

Sam Houston State University Human Resources

Staff Classification Description – Nursing Resource Coach

Skill Category: Professional
Position (Employee) Class: 3N088 (EA)
Grade: 24
Date: 11/2014

Department: Lowman Student Center

Educational & Experience Requirement: Master's Degree in Nursing or a related field, current Registered Nurse (RN) Licensure from the Texas State Board of Nurse Examiners. Two years of experience in Nursing or a related field. Clinical education and student coaching experience is desirable. A combination of education, experience, and training that would produce the required knowledge and abilities could be considered.

Nature & Purpose of Position: Serves as Nursing Resource Coach to nursing students, to help students succeed in their academic pursuits.

Supervision Given & Received: Works under minimum direction from the Director.

Primary Responsibilities: Provides student coaching and education to support the nursing curriculum. Develops guidelines for remediation of nursing students. Designs programs to promote success in nursing students. Writes evidenced-based policies and procedures for coaching nursing students. Uses evidence-based information and coaching skills, works with students to set goals and develop a plan, implements strategies to reach the goals, and evaluates the outcomes. Creates and sustains a supportive student-focused, non-threatening environment for behavioral change related to student academic success. Documents student goals, individual learning plans, and behavioral outcomes. Creates and maintains a detailed database of process and outcome variables. Analyzes and interprets data to establish an evidenced-based program to increase the retention rate of nursing students. Assesses student academic strengths and challenges to develop a strategic study plan for reaching academic goals. Assesses student learning styles and applies this knowledge to help students. Assists students with time management skills. Seeks out resources and learning materials to assist students with strategies for enhancing learning. Collaborates with faculty in promoting student advocacy. Performs other related duties as assigned.

Other Specifications: Regular contact with students, parents, faculty, and staff as well as other student services on campus. Must have demonstrated ability to interact in a positive, respectful manner and establish and maintain cooperative working relationships. Effective communication skills which foster creative thinking and meeting of expectations is required. Position requires demonstrated ability to create and sustain a supportive student-focused environment for behavior change; the ability to display excellent customer service to meet the needs and expectations of both internal and external customers; and the ability to effectively organize, prioritize, multi-task and manage time to meet all responsibilities. Must have the ability to effectively utilize empathy and motivational coaching techniques to help members overcome challenges and academic goals, and the ability to tailor coaching and support services to a diverse student population. Works with students, using education, goal setting, action planning, problem solving and motivational interviewing to support academic achievement. The ability to collaborate with faculty members and become an active team member is required.

This is a classification description with the complete list of job duties being maintained at the departmental level. Other job duties necessary for the effective operation of the University are expected to be performed. Any qualifications to be considered as equivalents in lieu of stated minimums require the prior approval of Human Resources.

Sam Houston State University is an at will employer and drug free/smoke free workplace. This position is security-sensitive and thereby subject to the provisions of the Texas Education Code §51.215, which authorizes the employer to obtain criminal history record information. The pay grade range is inclusive of social security benefit replacement pay.