

**Music, Choral Director/Vocal Instructor - Tenure Track
Cabrillo College**

Direct Link: <https://www.AcademicKeys.com/r?job=250966>

Downloaded On: Jan. 6, 2025 3:59pm

Posted Dec. 30, 2024, set to expire Feb. 7, 2025

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| Job Title | Music, Choral Director/Vocal Instructor - Tenure Track |
| Department | Music |
| Institution | Cabrillo College Aptos, California |
| Date Posted | Dec. 30, 2024 |
| Application Deadline | 02/07/2025 |
| Position Start Date | Available immediately |
| Job Categories | Core Faculty Lecturer/Instructor Faculty Associate |
| Academic Field(s) | Fine Arts - Music |
| Apply Online Here | https://apptrkr.com/5897607 |

Apply By Email

Job Description

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Music, Choral Director/Vocal Instructor - Tenure Track

Cabrillo College

Salary: See Position Description

Job Type:

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Full-time (100%)

Job Number: 2024-01941

Closing: 2/7/2025 11:59 PM Pacific

Location: Aptos, CA

Department: Music

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.

About the Position: 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.

We are seeking an outstanding candidate capable of leading a well-established choral/vocal program of national and international reputation that has been developed over the last 3+ decades. Cabrillo College choral ensembles have performed at several conferences of the ACDA (American Choral Directors Association), throughout Europe, South Africa, Cuba, the Vatican, and at Carnegie Hall. The Symphonic Chorus sings annually with the Santa Cruz Symphony and other professional orchestras in the Monterey Bay Region. With substantial grant and foundation funding, the Cabrillo Choral Program

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regularly commissions internationally recognized composers such as Kirke Mechem, whose *Befana - A Christmas Fable* was written for and premiered by the Cabrillo Symphonic Chorus, garnering national attention in the *Washington Post*. The choral program, which has occasionally produced fully-staged operas and dramatic staged vocal works' has propelled thousands of students over the past several decades, including many from disadvantaged backgrounds, from the dual enrolled pre-college level through doctoral programs at the nation's most prestigious graduate schools. Alumni have performed professionally with The Metropolitan Opera, San Jose Opera, NYC Gay Men's Chorus, and the Air Force Band Program, and have become high school educators and university professors. This position will conduct the large Cabrillo Symphonic Chorus, Cantiamo Cabrillo (Chamber Choir), and Chorale. Based on the applicant's particular expertise and interests, the candidate might also lead a youth choral program. Ability to teach in one or more of these secondary areas is also desired: beginning, intermediate and advanced voice classes, musicianship/ear training, and possibly music theory or music fundamentals.

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](#).**

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.

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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.

About the Department: The Music Department at Cabrillo College is housed in state-of-the-art facilities and is the largest department within the Visual, Applied, and Performing Arts (VAPA) Division. It is recognized as one of the finest community college music departments in the state of California and the nation, offering a comprehensive course of study for students to pursue their musical goals and interests through rigorous coursework in theory, ear-training, sight-singing, applied study, keyboard skills, music technology and recording arts, and performance. Three (3) two-year degrees and a Certificate of Achievement are offered to prepare students for a successful audition and placement into a university music program, and/or employment in the music technology and recording arts industry: an Associate in Arts in Music for Transfer (A.A.-T), which is intended for students who plan to transfer and complete a bachelor's degree in music at a California State University campus; a Model Associate Degree requiring 60 units appropriate to a student's unique educational and transfer goals; and a Music Technology and Recording Arts (MTRA) Associate in Science Degree and Certificate of Achievement designed to prepare students for a career in the music industry and/or transfer.

The core choral ensembles include Cabrillo Symphonic Chorus, Cantiamo Cabrillo, Chorale, Jazz Singers, and the Westside Community Folk and Gospel Choir. All are part of the core transfer program and play prominently in music majors' coursework each semester. These ensemble courses also provide enrichment for non-music majors and adults in the community. The department recently added a Mariachi/Banda ensemble course and hopes to explore the development of other multicultural and contemporary ensembles and coursework that both reflect and celebrate the diversity of the student body and prepare students for emerging trends in the ever-expanding world of professional music.

[Click here to learn more about our Music Department](#)

[Click here to learn more about the Visual, Applied, and Performing Arts \(VAPA\) Division](#)

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Examples of Duties

- Play a leadership role in the large choral ensemble and vocal program, including conducting one or more of the following ensembles: Cabrillo Symphonic Chorus, Cantiamo Cabrillo, and Chorale
- Contribute to facility and program planning, equipment management, ordering supplies, scheduling, curriculum development; attend college meetings, and participate in related professional duties as required or assigned
- Communicate with staff and faculty in the music department regarding instructional integrity
- Research, revise, and develop curriculum, certificates, and programming that support transfer pathways and career preparation
- Develop cross-disciplinary collaborations and partnerships at Cabrillo and in the surrounding community
- Pursue grant funding related to music
- Develop partnerships with area high schools, universities, and community organizations, for the primary purpose of recruiting new students into the College music program
- Engage in participatory governance committees, processes, and initiatives such as Guided Pathways
- Maintain timely and accurate records of student enrollment, attendance, and academic progress
- Provide academic assistance and related services to students during scheduled office hours
- Teach assigned classes, primarily at the Aptos campus, but also at the Watsonville campus as needed, which may include evening and/or off-campus assignments with limited online/hybrid option
- Engage in participatory governance committees, processes, and initiatives such as Guided Pathways
- 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
- Demonstrate sensitivity to and understanding of diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students, faculty and staff
- Complete required District trainings such as Title IX, Mandated Reporter, EEO/Diversity/Elimination of Bias, Workplace Safety, etc.

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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 music **OR**
- Bachelor's in music **AND** a Master's in humanities **OR**
- A lifetime California Community College Instructor Credential in Music **OR**
- 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

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- 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

Desired Qualifications/Performance Expectations:

- Successful teaching experience in music in a higher-education institution.
- Experience or interest in developing in music students an entrepreneurial mindset, such that students will be equipped with skills to create their own creative livelihoods.
- Ability to teach in one or more of these secondary areas: beginning, intermediate and advanced voice classes, musicianship/ear training, and possibly music theory or music fundamentals.

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 Music, front and back (if applicable) **OR**

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- 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.*

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 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

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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

Persons with disabilities who require reasonable accommodation to complete the employment process must notify Human Resources at cabrillohr@cabrillo.edu.

To apply, please visit <https://www.schooljobs.com/careers/cabrilloedu/jobs/4766370/music-choral-director-vocal-instructor-tenure-track>

Contact Information

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

Contact

Music
Cabrillo College

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