Employment Opportunity

Political Science Instructor
CR13-08 (Tenure Track Position)

College Web Address: www.cabrillo.edu

Application Deadline: Tuesday, March 4, 2014

Starting Salary Range: $50,619 to $77,646 per year, salary 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 $3,380 per year for eligible contract faculty.

Benefits: Cabrillo College currently provides a benefit stipend for medical, dental, life and long-term disability insurance for employees and eligible dependents.

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

Beginning Date: Position scheduled to begin Fall semester 2014, 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 13,000 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. Cabrillo recently opened the 29,000 square foot Baskin Engineering, Physics and Computing Center. The Center provides Cabrillo’s Science, Technology, Engineering and Math (STEM) majors a state-of-the art, collaborative and hands-on learning environment that fosters innovation.

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, south of San Francisco and 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 40% of Cabrillo College students are from underrepresented populations, with 35% 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.

**About the Department**
The Political Science department at Cabrillo College is looking for a full-time faculty member to help expand the program, while continuing the tradition of excellence and student success. The college is searching for an effective teacher whose focus is on student learning.

Political Science plays an important role in the overall makeup of Cabrillo’s general education program. The courses meet the requirements for general education leading to transfer, the A.A., and A.S. degrees.

The position’s course assignment in International Relations (IR) and Comparative Government offers opportunities and challenges. Currently there is only one full-time faculty member in the Political Science department, who teaches American politics and political theory. Given this, the current need is to hire an individual who can teach IR and comparative courses, while helping to build the program beyond its current capacity.

If you are interested in a position in a dynamic social sciences environment, this faculty position may be a great opportunity to join a strong department at a great community college.

**Position Description**
The successful candidate for this position will be required to teach comparative politics and international relations, and be interested in developing one or more courses online. All faculty in the department are expected to teach the introductory American Politics course (PS1).

Examples of teaching assignments may include, but are not limited to, the following courses:

- Political Science 1 – Introduction to American Politics
- Political Science 2 – Comparative Politics
- Political Science 3 – International Relations

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

*Master’s in political science, government, or international relations OR Bachelor’s in any of the above AND Master’s in economics, history, public administration, social science, sociology, any ethnic studies, JD, or LL.B. OR the equivalent OR A lifetime California Community College Instructor Credential in Political Science.*
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.

*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, 2014.

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) Ph.D. in Political Science.
2) Recent successful teaching experience in Political Science at the community college level.
3) Expertise and interest in teaching the full spectrum of Political Sciences classes taught at Cabrillo.
4) Experience with or willingness to explore innovative teaching methodologies.
5) Experience teaching diverse student populations.
6) Innovative ideas to rebuild and expand the program.

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 April 2014.

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, double-spaced) statement answering the following:
   - Why do you think it's important to teach political science at the community college level?

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 Tuesday, March 4, 2014. (E-mail transmissions and postmarks will NOT be accepted.)

Please note: Cabrillo College will be closed beginning Tuesday, December 24, 2013 and will reopen on Thursday, January 2, 2014 for the receipt of application materials.

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.