

Full-Time Ethnic Studies Instructor
West Valley-Mission Community College District

Direct Link: <https://www.AcademicKeys.com/r?job=253750>

Downloaded On: Feb. 26, 2025 6:20pm

Posted Feb. 26, 2025, set to expire Mar. 24, 2025

Job Title	Full-Time Ethnic Studies Instructor
Department	
Institution	West Valley-Mission Community College District Santa Clara, California
Date Posted	Feb. 26, 2025
Application Deadline	03/24/2025
Position Start Date	Available immediately
Job Categories	Lecturer/Instructor
Academic Field(s)	Humanities - Other
Apply Online Here	https://apptrkr.com/6030941

Apply By Email

Job Description

Image not found or type unknown



Full-Time Ethnic Studies Instructor

Closing Date: 03/24/2025

Definition:

Mission College, located in the heart of Silicon Valley, is seeking a dynamic leader who thrives in a fast-paced and innovative environment to fill the position of full time Ethnic Studies instructor in the Department of History, Humanities, Ethnic Studies, & Philosophy.

Recognized as both a Hispanic Serving Institution and an Asian American Native American Pacific



Full-Time Ethnic Studies Instructor West Valley-Mission Community College District

Direct Link: <https://www.AcademicKeys.com/r?job=253750>

Downloaded On: Feb. 26, 2025 6:20pm

Posted Feb. 26, 2025, set to expire Mar. 24, 2025

Islander Serving Institution, Mission College is known for the strength of our academic programs and faculty as well as our equity-minded and student-focused approach that combines high-tech and high-touch.

Applicants who possess the knowledge, skills and life experiences to address the cultural and educational needs of a diverse student population are encouraged to apply.

Assignment:

This is a full-time, 10-month, tenure-track faculty position that begins in *Fall 2025*. Instructional assignments may include day and/or evening classes, Monday thru Saturday, as needed and rotate among the Ethnic Studies faculty. It is expected that over several semesters all levels of Ethnic Studies offered at the college will be taught. This position is represented by the West Valley-Mission Federation of Teachers (WVMFT / AFT Local 6554).

This position is represented by the West Valley-Mission Federation of Teachers (WVMFT / AFT Local 6554).

Work Location: Mission College, Santa Clara, CA

Salary and Benefits:

Anticipated Hiring Range:

- \$88,270-\$142,448 annually (10 months), based upon academic achievement, teaching and related experience (Academic Salary Schedule, Steps 1-9).

Benefits include:

- Employer-contributed medical, dental and vision for employee, spouse and dependents.

**Full-Time Ethnic Studies Instructor
West Valley-Mission Community College District**

Direct Link: <https://www.AcademicKeys.com/r?job=253750>

Downloaded On: Feb. 26, 2025 6:20pm

Posted Feb. 26, 2025, set to expire Mar. 24, 2025

- Employer paid long term disability for employee.
- Employer-provided life insurance.
- Sabbatical, Rejuvenation and Retraining Leaves.
- Banked leave provisions.
- Professional Growth and Development activities.
- 10 days sick leave accrued annually; personal necessity and catastrophic leave.
- Conference leaves.
- Opportunity for overload assignments.
- Cal STRS Retirement.
- Position is union affiliated.

Minimum Qualifications:

1) Possess one of the following:

- Masters 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
- Masters in Ethnic Studies; OR
- A valid California Community College Instructors Credential in Ethnic Studies; OR
- The equivalent.

AND

2) 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.

Desired Qualification:

The ideal candidate will also demonstrate the following desired qualification(s):

- Educational Qualifications: A Masters in Ethnic Studies with a specialty in Native Americans, African Americans, Asian Americans, and Latina and Latino Americans. African American Studies, Black Studies, or Africana Studies as explained in California AB 1460 in

Full-Time Ethnic Studies Instructor
West Valley-Mission Community College District

Direct Link: <https://www.AcademicKeys.com/r?job=253750>

Downloaded On: Feb. 26, 2025 6:20pm

Posted Feb. 26, 2025, set to expire Mar. 24, 2025

Section 89032 of the Education Code.

- Teaching Experience: Experience in teaching Ethnic Studies courses using critical race theory, intersectionality, and interdisciplinary approaches. Knowledge of and/or experience with and/or interest in: online pedagogy and instructional technology/learning management systems in asynchronous online/hybrid setting.
- Research & Coursework: Substantial graduate-level coursework or research/community involvement in Comparative Ethnic Studies, or one of the areas of specialties: Native Americans, African Americans, Asian Americans, and Latina and Latino Americans.
- Curriculum Development: Experience in writing and developing Ethnic Studies curriculum for institutional articulation and transferability.
- Epistemological Knowledge: Strong understanding of key epistemological considerations, contributing theories, and pedagogical strategies within Ethnic Studies.
- Commitment to Student Success: Demonstrated involvement in supporting underrepresented and disproportionately impacted students through mentoring, advising, or other community-oriented efforts.
- Equity & Social Justice: A demonstrated commitment to equity, social justice, and multicultural education within the classroom and beyond.
- Understanding of Community College Environment: Familiarity with the California community college system and the diverse populations it serves.
- Collaborative Approach: Ability to work effectively and collaboratively with colleagues across disciplines in curriculum development, program design, and the advancement of Ethnic Studies at the college.
- Leadership & Communication Skills: Strong leadership capabilities, with effective communication skills, including conflict management, both inside and outside the classroom.

Note: We encourage individuals to apply for this position even if they do not meet all of the qualifications listed above.

Knowledge and Abilities:

**Full-Time Ethnic Studies Instructor
West Valley-Mission Community College District**

Direct Link: <https://www.AcademicKeys.com/r?job=253750>

Downloaded On: Feb. 26, 2025 6:20pm

Posted Feb. 26, 2025, set to expire Mar. 24, 2025

Not Applicable

Examples of Duties and Responsibilities:

Instructional duties and assignments may consist of one or more of the following:

- Provide instruction for assigned courses. This includes preparation, in-class activities, evaluation of students work, consultation with students outside of class (scheduling time beyond normal office hours if necessary), ensuring regular effective student contact for Distance Education courses, maintenance of currency in the subjects taught and other efforts related to the teaching of the assigned classes, and participate in the process of SLO assessment and evaluation and use the results of these assessments in the process of continuously improving student learning.
- Maintain accurate class and other records.
- Submit, when due, all necessary reports, such as attendance, grade reports, rosters, class and office schedules.
- File a syllabus for each course with the appropriate division offices.
- Post and maintain office hours each week.
- Provide each student with a current course syllabus as required by title 5, which includes SLOs, classroom procedures, requirements and grading policies and provide a copy to the Division Office.
- Refer students to appropriate college resources.
- Assist students by providing advice on requirements for successful achievement in the members area of expertise.
- Assume institutional responsibilities, essential to the ongoing operation and effective achievement of department, division, college and district programs.

**Full-Time Ethnic Studies Instructor
West Valley-Mission Community College District**

Direct Link: <https://www.AcademicKeys.com/r?job=253750>

Downloaded On: Feb. 26, 2025 6:20pm

Posted Feb. 26, 2025, set to expire Mar. 24, 2025

Working Conditions:

Other Duties:

Application Information:

Physical Demands:

Applicant Information:

APPLICATION INFORMATION:

- Interested applicants must submit online all materials requested, including: (1) A completed online West Valley-Mission Community College District application; (2) Supplemental application questions; (3) Resume; (4) Unofficial copies of transcripts; (5) Cover letter and/or reference list, if requested; and (6) Any requested licenses or certificates, if applicable.
- All sections of the online application, including Education and Educational Work History, must be completed thoroughly.
- Supervisor(s) name(s) and telephone numbers must be included in the application.
- Incomplete applications will not be considered.
- Do NOT send unrequested materials. Unrequested materials will be removed from your application and will not be used for consideration of employment.
- The employment application and supporting documents represent you; it is to your advantage to fill out the application form carefully and completely.

ABOUT TRANSCRIPTS:

- If a minimum requirement is possession of a degree, then a copy of transcripts is required to be included with your application to verify the degree being awarded. If no transcripts are included, the application may be screened as not meeting minimum requirements.
- Degrees must have been awarded by a college or university accredited by an accrediting body recognized by the U.S. Council on Post-Secondary Accreditation and/or the U.S. Department of Education.

Full-Time Ethnic Studies Instructor
West Valley-Mission Community College District

Direct Link: <https://www.AcademicKeys.com/r?job=253750>

Downloaded On: Feb. 26, 2025 6:20pm

Posted Feb. 26, 2025, set to expire Mar. 24, 2025

- Candidates with degrees not identical to the required state or local qualifications must apply for equivalency by completing the equivalency form, which is part of the application package. See Equivalency Information below.
- Candidates with degrees earned outside of the United States must provide official certification of equivalency to U. S. degrees by a certified U. S. credential review service, must have a U.S. evaluation (course by course of the transcripts) and must be submitted with this online application.
- If you do not have an electronic version of the transcript, you can get it scanned at an office supply or copy store; then attach the electronic version of your transcript to this online application.
- Copies of diplomas, grade reports, graduation petitions, transcript evaluations requests, or similar documents WILL NOT be accepted in lieu of transcripts.
- When uploading transcripts, please ensure they are NOT encrypted, secured, or password-protected or they will be rejected by the system.

EQUIVALENCY INFORMATION:

Applicants applying under equivalency bear the responsibility of submitting the Districts Equivalency Application form with details and evidence of the factors (academic preparation and/or experience) that they believe to be equivalent of the required qualifications for this position. Application(s) for equivalency are required if degrees are not in exact discipline required.

The Equivalency Application is included in the online application as an OPTIONAL form to complete.

- ONLY complete the Request for Equivalency application if degree does not match discipline(s) stated in the Minimum Qualifications.
- List accurately and completely the courses taken that match requirements of the required degree.
- Do NOT attach documents such as course evaluations.

For assistance, contact:

Office of Human Resources, Attn: Recruitment

14000 Fruitvale Ave, Saratoga, CA 95070

Phone: (408) 741-2174 Fax: (408) 408-2564

Email: Jobs@wvm.edu

Selection Process:

Full-Time Ethnic Studies Instructor
West Valley-Mission Community College District

Direct Link: <https://www.AcademicKeys.com/r?job=253750>

Downloaded On: Feb. 26, 2025 6:20pm

Posted Feb. 26, 2025, set to expire Mar. 24, 2025

SELECTION PROCESS INFORMATION:

- After the deadline date, a committee will review and evaluate applications and supporting materials to select the applicants to be interviewed. Meeting the minimum qualifications does not assure the candidate an interview.
- All candidates will receive an e-notification to acknowledge receipt of their application materials. If not contacted within 3-6 weeks following the close of the recruitment, no suitable match was determined at this time.
- Travel expenses to attend first-level interview are the responsibility of the candidate.
- Application materials become the property of the District and will not be returned or duplicated.
- The District may choose to re-advertise or indefinitely delay filling a position. Some positions may include first and second level interviews.
- The District reserves the right to contact former, current, the most recent employers, and others to investigate past employment records of applicants.
- Any tentative verbal offer of employment is contingent upon formal approval of the college Governing Board.
- Upon hire the successful candidate must provide the required documents of identity and authorization to work and attest he/she is authorized to work in the United States.
- Prior to employment, the selected candidate must submit official transcripts.
- The District **DOES NOT** provide visa sponsorship.

EEO STATEMENT:

West Valley-Mission Community College District is an Equal Opportunity Employer that seeks to employ a diverse workforce who will contribute to an inclusive and welcoming educational and employment environment. The District is committed to nondiscrimination on the basis of ethnic group identification, race, color, national origin, religion, age, sex, physical disability, mental disability, genetic information, ancestry, gender identity, gender expression, sexual orientation, language, accent, citizenship status, transgender status, parental status, marital status, economic status, military or veteran status, and medical condition consistent with applicable federal and state laws.

Special Instructions to the Applicant:

Posting Number:



Full-Time Ethnic Studies Instructor
West Valley-Mission Community College District

Direct Link: <https://www.AcademicKeys.com/r?job=253750>

Downloaded On: Feb. 26, 2025 6:20pm

Posted Feb. 26, 2025, set to expire Mar. 24, 2025

FY22/23-262FT

Open Date: 02/24/2025

Close Date: 03/24/2025

Open Until Filled: No

For more information on this position and to apply, please visit our website at the following link:
wvm.peopleadmin.com

West Valley-Mission Community College District is an Equal Opportunity Employer.

Contact Information

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

Contact

N/A

West Valley-Mission Community College District

,