



# GAVILAN COLLEGE

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

## **English Instructor (Higher Aspirations)**

**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 educator who actively embraces serving populations historically underrepresented and underserved in higher education. With knowledge of both the strengths embodied by our diverse students and the barriers they face, the ideal candidate is well-poised to teach, support, and mentor Gavilan students. Whether through creating research, scholarship, media, art, or cultural/political engagement opportunities, the ideal candidate desires connection with students and the community beyond the classroom and works to foster equity and inclusion through cross-cultural collaboration. In joining Gavilan College, the ideal candidate thrives as a faculty member continually striving to employ anti-racist pedagogy and develop success strategies to meet the needs of historically underserved students.

## **HIGHER ASPIRATIONS**

Gavilan College is seeking applicants for part-time faculty in the English Department to teach in our Higher Aspirations program, which is part of the California Community College Rising Scholars network. Through Higher Aspirations, Gavilan College delivers high-quality education to incarcerated students at Elmwood Correctional Facility in Milpitas, William F. James Boys Ranch in Morgan Hill, and the San Benito County Jail in Hollister. Courses are taught in person at these correctional facilities and typically run for 6-8 weeks. Rising Scholars students in general have high success rates, and incarcerated students who take any college courses have an over 40% lower recidivism rate. Higher Aspirations envisions a community in which all individuals who have been impacted by the justice system have access to a quality higher education; students in the program have continued with Gavilan College post release, at other community colleges, or transferred to four-year universities.

## **ESSENTIAL DUTIES**

- Work with students who have been impacted by incarceration, trauma, and abuse.
- Create and deliver reading, composition and/or literature courses with a social justice framework in adherence to English course curriculum and within the parameters set by correctional facilities.
- Maintain communication and connection with the English Department, the larger campus community, and the onsite program directors.
- Collaborate with other departments such as Counseling to facilitate student support services.
- Complete clearance requirements for teaching in correctional facility settings
- Adhere to department, division, and campus policies and procedures for faculty employees.
- Perform other instructional duties as needed.

## **DESIRED QUALIFICATIONS**

- Training in and understanding of the challenges experienced by justice-impacted students
- Training in trauma-informed teaching and classroom safety practices
- Willingness to participate in professional development opportunities and activities specific to the needs of justice-impacted individuals
- Awareness of policies, procedures, and programs related to correctional facility settings for both adults and youth
- Knowledge of DEIAA (diversity, equity, inclusion, anti-racism, and accessibility) pedagogies and best practices in teaching English courses.
- Experience teaching English in a college setting

## **REQUIREMENTS**

- Master's in English, literature, or comparative literature, or composition **OR** Bachelor's in any of the above **AND** Master's in linguistics, TESL, speech, education with specialization in reading, creative writing, or journalism
- **OR** the Equivalent
- Demonstrated ability to teach English from lenses that center marginalized perspectives.
- Demonstrated ability to develop and utilize culturally relevant course content, anti-racist pedagogical techniques, and effective practices for engaging diverse students and students who are historically underserved.

## **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.ccregistry.org](http://www.ccregistry.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 in Gavilan's Higher Aspirations program (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.