

**Counselor (Native American Pathway)**  
**Southwestern Community College District**

Direct Link: <https://www.AcademicKeys.com/r?job=234784>

Downloaded On: May. 16, 2024 8:25pm

Posted Apr. 17, 2024, set to expire Aug. 16, 2024

<b>Job Title</b>	Counselor (Native American Pathway)
<b>Department</b>	Counseling & Student Support Programs
<b>Institution</b>	Southwestern Community College District Chula Vista, California

<b>Date Posted</b>	Apr. 17, 2024
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<b>Application Deadline</b>	Open until filled
<b>Position Start Date</b>	Available immediately

<b>Job Categories</b>	Professional Staff
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<b>Academic Field(s)</b>	Administration - Counseling Services
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<b>Job Website</b>	<a href="https://applytab.io/tw6">https://applytab.io/tw6</a>
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**Apply By Email**

**Job Description**

**Posting Number:** 0601492

**Open Date:** 04/15/2024

**Position Title:** Counselor (Native American Pathway)

**Working Title:** Academic Counselor/Coordinator - Native American and Indigenous Learning Community

**Department:** Counseling & Student Support Programs

**Work Site:** Main Campus: 900 Otay Lakes Road, Chula Vista, CA 91910

**FLSA:** Exempt

**Position Type:** Contract Faculty (Non-Tenure Track)

**Months of Service:** 11 months

**FTE:**

1.0 (full-time)

**Hours Per Week:**

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Funding Source: Categorical/Project-Funded

**District Values:**

Incumbents in District positions are expected to exhibit an equity-minded focus, responsiveness, and sensitivity to and understanding of the diverse academic, socioeconomic, cultural, gender identity, sexual orientation, and ethnic backgrounds of community college students, and employees, including those with physical or learning disabilities, and successfully foster and support an inclusive educational and employment environment.

**Job Description**

[https://www.swccd.edu/\\_resources/vision/documents/167.pdf](https://www.swccd.edu/_resources/vision/documents/167.pdf)

**Responsibilities:**

This position may include a combination of day, evening, and weekend assignments.

This is a temporary, non-tenure track position that is categorically funded by the Native American Student Support and Success Program Grant (NASSSP) and is funded for five years. The position may be extended, based upon renewal of funding beyond the fifth year.

Southwestern Community College District (SCCD) is seeking one full-time, tenure track, equity-focused counselor who is committed to serving its' culturally diverse student population with a particular focus on the recruitment, retention, and completion of Native American/American Indian/Indigenous student populations.

Southwestern Community College District seeks a faculty member who will foster an inclusive learning environment through equity-minded counseling, teaching, leadership, and service to students working toward goals of language acquisition, non-credit to credit pathway, short term programs, university transfer, associate degree and certificate completion, employment advancement, and personal growth.

**THE COLLEGE**

Southwestern Community College District is a single college district providing higher education in Chula Vista, San Ysidro, Otay Mesa, National City and Coronado. SCCD's strategic south San Diego County locations position the College to provide exceptional service to a binational community on the U.S.-Mexico International Border. SCCD is one of 20 initial California Guided Pathways colleges and is known for its excellent learning communities. As a designated Hispanic Serving Institution, the College values equity, inclusion, and culturally responsive andragogy for all students.

The College provides quality academic programs and comprehensive student support services that ensure equitable access, and clear pathways to student success. These efforts include professional development opportunities, employee-led affinity groups, proud commitment to DACA students, and

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supportive employee onboarding practices.

### **OUR STUDENTS**

Southwestern Community College District currently enrolls approximately 28,000 students annually that includes a noncredit population of approximately 1,500 students. SCCD is comprised of 69% Hispanic students, 10% Caucasian students, 9% Filipino students, 4% African American students, 3% Asian students and less than 1% Native American/American Indian/Alaskan Native students. Approximately 63% of the College's students are under the age of 24 with 23% between the ages 25-39. Our students' gender demographics are represented by 55% female and 44% male.

### **OUR VALUES**

We value the ability to serve students from a broad range of cultural heritages, academic backgrounds, genders, abilities, and orientations. We seek applicants who demonstrate they understand the benefits diversity brings to a professional educational community. Successful candidates will be expected to exhibit responsiveness and sensitivity to and understanding of the diverse academic, cultural, gender identity, gender expression, sexual orientation, disability, religious, and ethnic and racial backgrounds of community college students and employees, and successfully foster and support an inclusive educational and employment environment. An equity-minded individual is a person who already does or has demonstrated the desire to:

Critically self-assess their individual impact, through counseling practices and student engagement, on closing equity gaps and holds themselves accountable to upholding and delivering equitable services. Reframe deficit language and take individual and collective responsibility to look at their own practices as a vehicle to eliminate inequities.

Encourage positive race-consciousness and embrace human differences.

Strategically encourage and build buy-in and participation among colleagues for equity efforts.

Understand the use of data in decision-making and counseling processes as it relates to the Vision for Success and Student Equity goals.

Southwestern Community College District seeks faculty who value mentorship and working in a collegial, collaborative environment, guided by a commitment to helping all students achieve their educational goals.

Knowledge & Abilities:

### **RESPONSIBILITIES:**

Under the direction of the Dean, Counseling and Student Support Programs or designee, the Counselor will be responsible for developing and establishing a Native American Student Success pathway by providing equity-minded program coordination/development, collaboration with local Tribal leaders, Tribal councils, and Tribal programs, academic, career and personal counseling to a diverse student population. The Counselor will provide services including serving as Field of Study/Guided

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Pathways counselor, interpretation of placement results; development of individual academic/career/educational plans; orientation presentations to large groups of students and local Tribal communities; small group advisement prior to registration; make referral to other appropriate services, follow-up on student progress; and participate in District shared governance and/or other committees.

The Native American and Indigenous Learning Community Counselor assists American Indian, Alaska Native, and other student populations in transitioning into and connecting with the campus community, enhancing cultural and educational experiences, and increasing persistence and retention rates to achieve their educational goals. The assignment also involves providing educational, career, and personal counseling to students. The Counselor/Coordinator is expected to coordinate and facilitate a variety of workshops utilizing Native American and Indigenous identity affirming practices for new and continuing students, classroom presentations, outreach activities, evening, and Saturday assignments. The Counselor will also provide referrals for students to other services and agencies. The Native American and Indigenous Learning Community Counselor will also provide leadership in areas of student intervention strategies, enhancing student completions, teaching, career, and orientation to college courses. This assignment also includes curriculum development, participation in the shared governance process through work in normal professional activities, committee work, and student activities. In addition to counseling duties, the Counselor will assist in the development of programs and services to promote student retention; participate in developing curriculum for Personal Development programs; instruct Personal Development classes; participate in joint projects with instruction; serve as liaison to Tribal representatives and schools serving American Indian and Indigenous students in K-12, South Bay, and surrounding Native American reservations.

### **Education & Experience:**

Minimum Qualifications (Faculty and Academic Administrator Positions Only)

Master's degree in counseling, rehabilitation counseling, clinical psychology, counseling psychology, guidance counseling, educational counseling, social work, career development, marriage and family therapy, or marriage, family and child counseling, OR Bachelor's degree in one of the above listed degrees and a license as a Marriage and Family Therapist (MFT) OR Possession of a valid California Community College Credential in Counseling OR the equivalent.

Please note, this position is not a mental health therapist position at Southwestern Community College District. It is focused on academic counseling and not associated with behavioral health or located within our personal wellness department.

Candidates must exhibit an appreciation of, a sensitivity to, and respect for a rich and diverse academic environment, inclusive of students, faculty, and staff of varying social, economic, cultural,

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ideological and ethnic backgrounds, and those with disabilities. Experience working in a community with a similar diversity pattern as is found in the service area for Southwestern College is preferable.

**Desired Qualifications:**

- Experience with developing/implementing Native American, American Indian, Alaska Native student success programs.
- Experience counseling/supporting/advising Native American, American Indian, Alaska Native students, including Native American LGBTQIA+ community members.
- Undergraduate or Graduate Work in Native American Studies
- Community college counseling experience.
- Knowledge of anti-racism strategies, specifically regarding supporting Native American students.
- Knowledge of traditional values of the local tribal community.
- Understanding of guided pathways and student services redesign to deliver equitable outcome.
- Experience with instruction and curriculum development, understanding of developmental education.
- Experience with student educational planning, transfer planning, and career-technical counseling and planning strategies.
- Crisis counseling; and community-based organizations awareness.
- An understanding of Title V, Categorical programs and changes impacting Student Services.
- Bilingual skills.

**Licenses and Other Requirements:**

Preference shall be given to qualified candidates of Native American or Alaskan Native Heritage (Federal Indian Preference Act of 1990). Applicants claiming Native American/Alaskan Native Heritage hiring preference are required to attach verification of heritage certified by tribe of affiliation or other acceptable documentation of Native American or Alaskan Native heritage.

All District employees must participate in the COVID-19 Vaccination Program, which requires them to be fully vaccinated against COVID-19 unless they receive an approved medical or religious exemption.

**Working Conditions:**

**Salary:**

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Upon initial employment, full-time faculty members are placed on the salary schedule based upon years of experience and education. Initial salary placement for experience can range from \$68,468.00-\$103,022.00 per year. Faculty members are encouraged to continue their professional development through additional study qualifying them for advancement on the salary schedule.

For the current salary schedule and information on salary placement visit our website at <https://www.swccd.edu/administration/human-resources/salary-schedules/index.aspx>

Benefits include a choice of medical plans, dental coverage, vision, sick leave and an optional tax deferred flexible benefit plan. Coverage is offered for employees and all eligible dependents. Academic employees participate in the State Teachers' Retirement System, a defined-benefit retirement plan through the State of California.

An excellent benefits package which includes medical, vision, dental, retirement, vacation, generous sick leave package, and life insurance is available for the employee and eligible dependents.  
Salary Schedule: Academic Contract (11-month)

**Work Schedule:**

Successful candidate may be assigned to any of the campus sites (Chula Vista, National City, Otay Mesa, and/or San Ysidro).

Start Date: July 1-June 30, 2028 (with the possibility of extension)

**Initial Screening Deadline:**

All application materials must be received on-line at <https://jobs.swccd.edu>. Position is open until filled. Applications received by the first screening deadline of 11:59 p.m. on Friday, May 3, 2024 are guaranteed to be reviewed by the selection committee. Any application received after the deadline is not guaranteed a review.

Tentative Timeline (Subject to Amendments):

| April 15-May 3, 2024 | Position advertised; District receives applications

| May 3, 2024 | Initial screening deadline for guaranteed consideration. Position is open until filled.

| May 13-24, 2024 | Reviewing of applications.

| May 27-31, 2024 | Search Committee interviews candidates

| June, 2024 | Top finalist interviews

| July, 2024 | Successful applicant name submitted to Governing Board for approval.

**Open Until Filled Yes**

Required Applicant Docs Cont'd Southwestern College Online Application



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**Supplemental Application:**

Special Instructions to Applicants:

**REQUIRED APPLICATION MATERIALS:**

1. Letter of Application (cover letter) – that addresses the responsibilities & qualifications of this position including:
  - a. Experience and expertise in culturally responsive program coordination, counseling methods, particularly as it relates to career, personal and academic counseling for Native/American Indian, and/or Alaska Native students.
  - b. Evidence of working with Tribal governments, Elders, and or existing relationship with local tribes in South Bay or San Diego region or connection to other tribes in California.
  - c. Evidence of responsiveness to and understanding of the racial, socioeconomic, academic, and cultural diversity within the community college student population, including students with diverse ability (e.g., physical and/or learning) as these factors relate to the need for equity-minded practice in enrollment services and in the campus community.
2. Narrative: Counseling philosophy statement of no more than two (2) pages that responds to the following questions:
  - a. Provide a detailed description of effective strategies you have utilized or implemented in supporting American Indian, Alaskan Native and Indigenous students? Specifically, provide examples that demonstrate your role in contributing to their success and closing equity gaps in and out of the learning environment.
  - b. Describe how your academic counseling approach has changed/evolved since you began counseling. Provide examples of what motivated this change.
  - c. What experience do you have with new program development that is focused on building a pathway for success for Native/American Indian, Alaskan Native and Indigenous students.
  - d. How would you support and foster enduring relationships with the local Native American and Indigenous communities?

Equivalency (Academic Faculty Positions Only)

Equivalency (Academic Faculty Positions Only)" section to read as follows, "To teach classes at Southwestern Community College District, an applicant must have completed coursework that meets the California Community College's Chancellor's Office Minimum Qualifications for Faculty. In some cases, an applicant who does not possess the exact degree title(s) listed by the State may meet State requirements for equivalency. In this case, the District follows a process to determine equivalency. If this is the case, please complete the Supplemental Equivalency Application, for Academic Employment and upload this form with your online application.

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**Foreign Degrees:**

Foreign degrees require an evaluation for United States equivalency from an agency having membership with the National Association of Credential Evaluation Services, Inc.

Transcripts issued outside the United States of America require a course-by-course analysis with an equivalency statement from a certified transcript evaluation service verifying the degree equivalency to that of an accredited institution within the USA. This report must be attached to your online application at the time of applying.

For your convenience, here is a link to NACES (National Association of Credential Evaluation Services) membership list to assist you in complying with this requirement, <https://www.naces.org/members>. You may use any other certified transcript evaluation service at your disposal.

**Additional Information:**

A confirmation number will be assigned if your application packet has been successfully submitted. Assistance with the online application process is available through the Human Resources Office at 900 Otay Lakes Road, Chula Vista, CA 91910; telephone: (619) 482-6395 or e-mail to [employment@swccd.edu](mailto:employment@swccd.edu).

It is the sole responsibility of the applicant to ensure that all application materials are received by the review deadline date. A separate, complete application packet is required for each position for which you are applying for. All materials included in your application packet become District property, will not be returned, will not be copied, and will be considered for this opening only.

Candidates selected for employment with Southwestern Community College District must be fingerprinted by an electronic fingerprinting service (i.e. LiveScan) within 10 days of employment; provide clearance of tuberculosis (dated within the past 4 years and renewed every four years as a condition of continued employment) within 60 days of employment; provide proof of eligibility to work in the United States.

In addition to the above, for Faculty/Administrator positions (only), successful candidate must submit official (sealed) college transcripts confirming date degree conferred and/or a valid CA Community College Credential.

Reasonable accommodations will be provided to candidates with verified disabilities. Accommodation requests should be made at the time the interview appointment is scheduled.



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As an Equal Opportunity Employer and in compliance with the Americans with Disabilities Act, Southwestern Community College District will make reasonable accommodations for individuals with disabilities.

The Southwestern Community College District shall not discriminate against any person in employment or in any program affiliated with the District on the basis of age, ancestry, color, ethnic group identification, national origin, religion, race, sex, sexual orientation, physical or mental disability, veteran status, or on the basis of these perceived characteristics, or based on association with a person or group with one or more of these actual or perceived characteristics.

Notice of Availability of the Annual Security Report – Southwestern College is committed to assisting all members of the community in providing for their own safety and security. The Annual Security Report is available on the SWCPD website at <https://www.swccd.edu/student-support/college-police/public-information-and-resources/index.aspx>.

If you would like to receive a hard copy of the Annual Security Report, which contains this information, you can stop by the SWC College Police Department or you can request that a copy be mailed to you by calling (619) 482-6390.

The report contains information regarding campus security and personal safety including topics such as: crime prevention; public safety authority; crime reporting policies; programs to prevent dating violence, domestic violence, sexual assault, and stalking; the procedures the College will follow when one of these crimes is reported; and other matters of importance related to security on campus. The report also contains information about crime statistics for the three most recent calendar years concerning reported crimes that occurred on campus; in certain off-campus buildings or property owned or controlled by the College or a recognized student organization; and on public property within, or immediately adjacent to and accessible from the campus.

This information is required by law and is provided by the SWC College Police Department.

Drug and Alcohol Abuse Prevention Plan (DAAPP) – More information about the DAAPP, including the Drug Free Environment and Drug Prevention Program Policy and Procedure and Biennial report can be found in the Health and Safety Section of the campus Consumer Information page (<https://www.swccd.edu/student-support/health-services/personal-wellness-mental-health/drug-and-alcohol-abuse-prevention-program.aspx>)

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**Selection Procedure:**

A screening committee will evaluate applicants, taking into account the breadth and depth of relevant education, training, experience, skills, knowledge, and abilities. Selected applicants will be invited for an interview.

**INTERVIEW TRAVEL COSTS MUST BE BORNE BY THE APPLICANT.**

If additional positions become available in this classification, applications received in response to this posting may be considered for those additional positions for up to 90 days after final board approval.

**HR Contact Information:**

Southwestern Community College  
Human Resources (Bldg. 46B-150)  
900 Otay Lakes Road  
Chula Vista, CA 91910  
[www.swccd.edu](http://www.swccd.edu)

(619) 482-6395

**Contact Information**

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

**Contact**

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