

English Instructor - Tenure Track  
Cabrillo College

Direct Link: <https://www.AcademicKeys.com/r?job=269733>

Downloaded On: Dec. 23, 2025 7:56pm

Posted Dec. 23, 2025, set to expire Feb. 10, 2026

**Job Title** English Instructor - Tenure Track  
**Department** English  
**Institution** Cabrillo College  
Aptos, California

**Date Posted** Dec. 23, 2025

**Application Deadline** 02/10/2026

**Position Start Date** Available immediately

**Job Categories** Lecturer/Instructor

**Academic Field(s)** Humanities - English

**Apply Online Here** <https://apptrkr.com/6808462>

**Apply By Email**

**Job Description**

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English Instructor - Tenure Track

Cabrillo College

**Salary:** See Position Description

**Job Type:** Full-time (100%)

**Job Number:** 2025-02089

**Closing:** 2/10/2026 11:59 PM Pacific

**Location:** Aptos, CA

**Department:**

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English

***Please apply for this job directly on the Cabrillo College job opportunities page [here](#).***

### Employment Opportunity

Join our organization's amazing educational environment as part of our ongoing commitment to foster diversity, equity, and inclusion via our **CLUSTER HIRE** process. We seek to bring together a group of exceptional individuals to collectively contribute to our college's diverse intellectual and cultural experience. Applicants must satisfy the DEIA+ criteria per the job announcement's supplemental questions. Read more about the [CLUSTER HIRE PROCESS](#).

**College Commitment to Equity and Diversity:** The **ideal** candidate shares and participates in Cabrillo's commitment to the values of diversity and equity while serving its socioeconomically and ethnically diverse student community. For the 2024-2025 Academic Year, 61% of Cabrillo students are members of minoritized populations, identifying themselves as LatinX (51.25%), Multi Ethnic (6%), Asian (2.5%), Black Non-Hispanic (1%), Filipino (0.87%), American Indian/Alaskan Native (0.21%) and Pacific Islander (0.16%). Cabrillo is proud to be an Hispanic Serving Institution, enrolling 51% Hispanic students, and recent data indicates that the college has closed the achievement gap for graduation success (50% of graduates are Hispanic). The college is dedicated in its efforts of diversity, equity, and inclusion, having established Board goals of supporting antiracism efforts and promoting a year-long equity reading certificate program for faculty, staff, and managers.

**Starting Salary Range:** This full-time, tenure track instructor will enjoy a **175-Day** work schedule. ranging from **\$70,350 to \$107,987** per year, salary is determined by applicant's documented education and experience. Maximum initial salary step placement on the [175-day Faculty Salary Schedule](#) is step 9. An annual **doctoral stipend of \$4,697** is granted to eligible faculty.

**Excellent benefits, including quality health insurance at a \*LOW COST for you and your family!** Comprehensive benefits include medical, dental, life, short and long term, and vision (optional) insurance provided at a share of cost on a pretax basis, CalSTRS Retirement, and an Employee Assistance Program. Benefits begin the first day of the second month of employment. **\*In many cases full-time employee net out-of-pocket for benefit premiums may be as low as \$0 depending upon the plan selected. More information can be found on the Benefits [webpage](#) on the HR webpage.**

**About This Opportunity:** The position begins on **Monday, August 17, 2026**, pending Governing Board ratification. Classes may be in a traditional "in class" setting, online, or hybrid format scheduled

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over summer and/or winter months, and at various campus locations, including days, evenings, and/or weekends.

**Faculty** actively participate in curriculum development, program planning, and serve on participatory governance committees. Cabrillo provides excellent opportunities to learn, collaborate, create, and make a difference in the lives of its diverse student body and community.

**About Us:** Cabrillo College is honored to participate in the California [Guided Pathways](#) project helping students achieve their educational goals and is highly regarded for its success of transfer and career education. The college is proud to enroll over 11,400 students each semester, and many of our students transfer to nearby universities - the University of California at Santa Cruz, San Jose State University, and California State University at Monterey Bay.

On October 21, 2024, Cabrillo College was ranked ***the best community college in California***, based upon a study released by SmartAsset in the *Miami Herald*, and in the same study was ranked 37th overall in the United States. Join us as we shape futures together!

**About Our Community:** While Santa Cruz is primarily known as "Surf City" for our beaches and surfing, we have so much more to offer! Our cozy little county has famous coastal redwoods; the spectacularly scenic San Lorenzo River Valley; well-known coastal beaches; and our abundant agricultural south county. Aside from our miles of beaches, we have multiple state parks, two colleges, wineries, a delicious agriculture and food scene, a symphony, the last major seaside amusement park on the West Coast, an NBA-G League team (go, Warriors!), museums, a national repertory Shakespeare company, and more that virtually guarantee something for everyone. Find your professional and personal well-being here at Cabrillo in our celebrated community!

**About the Department:** The Cabrillo College English Department is committed to advancing educational excellence and equity for all students through an antiracist lens. The English Department is unwavering in its commitment to foster an inclusive and equity-centered teaching and learning environment. This commitment extends to providing fair support, access, and opportunities for success, with a specific focus on addressing historical disparities and serving the goals of Hispanic-Serving Institutions (HSIs) to uplift socio-economically disadvantaged, historically underrepresented, and emerging student populations. As a member of the English Department team, the successful candidate will contribute to a community that embraces social justice, a collaborative and professional culture, placing high value on exceptional and innovative teaching, inclusion, support, diversity, and personal and collective growth. Instructors actively engage with faculty across various disciplines, classified staff, administration, students, and the community to actualize the College's vision of

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fostering positive change in the world, one student at a time.

[Click here to learn more about our English Department](#)

[Click here to learn more about our English, Library, and Language Arts \(ELLA\) Division](#)

### Examples of Duties

- Teach primarily transfer-level composition, with additional possibilities of teaching literature and creative writing, which may include evening and/or off-campus assignments
- Participate in communities of practice to develop culturally-responsive course materials and classroom assessment strategies
- Participate in interdisciplinary collaboration with faculty in learning cohorts
- As needed, serve as instructor and co-coordinate the Puente Project learning community with Puente faculty in counseling. This includes program implementation and recruitment as well as fostering community relations, planning, scheduling, and participating in events and mentoring activities (both on and off campus), and participating in statewide Puente Project training and student transfer conferences.
- Maintain expertise in culturally responsive, anti-racist, and equity-minded teaching approaches and curricula.
- Develop instructional materials and techniques to meet the changing needs of students
- Engage in participatory governance committees, processes, and initiatives such as Guided Pathway
- Maintain timely and accurate records of student enrollment, attendance, and academic progress
- Provide academic assistance and related services to students during scheduled office hours
- Cooperate with and participate as may be required in District investigations and/or student grievance matters of alleged unlawful harassment, discrimination, and retaliation
- Demonstrate sensitivity to and understanding of diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students, faculty and staff
- Complete required District trainings such as Title IX, Mandated Reporter, EEO/Diversity/Elimination of Bias, Workplace Safety, etc.

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### Minimum Qualifications

#### Required Education from a U.S. Department of Education-recognized accredited organization and licensure qualifications:

- 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 AND
- Master's in English, literature, comparative literature, or composition **OR**
- Bachelor's in English, literature, comparative literature, or composition **AND** a Master's in linguistics, TESL, speech, education with a specialization in reading, creative writing or journalism **OR**
- A lifetime California Community College Instructor Credential in English **OR**
- **THE EQUIVALENT**
  - The state of California has established minimum qualifications for academic positions in California Community Colleges to promote professionalism, instructional integrity, and academic rigor. Each discipline has specific, approved degree majors that are listed above. **You must complete and attach an Equivalency Form with your application if your degree major does not match one of the disciplines listed above.** This form allows Cabrillo College's Equivalency Committee to review your education and/or professional experience to determine whether it is equivalent in level, content, and rigor to the required degree. Applications cannot be considered without a completed Equivalency Form, ***even if your degree is closely related.***
    - **For example:** If the MQs list a *Master's in Geology, Geophysics, Earth Sciences*, and your degree is in *Geosciences* or *Earth and Environmental Studies*, you must request equivalency by submitting the form with your application.

### TO REQUEST EQUIVALENCY:

- Complete the **Equivalency Form** and attach it to your application
  - Be sure to attach **supporting documents** - such as unofficial transcripts, course descriptions, certificates, or verification of professional experience.

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### Still completing your degree?

- Applicants currently finishing their degree(s) are welcome to apply! However, they must also submit an **Equivalency Form** with unofficial transcripts.
- This requirement also applies to applicants who have completed all coursework but are **awaiting official degree conferral**.

### Required Professional Expertise:

- Currency and depth of knowledge in the applicable professional field, curriculum development, and review and assessment of student learning outcomes
- Knowledge and understanding of programs that address commitment to equity-minded and culturally responsive teaching strategies enhancing student success, including the ability to collaborate effectively within structured learning communities that integrate instruction with counseling, mentoring, and community partners (e.g., Guided Pathways, Puente, Umoja, TRIO, First Year Experience, Honors)
- Work cooperatively and demonstrate sensitivity to the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of students, administrators, faculty, and staff
- Strong verbal and written communication skills, and proficient use of technology
- Evidence of professional activities and service beyond primary teaching assignments

### Required Discipline Specific Requirements/Licensure:

- Familiarity with contemporary, student-centered pedagogies in composition, creative writing, and/or literature
- Demonstrated knowledge of effective teaching techniques, classroom assessments, and intervention strategies that improve retention and accelerate mastery of composition skills
- Commitment to maintaining an instructional presence at the Watsonville Center, Cabrillo's South County campus serving predominantly Latinx students
- Ongoing engagement in culturally responsive, anti-racist, and equity-minded teaching practices, including the development of instructional materials that adapt to evolving student needs

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### Desired Qualifications/Performance Expectations:

- Successful online teaching experience.
- Upper-division and/or graduate-level course work in Native American, Chicano/a-Latino/a, African American, Asian American, and/or World literature
- Background, training, and experience relevant to teaching in a federally designated Hispanic-Serving community college
- Experience collaborating within structured learning communities that integrate instruction with counseling, mentoring, and/or community partnerships (e.g., Puente, Umoja, TRIO, First Year Experience, Honors), with evidence of supporting student retention, completion, or transfer.
- Demonstrated willingness and readiness to support the Cabrillo Puente Program, including participation in Puente-related teaching, mentoring, recruitment, events, professional development, or coordination with Puente counseling faculty, in service of increasing transfer and academic success for educationally underrepresented students, particularly within Latinx, first-generation, foster youth, LGBTQIA+, and multicultural learners through student centered instruction.
- Bilingual in English/Spanish

### Additional Information

### APPLICATION PROCESS

1. Complete the application with a minimum of three (3) professional references and answer **all** supplemental questions (do not copy/paste from your application or resume, indicate "See x", or "Provided upon interview"); provide detailed information to aid in determining the minimum qualification requirements have been met
2. Attach a resume or CV detailing teaching and professional work experience
3. Attach one of the following:
  - Unofficial transcripts from all colleges attended displaying any degrees conferred (copies, photos, and downloads are acceptable; diplomas and certificates are not). Foreign transcripts must be evaluated for U.S. equivalency and attached (at the applicant's expense) - [click here](#) for more information **OR**
  - A Copy of a lifetime California Community College Instructor credential in English, front and back (if applicable) **OR**
  - A completed and signed Equivalency Form as needed - [click here](#). Refer to the equivalency

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information listed in the Minimum Qualifications area to determine whether this form is necessary.

**Please note:** All application materials must be received by 11:59 pm on the closing date indicated above. Once submitted, applications are unable to be amended and will require a new application for revisions.

### Attention Applicants

Only completed applications with the above required attached documents will be reviewed. Application materials not listed above (such as cover letters, letters of recommendation, statements, etc.) will not be reviewed by the committee. Applicants need to remove personally identifiable information such as photos of themselves, social security number, birth year, age, and gender from application materials. Expenses related to the general application process (obtaining/translating documents, etc.) are the responsibility of the applicant. Cabrillo College may provide a travel reimbursement to eligible candidates based on travel distance. A candidate is eligible for travel reimbursement when they have participated in an in-person interview for first- and/or second-level interviews and distance. **We are unable to sponsor any work visas.**

**Questions? Concerns?** Please contact HR at [cabrillohr@cabrillo.edu](mailto:cabrillohr@cabrillo.edu) as Departments, Divisions, and Committee Members are unable to discuss active recruitments with potential candidates.

### Selection Procedure

Meeting the posted requirements is not a guarantee of an interview. A written performance exercise and/or teaching demonstration/presentation may be a part of the interview. Finalists will be invited to return for a second interview. All notifications will be via email, AND by accessing your [application profile](#). Initial interviews are tentatively slated for late March/early April, but are subject to change.

### Conditions of Employment

Candidates given a conditional offer of employment are required to submit tuberculosis screening clearance results, official transcripts, proof of eligibility to work in the United States, and present their Social Security card upon hire for payroll purposes. Cabrillo is an [E-Verify](#) employer.

### EEO Statement

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Cabrillo College is an equal opportunity employer seeking a diverse pool of qualified applicants. The policy of the College is to encourage applications from all persons. No person shall be denied employment because of ethnicity or race, color, sex or gender, gender identity, gender expression, age, religion, marital status, disability, sexual orientation, national origin, medical conditions, status, or protected veteran status.

### **Accommodations**

Persons with disabilities who require reasonable accommodation to complete the employment process must notify Human Resources at [cabrillohr@cabrillo.edu](mailto:cabrillohr@cabrillo.edu).

To apply, please visit <https://www.schooljobs.com/careers/cabrilloedu/jobs/5175638/english-instructor-tenure-track>

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### **Contact Information**

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

### **Contact**

English  
Cabrillo College

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