



WEST VIRGINIA STATE UNIVERSITY

Clinical Nursing Instructor College of Professional Studies

West Virginia State University: West Virginia State University (WVSU) is a public land-grant institution, which was founded in 1891 as a Historically Black College and University (HBCU), and has evolved into a fully accessible, diverse, and multi-generational institution serving approximately 3,500 students. The University is a community of students, staff, and faculty committed to innovative teaching and learning, research and service that offers 23 undergraduate and seven graduate degrees through its four colleges, and competes in athletics at the NCAA Division II level in five men's sports and five women's sports. WVSU is located in Institute, WV, a suburb of Charleston, the largest city and the capital of West Virginia. With more than 300,000 people living in the metropolitan area, it is an active, exciting and engaging community, boasting cultural and historical events, music, festivals and entertainment.

Position Description: The Department of Nursing at West Virginia State University invites applications for a Clinical Instructor position beginning in the Fall 2026 semester. This role supports the Bachelor of Science in Nursing (BSN) program, including the Hybrid LPN-to-BSN pathway. The Clinical Instructor will provide direct clinical supervision and instruction to nursing students in various healthcare settings.

This is a full-time term-contract position (non-classified, benefits-eligible) with a flexible schedule and education stipend. Continued employment and education stipend is contingent upon the candidate providing proof of admission and ongoing enrollment/continuation in an advanced nursing degree program (MSN or DNP) at the end of each academic semester. The position offers the ability to work remotely from home for certain duties, depending on the weekly needs of the department. Clinical instructors may be required to work up to three 12-hour days per week during the Fall and Spring semesters depending on clinical schedules and needs.

Responsibilities for the Clinical Instructor: The Clinical Instructor must possess strong clinical skills, effective communication abilities, organizational skills, and a commitment to student success in clinical education. Essential functions, in addition to teaching, include:

- Collaborate with the LPN-to-BSN Coordinator, faculty, and clinical site personnel to ensure positive clinical experiences and alignment with program objectives.
- Participate in orientation sessions, pre- and post-clinical conferences, and student advising related to clinical requirements.
- Maintain current knowledge of clinical practices, evidence-based guidelines, and regulatory standards in nursing.

- Document student progress and complete required clinical evaluations in a timely manner.
- Attend faculty meetings, department committees, and program-specific meetings as required.
- Participate in accreditation activities, curriculum evaluation, and program development as needed.
- Direct, Manage, and Evaluate Student learning in the clinical/lab setting.
- Provide constructive feedback to support clinical competency and professional development
- Assists the student in integration of theory and practice, specific to the course's learning activities and level of the learner.
- Evaluates the student's development of clinical reasoning skills.
- Remain available at all times assigned students are in the clinical/lab setting.
- Directly observe and guide students' learning activities with the clients and in simulated environments.
- Evaluate students in clinical/lab related to the Student Learning Outcomes.
- Provide timely and ongoing feedback to the faculty (or to Clinical Coordinator) regarding the clinical and lab site's effectiveness in supporting the student accomplishment of the course and program outcomes.
- Collaborate with the unit manager and staff so that the presence of students and their activities are supportive of the unit's goals and needs.
- Demonstrate proper respect for students, faculty, and staff and conduct the class in a student friendly manner.
- Orient students to the clinical/lab area, and demonstrate proper procedures.
- Work with the Clinical Coordinator and the Nursing Program Director to ensure clinical/lab facilities have course learning objectives and student schedules for each course.
- Other duties as assigned.

Requirements for the Clinical Instructor

- Must have a Bachelor of Science degree in nursing (BSN) with at least 3 years of full-time clinical experience as a Registered Nurse (acute care, pediatrics, maternal-newborn, or med-surg related experience).
- Current/unencumbered RN license in West Virginia.
- Commitment to pursuing an advanced nursing degree (MSN or DNP); preference given to candidates already admitted to such a program, especially in-state West Virginia programs.
- Ability to provide proof of admission and ongoing enrollment/continuation in an advanced nursing degree program (MSN or DNP) at the end of each academic semester.
- Current healthcare provider CPR certification through the American Heart Association.
- Previous experience teaching or precepting nursing students is highly desirable.
- Strong clinical judgment, communication, and interpersonal skills.
- Ability to work a flexible schedule, including potential 12-hour clinical days and occasional weekends as needed.

Salary Statement commensurate with experience and qualifications; adjusted upward from standard faculty range to reflect coordination responsibilities).

Appointment Status 10-month non-tenure track position (with potential for summer supplemental duties related to program coordination).

Benefits of Full-Time Employment

West Virginia State University offers a comprehensive benefits package designed to support the health, financial security, and work-life balance of its employees. Benefits include employer-sponsored health insurance through PEIA with prescription coverage, access to wellness programs, and the option to enroll in dental, vision, hearing, and other supplemental insurance plans. Employees may also participate in health savings accounts and flexible spending accounts.

The university provides employer-paid basic life insurance and offers optional additional coverage. Retirement benefits are provided through the TIAA retirement plan with a 6% employer match for employees contributing 6% of their salary.

To Apply:

First consideration will be given to applicants who submit a resume, cover letter, academic transcripts, and the names and email addresses or phone numbers of three professional references by 07/24/2026. The position will remain open until filled. All requested information must be submitted for your application to be considered.

Please submit application materials via email to jobs@wvstateu.edu or mail to:

West Virginia State University
Department of Human Resources
P. O. Box 1000, 324 Ferrell Hall
Institute, WV 25112

West Virginia State University conducts criminal background checks on all job candidates upon acceptance of a contingent offer. Any offer of employment is contingent upon the satisfactory completion of a background check.

West Virginia State University is an equal opportunity employer committed to providing access, equal opportunity, and reasonable accommodation in employment and in its services, programs, and activities. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, age, protected veteran status, or disability. Individuals who require reasonable accommodation to participate in the job application or interview process should contact the Disability and Accessibility Resources unit at 304-766-3083 or ada@wvstateu.edu