

Ethnic Studies Instructor (Full-time tenure track to begin  
instruction Fall 2026)  
Citrus Community College

Direct Link: <https://www.AcademicKeys.com/r?job=269324>

Downloaded On: Dec. 13, 2025 10:30am

Posted Dec. 11, 2025, set to expire Jan. 8, 2026

<b>Job Title</b>	Ethnic Studies Instructor (Full-time tenure track to begin instruction Fall 2026)
<b>Department</b>	Citrus Community College
<b>Institution</b>	Citrus Community College Glendora, California
<b>Date Posted</b>	Dec. 11, 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>	Humanities - Other Social Sciences - Other
<b>Apply Online Here</b>	<a href="https://apptrkr.com/6778305">https://apptrkr.com/6778305</a>
<b>Apply By Email</b>	

**Job Description**

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**Position Description**

**POSITION SUMMARY**

This 10-month (175 days), full-time tenure track assignment may include instruction in a variety of history (Latin America/California) Ethnic Studies courses. The assignment and schedule, as determined by the District, may consist of day and/or evening classes.

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Classes are offered on a 16-week calendar (fall and spring semesters), as well as in a variety of non-traditional scheduling options: winter intersession, evenings, summer sessions, and optional class formats, such as online education courses.

This position is contingent upon funding and final Board approval.

## **Required Qualifications**

### **MINIMUM QUALIFICATIONS/ EDUCATION AND EXPERIENCE**

- Demonstrated understanding of, sensitivity to, and respect for the diverse academic, socioeconomic, ethnic, religious, cultural background, disability, and sexual orientation of community college students, faculty, and staff;AND
- Master's in the ethnic studies  
OR
- 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
- The equivalent

## **Preferred Qualifications**

- Experience teaching in a community college environment.
- Experience teaching in the online/distance education modality.- Experience integrating diversity, equity, and inclusion principles and practices into instruction.- Experience working with students of various cultural, gender, age, socioeconomic, and ethnic backgrounds including students with disabilities;- Demonstrated ability to use a variety of teaching pedagogies that support retention and successful course completion.
- Demonstrated ability to actively participate in department, division, and college committees and shared governance.
- Experience teaching college-level ethnic studies courses.- Interest in and/or experience with curriculum development, including courses and/or degrees.
- Interest in and/or experience with program review and assessing Department resource needs.

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**Licenses and Certificates**

**Recruitment Start Date** 12/09/2025

**Recruitment End Date**

**Open Until Filled** Yes

**First Consideration Date** 01/30/2026

**Salary Range** **Salary** to be determined by the candidate's proper placement on the current Faculty Salary Schedule, which is based on education and experience, and can be found at the Citrus College website. Maximum placement for newly hired instructor is Step 7.

**Pay Rate** To be determined by the District.

**Benefits**

**Health & Wellness**

- Fully-paid [Medical, Dental, and Vision Insurance](#) for eligible employees and dependents
- Choice of HMO or PPO with very low co-pays and out-of-pocket costs
- Flexible Spending Accounts for healthcare and dependent care
- Free 24/7 Employee Assistance Program. Basic Life and AD&D insurance for employees only

**Work-Life Balance**

- 10 Sick Days annually
- Professional Learning Opportunities
- No-cost Annual Staff Parking.
- Close proximity to the Metro rail system

**Financial & Retirement Benefits**

- [CalPERS/CalSTRS](#) Defined-Benefit Pension Plans

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- District paid post-retirement medical, dental and vision for those employees who qualify and their eligible dependents
- 457(b), 403(b), & Roth 403(b) Deferred Compensation Plans.
- [Longevity Salary Increases](#)

FLSA Exempt Department Social and Behavioral Sciences Department Administration If "Other" please specify

**Job Category** Assignment

**Percentage of Time** 100% Months per Year 10 months

**Work Days per Week** 175 contract days

**Work Schedule per Day** To be determined by the District.

**Work Shift**

**Essential Duties and Responsibilities**

**ABOUT OUR SOCIAL AND BEHAVIORAL SCIENCES DEPARTMENT**

Our Social and Behavioral Sciences Department fosters a strong liberal arts background. Our courses are designed to provide students with a strong foundation in writing, contextual analysis and critical thinking. We emphasize use of technology and/or other non-traditional formats, along with traditional classroom learning, to prepare students for success in transferring to a four-year institution. Join our Social and Behavioral Sciences team as we offer challenging courses to an interesting and diverse student population.

**ESSENTIAL DUTIES AND RESPONSIBILITIES**

- Maintain professional and ethical academic standards.
- Provide class instruction in accordance with established course outlines.

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- Inform students concerning course requirements, evaluation/assessment procedures and attendance requirements.
- Maintain necessary attendance, student learning outcomes assessment, and student records and submit them in accordance with published deadlines.
- Prepare and grade class assignments, examinations, and student learning outcomes assessments.
- Utilize technology in the learning process when appropriate.
- Teach students with diverse backgrounds.
- Participate actively in staff development and professional growth programs.
- Participate in recruitment activities.
- Meet obligations with regard to grade reporting, scheduled classes, required office hours, student learning outcomes assessment, and other directions provided by supervisor.
- Carry a fair share of other duties (department and committee work, curriculum development, community outreach, etc.) necessary for the smooth functioning of the District.
- Provide students with clear and concise learning outcome expectations.
- Design, modify, and implement curriculum.

**Knowledge, Skills and Abilities**

- Evidence of computer literacy.
- Ability to communicate effectively, in English, with a diverse population both orally and in writing.
- Ability to work effectively as a member of the instructional team.
- Willingness to participate in the Online Education program.
- Willingness to participate in program review.

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### **Citrus College Diversity Statement**

#### **CITRUS COLLEGE IS AN EQUAL OPPORTUNITY EMPLOYER**

It is the policy of Citrus College to not discriminate against and to encourage a diversity of applicants based on national origin, religion, age, sex or gender, race, color, medical condition, ancestry, sexual orientation, marital status, physical or mental disability, use of family and medical care leave, genetic information, military or veteran status, gender identity, gender expression, or because they are perceived to have one or more of the preceding characteristics, or based on association with a person or group with one or more of these actual or perceived characteristics.

### **About Transcripts**

- Candidates must upload copies of all transcripts (need not be official at the time of application) which prove sufficient for verifying minimum qualifications for this position.
- Official transcripts will be required at the time of the job offer.
- Transcripts must be from the awarding institution and must show that the degree has been awarded (or conferred) and the year.
- Degree(s) must be earned (or conferred) from accredited institution(s) or an equivalent foreign institution by the first consideration date for this position.
- All degrees must be verifiable on a legible transcript by the indicated first consideration date for this position.
- Foreign transcripts must be transcribed in English AND evaluated for U.S. equivalency by a bona fide U.S. evaluation service.

### **Selection Process**

- A selection committee will review application packages of those candidates who have met the minimum qualifications for this position and will select a limited number of qualified candidates for an interview.
- Each candidate may be asked to deliver a presentation on a topic of the selection committee's choice. The candidate will be informed of the topic when an interview appointment is scheduled.

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- Each candidate may be asked to complete a writing prompt just prior to the interview.
- Travel costs must be borne by the applicant.
- Final candidates for faculty, management, and supervisor/confidential positions may be interviewed by the Superintendent/President.
- If selected as a finalist, the candidate permits the District to contact current and former employer(s) to investigate employment history.

**Quick Link** <https://employment.citruscollege.edu/postings/1472>

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**Contact Information**

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

**Contact**

Citrus Community College  
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