



SANTA MONICA COMMUNITY COLLEGE
invites applications for the position of:

FT/Tenure Track Instructor - Geography

SALARY:	\$65,901.00 - \$137,311.00 Annually
DEPARTMENT:	Earth Science
OPENING DATE:	12/09/21
CLOSING DATE:	02/28/22 11:59 PM
JOB DUTIES:	

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.

Job Duties and Responsibilities:

Santa Monica College is seeking to add a full-time faculty member in Geography, concentrating on physical geography and/or the people-environment tradition. This new faculty member will be expected to contribute to SMC's interdisciplinary programs in Environmental Studies and Environmental Science. Expertise in weather and climate change would be especially welcome, as would interest in supporting our programs in geospatial technologies and field studies.

The job duties and responsibilities expected in this position include the following:

- Teach geography in transfer-level courses to students who have goals of an Associate degree, university transfer, career certificate, or life-long learning.
- Teach a combination of on-ground/hybrid classes and distance education geography classes.
- Participation in developing, evaluating, and coordinating curriculum and pedagogy practices that integrate critical thinking skills.
- Collaboration with fellow Earth Science faculty members to design, evaluate, and implement course materials and classroom assessment strategies that enhance student success and persistence toward academic/career goals.
- Work in collaboration with Earth Science faculty on program review reports.
- Maintain office hours during each semester of teaching classes.
- Serve on faculty hiring and evaluation committees.
- Engage in participatory governance processes and activities and serve on Academic Senate and/or Faculty Association committees.
- Actively participate in relevant professional development opportunities on and off campus.
- Willingness to use evidence-based instructional practices.

MINIMUM QUALIFICATIONS:

Applicant must meet the minimum qualifications of a Geography 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 in geography OR Bachelor's in geography AND Master's in geology, history, meteorology or oceanography OR the equivalent OR see Interdisciplinary Studies.
- Must have evidence of sensitivity to and understanding of the socio-economic, academic, cultural and ethnic diversity within the community college student population, including students for whom English is not their first language, first generation college students, and students with physical and/or learning disabilities as these factors relate to differences in learning styles.

**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.*

PREFERRED QUALIFICATIONS:

Ph.D. in geography. College level teaching experience within a variety of teaching and learning environments, including laboratory, geospatial technologies, field work and collaborative learning.

ADDITIONAL INFORMATION:

FT Faculty Application Requirements

A standard application consists of the following:

- Online District Application
- Cover Letter
- Resume
- Transcript
- Two (2) Confidential Letters of Recommendation

* Additional, job-specific items may be required. Please refer to the job posting for specific details.

PLEASE NOTE: THE E-MAILS TO YOUR REFERENCE WRITERS REQUESTING CONFIDENTIAL LETTERS OF RECOMMENDATION ARE NOT GENERATED UNTIL THE APPLICATION IS COMPLETE. YOU MUST FINISH YOUR APPLICATION AND CLICK SUBMIT FOR THE E-MAILS TO GO OUT. PLEASE KEEP THIS IN MIND AND ALLOW ENOUGH TIME FOR YOUR REFERENCE WRITERS TO RECEIVE THE REQUEST AND SUBMIT THE LETTERS PRIOR TO THE RECRUITMENT DEADLINE. ALSO, THE LINKS IN THE E-MAILS TO YOUR REFERENCE WRITERS WILL NOT WORK IF THEY ARE TRYING TO SEND THE LETTERS OF RECOMMENDATION FROM OUTSIDE OF THE UNITED STATES. IF THIS IS THE CASE, PLEASE HAVE YOUR REFERENCE WRITER SUBMIT THEIR LETTER DIRECTLY TO THE SANTA MONICA COLLEGE HUMAN RESOURCES DEPARTMENT AT humanresources@smc.edu.

It is the applicant's responsibility to ensure that all application materials, including the letters of recommendation, are received prior to the recruitment deadline.

Pay Philosophy

Starting salaries for FT Faculty are based on a combination of experience (step) and educational (group) achievement. Initial placement is within the starting salary range and a minimum of step 5 within the applicable group. Further advancements are based on longevity and educational growth.

FT Faculty Salary Schedule

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.

Mandatory Vaccination Program

Santa Monica College has implemented a Mandatory Vaccination Program for all students and employees. For more information on the Mandatory Vaccination Program visit: <https://www.smc.edu/news/presidents-messages/2021-08-04-smc-board-unanimously-approves-mandatory-vaccination-program.php> Mandatory vaccination applies to **all** SMC employees who will be physically present and/or who will need to access college locations. All new employees must be fully-vaccinated by the first day of employment.

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>

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>

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>

APPLICATIONS MAY BE FILED ONLINE AT:

<http://www.smc.edu>

Position #00211

FT/TENURE TRACK INSTRUCTOR - GEOGRAPHY

HR

1900 Pico Blvd.
Santa Monica, CA 90405
310-434-4415

humanresources@smc.edu
