

**Music Instructor (Full-time Tenure-Track Faculty Position)
San Mateo County Community College District**

Direct Link: <https://www.AcademicKeys.com/r?job=150073>

Downloaded On: Jan. 16, 2021 4:22pm

Posted Nov. 20, 2020, set to expire Mar. 19, 2021

Job Title	Music Instructor (Full-time Tenure-Track Faculty Position)
Department	
Institution	San Mateo County Community College District San Mateo, California
Date Posted	Nov. 20, 2020
Application Deadline	Open until filled
Position Start Date	Available immediately
Job Categories	Lecturer/Instructor
Academic Field(s)	Fine Arts - Music
Apply Online Here	https://apptrkr.com/2081862

Apply By Email

Job Description

Music Instructor (Full-time Tenure-Track Faculty Position)

San Mateo County Community College District

Posting Number: 2014246F

Department: Social Science / Creative Arts CSM (DEPT)

Location: College of San Mateo

Position Number: 4F0124



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Percentage of Full Time: The work year is 175 days (10 months of service).

FLSA: Exempt (does not accrue overtime)

Months per Year: 10

If other, please specify:

Salary Range: Initial placement with a Masters degree can range from \$71,328 up to \$89,496 per year; and a Ph.D. can range from \$81,732 to \$95,544 per year.

Note:

Min Salary:

Max Salary:

Position Type: Faculty Positions

Who We Are:

The San Mateo County Community District is committed to achieving educational equity for all students. As outlined in the Districts Strategic Plan, success, equity, and social justice for our students are longstanding goals. The Districts [\[url=https://www.smccd.edu/strategicplanning/\]](https://www.smccd.edu/strategicplanning/)Students First Strategic Plan is focused on Student Success, Equity and Social Justice. We provide students with a rich and dynamic learning experience that embraces differences emphasizing collaboration and engaging students in and out of the classroom, encouraging them to realize their goals, and to become global citizens and socially responsible leaders. When you join our team at San Mateo County Community College District, you can expect to be part of an inclusive, innovative and equity-focused community that approaches higher education as a matter of social justice that requires broad collaboration among faculty, classified staff, administration, students and community partners.

The College and the District:

College of San Mateo is part of the San Mateo County Community College District and is designated as a Hispanic Serving Institution (HSI), enrolling approximately 15,000 students each academic year. College of San Mateo has a diverse student population that is a reflection of the communities that it serves. Detailed information about the student population, including data related to student success,

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can be found on [[url=http://collegeofsanmateo.edu/prie/](http://collegeofsanmateo.edu/prie/)] College of San Mateos Office of Planning, Research and Institutional Effectiveness (PRIE) website.

Who We Want:

We value the ability to serve students from a broad range of cultural heritages, socioeconomic backgrounds, genders, abilities and orientations. Therefore, we prioritize applicants who demonstrate they understand the benefits diversity brings to a professional educational community. The successful candidate will be an equity-minded individual committed to collaborating with faculty, classified staff, administration, students and community partners who are also committed to closing equity gaps. An equity-minded individual is a person who already does or has demonstrated the desire to:

- (1) Understand the importance of holding ourselves accountable as educators for closing equity gaps and engaging in equitable practices;
- (2) Reframe inequities as a problem of practice and view the elimination of inequities as an individual and collective responsibility;
- (3) Encourage positive race-consciousness and embrace human difference;
- (4) Reflect on institutional and teaching practices and aim to make them more culturally responsive; and
- (5) Strategically build buy-in and participation among colleagues for equity-related initiatives.

The San Mateo County Community District seeks employees who value mentorship and working in a collegial, collaborative environment, guided by a commitment to helping all students achieve their educational goals. All departments strongly encourage collaboration across disciplines to create inclusive, integrated, and interdisciplinary learning experiences. College faculty are expected to be knowledgeable about, and willing to use, different learning and teaching methods appropriate to the students they serve.

The Position:

The College seeks a full-time, tenure track faculty member in Music who will work collaboratively with colleagues to expand the music program, including its ensemble offerings, modes of instruction, and career preparation to meet the needs of 21st century students. Our music program is moving beyond traditional offerings to create new ensembles that reflect the interests of a diverse student population and to develop additional modes of delivery that provide flexibility to students. The ideal candidate will

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have expertise and success in preparing students for employment in areas, such as music business, electronic music production, music education, and performance. The successful candidate will share the College's commitment to educating a racially and socioeconomically diverse student population. Start date of this assignment: Fall 2021.

Duties and Responsibilities:

The duties below are representative of the duties of the classification and are not intended to cover all of the duties performed by the incumbent(s) of any particular position. The omission of specific statements of duties does not exclude them from the position if the scope of work is similar, related, or a logical assignment to this classification.

1. Teach general education and major courses from the music curriculum based on program needs and expertise of applicant
2. Develop and practice effective teaching strategies that foster success in students with diverse backgrounds, learning styles, interests, and abilities
3. Commitment to professional endeavors in the arts outside the classroom and to integrating this experience into the curriculum and classroom
4. Collaborate with faculty in music and other disciplines to enrich the curriculum and enhance student learning and success
5. Work with colleagues on new course development, curriculum revisions, department planning, program review, and the assessment of student learning
6. Provide one-to-one and small group support to students during regularly scheduled office hours
7. Work with colleagues to oversee maintenance and repair of the departments musical instruments and audio equipment
8. Participate in department, division, and college meetings and committees
9. Teach day, evening, hybrid, and online classes as required by the college
10. Maintain currency in subject area, related technologies, and pedagogy

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11. Perform other duties as required by contract, collective bargaining agreement, and general institutional needs

Minimum Qualifications:

Possession of a Masters or above in music OR Bachelors in music AND Masters or above or above in humanities OR the equivalent (see below)

Demonstrated cultural competence, sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students, faculty, and staff as these factors relate to the need for equity minded-practice both within and outside of the classroom

Physical Requirements:

Equivalence to Minimum Qualifications:

For persons applying for this position based on Equivalence, please answer the supplemental question on the online application indicating one or more of the following:

Degree Equivalence:

The applicant possesses a degree(s) with similar content to those listed for the relevant discipline. The name of the degree is close to that specified on the Disciplines List but the degree either has a different title or area of expertise or the coursework is slightly different.

Academic Background Equivalence:

Related to disciplines in which a Masters Degree is not generally expected or available. The applicant must have completed at least 24 semester units of coursework in the academic field and must possess at least the equivalent level of achievement and the equivalent in breadth, depth of understanding, and rigor in each of the following:

- i) a broad cultural education usually met by the general education requirements for any Bachelors or Associates Degree, and
- ii) a detailed study of the discipline in breadth, depth, and rigor, usually met by course work required for the degree major.

Professional Achievement Equivalence:

The applicant must have completed the General Education requirements for that degree and show evidence of outstanding professional achievement and/or substantial training in the requested field. The applicant must submit substantial evidence, which demonstrates that his/her preparation, teaching experience, work experience, and ability are equivalent to those expected from a person who meets

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the minimum qualifications.

Knowledge, Skills and Abilities:

The screening committee will select for interview candidates from among those applicants who, in addition to meeting the minimum requirements, give evidence of any or all of the following:

Subject matter preparation:

Preference will be given to candidates who have:

1. Recent successful experience in teaching music to diverse groups of students with varying learning styles
 2. Demonstrated ability to prepare students for a variety of careers in music and for transfer
 3. Demonstrated experience in leading a musical group or ensemble
 4. Ability to teach career-focused courses, such as music business, songwriting, and live sound
 5. Continuing engagement as a practicing artist
- Evidence of outstanding ability as a teacher:
In addition to a short classroom lecture or lab demonstration that will be part of the interview process, appropriate evidence includes, but is not limited to, experience, training, or achievement showing that the candidate has:
6. A commitment to the teaching profession and enthusiasm for the mission of the community college
 7. The ability to organize and explain concepts in a variety of ways to reach and engage students with diverse abilities, levels of preparation, and learning styles
 8. The ability to use instructional methods that emphasize cooperation and collaboration and that reflect cultural sensitivity and interdisciplinary approaches to subject matter
 9. The ability to evaluate and improve ones pedagogy and its effectiveness in facilitating student learning
 10. The ability to consistently and appropriately assess and document student progress and to keep students informed of this progress

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11. Interest in developing the ability to teach hybrid and online courses effectively

12. Demonstrated experience integrating the practice of music into education

Evidence of effectiveness as a colleague:

13. The ability, initiative, and commitment to work collaboratively with colleagues to develop and expand a community college music program appropriate for the 21st century

14. Commitment to professional responsibilities outside the classroom through contributions to department, division, and college activities

Preferred Qualifications:

Recent experience working with racially minoritized and other disproportionately-impacted students in a community college setting along with an understanding of how historical patterns of exclusion of these groups within higher education and particular fields shape patterns of participation and outcomes

Willingness to examine and adjust instructional, relational, and classroom practices to more effectively engage and support a variety of student backgrounds and learning styles

The ability to lead at least one ensemble and expand ensemble offerings based on areas of expertise and student interest

Expertise and success in preparing students for internships and employment in areas, such as music business, electronic music production, songwriting, music education, and performance

An interest in exploring new modes of instruction, including but not limited to hybrid and online classes and innovative class scheduling

Experience with creative arts community outreach and partnerships

Demonstrated knowledge of the implications of the Hispanic-Serving Institution designation for institutional, departmental and instructional practices

Benefits:

Benefits include a choice of medical plans, dental coverage, vision care, sick leave, salary continuance insurance, and an optional tax-deferred flexible benefit plan. Coverage is offered for employees and all eligible dependents. Academic employees participate in the State Teachers Retirement System, a

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defined-benefit retirement plan through the State of California (no contributions to Social Security). Employees may also be eligible for various first-time homebuyer programs.

Open Date: 11/18/2020

First Review Date: 01/28/2021

Close Date:

Open Until Filled: Yes

Special Instructions Summary:

Required Application Materials

All applicants are required to submit:

1. A completed online District application form (go to <https://jobs.smccd.edu> to complete the application and to apply for this position)
2. A resume that details all relevant education, training, and teaching experience (including courses taught), and other work experience
3. Undergraduate and graduate academic transcripts (copies accepted)

Unofficial copies of all undergraduate and graduate academic transcripts may be submitted with the application; official copies will be required at the time of the interview.

4. Your cover letter should describe in detail how you meet the Knowledge, Skills and Abilities and Preferred Qualifications listed in this announcement and should also include links to samples of your musical work and activities.

In addition, your cover letter must include a discussion of the following questions:

What do you feel are the best strategies for supporting students who have been historically marginalized?

Think of the most successful class you have taught. What were the key factors in creating that success for racially-minoritized and other underserved disproportionately disadvantaged students?

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How is your teaching approach culturally-responsive to the students you serve?

If you have any questions regarding your application, please contact:

SMCCCD Office of Human Resources
3401 CSM Drive, San Mateo, CA 94402
Tel.: (650) 574-6555 Fax (650) 574-6574
Web Page: www.smccd.edu/hr

Conditions of Employment:

Prior to employment, the selected candidate will be required to complete the following:

1. Submit official transcripts (applies to all faculty or educational administrative positions)
Foreign Education completed outside of the United States must be deemed equivalent to that gained in conventional/accredited U.S. education programs in order for it to be considered for the satisfaction of minimum qualifications. Foreign transcripts must be translated and evaluated by a U.S.-based credentials evaluation service. The District currently accepts evaluations from agencies approved by the California Commission on Teacher Credentialing.

2. Submit verifications of prior employment

3. Satisfactory references

4. Successfully being cleared for employment through the background checking process

In addition to background checks, the District may review publicly available information about a candidate on the Internet. If a candidate is aware of incorrect or inaccurate information that is available on the Internet, the candidate is welcome to address such an issue with the Office of Human Resources.

5. Present original documents for proof of eligibility to work in the United States

6. Approval of your employment by the SMCCCD Board of Trustees

7. Provide a certificate of Tuberculosis exam for initial employment.

8. Have fingerprints taken by a Live Scan computer (Clearance must be received prior to first day of employment). Please note that the California Education Code requires, in part, that community college districts shall not employ or retain in employment persons in public school service who have been convicted of certain felonies, a misdemeanor drug charge (including alcohol offenses) or misdemeanor moral turpitude (sexual offense) crime. However, consideration may be given to those whose drug convictions occurred more than five years ago. A conviction for other crimes may not necessarily disqualify you from the job for which you may be applying.



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EEO Statement:

The San Mateo County Community College District is an Equal Opportunity Employer that seeks to employ individuals who represent the rich diversity of cultures, language groups, and abilities of its surrounding communities.

Accommodations:

Applicants who have disabilities may request that special accommodations be made in order to complete the selection process. Accommodation request forms and a copy of the Americans with Disabilities Act applicant procedures are available in the Office of Human Resources.

Annual Security Report:

San Mateo County Community College Districts (SMCCCD) 2019 Annual Security Report (ASR), required by the Clery Act, includes statistics for the previous three years concerning reported crimes that occurred on campus; in certain off-campus buildings owned or controlled by SMCCCD; and on public property within, or immediately adjacent to and accessible from SMCCCD. Our 2019 Annual Security Report also outlines various campus safety and security policies, such as those concerning crime reporting, prevention and response to sexual and gender violence, alcohol and drug use, crime prevention, emergency response and evacuation procedures, and other matters. The 2019 Annual Security Report also includes important tips to help every member of the community remain safe and avoid becoming a victim of crime. The 2019

[url=https://www.smccd.edu/publicsafety/2019%20SMCCCD%20Annual%20Security%20Report.pdf] Annual Security Report is now available. You can also obtain a copy of this report by contacting the Department of Public Safety at the District Office or any of the three Campuses (650) 738-7000.

To apply, visit: [url=https://apptrkr.com/2081862]https://jobs.smccd.edu/

Contact Information

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

Contact

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