

Full-Time Faculty/ Tenure Track Instructor, Philosophy & Social Science – Sociology

Santa Monica College

Salary: \$65,901.00 - \$137,311.00 Annually

Job Type: Full Time Faculty

Job Number: 00254

Location: CA 90405, CA

Closing: 1/12/2023 11:59 PM Pacific

Job Duties

Primary Duties and Responsibilities:

COMMITMENT TO EQUITY AND DIVERSITY

With the goal of ensuring the equal educational opportunity of all students, Santa Monica College embraces diversity among students, faculty, staff, and the communities we serve as an integral part of our history, a recognition of the complexity of our present state, and a call to action for a better future. Embracing diversity means that we must intentionally practice equity and respect toward one another, and understand that discrimination and prejudices create and sustain privileges for some while creating and sustaining barriers for others. In order to embrace diversity, we also acknowledge that institutional discrimination and implicit bias exist, and that our goal is to eradicate those vestiges from our system. Our commitment to diversity requires that we strive to eliminate those barriers to equity, and that we act deliberately to create a safe and positive environment where individual and group differences are valued and leveraged for our growth and understanding as an educational community.

To advance the goals of diversity, equity, inclusion, and social justice for the success of students and employees, we must honor that each individual is unique and that our individual differences contribute to the ability of the college to prepare students on their educational journeys. This requires that we develop and implement policies and procedures, encourage individual and systemic change, continually reflect on our efforts, and hold ourselves accountable for the results of our efforts in accomplishing our goals.

We are invested as a community in cultivating and maintaining a climate where equity and mutual respect are both intrinsic and explicit by valuing individuals and groups from all backgrounds, demographics, and experiences. Individual and group differences can include, but are not limited to the following dimensions: race, ethnicity, national origin or ancestry, citizenship, immigration status, sex, gender, sexual orientation, physical or mental disability, medical condition, genetic information, marital status, registered domestic partner status, age, religion, creed, military or veteran status, socioeconomic status, and any other basis protected by federal, state or local law or ordinance or

regulation. We acknowledge that the concept of inclusion and diversity is ever-evolving, thus we create space to allow our understanding to grow through the periodic review of this statement. In service of these goals, Santa Monica College is committed to fostering an employment environment that offers equal employment opportunity for all and an educational environment that ensures the equal educational opportunity of all students.

- Teach Introduction to Sociology, Social Problems, and Research Methods;
- Participate in curriculum development, student learning outcomes assessment and analysis, academic and career advancement, staff development programs, and college, departmental, and faculty organization activities.
- Teach Introduction to Sociology and African Americans in Contemporary Society, or Latinas/os in Contemporary Society, and/or Racial and Ethnic Relations in American Society, Social Problems and/or Research Methods

Minimum Qualifications

Minimum Qualifications:

Applicant must meet the minimum qualifications of a Sociology faculty discipline at the college. To review the minimum qualifications for faculty disciplines, refer to Minimum Qualifications for Faculty and Administrators in California Community Colleges, which can be found on the California Chancellor's Office website at https://www.cccco.edu/-/media/CCCCO-Website/About-Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Minimum-Qualifications/updated_cccco_2020_report_min_qualifications-a11y.pdf?la=en&hash=976FF09D36A5141E9710046EFF9CEC13F5AC80E7

Master's Degree in Sociology

OR

Bachelor's Degree in Sociology AND a Master's Degree in any of the following:

- Anthropology
- Any ethnic studies
- Social Work
- Psychology

OR the equivalent

Preferred Qualifications

Preferred Qualifications:

Master's degree in Sociology. Community college level teaching experience.

- Familiarity with service learning and interdisciplinary studies
- Recent experience working with African American, Latinx, Native American, and other racially minoritized students; and a willingness to use culturally responsive instructional practices.

Additional Information

Additional Information:

https://drive.google.com/file/d/1k13N_pfqtnRlvd6QMC64STWbB9x9a4NZ/view

This advertised salary range is based on the contracted regular semesters (Fall and Spring). Intersessions (Winter and/or Summer), additional teaching load, and/or substitute teaching may result in increased earning potential.

Diversity Statement

Recent experience working with African American, Latinx, Native American, and other racially minoritized students in the classroom; and a willingness to use culturally responsive instructional practices.

Demonstrated sensitivity to issues of diversity, and ability to motivate and teach community college students of diverse ethnic and racial backgrounds, sexual orientations, genders, cultures, and learning styles, as well as students with disabilities or varied levels of academic preparation.

Equity Statement

Santa Monica College encourages candidates that are equity-minded to apply. SMC is a minority-serving, Hispanic-serving institution. We actively seek to attract candidates from minority groups that value equity, diversity and inclusion. Equity, diversity and inclusion are built into the culture at SMC and are an essential component of the work that we do. SMC is committed to racial and socioeconomic diversity as it is a reflection of our student population and we strive to hire candidates that share this commitment.

Equal Employment Opportunity Disclosure

The Santa Monica Community College District is committed to the principles of equal employment opportunity. All qualified applicants for employment, as well as District employees, shall have full and equal access to employment opportunity. No person shall be subjected to unlawful discrimination in any program or activity of the District. The District's Board Policy 3420 (Equal Employment Opportunity) may be accessed at: <https://www.smc.edu/administration/governance/board-of-trustees/documents/board-policy-manual/board-policies/chapter-3-general-institution/BP-3420-EEO.pdf>
<https://get.adobe.com/reader/>

Equivalency Statement

The Santa Monica Community College District, in its desire to select outstanding faculty members from the largest possible pool of qualified applicants, recognizes the fact that candidates may attain expertise in a discipline through a variety of means. Certain combinations of education, experience and other accomplishments in the field may be judged by the District as equal to the stated minimum qualifications for this position. Candidates who feel they possess such equivalent qualifications are encouraged to apply and provide appropriate documentation of their qualifications. For further details regarding equivalency criteria, please download the Equivalency Application Statement Form available at

<https://jobs.smc.edu/applicants/static/customers/655/EquivalencyStatementPDF.pdf>
<https://get.adobe.com/reader/>

Conditions of Employment

Appointment is subject to verification of official transcripts, current or previous employment, tuberculosis and fingerprint clearance. Selected candidate must provide identification and work authorization.

For more information about Santa Monica Community College:

<https://www.smc.edu>

<https://www.smc.edu/administration/human-resources/index.php>

<https://www.smc.edu/administration/human-resources/diversity-equity-inclusivity/index.php>

To apply, please visit <https://apptrkr.com/3687082>

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