Employment Opportunity

Anthropology Instructor
CR12-08 (Tenure Track Position)

College Web Address:  www.cabrillo.edu

Application Deadline:  Thursday, March 7, 2013

Starting Salary Range:  $50,068 to $76,801 per year, placement depending on
education and experience; maximum initial salary step placement on the faculty salary
schedule is step 9. Cabrillo College provides a doctoral stipend of $3,343 per year for
eligible contract faculty.

Benefits:  Cabrillo College currently provides a benefit stipend that employees apply
towards their benefit selections for medical, dental, life and long-term disability
insurance.

Days Per Year:  Faculty enjoy a 175-day work schedule.

Beginning Date:  Position scheduled to begin Fall semester 2013, pending funding
and Governing Board ratification. Assignment may include distance education
courses and may be at various campus locations; days, evenings, and/or weekends.

About Cabrillo College

Situated on Monterey Bay in the county of Santa Cruz, California, Cabrillo College is
one of the most highly regarded community colleges in the state for its success in the
area of transfer and career education and currently serves over 14,000 students.
Cabrillo College transfers many of its students to three nearby universities – the
University of California at Santa Cruz, San Jose State University in the heart of
Silicon Valley, and California State University at Monterey Bay. Cabrillo’s career
education is closely connected to the nearby Silicon Valley business environment as
well as that of the greater San Francisco Bay Area. Cabrillo focuses on student-
centered learning and has a tradition of collegial governance. At Cabrillo’s
Watsonville Center, a Green Technology Center opened in Fall 2012 and serves as a
teaching facility, built to platinum-level Leadership in Energy and Environmental
Design (LEED) standards. Construction is currently underway in renovating
classroom facilities based on a five-year federal grant from the Department of
Education, specifically geared towards program development at Hispanic-Serving
Institutions for science, technology, engineering and math.

Faculty at Cabrillo College have a long history of shared governance and participation
in all levels of decision-making at the college. Cabrillo provides an opportunity to
learn, collaborate, create, and make a difference in the lives of its students and
community.
About the Community
Santa Cruz County is located on California’s Central Coast, 65 miles south of San Francisco and 35 miles north of Monterey. Santa Cruz County boasts a rich cultural life and numerous recreational opportunities and residents enjoy a Mediterranean climate amid redwood forests, sparkling beaches and rich farmland.

Approximately 33% of Cabrillo College students are from underrepresented populations, with 30% Hispanic or Latino. To increase outreach to this population, Cabrillo established a center in Watsonville, where Hispanics and Latinos are 80% of the population. This population is the fastest growing group in Santa Cruz County. The college is particularly interested in candidates who possess academic or life experiences that enhance teaching in a multicultural context.

Local cultural highlights include numerous performing arts events, and museums and galleries throughout the area which showcase the work of artists in every medium. A number of annual events celebrate the area’s ethnic and cultural diversity. For more information, visit the Santa Cruz County website at www.scccvc.org.

About the Department
Anthropology is the broad, holistic study of all that it means to be human. The Anthropology Department offers eight courses and over 64 sections per year in three of the four main subfields of anthropology: biological anthropology, archaeology, and cultural anthropology. Most of our students transfer to four year universities and some of the majors have gone on to high-achieving professional careers in the discipline. We are committed to dynamic, student-centered teaching methodologies that encourage critical thinking and effective communication. Currently the department consists of two full-time faculty members and 10 adjunct faculty members who possess a broad range of expertise across the discipline.

Position Description
The successful candidate for this position will teach biological anthropology lecture and laboratory sections, cultural anthropology, and one or more of the following: Anthropology of Religion, Peoples and Cultures of Nonwestern Tradition, and Forensic Anthropology.

The Anthropology Department seeks a candidate with demonstrated exceptional teaching skills and a commitment to campus involvement. This position requires involvement in departmental duties including but not limited to program planning, the assessment of Student Learning Outcomes, and laboratory material management.

Qualifications
Required Education from a U.S. Department of Education recognized accredited organization and licensure qualifications:
*Master’s degree in anthropology or archaeology OR bachelor's degree in either of the above AND master’s degree in sociology, biological sciences, forensic sciences, genetics or paleontology OR
The equivalent OR
A lifetime California Community College Instructor Credential in anthropology.

*Note: Graduate students currently working on a Master’s degree are encouraged to apply, with the understanding that the degree must be completed and confirmed by July 1, 2013.
**Equivalency**  
*Candidates without the specified degrees listed above must complete and submit an Application for Equivalency Determination.* Additionally, candidates must provide documentation, as part of this application process, sufficient to convince the committee that the candidate possesses the equivalent of these minimum qualifications, including the depth and breadth of discipline knowledge plus general education. Further information and application for equivalency forms may be obtained at www.cabrillo.edu/services/hr/apps.html.

**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.

**Desired Qualifications/Performance Expectations:**
1) Master’s degree and/or Ph.D. in Anthropology.
2) Recent successful teaching experience in Biological Anthropology at a community college.
3) Successful teaching experience online.
4) Demonstrated ability to employ innovative teaching methodologies.
5) Experience teaching in another subfield of Anthropology in addition to Biological Anthropology.
6) Experience managing curriculum at the community college level.
7) Evidence of collegial engagement, including the ability to work collaboratively with other faculty.
8) A holistic, four-field approach to teaching Anthropology.

**Selection Process**
A committee will review complete applications. Meeting minimum qualifications does not ensure an interview. Therefore, it is critical that candidates submit a detailed and complete application. The application will be used to assess each candidate’s qualifications and determine the possible match between qualifications and the assignment. A limited number of candidates will be invited for an interview slated for mid-April 2013.

**How to Apply**
Application forms may be obtained through Cabrillo’s web site:
www.cabrillo.edu/services/hr/apps.html OR from the address below:

Cabrillo College, Human Resources Department  
6500 Soquel Drive, Aptos, CA 95003  
Phone: (831) 479-6217  
**OR Fax** to (831) 477-3545
To be considered, each candidate **MUST SUBMIT**:

1) Completed and signed Cabrillo College Academic Employment Application.

2) Cover letter, which states how the candidate specifically meets the qualifications.

3) Job-related resume.

4) Verification of educational qualifications. *(Foreign transcripts must be translated to determine equivalency to U.S. standards. Any fee for such translation is paid by the applicant)*:
   - Transcripts from all colleges attended (copies are acceptable) **OR** official proof of request for transcripts. If selected, it is the responsibility of the candidate to provide official transcripts, diplomas, degrees or other documents as may be required.
   - Copy of Teaching Credential, front and back (if applicable).

5) Supplemental Application for Equivalency Determination and supporting documentation. *(This is only necessary if candidate does not possess and submit proof of specified degrees listed in minimum qualifications OR possess and submit copy of a valid lifetime credential.)*

6) Three recent job-related letters of recommendation which address the candidate's ability to perform the duties of this position.

7) A brief statement (not to exceed two pages; double spaced) to address the following: Describe specific teaching strategies you will employ to foster critical thinking skills among biological anthropology students.

8) Criminal History Inquiry Supplemental form.

*If any of the required materials are not submitted with your application packet, your application will be deemed incomplete and will not be forwarded to the committee for screening.*

Please notify the Human Resources Department if you require any special accommodation(s) in meeting these requirements.

Candidates selected for employment with Cabrillo College must agree to be fingerprinted and cleared, provide current Tuberculosis test results, provide proof of eligibility for employment in the United States and present a valid Social Security card upon hire.

**Application Deadline**

All application materials **MUST** be received in the Human Resources Department by Thursday, March 7, 2013. *(E-mail transmissions and postmarks will NOT be accepted.)*

*Cabrillo College seeks applications from all qualified individuals. It is the continuing goal of Cabrillo College to hire and retain staff that reflect the rich diversity and cultural heritage of the college district and its student body.*