Employment Opportunity

Chemistry Instructor
CR12-09 (Tenure Track Position)

College Web Address: www.cabrillo.edu

Application Deadline: Thursday, March 14, 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

The Chemistry Program parallels the offerings of four-year colleges and also supports health occupations programs. The department faculty are committed to quality teaching and enjoy a cohesive, mutually supportive atmosphere. Successful transfer and career technical education students report back that the chemistry instruction at Cabrillo provided excellent preparation, and Cabrillo transfer students have a reputation with faculty members at four-year institutions for regularly outperforming students who are native to the four-year school. Maintaining high academic standards is critical to the continued success of our students and is, therefore, a focus of each faculty member. Our continuing goal is to remain student-centered without sacrificing academic rigor.

Position Description

The Chemistry Department expects candidates to be capable of teaching the full range of freshman and sophomore level courses and to be able to develop innovative approaches to teaching. The department anticipates faculty will aid in the expansion of the department’s participation in collaborations with local universities and secondary schools and/or develop programs funded by outside grants.

The tentative assignment for the fall semester of 2013 will be CHEM 2 (Introductory Inorganic Chemistry) and CHEM 30B (Introductory Organic Chemistry and Biochemistry for Health Occupations). A diverse range of teaching experience, including organic chemistry, is highly desirable. Future assignments will include chemistry courses required for the major as well as general education chemistry courses and chemistry to support the health occupation programs. Experience with computer-assisted lab instruction and small scale chemistry is also highly desirable.

In addition to teaching duties, faculty are expected to participate in duties related to the Chemistry program and shared governance such as participation in program planning, curriculum design, Student Learning Outcome (SLO) assessment, office and lab hours, and participation in college wide committees (such as serving on Academic Council, Faculty Senate, Curriculum Committee).
Qualifications

**Required Education from a U.S. Department of Education recognized accredited organization and licensure qualifications:**

* Master’s degree in chemistry
  OR
  bachelor’s degree in chemistry or biochemistry **AND** master’s degree in biochemistry, chemical engineering, chemical physics, physics, molecular biology, or geochemistry
  OR
  The equivalent
  OR
  A lifetime California Community College Instructor Credential in Chemistry.

*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) Recent successful lecture and laboratory teaching experience in general chemistry, allied-health chemistry, and introductory chemistry.
2) Ability to teach occasional assignments in quantitative analysis (CHEM 5) and organic chemistry (CHEM 12).
3) Familiarity with multi-media presentations and Windows PC operating system.
4) Experience with computer-assisted lab instruction and small scale chemistry.

**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 late April or early May 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 (not to exceed two pages), clearly identified and separately attached statement describing your ideas and experiences in the use of computers and other innovative methods in the teaching of chemistry. Include your general teaching philosophy and any ideas regarding the future directions in chemical education.
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 14, 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.*