

Ethnic Studies, Native American Instructor - Tenure Track  
Cabrillo College

Direct Link: <https://www.AcademicKeys.com/r?job=250963>

Downloaded On: Jan. 4, 2025 6:30pm

Posted Dec. 30, 2024, set to expire Jan. 28, 2025

<b>Job Title</b>	Ethnic Studies, Native American Instructor - Tenure Track
<b>Department</b>	Ethnic Studies
<b>Institution</b>	Cabrillo College Aptos, California
<b>Date Posted</b>	Dec. 30, 2024
<b>Application Deadline</b>	01/28/2025
<b>Position Start Date</b>	Available immediately
<b>Job Categories</b>	Core Faculty Lecturer/Instructor Faculty Associate
<b>Academic Field(s)</b>	Humanities - Other
<b>Apply Online Here</b>	<a href="https://apptrkr.com/5898013">https://apptrkr.com/5898013</a>

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**Job Description**

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**Ethnic Studies, Native American Instructor - Tenure Track**

**Cabrillo College**

**Salary:** See Position Description

**Job Type:**



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Full-time (100%)

**Job Number:** 2024-01922

**Closing:** 1/28/2025 11:59 PM Pacific

**Location:** Aptos, CA

**Department:** Ethnic Studies

### Employment Opportunity

Join our organization's rich landscape as part of our ongoing commitment to fostering diversity, equity, and inclusion via our **CLUSTER HIRE** process. We seek to bring together a group of exceptional individuals who will collectively contribute to the diverse intellectual and cultural experience on our campus. As of October 2024, Cabrillo College is ranked ***the best community college in California*** based upon [a study released by SmartAsset in The Miami Herald](#), and in the same study is ranked 37th overall in the United States. Join us as we shape the future together!

**Faculty** actively participate in curriculum development, program planning, and serve on participatory governance committees. Cabrillo provides excellent opportunities to learn, collaborate, create, and make a difference in the lives of its diverse student body and our community. Applicants must satisfy the DEIA+ criteria as listed in the supplemental questions in the job announcement. Read more about this process here [CLUSTER HIRE ANNOUNCEMENT](#).

**Starting Salary Range:** This full-time, tenure track instructor will enjoy a **175 Day** work schedule ranging from **\$68,768 to \$105,559** per year, salary determined by documented education and experience. Maximum initial salary step placement on the [175-day Faculty Salary Schedule](#) is step 9. An annual doctoral stipend of \$4,591 is granted to eligible faculty.

**Excellent benefits, including quality health insurance at a \*LOW COST for you and your family!** Comprehensive benefits include medical, dental, life, short and long term, and vision (optional) insurance provided at a share of cost on a pretax basis, CalSTRS Retirement, and an Employee Assistance Program. Benefits begin the first day of the second month of employment. **\*In many cases full-time employee net out-of-pocket for benefit premiums may be as low as \$0 depending upon the plan selected. More information can be found on the Benefits [webpage](#) via the HR [webpage](#).**

### About this Opportunity:

The position begins on Monday, **August 18, 2025** pending Governing Board ratification. Classes may be in a traditional "in class" setting, online, or hybrid format scheduled over summer and/or winter months, and at various campus locations, including days, evenings, and/or weekends.

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The Ethnic Studies Department at Cabrillo College seeks qualified applicants for an Ethnic Studies Instructor-Tenure Track position with a specialization in Native American Studies. Given the Ethnic Studies mandate across the California Community College system for all students to take an Ethnic Studies course prior to their graduation or completion, it has increased the demand on the department and opportunity to reach all students who come through our campus. Cabrillo College is committed to supporting this growth of the Ethnic Studies Department. Moreover, the Ethnic Studies department is part of the Human Arts and Social Sciences (HASS) Division, which is committed to equitable and inclusive teaching and learning. The Ethnic Studies Department and HASS Division value equity, inclusion, and belonging.

**College Commitment to Equity and Diversity:** The **ideal** candidate shares and participates in Cabrillo's commitment to the values of diversity and equity while serving its socioeconomically and ethnically diverse student community. For the 2024 Academic Year, 61% of Cabrillo students are members of minoritized populations, identifying themselves as LatinX (50%), Multi Ethnic (6%), Asian (3%), Black Non-Hispanic (1%), Filipino (<1%), American Indian/Alaskan Native (<1%) and Pacific Islander (<1%). Cabrillo is proud to be an Hispanic Serving Institution, enrolling 50% Hispanic students, and recent data indicates that the college has closed the achievement gap for graduation success (50% of graduates are Hispanic). The college is dedicated in its efforts of diversity, equity, and inclusion efforts, having established Board goals of supporting antiracism efforts and promoting a year-long equity reading certificate program for faculty, staff, and managers.

**About our College:** Cabrillo College is honored to participate in the [California Guided Pathways](#) project helping students achieve their educational goals, and is highly regarded for its success of transfer and career education. The college currently serves over 11,400 students each semester. Many of our students transfer to nearby universities - the University of California at Santa Cruz, San Jose State University, and California State University at Monterey Bay.

**About our Community:** Santa Cruz County is situated on the northern coast of the beautiful Monterey Bay. The county has four predominant regions: the northern coast of Santa Cruz, Soquel, Capitola, and Aptos; the mountainous north that separates Santa Cruz County from Silicon Valley; the wildly scenic San Lorenzo River Valley from the Santa Cruz mountains to the Monterey Bay; and the agricultural south county that includes Watsonville and Corralitos on the way to Monterey, Carmel, and Salinas. With miles of beaches, multiple state parks, 2 colleges, wineries, hundreds of places to dine, a symphony, an NBA G League team, museums, a national repertory Shakespeare company, and so much more, there's something for everyone here. Combine your professional and personal life in a great area that has a big impact on your overall person and professional well-being.

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[Click here to learn more about our Human Arts and Social Services \(HASS\) Division](#)

### Examples of Duties

- Teach assigned classes, which may include evening or off-campus assignments
- Participate in department efforts to recruit, support, and retain students in the department
- Engage in participatory governance committees, processes, and initiatives such as Guided Pathways for the department, division, college, community, and other service assignments
- Demonstrate awareness, experience, and sensitivity to and understanding of the needs of diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, language, and ethnic backgrounds of community college students, faculty and staff through inclusive course materials, teaching strategies, mentorship, and service
- Maintain timely and accurate records of student enrollment, attendance, and academic progress
- Provide academic assistance and related services to students during scheduled office hours
- Cooperate with and participate as may be required in District investigations and/or student grievance matters of alleged unlawful harassment, discrimination, and retaliation
- Complete required District trainings such as Title IX, Mandated Reporter, EEO/Diversity/Elimination of Bias, Workplace Safety, etc.

### Minimum Qualifications

#### Required Education from a U.S. Department of Education-recognized accredited organization and licensure qualifications:

- Understanding of, and sensitivity to, the diverse academic, socio-economic, ethnic, religious, and cultural backgrounds, disability, and sexual orientation, of community college students, faculty, and staff **AND**
- 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**
- Master's in Ethnic Studies **OR**
- Master's degree in Ethnic Studies **AND** a Bachelor's degree in Native American/American Indian studies **OR**
- Master's degree in Native American/American Indian Studies **OR**
- A lifetime California Community College Instructor Credential in the Ethnic Studies **OR**

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- The \*equivalent

### [\\*Equivalency Application Form and Process link](#)

***Why would I complete the Equivalency Form when I am already completing an application and have a relevant degree?*** To determine whether your education, or exact discipline, and/or experience is "equivalent," applicants must submit an Equivalency Form to initiate a review by the Equivalency Committee to be considered for this position.

**Please note the Equivalency Committee will consider only those applicants who formally request equivalency consideration** by submitting a completed and signed Equivalency Form with their application and attach detailed evidence such as unofficial transcripts and/or other certifications that support the equivalency.

***Still working on completing your degree?*** Applicants currently working on the required degree(s) for this position are encouraged to apply with the understanding that they must complete, sign, and attach the Equivalency Form with attached supporting documentation to their application. The degree must be completed and confirmed by July 1, 2025.

For additional information, please review our [Applicant FAQ's here](#).

### **Required Professional Expertise:**

- Currency and depth of knowledge in the applicable professional field, curriculum development, review, and assessment of student learning outcomes
- Knowledge and understanding of programs such as Guided Pathways, that address commitment to equity-minded and culturally responsive teaching strategies enhancing student success
- Work cooperatively and demonstrate sensitivity to the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of students, administrators, faculty, and staff
- Strong verbal and written communication skills, with proficient use of technology
- Evidence of professional activities and service beyond primary teaching assignments

### **Required Qualifications/Performance Expectations:**

- Ability to develop additional courses and create an interdisciplinary Native American Studies certificate.
- Ability to work with Native American organizations, tribes and other affiliated groups.

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- Demonstrated knowledge of California Indian cultural and educational needs, in both federally recognized and non-federally recognized communities.
- Evidence of student-centered teaching, especially regarding Native American protocols, experience, and cultural priorities.

### Desired Qualifications/Performance Expectations:

- Successful online teaching experience.
- Knowledge of curriculum development, pedagogy or trajectories in Native American Studies.
- Experience in student-centered teaching approaches.
- Ability to build and foster relationships between an educational institution and surrounding Native American communities, demonstrating an understanding of Native American protocols and cultural values.
- A record of service and teaching experience appropriate to the candidate's academic specialty in Native American Studies.

### Additional Information

### APPLICATION PROCESS:

1. Complete the application with a minimum of three (3) *professional* references and answer all supplemental questions (do not copy/paste from your application or attachments, or indicate "See X"); provide detailed information to aid in determining the minimum qualification requirements have been met
2. Attach a resume or CV detailing teaching and professional work experience
3. Attach one of the following:
  - Unofficial transcripts from all colleges attended ***displaying any degrees conferred*** (copies, photos, and downloads are acceptable). **Foreign transcripts must be evaluated for U.S. equivalency and attached** (at the applicant's expense) - [click here](#) for more information **OR**
  - Copy of lifetime California Community College Instructor credential in Ethnic Studies, front and back (if applicable) **OR**
  - Equivalency Form - [click here](#). Submit this form with supporting materials if you feel you have the equivalent education and/or experience but do not possess the minimum qualifications as listed above.. Unofficial transcripts **must** accompany this form. *Graduate students currently working on the required degree are encouraged to apply, with the understanding that the degree must be completed and confirmed by July 1, 2025.*

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**Please note:** All application materials must be received by 11:59 pm on the closing date indicated above.

### Attention Applicants

Only completed applications with the above attached required documents will be reviewed. *Application materials not listed above (including cover letters, letters of recommendation, statements, etc.) will not be reviewed by the committee if attached.* Applicants need to remove personally identifiable information such as photos of themselves, social security number, birth year, age, and gender from application materials. Expenses related to the recruitment process (obtaining documents, travel, etc.) are the responsibility of the applicant. Cabrillo is unable to sponsor work visas.

**Questions? Concerns?** Please contact HR at [cabrillohr@cabrillo.edu](mailto:cabrillohr@cabrillo.edu) as Departments, Divisions, and Committee Members are unable to discuss active recruitments with potential candidates.

### Selection Procedure

Meeting the posted requirements is not a guarantee of an interview. A written performance exercise and/or teaching demonstration/presentation may be a part of the interview. Finalists will be invited to return for a second interview. All notifications will be via email, AND by accessing your [application profile](#). Initial interviews are tentatively slated for late March, 2025, but are subject to change.

### Conditions of Employment

Selected candidates given a conditional offer of employment are required to submit tuberculosis screening clearance results, official transcripts, proof of eligibility to work in the United States, and present their Social Security card upon hire for payroll purposes. Cabrillo is an [E-Verify](#) employer.

### EEO Statement

Cabrillo College is an equal opportunity employer actively seeking a diverse pool of qualified applicants. The policy of the College is to encourage applications from all persons. No person shall be denied employment because of ethnicity or race, color, sex, or gender, gender identity, gender expression, age, religion, marital status, disability, sexual orientation, national origin, medical conditions, status, or protected veteran status.

### Accommodations



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Persons with disabilities who require reasonable accommodation to complete the employment process must notify Human Resources at [cabrillohr@cabrillo.edu](mailto:cabrillohr@cabrillo.edu).

To apply, please visit <https://www.schooljobs.com/careers/cabrilloedu/jobs/4766108/ethnic-studies-native-american-instructor-tenure-track>

### Contact Information

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

### Contact

Ethnic Studies  
Cabrillo College

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