

## **Full-Time Faculty/Tenure Track Instructor History (Ethnic Studies)**

### **Santa Monica College**

**Salary:** \$65,901.00 - \$137,311.00 Annually

**Job Type:** Full Time Faculty

**Job Number:** 00249

**Location:** CA 90405, CA

**Closing:** 2/6/2023 11:59 PM Pacific

### **Job Duties**

#### **COMMITMENT TO EQUITY AND DIVERSITY**

With the goal of ensuring the equal educational opportunity of all students, Santa Monica College embraces diversity among students, faculty, staff, and the communities we serve as an integral part of our history, a recognition of the complexity of our present state, and a call to action for a better future. Embracing diversity means that we must intentionally practice equity and respect toward one another, and understand that discrimination and prejudices create and sustain privileges for some while creating and sustaining barriers for others. In order to embrace diversity, we also acknowledge that institutional discrimination and implicit bias exist, and that our goal is to eradicate those vestiges from our system. Our commitment to diversity requires that we strive to eliminate those barriers to equity, and that we act deliberately to create a safe and positive environment where individual and group differences are valued and leveraged for our growth and understanding as an educational community.

To advance the goals of diversity, equity, inclusion, and social justice for the success of students and employees, we must honor that each individual is unique and that our individual differences contribute to the ability of the college to prepare students on their educational journeys. This requires that we develop and implement policies and procedures, encourage individual and systemic change, continually reflect on our efforts, and hold ourselves accountable for the results of our efforts in accomplishing our goals.

We are invested as a community in cultivating and maintaining a climate where equity and mutual respect are both intrinsic and explicit by valuing individuals and groups from all backgrounds, demographics, and experiences. Individual and group differences can include, but are not limited to the following dimensions: race, ethnicity, national origin or ancestry, citizenship, immigration status, sex, gender, sexual orientation, physical or mental disability, medical condition, genetic information, marital status, registered domestic partner status, age, religion, creed, military or veteran status, socioeconomic status, and any other basis protected by federal, state or local law or ordinance or regulation. We acknowledge that the concept of inclusion and diversity is ever-evolving,

thus we create space to allow our understanding to grow through the periodic review of this statement. In service of these goals, Santa Monica College is committed to fostering an employment environment that offers equal employment opportunities for all and an educational environment that ensures the equal educational opportunity of all students.

### **Job Duties**

The primary teaching assignment is Introduction to Ethnic Studies plus additional assignments such as Introduction to African American Studies; Introduction to Asian American Studies; Introduction to LatinX/ChicanX Studies; Introduction to Native American Studies; and forthcoming Ethnic Studies courses; collaborate with racial equity initiatives and organizations on campus; maintain office hours; participate in curriculum development and assessment, academic and career advisement, professional development, and college, departmental, and faculty organization activities.

### **Minimum Qualifications**

Applicant must meet the minimum qualifications of an Ethnic Studies faculty discipline at the college. Please refer to the <https://www.cccco.edu/-/media/CCCCO-Website/About-Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Minimum-Qualifications/cccco-2021-report-min-qualifications-a11y.pdf?la=en&hash=AB424D9D2AEDEEBE2A54757BF58ABFC2B852A2F9> to review the minimum qualifications for faculty disciplines.

- Master's in the ethnic studies field **OR** Master's in American Studies/Ethnicity, Latino

Studies, La Raza Studies, Central American Studies, Latin American Studies, Cross-Cultural Studies, Race and Ethnic Relations, Asian-American Studies, or African-American Studies **OR** the equivalent **OR** see <https://www.cccco.edu/-/media/CCCCO-Website/About-Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Minimum-Qualifications/cccco-2021-report-min-qualifications-a11y.pdf?la=en&hash=AB424D9D2AEDEEBE2A54757BF58ABFC2B852A2F9>.

**The Santa Monica Community College District, in its desire to select outstanding faculty members from the largest possible pool of qualified applicants, recognizes the fact that candidates may attain expertise in a discipline through a variety of means. Certain combinations of education, experience, and other accomplishments in the field may be judged by the District as equal to the stated minimum qualifications for this position. Candidates who feel they possess such equivalent qualifications are encouraged to apply and provide appropriate documentation of their qualifications.**

### **Preferred Qualifications**

Preference will be given to candidates who demonstrate:

- A high level of professional and pedagogical expertise in Ethnic Studies, African American Studies, Asian American Studies, LatinX/ChicanX Studies, Native American Studies from an accredited college or university
- Sensitivity to and understanding of diverse academic, socioeconomic, cultural, and ethnic backgrounds of college students and of individuals with disabilities
- Interest in the development of an Ethnic Studies Program/Department, curriculum design, collaboration with racial equity programs and initiatives, service on college committees, engagement in professional development, and contribution to department responsibilities such as program review.
- Community engagement inside and outside the classroom and active participation in professional activities
- Relevant research and scholarship experience in the community college classroom
- A record of student advocacy working with and advising students outside the classroom
- Knowledge of and experience integrating instructional technology in the classroom and the ability to use such technology to offer curriculum and student learning through diverse delivery modes, as appropriate
- Commitment to SMC's mission of educating ethical, informed and engaged global citizens. ?

### **Additional Information**

#### **Full-Time Faculty Application Requirements**

A standard application consists of the following:

- Online District Application
- Cover Letter
- Resume
- Transcript
- Two (2) Confidential Letters of Recommendation

**PLEASE NOTE: THE E-MAILS TO YOUR REFERENCE WRITERS REQUESTING CONFIDENTIAL LETTERS OF RECOMMENDATION ARE NOT GENERATED UNTIL THE APPLICATION IS COMPLETE. YOU MUST FINISH YOUR APPLICATION AND CLICK SUBMIT FOR THE E-MAILS TO GO OUT. PLEASE KEEP THIS IN MIND AND ALLOW ENOUGH TIME FOR YOUR REFERENCE WRITERS TO RECEIVE THE REQUEST AND SUBMIT THE LETTERS PRIOR TO THE RECRUITMENT DEADLINE. ALSO, THE LINKS IN THE E-MAILS TO YOUR REFERENCE WRITERS WILL NOT WORK IF THEY ARE TRYING TO SEND THE LETTERS OF RECOMMENDATION FROM OUTSIDE OF THE UNITED STATES. IF THIS IS THE CASE, PLEASE HAVE YOUR REFERENCE WRITER SUBMIT THEIR LETTER DIRECTLY TO THE SANTA MONICA COLLEGE HUMAN RESOURCES DEPARTMENT AT HUMANRESOURCES@SMC.EDU.**

### **Pay Philosophy**

Starting salaries for Full-Time Faculty are based on a combination of experience (step) and educational (group) achievement. Initial placement is within the starting salary

range and a minimum of step 5 within the applicable group. Further advancements are based on longevity and educational growth.

**[https://drive.google.com/file/d/1k13N\\_pfqtnRlvd6QMC64STWbB9x9a4NZ/view](https://drive.google.com/file/d/1k13N_pfqtnRlvd6QMC64STWbB9x9a4NZ/view)**

This advertised salary range is based on the contracted regular semesters (Fall and Spring). Intersessions (Winter and/or Summer), additional teaching load, and/or substitute teaching may result in increased earning potential.

### **Diversity Statement**

Recent experience working with African American, Latinx, Native American, and other racially minoritized students in the classroom; and a willingness to use culturally responsive instructional practices.

Demonstrated sensitivity to issues of diversity and ability to motivate and teach community college students of diverse ethnic and racial backgrounds, sexual orientations, genders, cultures, and learning styles, as well as students with disabilities or varied levels of academic preparation.

### **Equity Statement**

Santa Monica College encourages candidates that are equity-minded to apply. SMC is a minority-serving, Hispanic-serving institution. We actively seek to attract candidates from minority groups that value equity, diversity and inclusion. Equity, diversity and inclusion are built into the culture at SMC and are an essential component of the work that we do. SMC is committed to racial and socioeconomic diversity as it is a reflection of our student population and we strive to hire candidates that share this commitment.

### **Equal Employment Opportunity Disclosure**

The Santa Monica Community College District is committed to the principles of equal employment opportunity. All qualified applicants for employment, as well as District employees, shall have full and equal access to employment opportunities. No person shall be subjected to unlawful discrimination in any program or activity of the District.

The District's Board Policy 3420 (Equal Employment Opportunity) may be accessed at:

<https://www.smc.edu/administration/governance/board-of-trustees/documents/board-policy-manual/board-policies/chapter-3-general-institution/BP-3420-EEO.pdf>

<https://get.adobe.com/reader/> <https://get.adobe.com/reader/>

### **Equivalency Statement**

The Santa Monica Community College District, in its desire to select outstanding faculty members from the largest possible pool of qualified applicants, recognizes the fact that candidates may attain expertise in a discipline through a variety of means. Certain combinations of education, experience, and other accomplishments in the field may be judged by the District as equal to the stated minimum qualifications for this position. Candidates who feel they possess such equivalent qualifications are encouraged to apply and provide appropriate documentation of their qualifications.

For further details regarding equivalency criteria, please download the <https://jobs.smc.edu/applicants/static/customers/655/EquivalencyStatementPDF.pdf>  
<https://get.adobe.com/reader/> <https://get.adobe.com/reader/>.

### **Conditions of Employment**

Appointment is subject to verification of official transcripts, current or previous employment, tuberculosis and fingerprint clearance. Selected candidate must provide identification and work authorization.

For more information about Santa Monica Community College:

- <https://www.smc.edu/>
- <https://www.smc.edu/administration/human-resources/diversity-equity-inclusivity/index.php>
- <https://www.smc.edu/administration/human-resources/index.php>

**To apply, please visit <https://apptrkr.com/3641442>**

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<https://www.jobelephant.com/>