

Instructor, Biology  
Foothill-De Anza Community College District

Direct Link: <https://www.AcademicKeys.com/r?job=252822>

Downloaded On: Apr. 1, 2025 11:56pm

Posted Feb. 7, 2025, set to expire Jun. 1, 2025

<b>Job Title</b>	Instructor, Biology
<b>Department</b>	Faculty
<b>Institution</b>	Foothill-De Anza Community College District Los Altos Hills, California
<b>Date Posted</b>	Feb. 7, 2025
<b>Application Deadline</b>	Open until filled
<b>Position Start Date</b>	Available immediately
<b>Job Categories</b>	Lecturer/Instructor
<b>Academic Field(s)</b>	Sciences - Biological
<b>Apply Online Here</b>	<a href="https://apptrkr.com/5983097">https://apptrkr.com/5983097</a>
<b>Apply By Email</b>	
<b>Job Description</b>	

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**Instructor, Biology**

HR EMPLOYMENT/CAREERS

**Initial Review Date: 03/19/2025\***

**\*Any complete applications received after the review date will only be forwarded to the hiring committee at their request.**

**The Foothill-De Anza Community College District does not reimburse applicants for travel, lodging or any other costs incurred by applicant to attend interviews. All interviewing costs**

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**incurred will be the responsibility of the applicant.**

The Foothill-De Anza Community College District is currently accepting applications for the faculty position of **Instructor, Biology, Foothill College.**

The Foothill - De Anza Community College District does not have a remote work policy. All employees are expected to be available to work in person and on-site per the requirement of the department.

**Foothill - De Anza Community College District Mission Statement:**

The mission of the Foothill-De Anza Community College District is student success and educational excellence. The district and its colleges provide access to affordable, quality educational programs and services that develop a broadly educated and socially responsible community that supports an equitable and just future for California and the global community. Every member of our district contributes to a dynamic instructional and learning environment that fosters student engagement, equal opportunity, and innovation in meeting the various educational and career goals of our diverse students. Foothill-De Anza is driven by an equity agenda and core values of integrity, inclusion, care for our students' well-being, and sustainability.

**Foothill College Mission Statement:**

Embracing inclusivity and building strong communities, Foothill College serves diverse learners and equips its students with critical thinking skills to address complex societal challenges, to thrive in the global workforce, and to engage in a life of inquiry.

**Message From the Department**

Foothill College is committed to diversity, equity, inclusion, and justice. The college has a robust equity plan and is seeking an Instructor for the Biology Department that will contribute to the department with equitable student success at the forefront. The instructor will engage in implementing culturally relevant curriculum and other pedagogical practices to ensure the equitable recruitment, persistence and success of all STEM students, particularly Black and Latinx students.

Under the direction of the Dean of Science, Math, Engineering and Technology. Primary area(s) of teaching: Anatomy and Physiology. Standard duties expected of all faculty include development and evaluation of curricula, maintaining scheduled office hours, attending department and division meetings, pursuing professional growth activities, service on district and/or college committees, and performing other duties consistent with the role of an instructor. Instructors also have the opportunity to

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participate in campus extracurricular activities.

Teaching assignments will include both in-person instruction at Foothill campus and possible online instruction. Faculty are expected to engage in professional contributions on the Foothill campus throughout the academic year.

**EMPLOYMENT STANDARDS:**

In addition, successful candidates will demonstrate the following knowledge and abilities:

**Knowledge of:**

1. Anatomy and Physiology.
2. A range of pedagogical practices effective in teaching Biology.

**Ability to:**

1. Communicate effectively, orally and in writing.
2. Employ a diversity of teaching approaches, demonstrating sensitivity to students from varied backgrounds.
3. Adapt to a variety of teaching situations.
4. Work closely and cooperatively with faculty and support staff.
5. Work as a member of a team of professionals.
6. Work effectively with students, colleagues, staff, and others in a campus climate that values cultural diversity and multicultural understanding.

**MINIMUM QUALIFICATIONS:**

1. Understanding of, sensitivity to, and respect for the diverse academic, socio-economic, ethnic, religious, and cultural backgrounds, disability, and sexual orientation of community college students, faculty and staff.
2. Master's in any biological sciences **OR** Bachelor's in any biological science **AND** Master's in biochemistry, biophysics, or marine science **OR** the equivalent.

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**PREFERRED QUALIFICATIONS:**

1. College level teaching experience in anatomy and physiology and familiarity with lab equipment and materials used in those classes.
2. Experience examining classroom equity gaps, developing inclusive curricula, facilitating service learning, and/or applying evidence-based equitable teaching strategies.
3. Experience developing and implementing a diverse range of assessment strategies to track student learning and engagement.
4. The ability to be a reflective practitioner and work in a collaborative environment with a community of instructors.
5. Experience with proven practices that advance belonging and success in biology for Black and Latinx students and demonstrated knowledge of barriers for Black and Latinx students and experience in addressing disproportionate impacts.

**WORKING CONDITIONS:**

**Environment:**

1. Indoor, office environment.

**Physical Abilities:**

**(Applicants should perform these physical abilities with or without reasonable accommodations)**

1. Hearing and speaking to exchange information.
2. Vision sufficient to read various materials.
3. Dexterity of hands and fingers to perform the tasks required of the position.
4. Regularly stand, walk, and sit for extended periods of time.
5. Bending at waist, kneeling, or crouching.
6. Reaching overhead, above the shoulders, and horizontally.
7. Lifting and carrying objects up to 20 lbs.

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**APPLICATION PACKET:**

1. A District on-line application to be completed at <http://hr.fhda.edu/careers/> \*In the application, you will provide information, which demonstrates your understanding of, sensitivity to, and respect for the diverse academic, socio-economic, ethnic, religious, and cultural backgrounds, disability, and sexual orientation of community college students, faculty and staff. Additionally, you will be asked to explain how your life experiences, studies or work have influenced your commitment to diversity, equity and inclusion.
2. A cover letter detailing your background and experience, skills, and abilities as they relate to the minimum and preferred qualifications of this position.
3. A current resume of all work experience, formal education and training.

**Note:** Please be sure that your cover letter and/or resume includes all relevant experiences related to both the Minimum Qualifications and the Preferred Qualifications listed above

**\*\*\* If you wish to request equivalency for this position** (if you believe you do not otherwise meet minimum qualifications via educational degree attainment as specified), you may submit the Request for Equivalency form. This form will need to be submitted with your application packet. There is an upload document link where you can upload this document when you go through the application process. The blank form can be obtained from this link - [http://hr.fhda.edu/\\_downloads/Equivalency.pdf](http://hr.fhda.edu/_downloads/Equivalency.pdf).

**Applicants will be REQUIRED to submit transcripts for salary placement purposes. Applicants who have international transcripts must obtain transcripts that are evaluated by an independent educational-equivalency evaluation company and obtain an English translation (if necessary). These services are to be done at the applicant's expense.**

**If any required application materials are omitted, the committee will not review your application packet. Application materials not required (including reference letters) for this position will not be accepted. For full-consideration, all application packets must be received by 11:59 pm on the closing date.**

**Please allow yourself ample time to complete your application and resolve any technical difficulties that may arise with your submission. We do not guarantee a response to application questions within 48 hours of the closing date. You may also visit our "Applicant Information" webpage to assist with technical difficulties at: <http://hr.fhda.edu/careers/a-applicant-instructions.html>**



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**HIRING RANGE:** \$72,704.57 - \$119,405.51 annually plus benefits; actual placement is based on applicant's verified education and experience.

**For the complete Faculty Salary Schedule, go to:**

[https://hr.fhda.edu/\\_faculty-information.html](https://hr.fhda.edu/_faculty-information.html)

Excellent benefits package which includes medical coverage for employee and eligible dependents, dental, vision care, employee assistance program, long term disability, retirement benefits and basic life insurance. Other voluntary benefits are also available such as legal assistance, pet insurance, and long-term care. Faculty are also eligible for paid professional development leaves and stipends for educational and professional development.

For information on our benefits package that includes medical for employees and dependents, visit our web site: <http://hr.fhda.edu/benefits/index.html>

**TERMS OF EMPLOYMENT:** Full-time, Tenure-track, 10-months per year

**STARTING DATE:** Fall 2025

Persons with disabilities who require reasonable accommodation to complete the employment process must notify Employment Services no later than the closing date of the announcement.

The successful applicant will be required to provide proof of authorization to work in the U.S.

For more information about our application process contact:

Employment Services

Foothill-De Anza Community College District

12345 El Monte Road

Los Altos Hills, California 94022

Email: [employment@fhda.edu](mailto:employment@fhda.edu)

<http://hr.fhda.edu/>



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**This position will become Open Until Filled after the initial Closing Date. Any complete applications received while the position is Open Until Filled will be reviewed by the hiring committee only upon committee request.**

To apply, visit <https://fhda.csod.com/ux/ats/careersite/4/home/requisition/1983?c=fhda>

### Contact Information

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

### Contact

Faculty

Foothill-De Anza Community College District

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