

Assistant Professor, Ethnic Studies
Rancho Santiago Community College District

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Posted Mar. 18, 2025, set to expire Apr. 14, 2025

Job Title	Assistant Professor, Ethnic Studies
Department	Humanities & Social Sciences
Institution	Rancho Santiago Community College District Santa Ana, California
Date Posted	Mar. 18, 2025
Application Deadline	04/14/2025
Position Start Date	Available immediately
Job Categories	Assistant Professor
Academic Field(s)	Humanities - Other
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Job Description

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Assistant Professor, Ethnic Studies

Rancho Santiago Community College District

Salary Range: \$75,434.18 - \$124,106.29/10-month academic year, depending upon education and experience

Job Type: Full Time

Job Number: AC25-01142

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Location: Santa Ana, CA

Division: SAC Humanities & Social Sciences

Closing: 4/14/2025 5:00 PM Pacific

POSITION DETAILS

About Rancho Santiago Community College District

Rancho Santiago Community College District (RSCCD) is one of the most established districts in the state and has been in operation for nearly 50 years. Located in the heart of Orange County, it is one of the largest of California's 72 community college districts, based on the number of credit and non-credit students. RSCCD encompasses 25 percent of Orange County's total area and serves a population of more than 700,000 residents in the communities of Anaheim Hills, Orange, Santa Ana, Villa Park, and portions of Anaheim, Costa Mesa, Irvine, Fountain Valley, Garden Grove, Tustin, and Yorba Linda. The district includes Santiago Canyon College and Santa Ana College, as well as the Centennial and Orange Continuing Education Centers, the Digital Media Center, the Joint Powers Fire Training Center, the Orange County Sheriff's Regional Training Academy, the College and Workforce Preparation Center, and the District Operations Center. RSCCD's three (3) auxiliary Foundations are actively involved in supporting both community and campus programs.

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RSCCD's student population is a direct reflection of the diverse communities in the surrounding neighborhoods. As a whole, the district has the honor of serving approximately 55,537 students: 51% Hispanic/Latinx, 20% White, 9% Asian & Filipino, and 2% are African American. RSCCD is a proud Hispanic Serving Institution (HSI) and serves predominately historically underrepresented students. There is a commitment to foster student centered values among our employees to provide equitable student learning, academic excellence, and workforce development. By delivering high-quality educational programs and student support services, the district ensures that students have the appropriate resources to achieve their goals.

At RSCCD, our mission is to integrate diversity, equity, inclusion, accessibility, and justice into all aspects of student academics and employee relations. Thus, creating transformational experiences that prepares students and employees to engage in the world with a renewed sense-of-self. Through this commitment, Rancho Santiago Community College District strives to cultivate a learning environment that prioritizes respect, to ensure that RSCCD stakeholders feel valued and supported throughout their academic and professional careers.

About the Position

The ideal candidate will demonstrate cultural competency in serving diverse community college student populations, including those with differing abilities, AB 540 students, DACA recipients, Foreign Residents, VACA participants, and Continuing Education students. They will support RSCCD's mission to promote self-awareness, knowledge, and communication skills, enabling students to participate creatively and confidently in an ever-changing world.

Candidates will cultivate an inclusive classroom culture that engages and supports a diverse student population. They should effectively teach students from varied ethnic, racial, cultural, and socioeconomic backgrounds, including those with disabilities or differing academic preparation levels. Candidates should show sensitivity to diverse learning needs and a commitment to equity and anti-racism. They will help empower students to achieve their educational and career goals while fostering creativity, confidence, and lifelong learning.

About the Department

Diversity, inclusion, equity, and access are at the core of who we are. Our dedication to these values is uncompromising across all of our work. They are central to our mission and the impact on our students. These are resolute and steadfast principles guiding how we build our classroom and exist in this ever-changing world. Having varied perspectives helps generate better ideas to solve the complex problems of a changing and increasingly diverse society. We understand that metrics, outcomes, and

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funding matter, but a responsibility to diversity and inclusion must be more profound. We create and connect narratives of people historically silenced and excluded due to colonization, global dominance, The Doctrine of Discovery, The Discovery Doctrine, and Manifest Destiny. Diversity, inclusion, and equity start with better classroom, workplace, and academic representation, fostering engagement and retention. The Department of Ethnic Studies seeks candidates who view the elimination of injustices as an individual and collaborative commitment and who strive to reframe inquiries as an issue of practice.

Responsibilities

Conduct Ethnic Studies and related courses for a diverse student population. Instruct and assist in the development and success of a diverse population of students through mindful preparation of course materials and effective instruction methodologies to support student success. Develop culturally relevant course content, culturally responsive pedagogical techniques, and effective practice for engaging diverse, historically underserved, and disproportionately impacted students. Adapt methodologies for students with special needs and different learning styles. Participate in curriculum development, program review, and appropriate professional development activities. Participate in formulating Student Learning Outcomes (SLOs). Stay current on information discussed in department, division, and campus meetings. Maintain formal office hours by consulting with students outside of class or online. Advise and instruct students regarding programs of study, transfer opportunities, lifelong learning resources, and practice study skills; refer students to support services, programs, resources, and other campus services as appropriate. Remain current in your discipline of instructional methods and new technologies pertinent to assignment areas; learn and apply emerging technologies and advances as necessary to assist and support student success. Teach scheduled classes and perform related duties as assigned, including complying with the applicable Course Outline of Record(s) (COR). Respond to and evaluate student work regularly and consistently. Inform students on a timely basis of their progress in the course throughout the term. Respond to student academic concerns, as appropriate, promptly. Work cooperatively with staff and students. Identify and recommend potential adjunct faculty to teach classes. Assist in evaluating adjunct instructors. Teaching assignments in various instructional settings and times, including evening, weekends, online, hybrid, dual enrollment, and large group instruction classes as needed. Foster an environment that protects academic freedom within the college community. Foster a favorable working atmosphere free from harassment, prejudice, and bias. Demonstrate a respect for the dignity of each individual.

QUALIFICATIONS

Requirements Minimum Qualifications (Applicants must meet one of the following):

- Possess from an accredited institution: Master's in Ethnic Studies, OR a Master's in African

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- 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
- Possess a valid California Community College credential authorizing service in the discipline.

Additional Qualifications

- The ideal candidate will have at least two years of paid individual teaching employment experience within higher education as an Ethnic Studies instructor or within the four core disciplines that comprise Ethnic Studies (CC, CSU, UC, or Private).
- The ideal candidate will be employed as a paid individual instructor in higher education as an Ethnic Studies instructor or within the four core disciplines that comprise Ethnic Studies presently (CC, CSU, UC, or Private.)
- The ideal candidate is an equity-minded individual who comprehends the importance of designing possibilities in Ethnic Studies for students who have been historically underserved.
- The ideal candidate exhibits a devotion to student-centered pedagogical practices, cross-disciplinary and cross-campus collaboration, and transparency.
- The ideal candidate will assume the functions of an educator continuously discovering anti-racist pedagogy and adjusting to the needs of a varied socioeconomic student population.
- The ideal candidate understands the importance of holding ourselves accountable as educators for closing equity gaps and engaging in equitable practices, reframes inquiries as an issue of practice, and views the elimination of inequities as an individual and collaborative responsibility.
- The ideal candidate will have experience within higher education in providing instruction in various instructional settings and times, including evening, weekends, online, hybrid, dual enrollment, and large group instruction classes.
- The ideal candidate will work with students and faculty regardless of their race, ethnicity, gender, gender expression and presentation, age, religion, preferred name or identity, language, abilities/disabilities, sexual orientation, genetic disposition, neurodiversity, socioeconomic status, veteran status, criminal history, citizenship, ancestry, or country of origin.

APPLICATION PROCESS

To ensure full consideration, all applicants must submit a complete online Rancho Santiago Community College District application that includes the items listed below by the position's closing date. Recruitment will review all applications for completeness, and only complete application packets will be forwarded to the screening committee for further review.

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A Complete Application Packet Must Include the Following:

1. RSCCD Online Application
2. Cover Letter
3. Curriculum Vitae (CV) or Resume - details all relevant education, training, teaching experience (including courses taught) and other work experience.
4. Academic Transcripts (unofficial copies are accepted)

Hiring Process Timeline It is anticipated that the screening activities will be conducted as follows:

- **Week of April 28, 2025:** Screening Begins
- **Early May 2025:** Initial Interviews
- **Late May 2025:** Final Interviews with the College President
- **August 2025:** Start of Fall 2025

Foreign Degrees

Transcripts from countries other than the United States must be evaluated by an agency that is approved by or a member of the National Association of Credentials Evaluation Service (NACES) or the Association of International Credential Evaluators, Inc. (AICE), or Commission on Teacher Credentialing (CTC).

Application Screening

In addition to the specific requirements and responsibilities listed in the Job Announcement, the following criteria will be considered in selecting candidates:

- Educational experience breadth and depth
- Work experience breadth and depth
- Demonstrated leadership capabilities
- Curriculum development
- Program development
- Community involvement
- Demonstrated experience in working with a diverse socioeconomic community
- Credential or minimum qualifications authorizing service in other areas of need
- Demonstrated ability to work cooperatively with others
- Bilingual ability (if needed)

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Based on the information presented in the application materials, a limited number of candidates with qualifications most pertinent to the position will be invited to participate in the selection process, which may include a written test and an oral interview.

Meeting the position's minimum requirements does not guarantee advancement in the selection process. Candidate qualifications will be assessed to determine those who meet and exceed requirements and are deemed the most competitive in the applicant pool.

Interview

Applicants selected for an interview may be required to take additional tests or assessments and will be notified of such prior to the date of the interview. During the oral session, those selected for interviews will, in addition to the above, also be evaluated on the following factors:

- Oral communication skills
- Presentation
- Problem-solving skills
- Successful teaching, problem-solving, or performance demonstration
- Writing skills/demonstration

A predetermined set of questions will be asked of all applicants interviewed. Applicants are requested to provide thorough yet concise information on their related experience to ensure the correct evaluation of their qualifications. Evaluation criteria will be applied consistently to all applicants.

Disability Accommodations

Individuals who require reasonable accommodations in the Application or Interviewing Process in accordance with ADA should notify the Recruitment Office in the Human Resources Division at least two days prior to the closing date, by calling (714) 480-7455.

Conditions of Employment

The selected candidate is required to complete the following before employment as part of the onboarding process:

1. Present original documents for proof of eligibility to work in the United States.
2. Provide a certificate of Tuberculosis Exam.
3. Fingerprints (by a Live Scan Agency at the candidate's expense, and clearance must be received



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- before the first day of employment)
4. Submit official transcripts.
 5. Submit official verification of employment letters.

To apply, please visit <https://www.schooljobs.com/careers/rsccd/jobs/4869841/assistant-professor-ethnic-studies>

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Contact Information

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

Contact

Humanities & Social Sciences
Rancho Santiago Community College District

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