



# GAVILAN COLLEGE

**Human Resources**  
**5055 Santa Teresa Blvd**  
**Gilroy, CA 95020**  
**Phone: (408) 852-2823 Fax: (408) 846-4944**

## **Communication Instructor**

PART-TIME INSTRUCTOR

(PART-TIME NOT TO EXCEED 67% OF A FULL-TIME LOAD)

Part-Time Faculty Salary Schedule

Starting Salary Range: \$74.69 - \$100.11\*

\*Salary placement determined by documented education and experience

**OPEN UNTIL FILLED**

### **DEPARTMENT**

Student Learning (Arts, Humanities and Social Sciences) – Contact: Noah Lystrup, Dean of Arts, Humanities & Social Sciences at (408) 848-4702 or [nlystrup@gavilan.edu](mailto:nlystrup@gavilan.edu)

### **WHO WE ARE**

We are a Hispanic Serving Institution (HSI) with a 62% Latinx student population primarily residing in Gilroy, Hollister, and Morgan Hill. With our main campus nestled in the hills of Gilroy and a satellite campus in downtown Hollister soon to become a full-service center, we are committed to achieving educational equity for all students in our community. We work to provide students with a rich and relevant learning experience that emphasizes student engagement in and out of the classroom, empowering students of all ethnic and socioeconomic backgrounds to realize their goals and become socially responsible leaders. When you join our team at Gavilan College, you will become part of an innovative and equity-focused community that approaches higher education as a matter of social justice requiring broad collaboration among faculty, staff, administration, students, and community partners. Gavilan College fosters justice, equity, diversity, and inclusion through its Principles of Community.

### **IDEAL CANDIDATE**

Gavilan College is committed to recruiting individuals that embody our Principles of Community by:

- actively demonstrating a commitment to understanding and serving community college students who are diverse in socioeconomics, culture, ability, age, and ethnicity;
- committing to collaboration, effective communication and the development of strong working relationships;
- promoting purposeful inclusion of all groups and the free exchange of ideas in a respectful, trusting and considerate environment; and
- prioritizing equity in developing and strengthening curriculum, programs, and student support services.

The ideal candidate for this position is an equity-minded individual who understands the importance of creating opportunities in Communication Studies for students who have been historically underserved, particularly in the Latinx community. Gavilan seeks candidates who view the elimination of inequities as an individual and collective responsibility and who strive to reframe inequities as a problem of practice. The ideal candidate demonstrates a commitment to student-centered teaching practices, effective cross campus collaboration, transparent decision-making, and purposeful service to the community and embraces the role of an educator who is continually learning anti-racist pedagogy and adapting to the needs of a diverse student population

## **ESSENTIAL DUTIES**

- Teach 14-16 lecture equivalent hours per semester both in person and online in any of the following courses: Introduction to Public Speaking, Introduction to Conflict Resolution, Intercultural Communication, Small Group Communication, and Argument and Debate.
- Create learning environments to foster the growth and success of diverse students through careful preparation of course materials, effective teaching methodologies, and critical feedback on assignments and discussions.
- Hold office hours and meet regularly with students (both in person and online).
- Attend monthly department meetings and periodic division meetings.
- Contribute to department and campus-wide student success initiatives.
- Revise, update, and create curriculum to meet the needs of diverse students in all modalities.
- Participate in campus shared governance.
- Develop culturally relevant course content, culturally responsive pedagogical techniques, and effective practices for engaging students who are diverse and/or are students who are historically underserved.
- Participate in ongoing professional learning, particularly around anti-racism, diversity, equity, and inclusion.
- Adhere to department, division, and campus policies and procedures for faculty employees.

## **DESIRED QUALIFICATIONS**

- Readiness to join a dynamic and inclusive department focused on empowering students of diverse backgrounds through student centered teaching/instruction and advising students through their guided pathway, especially those that declare Communication Studies as a major/minor.
- Demonstrated commitment to serving community college students who are diverse in socioeconomics, culture, ability, age, and ethnicity, while prioritizing equity in developing and strengthening existing curriculum, assessing student learning, building enrollment, success, and retention rates in the program, and connecting student support services.
- Ability to teach intercultural communication grounded in an understanding of the cultural histories, struggles, and contributions of people of color in the US.
- Dedication to the role of a colleague who works in collaboration with existing faculty on departmental events, outreach, promotion, staff development activities, campus wide meetings, etc.
- Strong leadership, team orientation skills and enthusiasm for participating in a small, multidisciplinary department where cross-discipline collaboration is valued.
- Recent post-secondary level teaching with a preference at a community college.
- Proven ability to offer diverse instructional techniques for a wide range of learning styles.

## **REQUIREMENTS**

- Master's in speech, speech broadcasting, telecommunications, rhetoric, communication, communication studies, speech communication or organizational communication; **or**
- Bachelor's in any of the above **and**
- Master's in drama/ theater arts mass communication or English **or** the equivalent.
- Demonstrated ability to develop and employ culturally relevant course content, anti-racist pedagogical techniques, and effective practices for engaging students who are diverse and/or from historically underrepresented groups.
- Faculty will be required to conduct classes both in a face to face and virtual learning environment using Canvas or other methods of remote learning. Applicants with online teaching certification and experience may be given preference.

## **FOREIGN DEGREE HOLDERS**

For positions requiring a degree, all foreign degree credentials must be evaluated by a third party to determine the equivalent U.S. degree and major, and the Foreign Credential Evaluation must be attached to your application before your application will be considered. Not attaching your Foreign Credential Evaluation will render your

application incomplete. Evaluations should provide the name of the institution attended, a description of your credentials, the major field of study, and the U.S. equivalent for each credential. For a list of evaluating agencies, visit the [State of California Commission on Teacher Credentialing](#). Note: Even if you obtained your graduate degree(s) in the U.S., you must attach a Foreign Credential Evaluation for your undergraduate degree if it was obtained outside the U.S.

### **HOW TO APPLY**

If you are interested in this part-time position and meet the minimum qualifications, please submit the following items directly through the CCC Registry Website:

- Apply at: [www.cccregistry.org](http://www.cccregistry.org)
- The following items must be received by CCC Registry:
  1. CCC Registry online application (required)
  2. Cover letter describing why you are the ideal candidate to teach English at Gavilan College (required)
  3. Current resume (required)
  4. Unofficial transcripts (required - official transcripts will be required if hired for the position)
- *Applicants who do not meet minimum qualifications must submit Supplemental Application for Equivalency ([http://www.gavilan.edu/jobs/apps/Supp\\_App\\_Equiv\\_Det.pdf](http://www.gavilan.edu/jobs/apps/Supp_App_Equiv_Det.pdf))*

If you have questions related to the CCC Registry or technical aspects regarding submitting application materials on the CCC Registry website, please contact the CCC Registry directly at [registry@yosemite.edu](mailto:registry@yosemite.edu) or call (800) 245-4157

**PLEASE NOTE:** Gavilan College Open Until Filled part-time faculty positions are open to applications on a continuous basis. Although there may not be any current openings, applications will remain on file until the hiring department has an immediate need to add candidates to their pool. Screening and interviews can be conducted at any point in time as the hiring department desires.

#### **NON-DISCRIMINATION**

Gavilan College is an Equal Opportunity Employer committed to nondiscrimination on the basis of ethnic group identification, race, color, language, accent, immigration status, ancestry, national origin, age, gender, identity, religion, sexual orientation, transgender, marital status, veteran status, medical condition, and physical or mental disability consistent with applicable federal and state laws. If you have a verifiable disability and require accommodation to complete an application please contact the Human Resources Office at (408)852-2823.