Sept 30, 2015

The following required qualifications appear on all tenure-track faculty job announcements. These are determined by Cabrillo, not by the state. They fall under the authority of the Faculty Senate. They have not been reviewed or changed, as far as we know, since they were written about 15 years ago following the enactment of AB 1725. The Instructional Administrators Council (IAC) met with the Faculty Senate President on 9/29/15 to consider possible new, updated language. Prior to that meeting the Faculty Senate President had solicited input from faculty, so that input was used in creating the draft of the revision. Also considered were criteria from the revised faculty evaluation forms being tested this fall in the HASS division. Further review, by the IAC, IC, and by the Faculty Senate, is recommended before these are adopted for use.

Current Language for “Required Professional Expertise”

1. Knowledge of and commitment to teaching strategies and methods which enhance student success at community colleges.
2. Effective oral and written communication skills.
3. Demonstrated ability to teach the courses or perform the duties effectively as described above. (teaching demonstration will be part of the interview.)
4. Ability to communicate well with students of diverse academic, ethnic, socioeconomic, and cultural backgrounds, including students with disabilities.
5. Ability to work cooperatively with others.

Proposed (DRAFT) Language for “Required Professional Expertise”

1. Currency and depth of knowledge of the applicable teaching/professional field, field or job duties.
2. Knowledge of and commitment to teaching strategies and methods-practices which enhance student success at community colleges, including appropriate, effective use of technology.
3. Effective oral and written communication skills.
4. Demonstrated ability to communicate well with students of diverse academic, ethnic, socioeconomic, and cultural backgrounds, including students with disabilities.
5. Evidence of collegial participation and leadership outside of the classroom/professional activities beyond the primary assignment.
6. Demonstrated ability to work cooperatively with others.

Note: The reference to a teaching demonstration was removed only because it was felt that it was unnecessary to say this on the job announcement. There is no intent to restrict the use of teaching demonstrations in interviews.)