Orange Coast College

Instructor Ethnic Studies (Tenure Track)
Job#: 17-O-23
Salary: $57,396.00 - $136,836.00 Annually
Deadline: 8/22/2022 11:59 PM Pacific

Full job description and OFFICIAL application available ONLY at: http://50.73.55.13/cou\nter.php?id=233527

Orange Coast College (OCC) is seeking a full-time, equity-minded, tenure track faculty member in Ethnic Studies commencing with the 2023 Spring Semester. The primary teaching assignment involves all areas of Ethnic Studies. This assignment also includes curriculum and program development, participation in department, division, college committees, and participatory governance activities assuming leadership roles both within the department and in the institution as a whole; collaboration across disciplines and the leveraging of student support resources; and participation in ongoing professional development.

The assignment may be day, evening, weekend, online, hybrid, or off-campus and is subject to change as needed. The ideal candidate for this position embraces the overall mission of Orange Coast College and the Coast Community College District, with a clear, focused commitment to supporting individualized student and employee goals through the work of Ethnic Studies.

The Ethnic Studies department shares OCC’s commitment to equitable outcomes; inclusive practices; and racial, ethnic, and socioeconomic diversity. Ideal candidates for this position share OCC’s devotion to educating and improving the lives of our representative student, employee, and community populations. We currently enroll 18,705 students, the majority of whom are from racially minoritized populations: 34% of OCC’s students are Latinx, 2% are African-American, 25% are Asian, less than 1% Native American, 30% are White, and 5% are multiracial. Faculty have the opportunity to enhance their classroom methods during two professional development days during the academic year, which include learning sessions like “Digital Accessibility”, “Basic Skills: Helping students help themselves” and “Taking a skills-based approach to teaching college students”. Student-centered activities that support OCC’s mission include campus-wide student success projects funded by the Office of Student Equity; partnerships with local Hispanic Serving four-year institutions; active programs that work to improve the academic achievement of racially minoritized students, such as PUENTE and UMOJA; Extended Opportunity Programs and Services (EOPS) and Disabled Student Program and Services (DSPS).

The Social and Behavioral Sciences Division supports the Mission of Orange Coast College by providing opportunities to our students to delve into the humanistic study; to help better understand humankind in its societal and behavioral context. In an age of rapid change, this division at Orange Coast College attempts to prepare its students with content and theories of the social, cultural, and other life conditions that make change likely, unlikely, predictable, or inevitable. The Division of Social and Behavioral Sciences values the study of a broad range of disciplines such as Anthropology, Economics, Ethnic Studies, Gender Studies, Geography, Global Studies, History, Humanities, Philosophy, Religious Studies, Political Science, Psychology, Sociology, and Social Justice Studies. All of these disciplines combine to provide glimpses into human beings with all their diversity and uniqueness.
Essential Duties and Responsibilities
Duties may include, but are not limited to, the following:
• Provide instruction in Ethnic Studies in accordance with established course outlines.
• Provide leadership in the development and revision of the Ethnic Studies curriculum responsive to the students served.
• Participate in curriculum development, implementation, and evaluation; participate in and develop programs to measure student performance.
• Maintain current knowledge in the subject matter areas.
• Maintain appropriate standards of professional conduct and ethics.
• Fulfill the professional responsibilities of a full-time faculty member including, but not limited to the following: teach all scheduled classes unless excused under provisions of Board Policy; follow the department course outlines; keep accurate records of student enrollment, attendance, and progress; submit student grades according to established deadlines; post and maintain scheduled office hours; participate in departmental meetings and college and/or district-wide activities and committees as assigned.
• Ability to contribute to campus and district-wide professional responsibilities and activities.
• Ability to complement existing staff, student, and community demographics in terms of professional and personal skills.
• The assignment may include day, evening, weekend, and online sections.

Qualifications and Physical Demands
Minimum Qualifications
• Must meet one of the following qualifications under (1) through (5) and demonstrated evidence of D.E.I. (Diversity, Equity, Inclusion):
  • Valid California Community College Instructor credential, appropriate to the subject, per Education Code 87355 (issued prior to July 1, 1990); OR
  • Master's in the ethnic studies field; OR
  • A master's in American Studies/Ethnicity, Latino Studies, La Raza Studies, Central American Studies, Latin American Studies, Cross-Cultural Studies, Race and Ethnic Relations, Asian-American Studies, or African-American Studies; OR
  • Master's in one of the disciplines included in the interdisciplinary area and upper-division or graduate course work in at least one other constituent discipline; OR
  • Possess a combination of education and experience that is at least the equivalent to the above. Candidates making an application on the basis of equivalency must submit an Application for Equivalency in addition to all other required materials. Please see "Additional Information" below to determine if you need to submit an Application for Equivalency. AND

  • Demonstrated evidence of responsiveness to and understanding of the racial, ethnic, disability, gender identity, sexual orientation, socioeconomic, academic, and cultural diversity within the community college student population, including students with different ability statuses (e.g., physical and/or learning) as these factors relate to the need for equity-minded practice within the classroom.

Note: (D.E.I.A. - Diversity, Equity, Inclusion, Access)
The Coast Community College District (Orange Coast College, Golden West College, and Coastline) continue to strengthen our efforts around diversity, equity, inclusion, and access. Orange Coast College is focused on creating a culture of inclusive excellence by uplifting employees and students through an environment that is equitable, diverse, inclusive, and accessible. We have a strong focus and importance on D.E.I.A. (Diversity, Equity, Inclusion, Access) and will be actively listening, assessing, and evaluating this throughout each stage of the application, recruitment, and interview process.

Orange Coast College - Equity, Diversity, and Inclusion

Desirable Qualifications:
Two or more years of recent experience teaching Ethnic Studies, preferably Latinx American Studies-related courses to college students at the community college level. Evidence of innovation, scholarship, and leadership in the teaching of Ethnic Studies, including Latinx American Studies, Black and African American Studies, Asian American Studies, and Native American And Indigenous Studies. Experience and expertise in culturally responsive teaching in Ethnic Studies, particularly as it relates to the relevance of Ethnic Studies to students’ lives, interests, and communities. Additional educational emphasis on women of color, feminisms, and/or gender desirable. Recent experience working with African American, Latinx, Native American, and other racially minoritized students in the classroom, and an understanding of how historical patterns of exclusion of these groups within higher education and the field of Ethnic Studies shape patterns of participation and outcomes. Demonstrated understanding of how historical patterns of exclusion of racially minoritized groups within higher education contribute to patterns of participation and educational outcomes. Ability to create a dynamic learning environment that values instructor/student interaction. Ability to effectively engage with and facilitate authentic learning for students of diverse backgrounds, cultures, and experiences. Demonstrated ability and desire to mentor students regarding programs of study, other institutions of high education, lifelong learning resources, and effective study skills. Demonstrated ability and desire to refer students to support services, programs, resources, and other professionals as appropriate. Familiarity and experience with UMOJA, Puente, Mana, and other learning communities supporting diversity on community college campuses. Foster a professional, collegial, and collaborative working and learning environment. Ability to create a dynamic learning environment that values instructor/student interaction. Ability to effectively engage with and facilitate authentic learning for students of diverse backgrounds, cultures, and experiences. Willingness to examine and re-mediate one’s instructional, relational, and classroom practices to more effectively engage and support racially minoritized students. Experience and skill with addressing issues of equity in the classroom.

Conditions of Employment
Pay Philosophy
(Spring 2023) For a full-time, 2-semester, tenure-track position a maximum starting range of $57,396 to $97,854 is offered, based on the 2021-2022 salary schedule of $57,396 to $136,836. In addition, an annual stipend of $3,348 is offered for possession of an earned doctorate from an accredited institution.

Benefits
The district provides medical, dental, and vision insurance for the employee and eligible dependents and life insurance for the employee. Please see the Benefits tab above for a comprehensive list of employee benefits.