Full-Time Faculty/Tenure Track Instructor-Organic/Introductory Chemistry

Santa Monica College

Salary: $65,901.00 - $137,311.00 Annually

Job Type: Full Time Faculty

Job Number: 00240

Location: CA 90405, CA

Closing: 1/6/2023 11:59 PM Pacific

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**
This chemistry instructor will teach mostly introductory (Chemistry 10) and General Chemistry courses (Chem 11 and 12), including lectures and laboratories. In some semesters, the instructor will also be expected to teach a General, Organic, and Biochemistry (GOB) course for Allied Health students (Chem 19). In addition, the instructor will assist in the development of laboratory experiments and demonstrations for chemistry courses; assist with the assessment of student learning outcomes and analysis of assessment data; keep abreast of current trends in chemistry education; assist in the selection and maintenance of common laboratory instrumentation; participate in departmental activities including but not limited to curriculum development, textbook evaluation and selection, mentoring and evaluation of peers, professional development activities, compliance with laboratory safety protocols, and development and implementation of department policies; and participate in college-wide activities by serving on campus committees and/or advising student clubs.

**Minimum Qualifications**

Your application should clearly show how you meet each of these qualifications:

Master's degree in chemistry or biochemistry OR bachelor's degree in chemistry or biochemistry AND master's degree in biochemistry, chemical engineering, or chemical physics OR the equivalent* OR possession of an appropriate valid California Community College Credential authorizing service in the specified subject area(s).

Evidence of a working knowledge of equity practices in the classroom; the ability to effectively teach in a college classroom with a student population consisting of a diverse range of academic backgrounds, socio-economic status, cultural backgrounds, racial and ethnic identities, disabilities, gender identities and sexual orientations.
*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**

In your application, please clearly describe any of the following qualifications that you possess:
Evidence of successful implementation of equity practices in the classroom, including experience in utilizing effective practices for enhancing the success of underrepresented populations in STEM fields, including Latinxs, African-Americans, and women;

- College level teaching experience in chemistry lecture and laboratory courses, especially in the lower division, including any experience working with students in Introductory Chemistry, General Chemistry and Allied Health Chemistry classes;
- Demonstrated skill in communicating effectively with college students and professional colleagues;
- Knowledge of current advances and practices in chemistry education research and experience applying them in college-level classes, including utilization of a variety of teaching methods, including interactive methods, and developing laboratory experiments;
- Recent participation in professional development programs or post-graduate degree programs designed to enhance pedagogical effectiveness and extra-curricular support for students preparing to enter STEM higher-education classrooms and laboratories as well as allied health professions.
- Ph.D. degree in chemistry or biochemistry; background in inorganic, organic, or physical chemistry, biochemistry, or chemical education; other postgraduate studies and/or research in chemistry or chemical education.

**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_pfqtnRlvdc6QMC64STWbB9x9a4NZ/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.

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
https://get.adobe.com/reader/

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
https://get.adobe.com/reader/

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
To apply, please visit https://apptrkr.com/3630044