

**Counselor, General/Mathematics, Engineering, Science,
Achievement (MESA) pursuant to Ed Code 87470
Cabrillo College**

Direct Link: <https://www.AcademicKeys.com/r?job=250969>

Downloaded On: Jan. 9, 2025 11:57am

Posted Dec. 30, 2024, set to expire Feb. 24, 2025

Job Title	Counselor, General/Mathematics, Engineering, Science, Achievement (MESA) pursuant to Ed Code 87470
Department	Counseling and Guidance
Institution	Cabrillo College Aptos, California
Date Posted	Dec. 30, 2024
Application Deadline	02/24/2025
Position Start Date	Available immediately
Job Categories	Professional Staff
Academic Field(s)	Administration - Counseling Services
Apply Online Here	https://apptrkr.com/5897984
Apply By Email	
Job Description	

Image not found or type unknown



**Counselor, General/Mathematics, Engineering, Science, Achievement (MESA) pursuant to Ed
Code 87470**

Cabrillo College

Salary: See Position Description

Job Type: Full-time (100%)

Job Number:



Counselor, General/Mathematics, Engineering, Science,
Achievement (MESA) pursuant to Ed Code 87470
Cabrillo College

Direct Link: <https://www.AcademicKeys.com/r?job=250969>

Downloaded On: Jan. 9, 2025 11:57am

Posted Dec. 30, 2024, set to expire Feb. 24, 2025

2024-01923

Closing: 2/24/2025 11:59 PM Pacific

Location: Aptos, CA

Department: Counseling & Guidance

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, categorically-funded counselor position, pursuant to Ed Code 87470, will enjoy a **185 Day** work schedule ranging from **\$72,697 to \$111,591** per year, salary determined by documented education and experience. Maximum initial salary step placement on the [185-day Faculty Salary Schedule](#) is step 9. An annual doctoral stipend of \$4,591 is granted to eligible faculty. There are currently two academic years of funding available for this position, with a possibility of extension.

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.

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**

Counselor, General/Mathematics, Engineering, Science,
Achievement (MESA) pursuant to Ed Code 87470
Cabrillo College

Direct Link: <https://www.AcademicKeys.com/r?job=250969>

Downloaded On: Jan. 9, 2025 11:57am

Posted Dec. 30, 2024, set to expire Feb. 24, 2025

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.

[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.

[Math, Engineering, Science Achievement \(MESA\) / California Community College Program \(CCCP\)](#)

Cabrillo College's MESA College Program (MCCP) was established in the early 1990's as an academic preparation program that assists economically and educationally disadvantaged community college students to succeed in mathematics, science, and engineering so that students can transfer to four-year institutions, successfully attain degrees in these fields, as well as navigate and change complex systems and social structures.

Counselor, General/Mathematics, Engineering, Science,
Achievement (MESA) pursuant to Ed Code 87470
Cabrillo College

Direct Link: <https://www.AcademicKeys.com/r?job=250969>

Downloaded On: Jan. 9, 2025 11:57am

Posted Dec. 30, 2024, set to expire Feb. 24, 2025

MESA supports the national science and mathematics educational agenda by ensuring that all MESA students are mathematically and scientifically literate ensuring that they can play a leadership role in an increasingly technological and complex world. The MESA model for success includes a variety of services that result in a high rate of academic achievement.

Science, Technology, Engineering, and Mathematics (STEM) Center

In addition to housing the MESA program, the MESA/STEM Center serves as a hub for Cabrillo College STEM students and STEM Clubs. The center and its staff provide Cabrillo College MESA and STEM students with a study area, a computer lab, meeting space, and a multitude of student services that include MESA and STEM academic counseling services, STEM tutoring services, MESA and STEM-related workshops, and, assistance in applying to four-year universities, scholarships, and internships.

About the Department: The Cabrillo College Academic Counseling Department is part of the Academic Counseling, Career and Educational Support Services (ACCESS) Division, which is tagged with tenured and associate academic counseling faculty. The Academic Counseling team is dedicated to providing current information and comprehensive academic counseling services to a diverse student population. Academic counselors assist students in the identification of career and educational goals, educational planning and provide follow-up services to support students with their educational plans. Academic counselors are required to stay current with career/occupational program information and requirements as well as four-year university transfer requirements. Academic counseling is provided primarily in-person with some online and hybrid opportunities at various campus locations; days, evenings and/or weekends.

[Learn more about our Counseling Services here](#)

[Learn more about our Mathematics, Engineering, Science Achievement \(MESA\) program here](#)

[Learn more about our Science, Technology, Engineering, Mathematics \(STEM\) program here](#)

[Learn more about our Academic Counseling, Career and Education Support Services \(ACCESS\) Division here](#)

Examples of Duties

Counselor, General/Mathematics, Engineering, Science,
Achievement (MESA) pursuant to Ed Code 87470
Cabrillo College

Direct Link: <https://www.AcademicKeys.com/r?job=250969>

Downloaded On: Jan. 9, 2025 11:57am

Posted Dec. 30, 2024, set to expire Feb. 24, 2025

- Teach assigned classes at the Aptos campus, which may include a combination of evening or off-campus assignments, with off-campus classes and online or other technology-supported instruction in conjunction with counseling services.
- Perform assigned duties, which may include evening or off-campus assignments
- Engage in participatory governance committees, processes, and initiatives such as Guided Pathways
- Maintain timely and accurate records
- 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.

Position Specific Duties:

- Provide academic, career/vocational advisement and comprehensive educational plans for transfer-bound students in the MESA program and support transfer STEM pathways.
- Participate in department meetings and work groups that develop, evaluate, and deliver services that support student success; attendance at faculty/college meetings, curriculum, and program development, develop and teach counseling courses, and related duties as required or assigned.
- Act as liaison with STEM faculty regarding courses and MESA/STEM Center projects
- Act as advisor for identified STEM clubs and organizations, as needed
- Assist in preparing project reports
- Develop and maintain cooperative relationships with various community agencies
- Assist in preparing outreach materials
- Participate in appropriate counseling and faculty/staff meetings and college-wide student retention and success efforts; and perform related duties as assigned.

Counselor, General/Mathematics, Engineering, Science,
Achievement (MESA) pursuant to Ed Code 87470
Cabrillo College

Direct Link: <https://www.AcademicKeys.com/r?job=250969>

Downloaded On: Jan. 9, 2025 11:57am

Posted Dec. 30, 2024, set to expire Feb. 24, 2025

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 counseling, rehabilitation counseling, clinical psychology, counseling psychology, guidance counseling, educational counseling, social work, career development, marriage and family therapy or marriage, family and child counseling **OR**
- Bachelor's degree in counseling, rehabilitation counseling, clinical psychology, counseling psychology, guidance counseling, educational counseling, social work, career development, marriage and family therapy or marriage, family and child counseling **AND** a license as a Marriage and Family Therapist (MFT) **OR**
- A lifetime California Community College Instructor Credential in the Counseling **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

Counselor, General/Mathematics, Engineering, Science,
Achievement (MESA) pursuant to Ed Code 87470
Cabrillo College

Direct Link: <https://www.AcademicKeys.com/r?job=250969>

Downloaded On: Jan. 9, 2025 11:57am

Posted Dec. 30, 2024, set to expire Feb. 24, 2025

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 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 Discipline Specific Requirements/Licensure:

- Demonstrated ability to perform duties effectively as described above
- Background knowledge of Science, Technology, Engineering, and Mathematics (STEM) education, careers, and articulation with four-year institutions.

Required Qualifications/Performance Expectations:

- Demonstrated ability to communicate well with students of diverse academic, ethnic, socioeconomic, and cultural backgrounds; gender identities, sexual orientations; and students with disabilities
- Development and review of counseling plans and strategies as well as including assessments of students and self-performance
- Demonstrated ability to critically reflect on institutional and counseling practices that aim to increase cultural responsiveness
- Knowledge and understanding of the accountability and critical dimensions of equity
- Demonstrated ability addressing issues of equity

Counselor, General/Mathematics, Engineering, Science,
Achievement (MESA) pursuant to Ed Code 87470
Cabrillo College

Direct Link: <https://www.AcademicKeys.com/r?job=250969>

Downloaded On: Jan. 9, 2025 11:57am

Posted Dec. 30, 2024, set to expire Feb. 24, 2025

Desired Qualifications/Performance Expectations:

- Successful online counseling & teaching experience
- Bilingual in English and Spanish
- Experience or understanding of the principles and practices of the MESA (Mathematics, Engineering, Science Achievement) program
- Experience developing education plans for STEM (Science, Technology, Engineering, Mathematics) and transfer students seeking admission to University of California (UC), California State University (CSU) and private universities

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
 - List any current, relevant licensures in the Certificates and Licenses section of your Application
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 Counseling, front and back (if applicable) **OR**

Counselor, General/Mathematics, Engineering, Science,
Achievement (MESA) pursuant to Ed Code 87470
Cabrillo College

Direct Link: <https://www.AcademicKeys.com/r?job=250969>

Downloaded On: Jan. 9, 2025 11:57am

Posted Dec. 30, 2024, set to expire Feb. 24, 2025

- 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 February, 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



Counselor, General/Mathematics, Engineering, Science,
Achievement (MESA) pursuant to Ed Code 87470
Cabrillo College

Direct Link: <https://www.AcademicKeys.com/r?job=250969>

Downloaded On: Jan. 9, 2025 11:57am

Posted Dec. 30, 2024, set to expire Feb. 24, 2025

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

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/4764800/counselor-general-mathematics-engineering-science-achievement-mesa-pursuant>

Contact Information

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

Contact

Counseling and Guidance
Cabrillo College