

**Assistant Professor, Ethnic Studies
Rancho Santiago Community College District**

Direct Link: <https://www.AcademicKeys.com/r?job=262468>

Downloaded On: Sep. 12, 2025 4:37pm

Posted Sep. 12, 2025, set to expire Oct. 9, 2025

Job Title Assistant Professor, Ethnic Studies
Department Humanities & Social Sciences
Institution Rancho Santiago Community College District
Santa Ana, California

Date Posted Sep. 12, 2025

Application Deadline 10/09/2025

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: \$81,468.92 - \$134,034.79/10-month academic year, depending upon education and experience

Job Type:

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AC25-01238

Location: Santa Ana, CA

Division: SAC Humanities & Social Sciences

Closing: 10/9/2025 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.

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.

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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 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 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.

Department 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 practices 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

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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. Use, adapt, or develop Zero Textbook Cost (ZTC) and Open Educational Resources (OER) class materials to increase accessibility and reduce financial barriers for students.

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.

General Responsibilities

Teach all assigned classes, which may include evening or off-campus assignments unless excused according to Board Policy provisions. Maintain accurate records of student enrollment, attendance, and academic progress. Assist in maintaining course outline for each assigned course. Certify census rosters and submit final grades. Be familiar with and observe the administrative regulations as they appear in the Faculty Handbook (flex calendar obligations, course overviews, etc.). Participate in department committees and activities. Will teach a variety of courses/levels within the discipline/area of study.

QUALIFICATIONS

Minimum Qualifications Requirement

(Applicants must meet one of the following):

- Possess from an accredited institution: A Master's in African-American/Black/Africana Studies or

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Latino Studies, La Raza Studies, Chicana/o Studies, or Asian-American Studies, or Native American/ American Indian Studies OR Master's in Ethnic Studies, OR

- Possess a valid California Community College credential authorizing service in the discipline, OR
- The equivalent (applicants who do not meet the above minimum qualifications must complete the Equivalencies Section in the application form).
 - The department will accept Master's or PhD degrees in [Latina/o/@/x/e](#) Studies, [Chicana/o/@/x/e](#) Studies, Mexican American Studies, Latin American Studies, Afro American Studies, Pacific Islander Studies, Indigenous Studies, First Nation Studies, Afro [Latina/o/@/x/e](#) Studies, and American Studies.
 - The department will also accept a Master's degree or PhD in a similar field which may lie outside the Four Core (American Indian/Native Americans, Black/African Americans, Asian Americans, and Chicana/Chicano/Latina/o Americans) with at least 18 upper-division, graduate-level, or post-graduate level semester units (or 27 quarter units) in Ethnic Studies.

Desirable Qualifications

- Demonstrates a strong commitment to anti-racist pedagogy, closing equity gaps, and fostering inclusive, student-centered learning environments with sensitivity to the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students, staff, and the broader community.
- Two years of recent experience teaching Ethnic Studies-related courses (or within the four core disciplines) to college students.
- Actively involved in student learning outcomes (SLOs), curriculum development, program review, and assessment processes.
- Skilled in teaching across various instructional settings such as online, hybrid, evening, weekend, dual enrollment, and large-group formats within higher education.
- Engages in cross-campus and interdisciplinary collaboration to enhance academic programs and student success.

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

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will be forwarded to the screening committee for further review.

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 of undergraduate, graduate, and post-graduate transcripts).

Hiring Process Timeline

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

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Week of October 13:

Screening Begins

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Week of October 27:

Initial Interviews

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Week of November 3:

Final Interviews with the College President

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February 2026:

Start of Spring 2026

Foreign Degrees

Transcripts from countries other than the United States must be evaluated by an agency that is

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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)

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

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

EEO STATEMENT

The Rancho Santiago Community College District (RSCCD) is an equal opportunity employer. The policy of the District is to encourage applications from persons who are economically disadvantaged and individuals belonging to significantly underrepresented groups within the District's workforce, including ethnic and racial minorities, women, and persons with disabilities. No person shall be denied employment because of ethnicity or race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, veteran or military status, or political or organizational affiliation.

RSCCD will consider qualified applicants with a criminal history pursuant to the California Fair Chance Act. You do not need to disclose your criminal history or participate in a background check until a conditional employment offer is made to you. After making a conditional offer and running a background check, if RSCCD is concerned about a conviction that is directly related to the job, you will

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be given the chance to explain the circumstances surrounding the conviction, provide mitigating evidence, or challenge the accuracy of the background report.

To apply, please visit <https://www.schooljobs.com/careers/rsccd/jobs/5057653/assistant-professor-ethnic-studies>

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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