

Ethnic Studies Instructor (Full-Time, Tenure-Track) Fresno
City College
State Center Community College District

Direct Link: <https://www.AcademicKeys.com/r?job=250546>

Downloaded On: Dec. 19, 2024 2:42am

Posted Dec. 17, 2024, set to expire Feb. 5, 2025

Job Title	Ethnic Studies Instructor (Full-Time, Tenure-Track) Fresno City College
Department	
Institution	State Center Community College District Fresno, California
Date Posted	Dec. 17, 2024
Application Deadline	02/05/2025
Position Start Date	Available immediately
Job Categories	Lecturer/Instructor
Academic Field(s)	Social Sciences - Other Humanities - Other
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Job Description

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State Center Community College District

Closing Date: 2/5/2025 at 11:55 PM

Campus Location: Fresno City College

Start Date:



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12/16/2024

Essential Functions:

At Fresno City College we value the ability to serve students from a broad range of cultural heritages, socioeconomic backgrounds, genders, abilities, and orientations. We prioritize applicants who demonstrate they understand the benefits a diverse student population brings to a community college. The successful candidate will be an equity-minded leader committed to student success achieved through collaboration with faculty, classified staff, administration, students, and community partners who are also dedicated to closing equity gaps.

An equity-minded individual is a person who:

1. Understands the importance of holding ourselves accountable as educators for closing equity gaps and engaging in equitable practices;
2. Reframes inequities as a problem of practice and views the elimination of inequities as an individual and collective responsibility;
3. Encourages positive race-consciousness and embraces human difference;
4. Supports institutional practices that both develop and sustain culturally responsive teaching and learning environments; and
5. Strategically builds support for and participation in equity-related initiatives across both our internal and external communities.

Fresno City College seeks leaders who value placing the student at the center of everything we do, mentorship, and working in a collegial, collaborative environment. Leaders should be open and willing to participate in culturally relevant professional development that will help them prepare for the population of students who attend Fresno City College.

The ideal candidate will share Fresno City College's commitment to educating its racially and socioeconomically diverse student population. For the 2023-2024 academic year, we enrolled over 39,271 students in which 66% identify as Latinx, 11% as Asian/Pacific Islander, 5% as Black/African American, 15% as White, 1% as American Indian/Alaska Native, and 3% as multiracial. Fresno City College is a Hispanic-Serving Institution, reflecting the great responsibility that the College has to the educational attainment and economic well-being of the surrounding community. The successful candidate will join a department dedicated to the use of a curriculum responsive to the students it serves.

Providing instruction in Ethnic Studies on the Fresno City College campus and/or at off-site community campus locations, the instructor will be responsible for:

- Teaching a variety of dual enrollment courses in Ethnic Studies at Fresno County High Schools

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for Fresno City College as assigned;

- Coordinating and collaborating with other Discipline faculty and the Cultural & Women's Studies Department;
- Maintaining currency in Ethnic Studies;
- Working with campus and community organizations to complement and enhance the Ethnic Studies programs;
- Serving on and attending department, college, and district committees as needed;
- Participating in program development and expansion of Ethnic Studies courses, including connections with industry and Career and Guided Pathways;
- Participating in curriculum development and review, including program review, student learning outcome development and assessment to improve student learning;
- Identifying and recommending potential adjunct faculty to teach classes;
- Assisting in evaluating adjunct instructors;
- Teaching assignments in a variety of instructional settings and times, including evening and/or weekends, on-line or off-campus and large group instruction classes as needed;
- Otherwise fulfilling all of the duties and responsibilities of instructors as required by Administrative Regulation 7122; and
- Other duties as assigned.

Minimum Qualifications:

All candidates must have evidence of responsiveness to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students, as these factors relate to the need for equity-minded practice within the classroom; **and**

◦ Master's in Ethnic Studies ; **or**

- Master's in African American Studies, Black Studies, Africana Studies, Latino Studies, La Raza Studies, Chicana/o Studies, Asian American Studies, Native American Studies, or American Indian Studies;**or**
- A valid California Community College Credential; **or**

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- The equivalent education and/or experience (**requires an equivalency**).

(**Note:** If the degrees posted on your transcript(s) do not match **exactly** as stated above, you **must** petition for equivalency.)

Desirable Qualifications:

- Experience teaching dual enrollment or high school enrichment designated Ethnic Studies courses;
- Experience and skill incorporating elements of diversity, equity, and inclusion into all areas of responsibility;
- Recent experience working with African American, Asian/Pacific Islander, Latinx, Native American, and other racially minoritized students in the classroom and an understanding of how historical patterns of exclusion of these groups in higher education shape patterns of participation and outcomes;
- Willingness to examine and remediate one's instructional, relational, and classroom practices to more effectively engage and support racially minoritized students;
- Related work and professional experience;
- Ability to teach comparative courses and demonstrate care in highlighting similarities and differences on a range of issues/topics impacting communities of color in the past, present and future;
- Experience working with students of various cultural, gender, age, socioeconomic, and ethnic backgrounds, students with disabilities;
- Experience and skill incorporating elements of diversity, equity, and inclusion into all aspects of the role;
- Experience working with a diverse student population;
- Extent of involvement and/or knowledge of ethnically diverse communities;
- Extent and breadth of previous teaching experience at the post-secondary level in Ethnic Studies, including large group instruction and online teaching, if any;
- Extent of coursework in the subject area;
- Experience teaching at the post-secondary level;
- Breadth of teaching experience in Ethnic Studies;
- Experience with educational technology (computer, interactive video, etc.);
- Certificate to teach in an on-line or hybrid environment;

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- Experience or willingness to develop new curriculum and build a program;
- Experience and/or investment in collaborative instruction, curriculum development and student support;
- A collegial and amicable instructor who is interested in collaboration with their colleagues and the wider community;
- Extent of related campus/community involvement;
- Demonstrated ability to work with computers, and other technologies, which are utilized in providing high-quality instruction and support to students.
- Demonstrated ability to communicate effectively with students and staff;
- Potential for contribution to institutional vitality and growth; and
- Knowledge of the community college and its mission and goals.

Conditions of Employment:

178 duty days per year.

Salary and Benefits:

Starting annual salary is \$71,054 - \$106,970 based on education and experience. An annual doctoral stipend of \$2,419 is available. In addition, the District offers an attractive fringe benefit package including medical, dental, and vision coverage for the employee and dependents, and life insurance. Employees are also members of the California State Teacher's Retirement System (CalSTRS).

Selection Procedure:

Applications will be screened by Human Resources for completeness **and** to determine which applicants meet the minimum qualifications as stated in the job announcement.

From the applicants who meet the minimum qualifications and who have submitted all the required documents by the closing date and time listed on the job announcement, a selection advisory committee will review the candidates who are best qualified based on the minimum and desirable qualifications and then determine who will be invited to interview.

The selection committee will rate responses to the interview questions, teaching demonstration, and writing prompt (if applicable). Based on this rating, a small number of applicants will be selected as the "recommended candidates". These candidates will be forwarded to the Vice President and College President for final interviews.

A hiring recommendation will be made by the College President and forwarded to the Board of Trustees of State Center Community College District for final approval.

State Center Community College District is an equal opportunity employer committed to fostering innovation and inclusivity. We respond proactively to the diverse needs of the community and welcome



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Individuals excited to join our District's purpose to support student success both locally and globally. United, we the faculty, classified professionals and administrators pledge to treat all applicants and employees fairly and equitably. [SCCCD EEO Plan](#)

For more information, contact the Academic Human Resources Office, 1171 Fulton St, Fresno, California, 93721, (559) 243-7100. For information on Fresno City College or State Center Community College District, visit our website at www.scccd.edu. **Please refer to Position No. FETHN-INS (Slot #3003).**

Submission of application and related materials is the applicant's responsibility and must be submitted through the district's online applicant portal. The District reserves the right to re-advertise or to delay indefinitely the filling of a position if it is deemed that the applicants for the position do not constitute an adequate applicant pool or if funding is not available. All application materials are subject to verification. False statements may be cause for disqualification or discharge from employment.

Additional Information:

This is a full-time, tenure-track position. The District may fill more than one position from this pool. *About the College* As the very first community college in California, Fresno City College has a proud history of leadership in education and preparing generations of students for their future. Fresno City College is nestled near the lively Tower District and minutes from downtown Fresno, brick buildings and towering trees tell the long story of this historic institution. It is committed to academic excellence and diversity, equity, and inclusion among its faculty, classified professionals, and students. The college takes responsibility for equitable outcomes and successful pathways for all students.

[Work for Us!](#)

Mission As California's first community college, Fresno City College provides access to equity-centered, quality, innovative educational programs, and support services. Committed to a culture of anti-racism, we create dynamic communities of respect and inquiry which encourage student success and lifelong learning while fostering the sustainable economic, social, and cultural development of our students and region.

Vision Fresno City College aspires to build upon our equity-centered mission and further our commitment to normalize a culture of racial equity and anti-racism. As a community of educators and learners, we will use our individual and collective positions of influence, power, and privilege to foster a community of belonging, affirmation, and validation. We will courageously join as faculty, staff, and students in upholding our core values to transform lives in the Central Valley and beyond.

Core Values Equity-Mindedness: We call attention to patterns of inequity in student outcomes and take personal and institutional responsibility for the success of our students. We critically reassess our own practices, are race-conscious, and aware of the social and historical context of exclusionary



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practices in American Higher Education.

Social Justice: We are focused on removing institutional barriers, taking responsibility for and mitigating systemic barriers. We are invested in validating our students' lived experiences through examining qualitative and quantitative data which enhances our understanding of intersectionality. This builds a foundation of data-driven solutions and responses to systemic issues.

Sustainable Social and Economic Mobility: We commit to breaking extractive, exploitative, and racist systems and practices. Servimos y empoderamos (we serve and empower) marginalized and racially-minoritized individuals, communities, and histories. With invested community partners, we build programs which foster trans-generational economic growth and prosperity.

[FCC Institutional Research Site](#)

To be considered for this position please visit our web site and apply on line at the following link: www.scccd.edu

EOE

Contact Information

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

Contact

N/A

State Center Community College District

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