

**BUILDING INDUSTRIES INSTRUCTOR 1819-55**  
**FULL-TIME, TENURE-TRACK POSITION**  
**BUSINESS, APPLIED ACADEMICS, & PHYSICAL EDUCATION DIVISION**

Sierra College is seeking a full-time, tenure-track Building Industries Instructor. Sierra College is a Community College located near Sacramento, California where a heavy emphasis is placed on academic excellence and student success. Since its founding in 1936, Sierra College has focused on quality instruction and meeting the evolving needs of the students and communities that it serves. The Sierra Community College District covers more than 3,200 square miles and serves the Northern California foothill counties of Placer and Nevada, as well as parts of El Dorado and Sacramento. We serve over 18,000 students throughout the region in both on-ground and online courses, including students at our main Rocklin Campus as well as at three centers located in Grass Valley, Tahoe/Truckee, and Roseville.

Sierra College has a strong commitment to the achievement of equity and inclusion among its faculty, staff, and students and values the rich, diverse backgrounds that make up the campus community. A strong candidate for this position must demonstrate a profound understanding of and experience with successfully supporting individuals with varying backgrounds. This includes persons with disabilities, various gender identities and sexual orientations, as well as individuals from historically underrepresented communities and other groups. Our District is committed to providing strategies for success and proactive student-centered practices and policies focused on eliminating equity gaps.

As an institution, Sierra College is committed to eliminating the equity gap in all student populations with dynamic, learner-centered practices and policies that fully engage the college community. The ideal candidate will share the College's commitment to helping its racially and socioeconomically diverse students develop the critical skills necessary to succeed in their degree and career objectives. Currently, Sierra College enrolls 18,300 students per term: 26% of Sierra College's students are Latinx, 3% are African-American, 2% are Filipino, 5% are Asian-American, 1% are Native American, 6% are multiracial and 57% are White. As an emerging Hispanic Serving Institution (HSI), Sierra College understands that it has a great responsibility to the educational attainment and economic well-being of our students.

The successful candidate will join a College dedicated to the use of culturally responsive teaching strategies and methods that meet the varying needs of our students and ensure a successful learning environment. Sierra College demonstrates its commitment to equity by supporting ongoing professional development for students, faculty, and staff. These opportunities include trainings and workshops on equity and inclusion, SC4 (Sierra College Community, Creativity, Culture, and Collaboration Training), active Academic Senate standing committees concerned with student success and equity, a Presidential Equity Advisory Committee (PEAC), culturally responsive student engagement centers, support for our undocumented and AB540 students, campus-wide equity summits, a robust set of programs, events, and conferences related to equity-mindedness and supporting the success of our diverse students.

## RESPONSIBILITIES AND QUALIFICATIONS

Responsibilities and qualifications for this position include:

- Providing lecture and laboratory instruction for students in the study of building industries, construction and other related courses; and evaluating students' performance.
- Coordinating with faculty and other staff regarding support of equipment, instructional supplies and the laboratory.
- Assisting in the selection of and coordination of adjunct faculty members.
- Participating in articulation, dual enrollment, and career education activities.
- Collaborating with business and industry partners to develop curriculum and training to respond to regional needs.
- Represent Advanced Manufacturing in CTE meetings, activities, and events; prepare CTE reports and paperwork as requested.
- The ideal candidate will be knowledgeable about culturally responsive pedagogical techniques and effective practices for engaging students who are historically underrepresented and underserved in traditional classrooms.
- The faculty member will participate in curriculum development and in the review and assessment of student learning outcomes and course success rates disaggregated by race/ethnicity and other key demographics to ensure the success of all students.
- Participation in campus governance, faculty organizations and committees, departmental activities such as program review, and in one's own professional development is also an integral component of the position's regular responsibilities.

## MINIMUM QUALIFICATIONS

Bachelor's Degree AND two (2) years of occupational experience in the discipline OR must possess an Associate's Degree AND six (6) years of occupational experience in the discipline OR the equivalent. If claiming equivalency, attach the Request for Equivalency Hearing form (found on our website: <https://www.sierracollege.edu/about-us/human-resources/employment/index.php>).

## COMPENSATION

Placement on the District's Faculty Salary Schedule is dependent upon years of experience and level of education. Entry level is from \$53,205.67 to \$71,300.68 at time of employment. The current highest salary attainable after employment is \$95,549.73. The District offers a very competitive benefits package, which includes health and welfare as well as income protection. Employees also will be members of the State Teachers Retirement System (STRS). Sick leave, sabbatical, and other leaves are available according to the provisions of the collective bargaining agreement.

## REQUIRED DOCUMENTS

There are five (5) required documents to apply for this position:

1. Employment Application
2. Resume or Curriculum Vitae
3. Cover Letter that addresses the responsibilities and qualifications listed above, including:
  - a. The transferable experience, knowledge, skills and abilities for teaching advanced manufacturing courses.
  - b. Evidence of responsiveness to and understanding of the racial, socioeconomic, academic, and cultural diversity within the community college student population, including students with different ability statuses (e.g., physical and/or learning) as these factors relate to the need for equity-minded practice within the classroom and in the campus community.
4. Applicable Transcripts
5. Teaching Philosophy Statement that must include discussion of the following questions:
  - What do you feel are the best strategies for supporting historically underrepresented and underserved students? Specifically, what are the key factors that contribute to their success and the closing of equity gaps in the classroom, particularly for African-American, Latinx, and Native American students?
  - What role should faculty play in student success?
  - How would you approach developing the Building Industries department to respond to industry needs while recruiting a pipeline of diverse students?

Candidates must submit a Sierra College Online Faculty Application available at: <https://sierracollege.hiretouch.com/>

**DEADLINE:** Applications must be received by the Sierra College Human Resources Department no later than **THURSDAY, APRIL 11, 2019.**

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