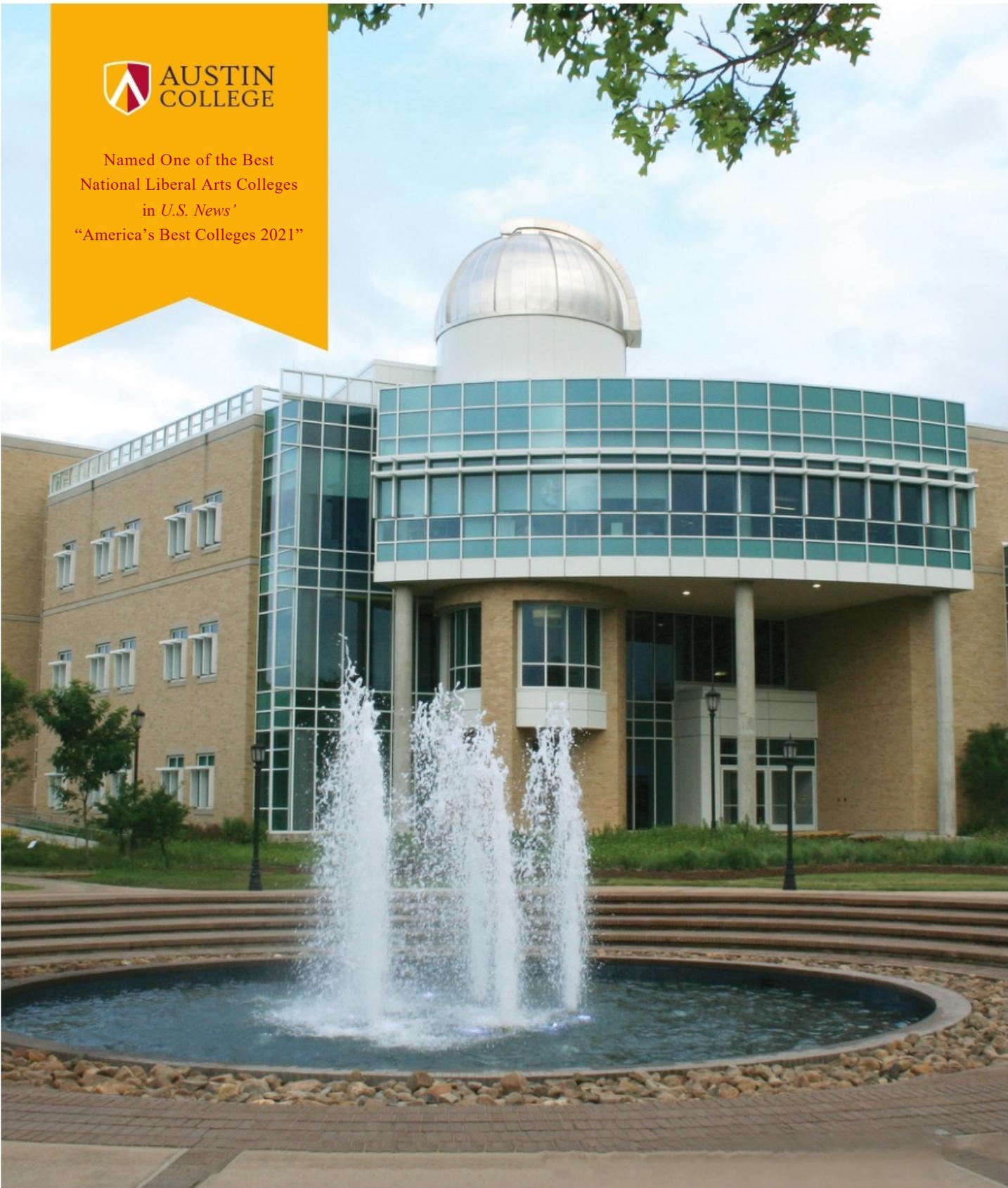




Named One of the Best  
National Liberal Arts Colleges  
in *U.S. News*'  
"America's Best Colleges 2021"



Search Prospectus:  
**Principal Faculty, Tenure-Track**

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## Position Summary

Austin College's developing Physician Assistant (PA) Program invites applications for a Principal Faculty, Tenure-Track position. This is a full-time, twelve-month position that will report to the PA Program Director. Principal Faculty are instrumental in developing, implementing, assessing, and refining all aspects of the curriculum as guided by the Program Director and in accordance with the current ARC-PA standards. This position is designed to work in both the didactic and clinical phases of the curriculum. The person in this position will work closely with other principal faculty members, instructional faculty, and students to promote the achievement of programmatic goals, student competencies and learning outcomes. This position requires adept interpersonal, organizational and problem-solving skills along with an ability to work effectively in a team-oriented environment. The full job description, along with the **Key Responsibilities of Teaching, Administration, Scholarship, and Service** expectations can be found [here](#).

### Minimum Qualifications

- Earned Masters degree in relevant field
- Current NCCPA certification
- Three years of experience in clinical PA practice

### Desired Qualifications

- Experience teaching PA students
- Experience in programmatic accreditation, ARC-PA experience preferred
- Five years of experience in clinical PA practice



## About the Region

Austin College is in Sherman, Texas, a 45-minute drive north of the Dallas/Fort Worth Metroplex. A city of 45,000 people, Sherman has the benefits of a small college town with proximity to the nation's fourth largest metropolitan area. Faculty and staff praise the community of Sherman for its high quality of life, low cost of living, and welcoming family feel.



The Sherman community includes an accomplished symphony orchestra as well as a community theatre, parks, museums, and a nearby national wildlife refuge and reservoir that attracts millions of visitors each year. Sherman's school district is celebrated for

academic excellence. The new Sherman High School campus, funded through a \$176 million school bond passed in 2017, opened to students in January 2021. Several global corporations have Sherman facilities, including Texas Instruments, Fisher Controls, Tyson Foods, Sunny D, Kaiser Aluminum, and Emerson Process Management. In 2017, Apple committed \$390 million to transform a 700,000-square-foot wafer fabrication plant in Sherman into the high-tech VCSEL capital of the U.S. Operated by II-VI Corporation, the plant employs more than 385 high-skill workers.

The nearby DFW Metroplex ranks high nationally in population and economic growth and provides students, faculty, and staff with easy access to the educational, cultural, employment, and entertainment opportunities. A diverse group of name-brand companies call the region home, reflecting the area's strong fundamentals when it comes to workforce, access, and cost of doing business. DFW also is home to a thriving convention and tourism industry; professional football, baseball, hockey, and basketball teams; fine restaurants; and numerous museums and performing arts organizations. Texas residents do not pay a state income tax.

## Regional Health Needs and Opportunities

The Texoma region, with a population of about 347,000, encompasses the counties of North Texas and Southern Oklahoma that surround Lake Texoma. Most counties in this region have moderate HPSA (Health Professional Shortage Area) scores for primary care indicating a need for additional primary care medical professionals in the region. Additionally, Baylor Scott & White Health conducted a community health needs assessment in 2019 for the Sherman community, which is served by the Baylor Scott & White Surgical Hospital. The assessment showed that the highest priority need was to reduce the population-to-primary-care ratio in the region which is currently 19.3% higher than the overall ratio for Texas. The development of a new MPAS program at Austin College has the potential to help meet this need for additional primary care providers in the region.

Sherman and neighboring Denison, Texas serve as a health care hub for the Texoma region, with two comprehensive hospitals, several specialty hospitals, and a vibrant community of medical practitioners. Austin College has long-standing relationships with the two comprehensive hospitals, both of which serve patients in the Texoma region. Wilson N. Jones Regional Medical Center (WNJ) is a facility with 214 licensed beds and Texoma Medical Center (TMC) is a 414-bed acute care hospital with ancillary hospitals and clinics in three adjoining counties. Texoma Medical Center (TMC) also offers a three year family medicine residency program.

The local medical community has historically supported the College by providing medical internship opportunities for undergraduates and has expressed strong support for the proposed Physician Assistant program at Austin College. From the rural Native American communities of Southern Oklahoma to the burgeoning Dallas suburbs to the College's south, there is a recognized need for more primary care providers. Early feasibility studies indicate limited competition in the area for a PA program, and suggest an interest among the medical community in serving as preceptors for PA students.



## About Austin College

A private, residential liberal arts college, Austin College is the oldest institution of higher education in Texas operating under its original charter. The college serves 1,300 students on a beautiful 100-acre campus in Sherman, Texas. Since its founding in 1849 by Presbyterian Daniel Baker, Austin College has maintained an unwavering commitment to the transformative power of liberal arts education.

Austin College is committed to excellence in education in the liberal arts and sciences. Faculty and staff describe the College's students as intellectually curious, adventurous, open-minded, and engaged in their communities. Our rigorous academic programs combine a traditional liberal arts education with intentional exploration of related perspectives beyond the classroom.

The College offers undergraduate programs in more than 55 areas of study and a graduate program in education that can culminate in a Master of Arts in Teaching degree in one additional semester after completion of the B.A. degree.

The campus encompasses a student body, faculty, and staff who vary with respect to race/ethnicity, sexual orientation, national origin, gender identity, socioeconomic status, disability status, religion, and more. Every member of the community is valued in a way that nurtures, rather than erases, differences. Austin College is a close-knit and caring community. Faculty, staff, and students alike are supportive and respectful of one another. This warm and friendly campus environment is a signature feature of life at Austin College and is commented upon by virtually all visitors.



The strength of the liberal arts and sciences curriculum is expressed through careful selection of courses that provide breadth of understanding across the disciplines as well as recognition of the interconnectedness of courses and disciplines. At Austin College, that is articulated through the **Compass Curriculum – Navigating Your Future**, which breaks down, in the simplest forms, to these elements:

**Experience** - gaining the benefits of applied learning;  
**Engage** - preparing for life in a global community with courses in global diversity, language, and more;  
**Discover** - absorbing a breadth of knowledge from the Humanities, Sciences, and Social Sciences;  
**Develop** - progressing in written communication skills (through an enhanced writing curriculum) and literacy competency, as well as development of the whole body; and  
**Focus** - cultivating expertise through completing coursework for major and minor departments. All students must complete a major and a minor, or a second major.

Through this Compass framework, faculty work with students to help them prepare to leave Austin College ready to participate in today's changing world as engaged citizens, empowered to lead and work in their communities.



## College Mission

The mission of Austin College is to educate students in the liberal arts and sciences in order to prepare them for rewarding careers and for full, engaged, and meaningful lives. Austin College honors its commitment to a heritage that values personal growth, justice, community, and service. An Austin College education emphasizes academic excellence, intellectual and personal integrity, and participation in community life. Austin College affirms the importance of:



- A community that through its size, diversity, and programs fosters lively intellectual and social interaction among persons of different origins, experiences, beliefs, accomplishments, and goals.
- A program that does not discriminate with regard to religion or creed, gender, gender identity, sexual orientation, national or ethnic origin, physical disability, age, or economic status.
- A faculty that acknowledges teaching, sustained by active commitment to professional growth and development, as its primary responsibility.
- A student body of committed learners, actively involved in the programs of the College and in service to the greater community.
- A climate of civility and respect that encourages free inquiry and the open expression of ideas.
- A non-sectarian education that fosters the exploration and development of values through an awareness of the world's religious, philosophical, and cultural traditions.

## Opportunities to Build on Existing Values and Strengths

**Vibrant Pre-Health Program:** Austin College has a long history of excellence in preparing students for entry into a variety of health professions programs. About 30% of incoming freshman indicate an interest in pursuing a health-related career after completing their undergraduate education and about 60 students go on to health-related graduate and professional programs each year. Students gain a solid grounding in the sciences which is placed in the context of a broad liberal arts education. In recent years, Austin College added undergraduate majors in public health and health care administration, and next fall, a new kinesiology major will be offered. The overall strength of the Pre-Health program lies in the development of the whole person: a student's intellect, experiences, and social values.



**Diverse student body:** The Austin College student body is remarkably diverse. Fifty-one percent of the student body represents ethnic minorities. First-generation college students make up 23 percent of the entering freshman class of fall 2020. While honoring the institution's covenant relationship with the Presbyterian Church (USA), Austin College cultivates an inclusive atmosphere that supports each student's growth and development regardless of religious tradition.

**Commitment to mentoring and student success:** Each new student is paired with a faculty mentor to help the student navigate their educational experience. The faculty member mentors the student for the rest of their Austin College education. The mentoring program is very important at the College and is a hallmark of the Austin College education. Student success is also a top priority. The College has invested in a dedicated position to coordinate resources and services for academic growth and personal development as students journey toward graduation and beyond. Counseling, Health, and Wellness services work to ensure that students can learn in an environment that focuses on safeguarding physical and emotional health.

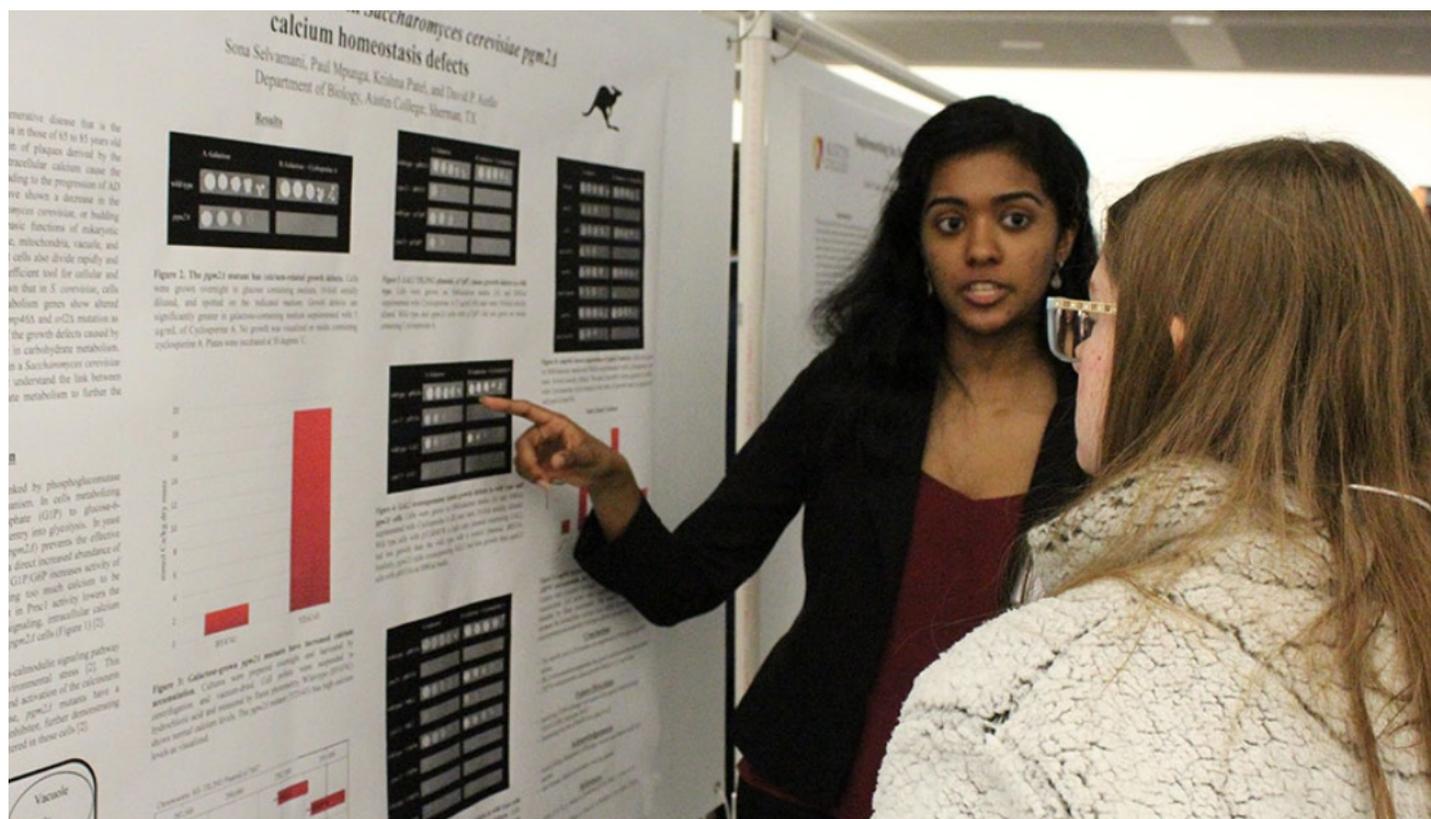
## Opportunities to Build on Existing Values and Strengths (continued)

**Student intellectual scholarship:** The Center for Research, Experiential, Artistic & Transformative Education, CREATE, is the home of student research at Austin College, including summer research programs. Since 2015, 519 students have engaged in formal research, creative scholarship, or artistic presentations; 48% were students of color and 32% were among those with high financial need. The annual Austin College Student Scholarship Conference provides an opportunity for students to present research projects, intellectual scholarship activities, and creative works across the disciplines.

**Intentional leadership development:** The STAR (STEM Teaching and Research) Leadership Program integrates opportunities for students to develop and practice leadership behaviors and skills throughout the science curriculum. The Posey Leadership Institute (PLI), which offers a minor in leadership studies, collaborates across Austin College to bring speakers to address leadership in different disciplines. In recent years, the PLI has sponsored a Women in Medicine discussion panel and partnered with the STAR Leadership Program to bring in speakers to address leadership in science, including the health sciences.

**JanTerm study abroad opportunities:** Austin College follows an academic calendar that includes two 15-week semesters in the fall and spring, a one-month January term, and an 8-week summer term. JanTerm is a great favorite of students and alumni for its opportunities and its schedule change. Students take only one course and are encouraged to take something beyond their regular course of study. JanTerm is more than just another month at school for students at Austin College – it's an adventure where students immerse themselves into unique opportunities either on or off campus. When global health and international politics allow, several Austin College JanTerm courses involve study around the globe, which allow students to learn about and experience different cultures, and a few include opportunities for students to observe in medical clinics.

**An engaged student body committed to serving others:** Several student service organizations including Habitat for Humanity, Rotaract, and Alpha Phi Omega (that national service fraternity) are active on campus. In addition, the Service Station, which is a student-run office, promotes the involvement of all students in volunteer and community service efforts. Nine of every ten Austin College students volunteer, and each year, our students contribute over 16,000 hours annually.



## Faculty

Austin College faculty are distinguished by their enthusiasm, creativity, and resourcefulness in delivering the best program possible for students. Faculty also dedicate themselves to student-faculty collaborative research and mentoring relationships that extend far beyond coursework and academic advising. Faculty publish regularly in top journals, university presses, and popular media outlets, often with students. They manage substantive community service projects. They compete successfully for grants from federal agencies and private foundations. Ninety-eight percent of the faculty hold a doctorate or other terminal degree.

The teaching load for faculty is 3-3, with an additional January term (or January term in May) assignment every other year. The average class size is 15, and the College has a student-faculty ratio of 12:1. There are three divisions: Humanities, Sciences, or Social Sciences. Each division is led by a divisional dean, a senior faculty member who has a reduced teaching commitment during this administrative appointment of six years. These three divisional deans work with the Vice President for Academic Affairs as members of the Academic Affairs Committee and function as an advisory body for the VPAA.

The faculty is supported by The Robert & Joyce Johnson Center for Faculty Development and Excellence in Teaching, which fosters faculty development and lively intellectual dialogue within and across academic disciplines. Nourishing a collegial environment of passionate inquiry and free expression, the Johnson Center supports faculty initiatives, both intramural and extramural, that explore questions fundamental to the continued vitality of the liberal arts tradition at Austin College. The Center offers a variety of programming opportunities including weekly discussions on topics of interest to the faculty, a sabbatical lecture series, interdisciplinary reading groups, research and pedagogy talks, and an annual keynote lecture on the liberal arts. The Center also provides career development workshops for faculty at early-, mid-, and late-career stages.



## Quick Facts

“A motivated student, willing to forgo memorization of facts in favor of higher order critical thinking skills, will find Austin College an A-1 choice. Those considering graduate school can raise the grade to A+.”

— *Barron’s Best Buys in College Education, Tenth Edition*

### Distinctions

- Phi Beta Kappa
- Remarkable student diversity: 51% of students are non-white, 1/3 are Pell Grant-eligible
- 97% of 2020 grads finished in 4 years
- 92% of graduates are employed or enrolled in graduate school within one year of graduation
- Growing graduate school partnership program (“GATEWAYS”) with Carnegie-Mellon, Boston University, Kansas State, Southern Methodist University, Texas Tech, and many more
- Posey Leadership Institute and Award
- Fiske “Best Buy”
- Forbes “Best Value”
- Princeton Review “Best Colleges”
- Princeton Review “Green Colleges”

### Faculty

- 101 full-time faculty
- 93% of faculty hold terminal degrees
- 90% of faculty tenured or tenure track
- 12:1 student to faculty ratio
- 15 students - average class size

### Experiential Learning

- January term courses
- \$1,000,000 Student Investment Fund
- Jordan Family Language House
- Mock trial, mediation, and moot court
- Retail and Product Lab programs
- Over 1/2 of graduates study abroad during college
- 9 of 10 students volunteer
- Model United Nations program
- 88% of students complete professional internships

### Undergraduate Research

- Austin College Student Scholarship Conference (ACSC) is in its ninth year in 2021
- CREATE (The Center for Research, Experiential, Artistic & Transformative Education) facilitates student research, creative inquiry, scholarship, and professional experience
- Sciences Summer Research program
- Scarbrough Summer Research Program in the humanities and social sciences

### Enrollment (Fall 2020)

- 1,282 undergraduates
- 53% female, 47% male
- 51% non-white
- 23% first generation

### Retention (Five-Year Average)

- 81% of first-year students return for sophomore year
- 67% of first-year students graduate within 4 years

### Expenses & Financial Assistance (Fall 2020)

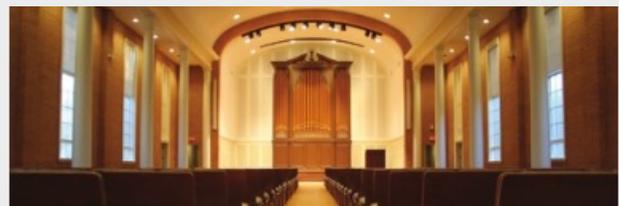
- Tuition and Fees \$43,525
- Room and Board \$12,752
- \$35 million in aid to students per year
- 100% of 2020 freshmen received aid
- 90% of 2020 freshmen received need-based aid

### Student Life

- 70+ clubs and organizations
- 71% of students live on campus
- 18 NCAA Division III sports teams in 2020-2021

### Facilities

- Beautiful 100-acre campus
- LEED Gold-certified science/math building (IDEA Center)
- 30-acre Lake Texoma recreation area
- 5 nearby field properties of several hundred acres representing all local ecosystems





## Application Process

All correspondence about the Physician Assistant (PA) Program Principal Faculty search at Austin College should be directed to **Dr. Diana Noller**, Director of Medical Science – PA Program.

Please submit all applications and nominations electronically to: [PAProgramSearch@austincollege.edu](mailto:PAProgramSearch@austincollege.edu)

### Complete applications should include the following:

1. Cover letter outlining your interest and qualifications for the position;
2. Updated CV outlining your career in higher education in health-related areas
3. List of five (5) professional references including name, title, contact information, and relationship to you (at least one reference must be from a previous immediate supervisor); and
4. A statement about how you will integrate diversity, equity, and inclusion into the program (this may be included in your cover letter).

Applications received by **May 6, 2022**, will receive priority consideration. The position will remain open until filled.

Austin College does not discriminate on the basis of age, color, disability, gender, gender identity, national origin, race, religion, sexual orientation, or status as a veteran in the administration of its educational policies and programs, employment policies and practices, enrollment policies and practices, and athletics program, as well as any other College-administered policy, procedure, practice, or program. Reasonable accommodations are made for individuals with disabilities.