

Green River College PRFR Report Appendix 2.F.3

2.F.3 Consistent with its mission, programs, and services, the institution employs faculty, staff, and administrators sufficient in role, number, and qualifications to achieve its organizational responsibilities, educational objectives, establish and oversee academic policies, and ensure the integrity and continuity of its academic programs.

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2.F.3 EV.#1 / Section 1

2025-28 CBA

Article IV: Divisional and Institutional Operations
(pages 15-25)

To view the file, please refer to separated Appendix

WAC 131-16-080 General Standards of Qualifications

WAC 131-16-080 General standards of qualifications for community and technical college personnel. Prior to employment of candidates to perform professional services in Washington community and technical colleges, the district board of trustees shall establish that the candidate possesses:

(1) Scholarship and/or technical skill that represents appropriate study, training, and skills in the proposed area of assignment,

(2) Expertise as a practitioner as evidenced by reports of former associates and supervisors,

(3) A demonstrable understanding and acceptance of the role to be played as a partner in an educational enterprise serving the best interests of the students,

(4) A demonstrable understanding and acceptance of the mission, role, and character of the community or technical college,

(5) The ability to perform assigned duties in a manner consistent with the goals of the institution and the community and technical college system, and

(6) Personal characteristics that contribute to the ability to promote the welfare of the students, the institution, and the state of Washington.

[Statutory Authority: Chapter 28B.50 RCW. WSR 98-23-051, § 131-16-080, filed 11/13/98, effective 12/14/98. Statutory Authority: RCW 28B.50.090 (7) (a). WSR 91-21-009 (Order 134, Resolution No. 91-27), § 131-16-080, filed 10/4/91, effective 11/4/91; WSR 80-13-011 (Order 82, Resolution No. 80-14), § 131-16-080, filed 9/8/80; Order 22, § 131-16-080, filed 11/27/73; Order 5, § 131-16-080, filed 12/12/69.]

WAC 131-16-091 Additional Qualifications

WAC 131-16-091 Additional qualifications in areas of specialization. In addition to the general standards required by WAC 131-16-080, the district board of trustees shall establish that candidates for appointment meet or exceed the following standards in their areas of specialization:

(1) Teaching personnel.

(a) Professional teaching personnel performing services for which advanced degrees are commonly available shall hold the equivalent of a master's degree in the field of their educational service from an accredited college or university or a bachelor's degree and professional expertise in the field of their educational service; or

(b) Professional teaching personnel in professional-technical fields for which bachelor's or master's degrees are not commonly available shall be particularly qualified to provide instruction in their area of specialization as demonstrated by possession of the following:

(i) Sufficient broad and comprehensive training;

(ii) Industry recognized certification when available; and

(iii) Two years relevant work experience and/or relevant, current teaching experience that particularly qualifies them to provide instruction in their area of specialization.

(c) In extraordinary cases, the requirements in (a) and (b) of this subsection may be waived by the college president. For personnel under waiver, a professional development plan must be developed to meet criteria under (a) or (b) of this subsection. This plan must be completed during the initial certification process.

(d) Part-time professional-technical teaching personnel must meet minimum qualifications as defined by (a), (b), or (c) of this subsection and have verification on file. This record must be on file for each part-time instructor during each quarter of teaching employment.

(2) Other instructional personnel.

All other professional-technical instructional personnel, including teachers' aides, lab assistants, and tutors, who do not meet the work experience and educational requirements specified above, may be employed either on a full-time or part-time basis. Such individuals shall possess appropriate technical skills and knowledge in the specific program area assigned; and such individuals shall work under the direct supervision of, or in direct coordination with, an appropriately qualified professional. Each college district shall maintain job descriptions for each position in this category.

(3) Chief professional-technical administrator.

The chief professional-technical administrator shall have:

(a) Earned an advanced degree, masters or doctorate, in a professional-technical area or have equivalent administrative expertise as demonstrated by successful performance of broad administrative responsibilities; and

(b) Been employed as a full-time professional-technical instructor or have the equivalent experience in business or industry or other public agencies; and

(c) Supervisory/administrative experience.

The chief professional-technical administrator must understand and have the ability to assess professional-technical faculty's ability to provide student instruction, supervise learning environments and implement curriculum, outcomes, and assessments. The chief professional-technical administrator must keep a copy of his/her current certificate in his/her personnel file.

(4) Other professional-technical administrators.

Other administrators who oversee professional-technical programs, must demonstrate to the employing agency a commitment to and understanding of professional-technical education, and their ability to use the professional-technical faculty skills standards to guide and support the professional development of the professional-technical instructors they supervise.

[Statutory Authority: Chapter 28B.50 RCW. WSR 04-07-094, § 131-16-091, filed 3/16/04, effective 4/16/04; WSR 93-14-008, § 131-16-091, filed 6/24/93, effective 7/25/93. Statutory Authority: RCW 28B.50.090 (7)(a). WSR 91-21-009 (Order 134, Resolution No. 91-27), § 131-16-091, filed 10/4/91, effective 11/4/91; WSR 80-13-011 (Order 82, Resolution No. 80-14), § 131-16-091, filed 9/8/80; Order 22, § 131-16-091, filed 11/27/73.]

2.F.3 EV.#2 / Section 2

2025-28 CBA

*Article III: Recruitment and Hiring of Faculty
(pages 10-14)*

To view the file, please refer to separated Appendix

2025-2027 Washington Federal State Employees -
Higher Education

Article 4: Hiring and Appointments (page 2)

To view the file, please refer to separated Appendix

HR-11 Employment of Relatives – 6/1/2017



HR-11 EMPLOYMENT OF RELATIVES

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/ [HR-11 Employment of Relatives](#)

Purpose

To prevent conflict of interest in decision-making due to factors of kinship in reporting relationships and/or hiring decisions.

Scope

This policy applies to all employees of Green River College.

Definitions

Relative: A spouse, significant other, domestic partner, son, daughter, grandchild, foster child, son-in-law, daughter-in-law, grandparent, parent, brother, sister, aunt, uncle, niece, nephew, first cousin, brother-in-law, sister-in-law and corresponding relatives of employee's spouse, significant other or domestic partner.

Policy

Members of the same family may be appointed to positions when it has been determined that they are the most qualified candidates, and when the appointing authority has determined that the working relationship will not create a conflict of interest or the appearance of favoritism. However, a person may not be hired into a position that would result in a relationship where an employee is involved in the recruitment, screening, appointment, termination of appointment, promotion, demotion, approval of salary increase or decrease, supervision, or evaluation of the employee's relative (as defined above). Otherwise, family relationships shall not be used as a basis for granting or denying employment rights, privileges or benefits.

Procedure

Should a situation develop whereby a Green River employee is in a working relationship with a relative where they are involved in the recruitment, screening, appointment, termination of appointment, promotion, demotion, approval of salary increase or decrease, supervision, or evaluation of the employee's relative, that situation must be remedied immediately.

The next higher administrative officer of the employee shall advise them of the available alternatives, which may include voluntary transfer (if feasible) to other departments on campus. Such employee shall be given the opportunity to select among the alternatives. If there is no alternative available, or the

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employee is unable to agree upon any such alternative, then the next higher administrative officer, with the approval of the administrative head of the Office of Human Resources, shall take appropriate action to remedy the situation. Such action may include an involuntary transfer or termination of employment.

Specific Authority

[RCW 42.52.070](#)

Law Implemented

2003

History of Policy or Procedure

Draft: January 24, 2004

Adopted: April 5, 2005

Revised: December 15, 2016; June 1, 2017

Reviewed by: President's Staff

Contact: Tammy Shilipetar, HR Recruiter, ext. 2604

President's Staff Sponsor: Marshall Sampson, Vice President of Human Resources & Legal Affairs, ext. 3315

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- [HR-38 Vacation Policy](#)

Record Keeping

- [HR-41 Employee Change of Information](#)

Resources

Contact
Us

**STUDENT
SUPPORT**

ctcLink
 Student Email
 My Green River
 Navigate 360
 Financial Aid
 Holman Library
 Center for
 Transformational
 Wellness
 Student Remote
 Access
 Career & Advising
 Center
 Office of the
 Registrar
 Disability Support
 Services
 Counseling Services
 e-Learning
 Placement & Testing
 Center
 Register to Vote
 MMIWP / WSP

**EMPLOYEE
RESOURCES**

Human Resources
 Institutional
 Effectiveness
 ctcLink Sign In
 GatorNet
 Curriculog (formerly
 CAR/PAR)
 Faculty eLearning
 Canvas
 Gator News
 Employee Password
 Reset

CAMPUS SAFETY

Emergency & Safety
 Alerts
 Just Report It

**CONNECT WITH
GREEN RIVER**

Facebook
Twitter
Youtube
LinkedIn
Instagram

HR-12 Background Verification – 6/1/2017



HR-12 BACKGROUND VERIFICATION

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Purpose

Green River College will conduct pre-employment background verifications on all volunteers and final candidates recommended for temporary, part-time or full-time employment in order to provide a safe and secure environment for the campus community consistent with Washington State law RCW 43.43.815 (Conviction Records Furnished to Employer), RCW 43.43.830-845 (Child and Adult Abuse Information Act), and RCW 10.97 (Criminal Records Privacy Act).

Scope

1. All final candidates including faculty (full and adjunct), classified and exempt staff, and hourly nonpermanent (part-time hourly) recommended for employment at Green River College.
2. All volunteers including student volunteers and student employment candidates who will have regular unsupervised access to children under the age of sixteen, developmentally disabled or vulnerable adults.
3. Volunteers who have access to personal or sensitive data including dates, addresses, and other personal information as regards to students, employees, and/or community members.
4. Volunteers who will have access to currency and/or other financial transactions.

Definitions

Conviction: For purposes of this policy, conviction also includes pleas of guilty and Alfred Plea.

Policy

Background verifications will be conducted by the Office of Human Resources (HR) or designee approved by the Human Resources for final candidates who have been offered either temporary or full-time employment at Green River and for volunteers and student employees who fall under the scope of this policy. Additionally, background verifications will be conducted on an annual basis for faculty members within programs possessing specific accreditation requirements.

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Human Resources or designee shall determine what types of background verifications are required for each position. At a minimum,

verification of previous employment and criminal records will be conducted. Other background verifications may include checks of educational degree obtained, license/certification, credit reports, motor vehicle records, and sex and violent offender registries.

All offers of employment and offers to volunteers must clearly state in writing the offer is contingent upon background verifications.

Procedure

Classified, Exempt and Full-Time Faculty:

Once the Hiring Manager receives his/her Appointing Authority and Human Resources, she/he may extend the employment offer to the selected finalist contingent upon a successful background check. The Hiring Manager will let the finalist know that HR will provide the consent form to complete. The background check process will begin when HR receives the completed form.

Part Time Faculty and Hourly, Work Study Students, and Volunteers:

- Hiring manager extends employment offer to selected finalist contingent upon a successful background check. The Hiring Manager shall obtain a signed consent form from the employee or volunteer. All signed consent forms will be forwarded to the HR to perform the background check.
- Background verifications are conducted prior to the start of employment. If the background verification cannot be completed prior to the start of employment, an offer may be made contingent on the background verification to be completed within 30 days of the start of employment.
- If a background check does not result in a clear report, it will be forwarded to Human Resources.
- The appointing authority or designee, in consultation with Human Resources, may deny or revoke offers of employment/assignment; or reassign, consistent with Washington law. Any material misrepresentation or omission of relevant information during the application process is grounds for denial of employment, termination of employment, and/or termination of any volunteer activity for Green River.
- Criminal convictions may, but do not automatically, exclude a person for consideration for employment or volunteer opportunity.

At a minimum, the following reference checks will be conducted:

- Prior employment reference verification (letters of reference will not be considered for employment verification) completed by hiring manager/committee chair.
- Any required credential verification completed by HR.
- Academic credential verification completed by HR, where appropriate.

The following background checks will be conducted:

- Criminal background checks, in state, national and/or international, as appropriate, will be conducted by HR.
- Sex offender search

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Additional factors include but are not limited to whether the position involves:

- Regular unsupervised access to children and minors, developmentally disabled or vulnerable adults.
- Direct access to, or control over, cash, checks, credit cards, and/or credit card account information, or authority to commit financial resources of the College through contracts greater than \$300.
- Responsibility for operating a Green River-owned vehicle or CDL drivers operating Green River-owned vehicles for the purpose of transporting students, employees and others.
- Control over campus business processes; either through functional roles or system security access.
- Access to personal identifying information about students, faculty, staff or alumni.
- Access to controlled substances.
- Possession of master or sub-master keys for building access.
- Representing or serving Green River as a licensed or accredited professional.

Use of Background Information

HR will provide notification for background checks as required by law, including the Fair Credit Reporting Act. Applicants, including volunteer applicants, are required to disclose information needed for conducting background verifications.

Exception

Individuals are not generally required to disclose information regarding criminal records that have been sealed, expunged, or eradicated by a court. All Green River employees receiving background verification information will use the information in a confidential manner, and will share the information with only those who have a legitimate Green River or business need. HR will maintain all documentation collected in a secure manner separate from an employee's official personnel file.

Specific Authority

[RCW 43.43.815](#), [RCW 43.43.830-845](#) and [RCW 10.97](#).

Law Implemented

History of Policy or Procedure

Draft: September 30, 2008

Adopted: June 10, 2010

Revised: December 9, 2015; June 1, 2017

Reviewed by: President's Staff

Contact: Tammy Shilipetar, HR Recruiter, ext. 2604

President's Staff Sponsor: Marshall Sampson, Vice President of Human Resources & Legal Affairs, ext. 3315

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STUDENT SUPPORT

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EMPLOYEE RESOURCES

Human Resources

CAMPUS SAFETY

Emergency & Safety
Alerts
Just Report It

My Green River	Institutional	CONNECT WITH GREEN RIVER <hr/> Facebook Twitter Youtube LinkedIn Instagram
Navigate 360	Effectiveness	
Financial Aid	ctcLink Sign In	
Holman Library	GatorNet	
Center for	Curriculog (formerly	
Transformational	CAR/PAR)	
Wellness	Faculty eLearning	
Student Remote	Canvas	
Access	Gator News	
Career & Advising	Employee Password	
Center	Reset	
Office of the		
Registrar		
Disability Support		
Services		
Counseling Services		
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Student Remote Access
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HUMAN RESOURCES

Organizational Charts

Published 12/17/2025

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Faculty and Administration – GRC Catalog

Faculty and Administration

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dani crivello-chang, Dean of Campus Life, A.A., Green River Community College; B.A., Western Washington University; Scandinavian Politics & Culture Cert., Mittuniversitetet; M.Ed., University of Washington

Matthew Cullen, Counseling, B.S.W., Northern Michigan University; M.S.W., University of Illinois at Chicago; M.Ed., Loyola University Chicago

Katherine Cunnion, Interim Associate Dean of Library, Media Services and Tutoring, Counseling/Librarian, B.A., Oregon State University; M.A. University of California, Los Angeles

Michelle Danberg-Marshman, Social Science, B.A., Seattle Pacific University; M.A., Western Washington University; Ph.D., University of California, Riverside

Angela Davis, Senior Vice President - Chief of Staff, B.S., Norfolk State University; M.B.A., University of Phoenix; Ed.D., Wingate University

Shaunie Decker, College and Career Pathways, B.A., University of Washington; M.Ed., University of Phoenix

Philip Denman, Senior Director of College Relations, B.A., University of Washington; M.P.A., University of Colorado at Colorado Springs

Daniel deWolff, Business, B.A., Pomona College; M.S., University of Washington

Sarah Dillon Gilmartin, Art, B.A., University of Puget Sound; M.F.A., Boston University

Anne Dolan, History, B.A., University of Northern Colorado; M.Ed., Seattle University

Anna Drury, Nursing, A.D.N., Tacoma Community College; B.A., Washington State University; B.S.N., M.S.N., Western Governor's University

Neil Duldulao, Chemistry, B.A., B.S., University of California Berkeley; Ph.D., Yale University

Yoav Duman, Political Science, B.A., Ben Gurion University; M.A., Tel Aviv University; M.A., Ph.D., University of Washington

Catherine Duva, English for Speakers of Other Languages, B.A., Wayne State University; M.A., Eastern Michigan University

Sarah Edwards, Math, A.A., North Idaho College; B.A., St. Olaf College; M.S., Clemson University

Kelly Eisenhour, Music, B.M., Berklee College of Music; M.M., University of Utah

Georgie Fehringer, English Composition, B.A., M.A., Evergreen State College

Nicole Feider, Chemistry, B.S., Western Washington University; M.S., University of California, Riverside

Daniel Ferguson, Senior Director of Student Life and Wellness, B.A., Albion College; M.Ed., Western Washington University

Erin Fernandez Mommer, Spanish, B.A., M.A., University of Northern Iowa

Rebeka Ferreira, Philosophy, B.A., M.A., San Francisco State University

Lori Fishburn, Business, B.S., M.Ed. Central Washington University

Jamie Fitzgerald, Interim Vice President of Instruction, B.A., Grand Valley State University; M.A., University of Oregon

Jeanette Fohn, Business, B.A., Washington State University

Callae Frasier, English, B.S., Colorado State University; M.F.A., Iowa State University

George Frasier, Vice President of College Advancement, B.S., Washington State University; M.B.A., Western Governors University

Jacob Frye, Reading, A.A., Muskegon Community College; B.A., Western Michigan University; M.A., Western Washington University

Tsega Gaim, Political Science, B.A., M.A., Gonzaga University

Jitendra Gangaram, Math/Physics, B.A., M.S., University of the South Pacific; M.B.A. Keller Graduate School of Management; Ph.D., North Central University

Taliesha Garrett, Business, Marketing and Entrepreneurship, B.A., M.A., University of Washington

Eric Greer, Vice President of Student Affairs, B.A., California State Polytechnic University; M.S. Capella University; Ed.D., University of Southern California

Raminderpal Gill, Engineering, B. Tech, GND University; M.S. EE, University of Wisconsin; M.B.A., UCLA Anderson School of Management; UCLA AIM Certification Diploma

Christie Gilliland, Dean of Fine Arts and Social Science Divisions, Dean of College Transfer Education, B.A., Trinity University; M.S., Oregon State University

Edrick Goad, Information Technology, A.A., Clover Park Technical College; B.A., Northwest University; M.S., Western Governors University

Vance Graham, Information Technology, B.A., Seattle Pacific University; MCSA, MCSE, CTT +, MCT

Jeanine Hatfield, Nursing, B.S., University of Texas at Arlington; B.S.N., Texas Women's University; M.S.N.Ed., Grand Canyon University

Bethany Hawes, Director of Student Financial Aid, B.A., Central Washington University; M.A., Central Washington University; A.A.A., Green River College

Tad Henry, Aviation, B.A.S., M.A.S, Embry-Riddle Aeronautical University

Kirsten Higgins, English, B.A., Central Washington University; M.A., University of Minnesota

Jennifer "Jaeney" Hoene, English, B.A., Albertson College of Idaho; M.A., University of Idaho

Stephanie Hoffman, Biology, B.S., Seattle Pacific University; M.S., Auburn University; Ph.D., Auburn University

Jen Yong Ho, English, M.A., San Diego State University

Dan Holverson, Interim CIO, Executive Director of IT, B.S., University of Wisconsin; M.B.A., Olivet Nazarene University

Kathryn Hoppe, Geology and Oceanography, B.A., Washington University in St. Louis; M.S., University of Washington; Ph.D., Princeton University

Tina Horner, Nursing, A.A., Green River College; A.A.S., Renton Technical College; A.D.N., Tacoma Community College; B.S.N., M.N., University of Washington

Erica Ihrig, Chemistry, A.A., Guam Community College; B.S., Mississippi College; Ph.D., University of Washington

Thomas Jackson, Physical Education and Wellness, A.A., Green River Community College; B.S., Seattle Pacific University; M.S., University of Montana

Seunghye Jang, Computer Science and Engineering, B.S., M.S., Michigan State University; Ph.D., Texas A&M University

Suzanne Johnson, President, B.A., Ithaca College; M.A., Ph.D., Stony Brook University

Sara Keene, Sociology, A.A., Columbia College; B.A., University of California; M.Sc., School of Oriental and African Studies; M.Sc., Ph.D., Cornell University

Joshua Kessler, Japanese, B.A., University of California, Santa Cruz; M.A., San Francisco State University

Leslie Kessler, Early Childhood Education, B.S., Montana State University; M.Ed., City University; M.A., Argosy University

Pamela Kikillus, Physical Therapy, B.A., Olivet Nazarene University; M.S., DHS, University of Indianapolis

Roberta Kim, Early Childhood Education, B.A., University of Puget Sound; M.A., University of Phoenix

Devon Klein, Counseling, LMHC, B.A., Smith College; M.A., Assumption College

Sam Krahn, Music, B.A., Boston University College of Fine Arts; M.A., Roosevelt University; Ph.D., University of Minnesota

Nancy Kremer, Senior Director of International Services & Operations, B.A., Western Washington University; Japanese Language Cert., Asia University, Japan

David Larsen, Dean of Enrollment and Completion, A.A., Green River Community College; B.S., City University; M.Ed., University of Washington

KaraLynn LaValley, Nursing, A.A.S.-RN, Tacoma Community College; B.S.N., M.N., Ph.D., University of Washington

Katherine Lawson, Sociology, B.A., California Polytechnic University, Pomona; M.A., California State University, Fullerton

Samuel Le, Economics, B.A., University of California Irvine; M.A., California State University Long Beach

Aaron Leavitt, English for Speakers of Other Languages, B.A., Western Washington University; M.Ed., Seattle University

Luther Lessor, Math, A.A., Pierce College; B.A., Northwest University; M.S., Texas A&M University

David Lewis, Auto Technology, A.A.S., Green River College; A.S.E. Master Technician

Elizabeth Longo, Intensive English as a Second Language, B.A., University of Durham, England; M.A., University of Birmingham, England

Auberon López, Software Development, B.S., California State Polytechnic University

Walter Lowe, English, B.A., University of Washington; M.A., Buffalo State College; M.R.E., Unification Seminary

Lisa Luengo, French, B.A., Northwestern University; M.A., University of Denver; Ph.D., University of Colorado at Boulder

Xiaoqian “Lily” Ma, Engineering, B.S., Shenyang University of Technology; M.S., Ph.D., South Dakota School of Mines and Technology

Marjorie MacKenzie, Reference and Instruction Librarian, B.A., M. Libn., University of Washington

Michael Macon, Mathematics, B.A., Drew University; M.A., San Francisco State University

Krishnan Mahadevan, Information Technology, B.E.E.E., Anna University, Chennai, India; M.S.E.E., Wayne State University

Jerald Marshall, Psychology, B.S., University of Pittsburgh; Ph.D., University of Texas

Tracey Masingale, English for Speakers of Other Languages, B.A., California State University Stanislaus; M.A., California State University Hayward; ESOL Teaching Certificate, School of TESOL

John McCormick, Sr. Director of Facilities and Campus Operations

Timothy McDaniel, Intensive English as a Second Language, B.A., M.A., University of Washington

Sean Mckeague, Business, B.S., United States Military Academy; M.B.A., Seattle University

Elizabeth McKinney, Counseling, B.A., Stanford University; M.S., Ph.D., University of Florida

Paul A. Metivier, Ceramics, A.A., Orange Coast Community College; B.F.A., California State University Long Beach; M.F.A., University of Washington

Lara Michaels, Mathematics, B.S., University of Utah; Ph.D., University of Texas

Candice Mihaila, Nursing, B.S., M.S., Western Governors University

Patrick Milian, English, B.A., University of Colorado Denver; M.F.A., Ph.D., University of Washington

Joshua Misenar, Natural Resources

Rochelle Mitchell, Mathematics, B.A., St. Martin’s College; M.S., Western Washington University

Kathryn Moninger, Nursing, A.A., Highline Community College

Julie Moore, English, B.A., University of Puget Sound; M.A., Cert., Western Washington University

Michael Moreno, English, B.A., St. Mary’s College of California; M.A., San Francisco State University; M.A., Ph.D., University of California Riverside

Ruth Mueller, Music, B.A., Southern Illinois University Edwardsville; M.A., University of Nevada, Reno; Ph.D., The University of Sheffield

Patrick Mumpower, Intensive English as a Second Language, B.A., Maryville College; M.A., The University of Tennessee, Knoxville

Daniel Najera, Biology, B.S., Ph.D., University of Kansas

Ajay Narayanan, Physics, B.S., M.Sc., University of Bombay; Ph.D., University of Arizona

Carel Neffenger, Communication Studies, B.S., Northwestern University; M.A., University of Southern California; M.A., Seattle University

Anna Neil, Physical Therapy, A.A.S., B.S., Pacific Lutheran University

David Nelson, Mathematics, B.S., Washington State University; M.S., Western Washington University

David Norberg, History, B.A., University of Washington; M.A., Western Washington University

Johnathan Nuttall, Anatomy & Physiology, B.S., Saint Bonaventure University; Ph.D., University of California Davis

Gary Oliveira, Art, B.F.A., University of Dayton; M.F.A., Massachusetts College of Art

Benjamin Orr, Welding, Cert., Green River College

Tina Ostrander, Information Technology, B.S., University of Washington; M.A., Gordon-Conwell Theological Seminary; M.S., Regis University

Shelley Pahlow, Mathematics, B.A., Seattle Pacific University; M.Ed., University of Washington

Elnaz Parviz, Communication Studies, B.A., Science and Research University; M.A., Ph.D., University of Kansas

Monica Paulson Priebe, Natural Resources, B.A., Gustavus Adolphus College; M.S., M.P.A., Ph.D., Indiana University, Bloomington

Joel Perdue, Manufacturing, A.A.A, Green River College

Luu Phan, Nursing, B.S., M.A., Western Governors University

Nelson Phouphakone, Mathematics, A.A., South Seattle Community College; B.S., University of Washington; M.S., Washington State University

Justin Pitt, Welding, Green River College

Carolina Pittser, English, B.A., Universidad Austral de Chile; B.A., M.A., Central Washington University

Melissa Porrás-Monroe, Occupational Therapy Assistant Program Director, B.A., University of Puget Sound; M.A., Concordia University Chicago

Richard Potsubay, English, B.A., University of Iowa; M.Ed., Western Washington University

Megan Reiser, Humanities, B.A., University of Washington; M.A., Washington State University; Cert., University of Washington

Jennifer Rohan, Librarian, B.A., University of California, Los Angeles; M.L.I.S., University of Washington

Derek Ronnfeldt, Director of Campus Safety and Transportation, B.S., Illinois State University

Mary Saldin, IBEST, B.A., Whitworth University; M.Ed., Seattle University

Paul Sanchez, Associate Dean of International Education, B.A., California State University; M.A., Ph.D., Alliant International University

Amanda Schaefer, English, B.A., University of California-Irvine; M.A., University of Notre Dame

Timothy Scharks, Geography, B.S., University of Alaska, Fairbanks; M.S., Western Washington University

Scott Schreiber, Welding, Journeyman Welder; W.A.B.O. Certified

Tyler Schrock, Information Technology, B.A., Malone University; M.B.A., Waynesburg University

Kindra Schuller, Cybersecurity, B.A., Baker University; M.A., Capella University

William Sciacca, Mechatronics, A.A.S., A.A.S., Green River College; A.A.S., Sonoran Desert Institute

William Scott, Communication Studies, B.A., M.A., California State University, Los Angeles

Joanna Segal, Librarian, B.A., M.A., M.L.I.S., University of Washington

Shannon Sharpe, Business, A.A., Highline Community College; B.A., Southern Illinois University, Carbondale; Cert., Renton Technical College

Katherine Shaw, Geology, B.A., Bryn Mawr College; M.S., University of Washington

Heidi Sheneberger, College and Career Pathways, B.A., Central Washington University; Cert., University of Washington; Cert., School of Teaching ESL; M.A., Seattle University

Ian Sherman, Interim Dean of Instruction for English and Humanities Divisions, English, B.A., Oberlin College; M.F.A., University of Washington

Lea Ann Simpson, Interim Dean of Business and Law Divisions, Business Education, B.S., M.S., University of Idaho

Marcie Sims, English, B.A., California State Polytechnic University; M.A., San Diego State University

Clinton Sizemore, Information Technology, A.A.S., B.A.S., Green River College; M.C.L., University of Washington - Tacoma

Anthony Smith, Physics, A.A., Yakima Valley College; B.S., Central Washington University; M.S., Ph.D., Washington State University

Lindsey Smith, Political Science, B.A., M.A., Ph.D., University of Alabama

Samantha Smith, Mathematics, A.A., Skagit Valley College; B.S., M.S., Western Washington University; Ph.D., Cert. Oregon State University

Chitra Solomonson, Physics, B.S., University of Madras, India; M.S., Indian Institute of Technology, Madras, India; Ph.D., Louisiana State University

Jane Sommerfeld, Senior Director of Financial Services, B.B.A., Washington State University; M.B.A., City University

Dan Sorensen, Automotive Technology, A.S., Rogue Community College; A.S.E. Master Technician

Renate Sorg, Intensive English as a Second Language, B.A., Pacific Lutheran University; M.A., American University

Leslie Soule, English for Speakers of Other Languages

Megan Stevens, Nursing, B.S., University of Northern Colorado; M.A., University of Washington

Wendy Stewart, Vice President of International Programs and Extended Learning, B.A., University of Puget Sound; M.A., Monash University, Australia; Ed.D., Northeastern University

Rachel Stuart, Communication Studies, B.A., M.A., California State University Chico; A.B.D., Washington State University

Brian Stubbs, Physics, B.S., Pacific Lutheran University; M.S., University of Oregon

Leo Studach, Biology, B.S., Marquette University; Ph.D., Purdue University

Andrew Sturt, Journalism, B.A., M.S., University of Colorado

Mary Jane Swenson, Criminal Justice, B.A., M.A., University of Washington; J.D., Seattle University

Su Hoon Tan, Senior Director of Auxiliary Services, B.S., M.S., St. Cloud State University

Vaishnavi Thakar, Natural Resources, B.S., University of Pune, India; M.S., Ph.D., University of Texas at Dallas

Mark Thomason, History, B.A., University of Washington; M.A., New Mexico State University

Peter Turylo, Information Technology, B.A., B.A.Sc., M.B.A., University of Toronto

Susan Uland, Computer Engineering, B.S., University of Virginia; M.Ed., University of St. Thomas; M.S., Texas A&M University

Jeremy Upsal, Math, B.A., University of Colorado; M.A., Ph.D., University of Washington

Julissa Valenciano, Math, A.S., Columbia Basin College; B.S., Washington State University; M.S., Oregon State University

Jamie Vandette, Anatomy and Physiology/Biology, B.S., Central Washington University; M.S., Ohio State University

Leonard Wainstein, College and Career Pathways, B.A., University of Puget Sound; M.A., TESOL, University of Washington

Michelle Wallace, Mathematics, A.A., Mira Costa Community College; B.A.S., University of California San Diego; M.A.S., Washington State University

Allison Warner, Senior Director of Career and Advising, B.A. University of Washington; M.A., Seattle University

Anthony Warnke, English, B.A., University of Washington; M.A., Western Washington University

Nicole Wetter, Accounting, B.A., M.P.A., University of Washington

Ariel Wetzel, English, B.A., M.A., Western Washington University; Ph.D., University of Washington

Jennifer Wheeler, Registrar/Director of Office of the Registrar, A.A., A.A.A., Green River Community College; Cert., B.S., M.S., Western Governors University

Staci Whitehouse, Interim Executive Director of Human Resources, B.A., Pacific Lutheran University

Ariadne Wilber, English, B.A., M.S., Eastern Washington University

Michelle Williams, Criminal Justice, CA POST Certified, San Diego Regional Law Enforcement Agency (SDRLEA); B.S., Northern Arizona University; M.S., National University

Michael Wood, Engineering, B.S., Colorado State University; M.S., University of Colorado-Denver

Jean-Paul Yafali, Business, A.A., Philosophat Edit Stein & Saint Augustin; B.A., M.A., M.S., Université Catholique du Congo; M.B.A., Seattle University; D.B.A., Saint Mary's College of California

Harmen Zijlstra, Chemistry, Ph.D., University of Groningen

2.F.3 EV.#4 / Section 4

2025-28 CBA

*Article III: Recruitment and Hiring of Faculty -
Section C: Position Approval (page 14)*

To view the file, please refer to separated Appendix

2025-2027 Washington Federal State Employees -
Higher Education

Article 42: Classification (pages 97-99)

To view the file, please refer to separated Appendix

2.F.3.EV.#5 / Section 5

2025-28 CBA

article V: Terms of Employment (pages 25-39)

To view the file, please refer to separated Appendix

Jobs @ Green River College

Search



28 jobs found



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[Anatomy and Physiology Instructor - Adjunct](/careers/greenriveredu/jobs/4756115/anatomy-and-physiology-instructor-adjunct) [\(/careers/greenriveredu/jobs/4756115/anatomy-and-physiology-instructor-adjunct\)](/careers/greenriveredu/jobs/4756115/anatomy-and-physiology-instructor-adjunct)

Main Campus - 12401 SE 320th Street Auburn, WA

Adjunct Faculty - Depends on Qualifications

Category: Education / Higher Education / Sciences / Faculty / Faculty - Science

Department: Instruction

The Science Division is accepting applications to be considered for upcoming quarters. Adjunct instructors are appointed quarter to quarter based on student enrollment.

For information about the program visit: <http://www.greenriver.edu/academics/areas-of-study/details/anato...>



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[Astronomy Instructor - Adjunct](/careers/greenriveredu/jobs/1557621/astronomy-instructor-adjunct) [\(/careers/greenriveredu/jobs/1557621/astronomy-instructor-adjunct\)](/careers/greenriveredu/jobs/1557621/astronomy-instructor-adjunct)

Main Campus - 12401 SE 320th Street Auburn, WA

Adjunct Faculty - Depends on Qualifications

Category: Education / Higher Education / Sciences / Faculty / Instructor / Faculty - Science

Department: Instruction

ABOUT THE COLLEGE: Green River College's student body is made up of approximately 41% Academic Transfer students, 34% Professional-Technical students, 15% Adult Basic Education student, and 3% Applied Bachelor degrees. Green River College has four campuses,...



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[Basic Instructor for Adults: Transitional Studies Math and/or Reading/Writing \(pre-college\) Adjunct](/careers/greenriveredu/jobs/4502528/basic-instructor-for-adults-transitional-studies-math-and-or-reading-writing-pre-college-adjunct) [\(/careers/greenriveredu/jobs/4502528/basic-instructor-for-adults-transitional-studies-math-and-or-reading-writing-pr\)](/careers/greenriveredu/jobs/4502528/basic-instructor-for-adults-transitional-studies-math-and-or-reading-writing-pr)

Main Campus - 12401 SE 320th Street Auburn, WA

Adjunct Faculty - Depends on Qualifications

Category: Education / Higher Education

Department: Instruction

Green River College welcomes faculty who have a commitment to excellence in teaching and the ability to utilize a variety of methods and modes of instruction to ensure student success. Given the diversity of our student population, we encourage applications from faculty who...



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[Biology Instructor - Adjunct \(/careers/greenriveredu/jobs/2983607/biology-instructor-adjunct\)](/careers/greenriveredu/jobs/2983607/biology-instructor-adjunct)

Main Campus - 12401 SE 320th Street Auburn, WA

Adjunct Faculty - Depends on Qualifications

Category: Sciences / Instructor / Faculty - Science

Department: Instruction

ABOUT THE COLLEGE: Green River College's student body is made up of approximately 41% Academic Transfer students, 34% Professional-Technical students, 15% Adult Basic Education student, and 3% Applied Bachelor degrees. Green River College has four campuses,...



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[Business Technologies and Administrative Careers Instructor \(/careers/greenriveredu/jobs/4175412/business-technologies-and-administrative-careers-instructor\)](/careers/greenriveredu/jobs/4175412/business-technologies-and-administrative-careers-instructor)

Main Campus - 12401 SE 320th Street Auburn, WA

Adjunct Faculty - Depends on Qualifications

Category: Administrative Assistant / Clerical & Data Entry / Education / Higher Education / Business / Communications / Faculty - Math & Technology / Faculty - Other

Department: Instruction

Green River College welcomes individuals to apply who have a commitment to teach and the ability to utilize a variety of methods and modes of instruction to ensure student success. Given the diversity of our student population, we encourage applicants who can adapt ins...



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[Business, Marketing, and Entrepreneurship - Adjunct \(/careers/greenriveredu/jobs/4175407/business-marketing-and-entrepreneurship-adjunct\)](/careers/greenriveredu/jobs/4175407/business-marketing-and-entrepreneurship-adjunct)

Main Campus - 12401 SE 320th Street Auburn, WA

Adjunct Faculty - Depends on Qualifications

Category: Management / Education / Professional / Miscellaneous / Marketing / Higher Education / Business / Professional Education / Faculty / Instructor / Faculty - Other

Department: Instruction

Green River College seeks an adjunct faculty member to teach upper division and associate level courses within the Business, Marketing and Entrepreneurship department. Courses taught may include Introduction to Marketing, Marketing Management, Integrated Ma...



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[Cashier 3 -Bookstore \(/careers/greenriveredu/jobs/5148117/cashier-3-bookstore\)](/careers/greenriveredu/jobs/5148117/cashier-3-bookstore)

Main Campus - 12401 SE 320th Street Auburn, WA

Classified Full Time - \$3,417.00 Monthly

Category: Higher Education

Department: Student Affairs

5% King County Premium Pay will be added Under general direction, lead assigned bookstore employees in all retail and/or service bookstore operations such as customer service, sales, ordering, receiving, inventory, cash control, promotions, merchandising, and/or servi...



Posted 6 days ago | Closes in 1 month

[Chemistry Instructor-Adjunct \(/careers/greenriveredu/jobs/2364898/chemistry-instructor-adjunct\)](/careers/greenriveredu/jobs/2364898/chemistry-instructor-adjunct)

Main Campus - 12401 SE 320th Street Auburn, WA

Adjunct Faculty - Depends on Qualifications

Category: Sciences / Faculty / Faculty - Science

Department: Instruction

The Science Division is accepting applications to be considered for adjunct instruction for various Chemistry courses. Adjunct instructors are appointed quarter to quarter based on student enrollment. We are looking for instructors who are available for morning, afternoon and e...



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[Continuing Education \(CE\) Instructor - Adjunct \(/careers/greenriveredu/jobs/3681253/continuing-education-ce-](/careers/greenriveredu/jobs/3681253/continuing-education-ce-)

[instructor-adjunct](#)

Main Campus - 12401 SE 320th Street Auburn, WA

Adjunct Faculty - Depends on Qualifications

Category: Higher Education

Department: Instruction

Our mission is to provide a wide variety of quality non-credit courses, lectures, and interactive learning experiences to our service communities. The Continuing Education program is seeking to build a pool of qualified applicants interested in teaching courses for our general pers...



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[Court Reporting & Captioning Faculty – Adjunct \(/careers/greenriveredu/jobs/4448983/court-reporting-captioning-faculty-adjunct\)](#)

Main Campus - 12401 SE 320th Street Auburn, WA

Adjunct Faculty - Depends on Qualifications

Category: Higher Education / Faculty / Instructor

Department: Instruction

Green River College is seeking adjunct faculty members to support a variety of court reporting and captioning courses, based on the quarterly curriculum needs of the Court Reporting and Captioning department. We seek highly committed individuals who can bring industry...



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Showing items 1 - 10

;

MR-Job Description Template

GREEN RIVER COLLEGE
JOB DESCRIPTION

POSITION TITLE:

REPORTS TO: (Position Title)

Click here to enter text.	Click here to enter text.
---------------------------	---------------------------

DEPARTMENT:

FLSA EXEMPT:

Click here to enter text.	Choose an item.
---------------------------	-----------------

SUPERVISORY:

LEAD:

NUMBER OF POSITIONS SUPERVISED/LEADS:

Choose an item.	Choose an item.	Click here to enter text
-----------------	-----------------	--------------------------

PURPOSE OF POSITION:

(This section is the general description of the primary responsibilities of the employee, such as outlining goals, achievements and functions.)

Click here to enter text

COMPETENCIES: (Select top six necessary for successful performance)

Choose an item.	Choose an item.
choose an item.	Choose an item.
Choose an item.	choose an item.

FOR MORE CLARIFICATION ON [PERFORMANCE MANAGEMENT COMPETENCY EXAMPLES](#), PLEASE SEE THE HUMAN RESOURCES PERFORMANCE ASSESSMENT TOOLS WEBSITE:

[Classified-Performance Assessment Competency Examples with Performance Statements.doc](#)

COLLABORATION & STAKEHOLDER ENGAGEMENT:

- Click here to add text

Required Training:

- Non-discrimination
 - Ethics
 - Child Abuse and Neglect
 - Safety Orientation
 - Title IX
 - Procurement 101
 - FERPA
-

PRIMARY DUTIES AND RESPONSIBILITIES:

- Click here to add text
 - Perform other job duties as assigned.

 - **Minimum Qualifications:**
 - click here to add text.
-

SPECIAL REQUIREMENTS, LICENSES AND CERTIFICATIONS:

- Able to pass and maintain a background check
-

WORKING CONDITIONS:

- **Example text below: Update with your own working conditions should they defer**
- Must be able to sit for long periods at a desk/computer workstation.
- Frequent repetitive arm, hand, and finger motions.
- Frequent use of computer and exposure to terminal screen in performing work assignments.
- Work in an office setting with frequent interruptions.
- Must be able to maintain “regular and predictable attendance”
- May need to carry, lift or move equipment/supplies up to **##** lbs
- Work schedule: Monday through Friday.

Non-Discrimination Statement:

Equal Opportunity Employer and Statement of Non-Discrimination: Green River College does not discriminate on the basis of race, color, national origin, citizenship or immigration status age, perceived or actual sensory, physical or mental disability, pregnancy, genetic information, gender, sexual orientation, gender identity, marital status, creed, religion, honorably discharged veteran or military status, or the use of a trained guide dog or service animal.

Green River College prohibits discrimination on the basis of sex, including sex-based harassment, and sex discrimination in any education program or activity that it operates, as required by Title IX and its regulations, including in admission and employment. Inquiries about Title IX may be referred to Green River College's Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both.

INCUMBENT: (Please print name)
INCUMBENT: (Please Sign)
DATE COMPLETED:

SUPERVISOR: (Please print name)
SUPERVISOR: (Please Sign)
DATE COMPLETED:

***NOTE –A copy signed by both the employee and supervisor must be forwarded to Human Resources in order to be place in the employee's personnel file. Before changing assigned responsibilities, contact your HR Labor Manager.**

Student Job Description Template

Job Title: _____

Employer: Green River College – _____

Apply Start Date: _____ Apply Expiration Date: _____

Position type: On Campus Student Employment Work Study: YES NO

Purpose

Job Responsibilities

Qualifications

Anticipated Schedule: _____

Supervisor Name and Title: _____

Location: _____

Employment is contingent upon proof of employment authorization, of identity and applicant will present the documents when asked. Green River College participates in E-Verify and will provide the federal government with Employment Eligibility Verification information to confirm that applicant is authorized to work in the U.S. All offers of employment are subject to completion of background verification under GRC policy [HR-12 Background Verification](#).

Equal Opportunity Employer: Green River College does not discriminate on the basis of race, creed, color, national origin, gender, gender orientation, age, marital status, religion, disability, genetic information or on any other unlawful basis. The college is committed to preventing and stopping discrimination, including harassment of any kind and any associated retaliatory behavior. The Vice President of Human Resources has been designated to handle inquiries regarding the [HR-22 non-discrimination and Harassment](#) policies: 12401 SE 320th Street, Auburn, WA 98092-3622, (253) 288-3320. To receive this information in an alternate format, please contact Disability Support Services at (253) 931-6460; TTY (253) 288-3359.

Jeanne Clery Statement: Notice of Availability of Annual Security and Fire Safety Report—Green River College’s Annual Safety and Fire Report is available online at [www.greenriver.edu/CleryASFR](#), containing mandated information about current campus policies concerning safety and security issues, required statistics, and other related information for the past three calendar years. To obtain a paper copy of the report, please call (253) 288-3350

Location Type: Onsite Hybrid Remote

Onsite Location (Physical Address): _____

Duration: Temporary/Seasonal, Start date: _____ End date: _____

Hourly Rate: \$17.09-20 USD per hour