

## **SMC Faculty Internship Program**

### **Santa Monica College**

**Salary:** See Position Description

**Job Type:** Faculty Internship

**Job Number:** 00302

**Location:** CA 90405, CA

**Closing:** 7/12/2024 11:59 PM Pacific

### **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.

## **Position Profile**

The Santa Monica College Faculty Internship Program initiative provides an opportunity for underrepresented and nontraditional candidates to be placed in fields where they can gain opportunities for career exploration. This is a one-academic year teaching internship program promoting quality instruction and DEIA in community college teaching. The SMC Faculty Internship Program initiative will provide an opportunity for underrepresented and nontraditional candidates to be placed in fields where they can gain opportunities for career exploration. The internship program is open to all external individuals interested in teaching who may not have considered teaching at the community college level.

Currently, the faculty internship program is not offered to SMC employees.

For additional information, including a Q & A and program outline, please visit the site below: <https://www.smc.edu/administration/human-resources/employment/faculty-internship-program/>

## **Minimum Qualifications**

- Authorized to work in the USA.
- No paid college (2- or 4-year) professional teaching experience prior to applying or during the internship.
- Meet minimum qualifications or equivalent for Computer Science and Information Systems (CSIS), Design Technology, Health Sciences, History/Ethnic Studies, Life Sciences, Mathematics and Physical Sciences or the equivalent (see below).
- Must have evidence of sensitivity to and understanding of the socio-economic, academic, cultural and ethnic diversity within the community college student population, including students for whom English is not their first language, first generation college students, and students with physical and/or learning disabilities as these factors relate to differences in learning styles.

The following types of paid teaching experience will not disqualify an applicant from consideration: Preschool, K-12, Adult Education, Graduate Teaching Assistant (TA), Community-Based Courses, College-Extension Courses, Non-College-Credit Courses, and Corporate Education.

To review the minimum qualifications for faculty disciplines, refer to Minimum Qualifications for Faculty and Administrators in California Community Colleges, which can be found on the California Chancellor's Office website at: [https://www.cccco.edu/-/media/CCCCO-Website/docs/minimum-qualifications/CCCCOReport-Minimum-Qualifications-2023\\_.pdf?la=en&hash=D3075F5E24FF5D3DB759E61009DC66F0F5060FF6](https://www.cccco.edu/-/media/CCCCO-Website/docs/minimum-qualifications/CCCCOReport-Minimum-Qualifications-2023_.pdf?la=en&hash=D3075F5E24FF5D3DB759E61009DC66F0F5060FF6)

**\*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.**

### **Additional Information**

#### **Internships offered in the following disciplines:**

- Computer Science and Information Systems (CSIS)
- Life Sciences
- Health Sciences
- Mathematics
- Physical Sciences
- History/Ethnic Studies
- Design Technology

#### **Intern Stipend**

- Interns will be paid a stipend of \$1,200.
- The stipend is conditional on attending all mandatory events, and all spring semester classes.
- Two payments are paid at the end of March and June.

#### **Faculty Internship Application Requirements**

A standard application consists of the following:

- Online District Application
- Write a letter of interest for the SMC Faculty Internship Program signed and dated
- Current resume
- Transcript(s)
- One signed letter of recommendation

**It is the applicant's responsibility to ensure that all application materials, including the letters of recommendation, are received prior to the recruitment deadline.**

#### **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.

Please review our Diversity Report: <https://www.smc.edu/administration/human-resources/diversity-equity-inclusivity/diversity-reports.php>

### **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. **If you are applying for the recruitment through equivalency based on work experience, you will be required to submit proof of your work history.** For further details regarding equivalency criteria, please download the Equivalency Application Statement Form available at: <https://www.smc.edu/administration/human-resources/employment/documents/equivalency-statement-for-application.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/5319412>