

Instructor, Comparative Ethnic Studies
Foothill-De Anza Community College District

Direct Link: <https://www.AcademicKeys.com/r?job=254580>

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Posted Mar. 18, 2025, set to expire Jun. 1, 2025

Job Title	Instructor, Comparative Ethnic Studies
Department	Faculty
Institution	Foothill-De Anza Community College District Los Altos Hills, California
Date Posted	Mar. 18, 2025
Application Deadline	Open until filled
Position Start Date	Available immediately
Job Categories	Lecturer/Instructor
Academic Field(s)	Humanities - Other
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Job Description	

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Instructor, Comparative Ethnic Studies

HR EMPLOYMENT/CAREERS

Initial Review Date: 05/16/25*

*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 is currently accepting applications for the faculty position of Instructor, Comparative Ethnic Studies, De Anza College.

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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.

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 incurred will be the responsibility of the applicant.

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.

De Anza College Mission Statement:

De Anza College provides an academically rich, multicultural learning environment that challenges students of every background to develop their intellect, character and abilities; to realize their goals; and to be socially responsible leaders in their communities, the nation and the world.

De Anza College fulfills its mission by engaging students in creative work that demonstrates the knowledge, skills and attitudes contained within the college's Institutional Core Competencies:

- Communication and expression
- Information literacy
- Physical/mental wellness and personal responsibility
- Civic capacity for global, cultural, social and environmental awareness
- Critical thinking

DIVISION PROFILE

The Division of Ethnic Studies at De Anza was founded in 1969. It is now part of the Intercultural and

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International Studies Division, which includes Ethnic Studies as well Global/International Studies, Intercultural Studies, Women, Gender and Sexuality Studies, and the World Languages.

De Anza's Ethnic Studies program now includes the departments of: African American Studies, Asian American and Asian Studies, Chicanx/Latinx Studies, Comparative Ethnic Studies, and Native American and Indigenous Studies (which includes Pacific Islander Studies).

DUTIES AND RESPONSIBILITIES OF THE POSITION INCLUDE

The primary responsibility of the Comparative Ethnic Studies Instructor position is to teach a full-time assignment primarily in Comparative Ethnic Studies courses using student-centered pedagogies. Assignments may include day, evening or weekend courses. The assignments will include in-person courses, as well as online and hybrid courses that meet synchronously and asynchronously.

This position will be revising and writing curriculum in these possible areas: comparative history in ethnic studies; comparative contemporary communities in ethnic studies; comparative racial formations; research theories and methods.

Primary teaching assignments may include:

- CETH 10 - Introduction to Ethnic Studies
- CETH 29 - Ethnic Studies, Cultural Pluralism, and American Law and Justice
- CETH 11 - Race and Ethnicity: Belonging in the U.S.

Secondary course assignments may include (in this order):

- Native American Indigenous Studies courses
- Asian American Studies courses
- Chicanx and Latinx Studies courses
- African American Studies courses

Standard duties expected of the position include: coordination of departmental course offerings/scheduling, cultivating collegiality among department faculty, development and evaluation of curricula, maintaining scheduled office hours, collaborative participation in department and division meetings, pursuing professional growth activities (particularly those focused on supporting student learning and success), and performing other duties consistent with the role of an instructor and

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member of a college community. Instructors participate in campus extracurricular student support and success activities, and serve on college-wide and District committees.

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. Comparative Ethnic Studies Instructor: Master's 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

Master's in Ethnic Studies

ORThe equivalent.

PREFERRED QUALIFICATIONS

We encourage you to apply even if you don't think you meet all the preferred qualifications

1. Expertise through coursework, research, and/or scholarship in comparative approaches to the study of race, ethnicity, and indigeneity.
2. Experience and willingness to teach using different modalities (in-person, asynchronously online, hybrid).
3. Experience working effectively, collaboratively and across disciplines with students, faculty, and staff from diverse linguistic, academic, socio-economic, ethnic, cultural, and religious backgrounds; with diverse physical and learning abilities; and with diverse sexual orientations.
4. Experience and/or commitment working with learning communities such as Puente, Umoja, or First Year Experience and/or with grassroot-community and college-community advocacy organizations, especially through student engaged learning (community-service-learning and civic- engagement experiences).
5. Strong commitment to working collaboratively as a member of a team to advance educational equity (e.g. adoption of open educational resources, retention strategies, tutoring/mentoring opportunities) and the missions of the Division and of the College to promote a civic capacity for global, cultural, social, and environmental justice.
6. A commitment to, and successful experience with engaging students from historically

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marginalized communities using innovative and effective pedagogy.

7. Desire to build the Comparative Ethnic Studies program in collaboration with colleagues in the division.
8. Experience writing Ethnic Studies curriculum for institutional articulation.

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.

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 documenting your experience, skills, and abilities as they relate to each of the minimum and preferred qualifications enumerated in the position announcement. Please be sure to address all preferred qualifications that you meet, as your responses will be a primary source

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of information concerning your qualification for the position.

3. A current resume or CV of all work experience, formal education, and training.
4. In addition to the first 3 items, please list relevant coursework you have taken, and/or research and scholarship you have produced in Comparative Ethnic Studies, or related disciplines.

If you wish to request equivalency for this position (if you do not otherwise meet the minimum qualifications via educational degree attainment as specified), you must submit the Request for Equivalency form and supporting documentation. This form must be submitted with your application packet. You may either scan a hard copy of this form with your application packet or submit it as a Word document with your application packet. 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 you are selected as a finalist, you will be asked to provide the names and telephone numbers of colleagues who have first-hand knowledge of what you have described above.

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>

HIRING RANGE:\$72,704.00 - \$119,405.00 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

Excellent benefits package which includes medical coverage for employee and eligible dependents,



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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

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

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/2022?c=fhda>



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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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