

Assistant Professor, Criminal Justice Academies  
Rancho Santiago Community College District

Direct Link: <https://www.AcademicKeys.com/r?job=250842>

Downloaded On: Jan. 26, 2025 1:35am

Posted Dec. 24, 2024, set to expire Jan. 31, 2025

<b>Job Title</b>	Assistant Professor, Criminal Justice Academies
<b>Department</b>	Criminal Justice
<b>Institution</b>	Rancho Santiago Community College District Santa Ana, California
<b>Date Posted</b>	Dec. 24, 2024
<b>Application Deadline</b>	01/31/2025
<b>Position Start Date</b>	Available immediately
<b>Job Categories</b>	Assistant Professor
<b>Academic Field(s)</b>	Social Sciences - Other
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**Job Description**

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**Assistant Professor, Criminal Justice Academies**

**Rancho Santiago Community College District**

**Salary Range:** \$75,434.18 - \$124,106.29/10-month academic year, depending upon education and experience

**Job Type:**

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AC24-01101

**Location:** Tustin, CA

**Division:** SAC Human Services & Technology

**Closing:** 1/31/2025 5:00 PM Pacific

**Position Details**

**About Rancho Santiago Community College District**

Rancho Santiago Community College District (RSCCD) is one of the most established districts in the state and has been in operation for nearly 50 years. Located in the heart of Orange County, it is one of the largest of California's 72 community college districts, based on the number of credit and non-credit students. RSCCD encompasses 25 percent of Orange County's total area and serves a population of more than 700,000 residents in the communities of Anaheim Hills, Orange, Santa Ana, Villa Park, and portions of Anaheim, Costa Mesa, Irvine, Fountain Valley, Garden Grove, Tustin, and Yorba Linda. The district includes Santiago Canyon College and Santa Ana College, as well as the Centennial and Orange Continuing Education Centers, the Digital Media Center, the Joint Powers Fire Training Center, the Orange County Sheriff's Regional Training Academy, the College and Workforce Preparation Center, and the District Operations Center. RSCCD's three (3) auxiliary Foundations are actively involved in supporting both community and campus programs.

RSCCD's student population is a direct reflection of the diverse communities in the surrounding neighborhoods. As a whole, the district has the honor of serving approximately 55,537 students: 51% Hispanic/Latinx, 20% White, 9% Asian & Filipino, and 2% are African American. RSCCD is a proud Hispanic Serving Institution (HSI) and serves predominately historically underrepresented students. There is a commitment to foster student centered values among our employees to provide equitable student learning, academic excellence, and workforce development. By delivering high-quality educational programs and student support services, the district ensures that students have the appropriate resources to achieve their goals.

At RSCCD, our mission is to integrate diversity, equity, inclusion, accessibility, and justice into all aspects of student academics and employee relations. Thus, creating transformational experiences that prepares students and employees to engage in the world with a renewed sense-of-self. Through this commitment, Rancho Santiago Community College District strives to cultivate a learning

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environment that prioritizes respect, to ensure that RSCCD stakeholders feel valued and supported throughout their academic and professional careers.

### **About the Position**

The ideal candidate will demonstrate cultural competency in serving diverse community college student populations, including those with differing abilities, AB 540 students, DACA recipients, Foreign Residents, VACA participants, and Continuing Education students. They will support RSCCD's mission to promote self-awareness, knowledge, and communication skills, enabling students to participate creatively and confidently in an ever-changing world.

Candidates will cultivate an inclusive classroom culture that engages and supports a diverse student population. They should effectively teach students from varied ethnic, racial, cultural, and socioeconomic backgrounds, including those with disabilities or differing academic preparation levels. Candidates should show sensitivity to diverse learning needs and a commitment to equity and anti-racism. They will help empower students to achieve their educational and career goals while fostering creativity, confidence, and lifelong learning.

### **Program Description**

Santa Ana College (SAC), through its Criminal Justice Academies (CJA), has partnered with the Orange County Sheriff's Department to provide instruction for aspiring and current peace officers since 1970. Currently, the Academies provide instruction across 89 courses on two satellite campuses:

- The Orange County Sheriff's Regional Training Academy (OCSRTA), since 2007; and
- The Sandra Hutchens Regional Law Enforcement Training, since 1965.

Additionally, the CJA partner with a total of 15 public agencies, nonprofits, and private entities to offer numerous specialty training courses. All instruction is governed by accreditation standards. These include; CA Peace Officer Standards and Training (POST), Standards and Training for Corrections (STC), CA Community Colleges Chancellor's Office, and Accrediting Commission for Community and Junior Colleges (ACCJC) certifications.

### **General Responsibilities**

Teach all assigned classes, which may include evening or off-campus assignments unless excused according to Board Policy provisions. Maintain accurate records of student enrollment, attendance, and academic progress. Assist in maintaining course outline for each assigned course. Be familiar with and

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observe the administrative regulations as they appear in the Faculty Handbook (flex calendar obligations, course overviews, etc.). Participate in department committees and activities. Will teach a variety of courses/levels within the discipline/area of study.

### Qualifications

### Requirements

**Minimum Qualifications**(Applicants must meet one of the following):

- Possess from an accredited institution: Any bachelor's degree or higher and two years of professional experience, or any associate degree and six years of professional experience. Professional experience is required when the applicant possesses a master's degree. The professional experience required must be in law enforcement or corrections and be directly related to the faculty member's teaching assignment, OR
- Possess a valid California Community College credential, OR
- The equivalent (applicants who do not meet the above minimum qualifications must complete the Equivalencies Section in the application form).
  - Equivalencies that the Department accepts as valid: Six years of full-time experience in public safety and/or related field, and at least two years of training experience as a primary or collateral assignment instructing trainees {including in-service training and/or regional seminars) in subjects mandated for police academy or advanced officer training by the California Commission for Peace Officer Standards and Training (POST).

### Additional Qualifications

- Candidate must demonstrate clear evidence of sensitivity to and understanding of the diverse academic, socioeconomic, cultural, ability, and ethnic backgrounds of community college students, staff, and the community.
- A working knowledge of and experience with student learning outcomes and assessment.
- Willingness to serve as a faculty coordinator for CJA curriculum management, program development, Modern Police AA Degree implementation, apprenticeship planning, and bachelor's degree planning.

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## Application Process

To ensure full consideration, all applicants must submit a complete online Rancho Santiago Community College District application that includes the items listed below by the position's closing date. Recruitment will review all applications for completeness, and only complete application packets will be forwarded to the screening committee for further review.

### A Complete Application Packet Must Include the Following:

1. RSCCD Online Application
2. Cover Letter
3. Curriculum Vitae (CV) or Resume - details all relevant education, training, teaching experience (including courses taught) and other work experience.
4. Academic Transcripts (unofficial copies are accepted)

## Hiring Process Timeline

It is anticipated that the screening activities will be conducted as follows:

- **Week of February 10:** Screening Begins
- **Week of March 17:** Initial Interviews
- **Month of April:** Final Interviews with the College President
- **August 18, 2025:** Start of Fall 2025

## Foreign Degrees

Transcripts from countries other than the United States must be evaluated by an agency that is approved by or a member of the National Association of Credentials Evaluation Service (NACES) or the Association of International Credential Evaluators, Inc. (AICE), or Commission on Teacher Credentialing (CTC).

## Application Screening

In addition to the specific requirements and responsibilities listed in the Job Announcement, the following criteria will be considered in selecting candidates:

- Educational experience breadth and depth

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- Work experience breadth and depth
- Demonstrated leadership capabilities
- Curriculum development
- Program development
- Community involvement
- Demonstrated experience in working with a diverse socioeconomic community
- Credential or minimum qualifications authorizing service in other areas of need
- Demonstrated ability to work cooperatively with others
- Bilingual ability (if needed)

Based on the information presented in the application materials, a limited number of candidates with qualifications most pertinent to the position will be invited to participate in the selection process, which may include a written test and an oral interview.

Meeting the position's minimum requirements does not guarantee advancement in the selection process. Candidate qualifications will be assessed to determine those who meet and exceed requirements and are deemed the most competitive in the applicant pool.

### **Interview**

Applicants selected for an interview may be required to take additional tests or assessments and will be notified of such prior to the date of the interview. During the oral session, those selected for interviews will, in addition to the above, also be evaluated on the following factors:

- Oral communication skills
- Presentation
- Problem-solving skills
- Successful teaching, problem-solving, or performance demonstration
- Writing skills/demonstration

A predetermined set of questions will be asked of all applicants interviewed. Applicants are requested to provide thorough yet concise information on their related experience to ensure the correct evaluation of their qualifications. Evaluation criteria will be applied consistently to all applicants.

### **Disability Accommodations**

Individuals who require reasonable accommodations in the Application or Interviewing Process in



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accordance with ADA should notify the Recruitment Office in the Human Resources Division at least two days prior to the closing date, by calling (714) 480-7455.

**Conditions of Employment** The selected candidate is required to complete the following before employment as part of the onboarding process:

1. Present original documents for proof of eligibility to work in the United States.
2. Provide a certificate of Tuberculosis Exam.
3. Fingerprints (by a Live Scan Agency at the candidate's expense, and clearance must be received before the first day of employment)
4. Submit official transcripts.
5. Submit official verification of employment letters.

### EEO Statement

The Rancho Santiago Community College District (RSCCD) is committed to the concept and principles of staff diversity and equal employment opportunity by prohibiting discrimination based on ethnic group identification, national origin, religion, age, sex, race, color, ancestry, sexual orientation, physical or mental disability, gender identity, medical condition (cancer-related or genetic characteristics), marital status, citizenship, or service in the uniformed services, or on the basis of these perceived characteristics or based on association with a person or group with one or more of these actual or perceived characteristics. Applications from all persons interested in the position are encouraged.

To apply, please visit <https://www.schooljobs.com/careers/rsccd/jobs/4763563/assistant-professor-criminal-justice-academies>

### Contact Information

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



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**Contact**

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