



El Camino College's Equal Employment Opportunity Plan

California State Law – requires community colleges to have a “a work force that is continually responsive to the needs of a diverse student population which may be achieved by ensuring that ***all persons receive an equal opportunity to compete for employment and promotion*** within the community college districts and ***by eliminating barriers to equal employment opportunity.***”



Equal Employment Opportunity Plan

EEO SUB-COMMITTEES

Recruitment

Job Announcements

Measures of
Underrepresentation

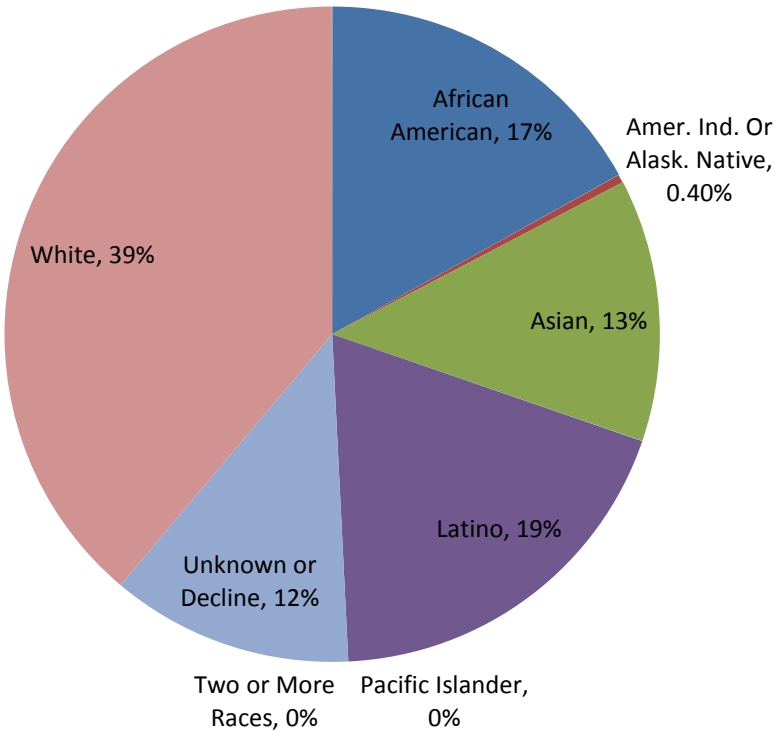
EER/Committee
Member Training

The Climate Survey

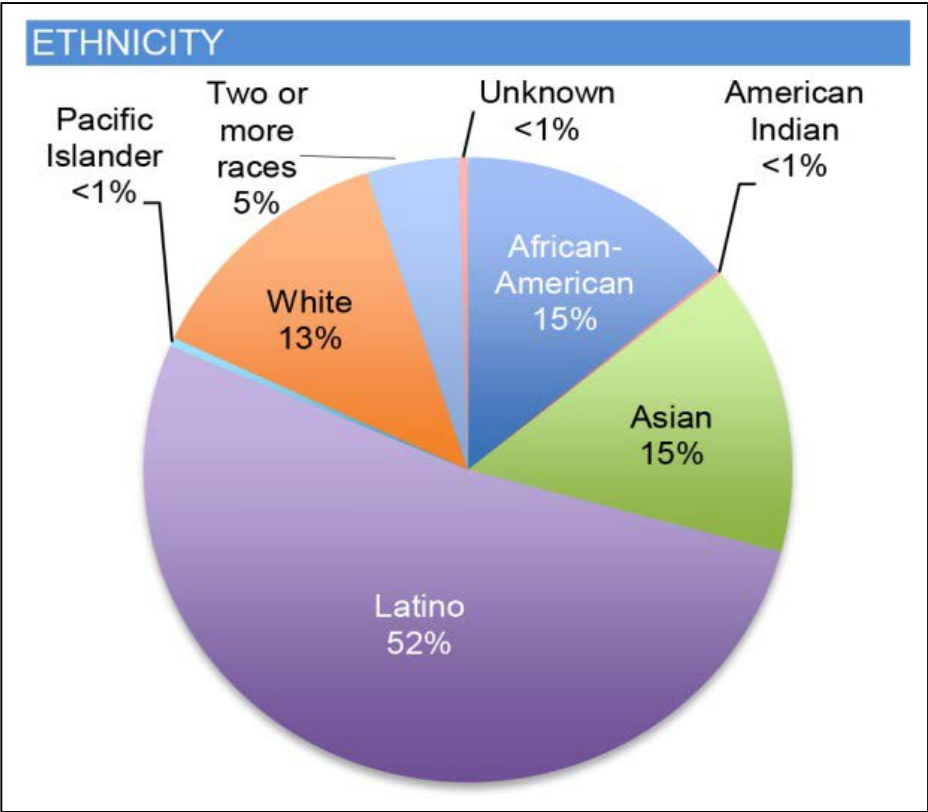
Guest Speakers/
Workshops/Events/
Training

El Camino Statistics

Full Time Faculty Applicants (2014-2015)

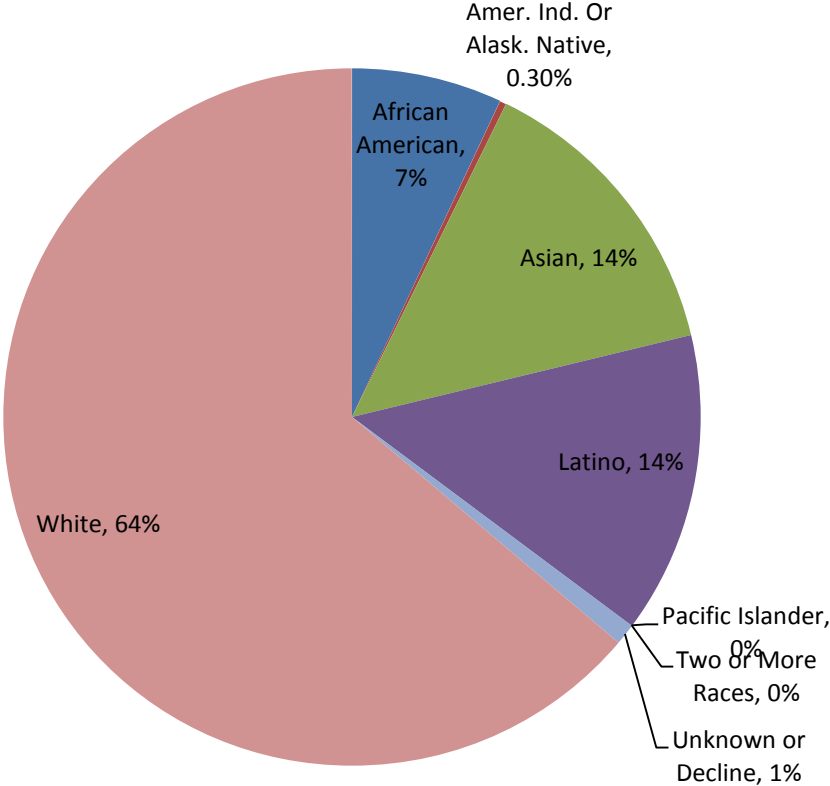


ECC Student Demographics (2014-2015)

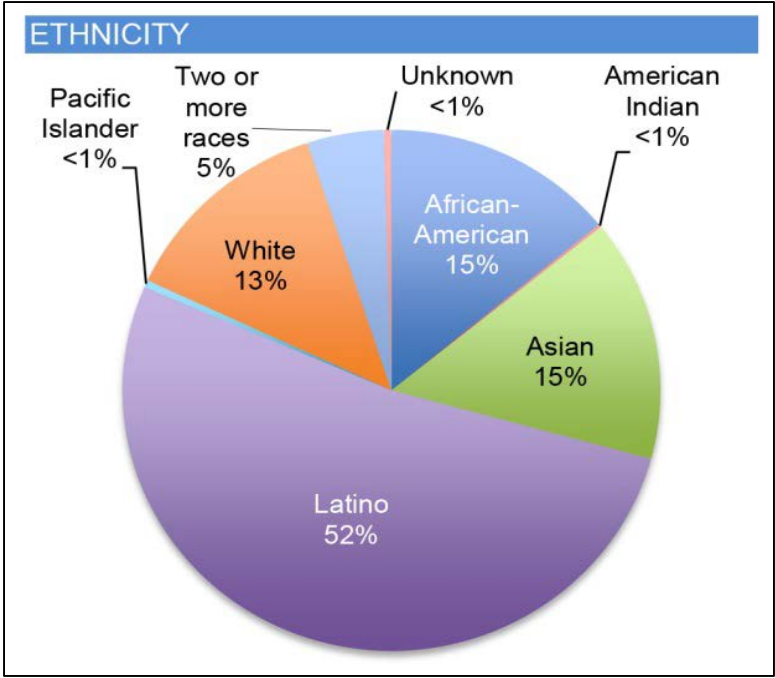


El Camino Statistics

Full Time Faculty Employed (2014-2015)

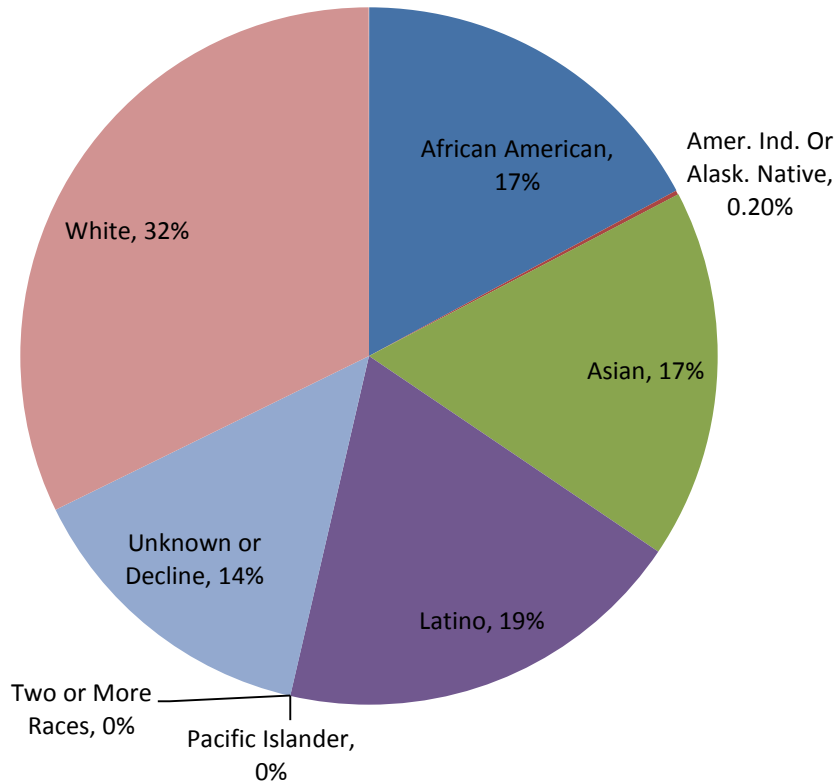


ECC Student Demographics (2014-2015)

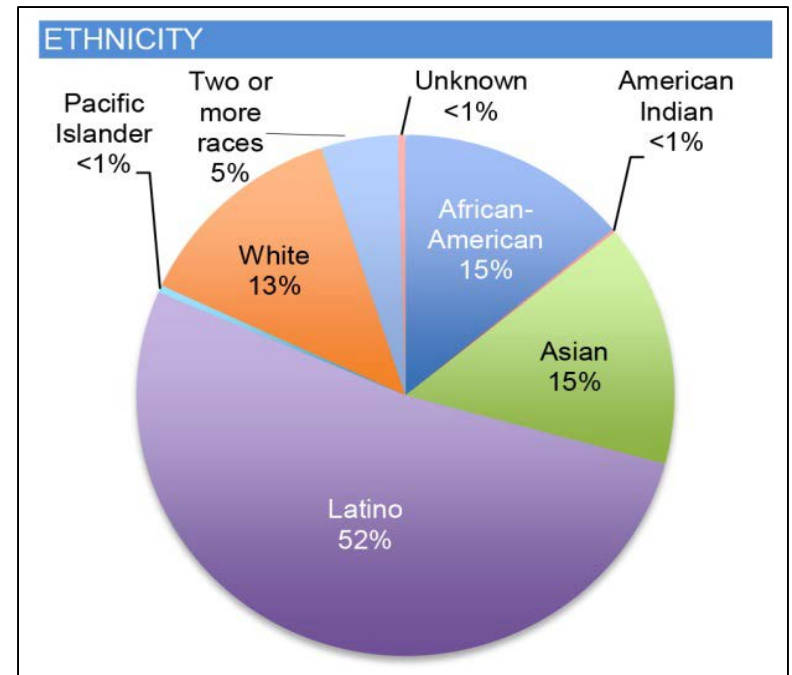


El Camino Statistics

Part Time Faculty Applicants (2014-2015)

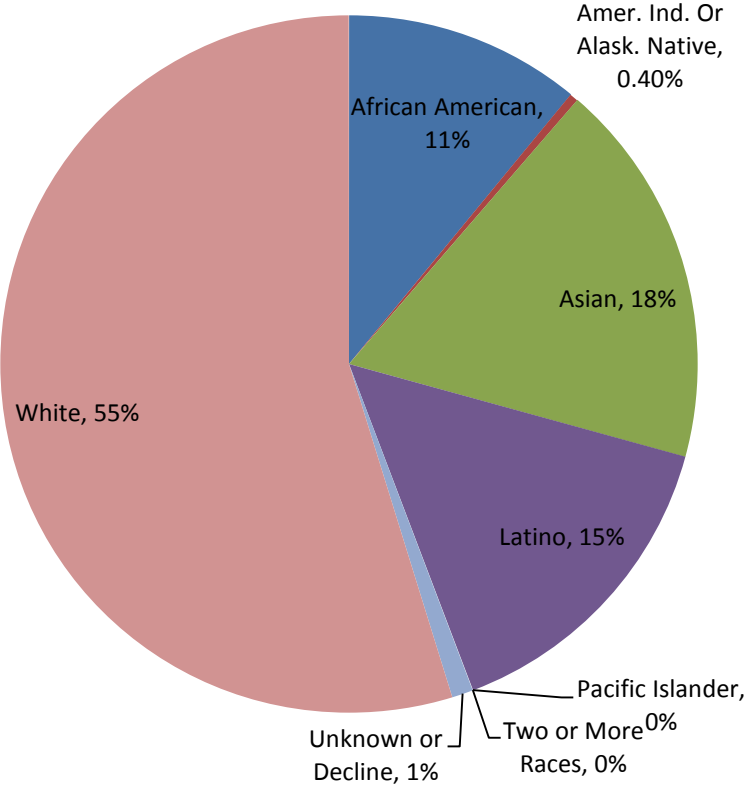


ECC Student Demographics (2014-2015)

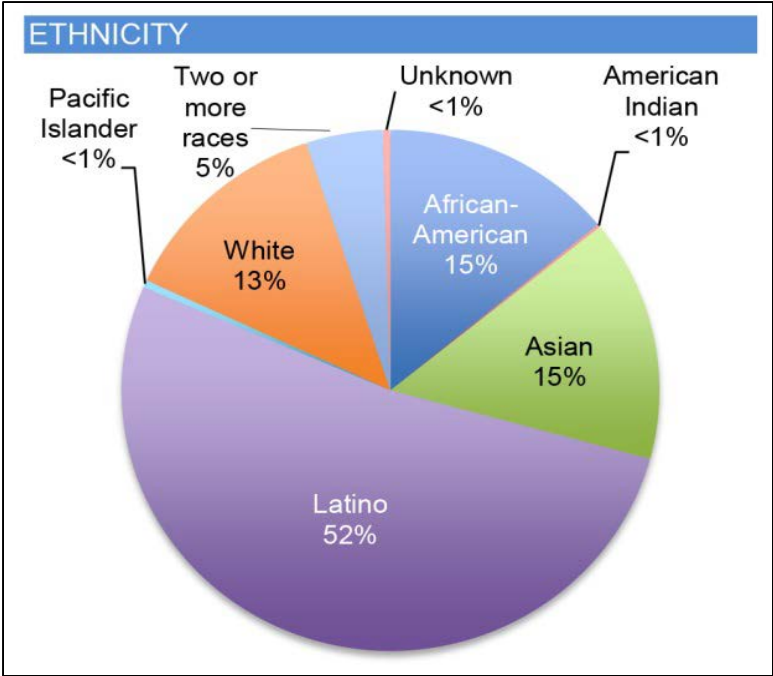


El Camino Statistics

Part Time Faculty Employed (2014-2015)



ECC Student Demographics (2014-2015)



EEO Committees

Climate Survey

Recruitment

Search
Committee
Trainings

Campus-Wide
Trainings

**Job
Announcements**

Measures of
Underrep
Groups

Job Announcements

Subcommittee charged to examine job announcements from an equity perspective by identifying language that is used (and not used):

- ✓ ECC's minority-serving status.
- ✓ ECC's interest in attracting candidates from racially minoritized groups.
- ✓ ECC's values & commitment to equity, diversity, and inclusion
- ✓ Candidate competencies related to equity, equity-mindedness, and diversity.
- ✓ Departmental priority on equity and diversity and diversity-related work on multiple levels.
- ✓ Departmental efforts to respond to the needs of racially minoritized students.
- ✓ Require written statements from candidates describing experiences working with diverse populations.

Current Faculty Job Announcements



EL CAMINO COMMUNITY COLLEGE DISTRICT

Job Title: Full-Time, Tenure-Track Counselor – VETERANS
Req: A1718-014
Location: ECC Campus
Division: Counseling & Student Success
Position Type: Faculty
Posting Close Date: 11/15/17

JOB DESCRIPTION

El Camino College is seeking an individual to provide counseling services to a diverse student population including new and re-entering students; those pursuing vocational and transfer goals, and participation in counseling and planning meetings.

Typical duties include: Counseling students in all academic and vocational areas; providing virtual counseling and/or group counseling, participation in the Student Success Support Program process, including assessment, orientation, development of student/veterans education plans and identifying retention strategies to achieve desired outcome and follow-up; assisting with or completing veterans benefits documentation, teaching in the area of career planning and/or orientation; career planning for undecided students, counseling probation/dismissal status students; recruitment of vocational and/or disadvantaged students, assisting in preparing curriculum guide sheets and catalog materials with four year institutions and in fostering continuing relationships with District high schools, and other duties as assigned by dean.

Apply student development philosophy and theory to provide comprehensive counseling services to community college students from diverse backgrounds regarding degree and vocational education program planning, university transfer planning, education, career decision, goal clarification and personal life management.

Full-time faculty responsibilities including committee and meeting assignments, curriculum development, El Camino College program plans, program review, service area outcomes, accreditation process, and student activities. Awareness of institutional policies and procedures impacting student matriculation. Maintaining high standards of professional conduct and ethics appropriate to the Counselor's professional position; performing assigned committee work; and, maintaining records and reports.

REQUIRED QUALIFICATIONS

Master's degree in counseling, rehabilitation counseling, counseling psychology, clinical psychology; guidance counseling, educational counseling, social work, career development marriage and family therapy, or marriage, family and child counseling; OR

The equivalent - Candidates not possessing the required qualification(s) as stated on this announcement must complete the Request For Equivalency Form as part of the application process to explain in detail how their qualifications are equivalent to those above; OR

Valid California community college instructor credential in appropriate subject issued prior to July 1, 1990 (per California Education Code 87355); AND

Sensitivity to and understanding of diverse academic, socioeconomic, cultural, and ethnic backgrounds of community college students and of individuals with disabilities.

DESIRED QUALIFICATIONS

Experience working with veterans, dependents and veterans educational benefits.

Knowledge about VA education requirements and benefits, sensitivity to the needs of veterans, and the services offered to veterans.

Knowledge of and ability to refer veterans to appropriate resources: vocational rehabilitation, psychological counseling, housing assistance, employment fairs, and other federal, state, county, district and private resources.

Understanding of and ability to implement the "Principles of Excellence" for veterans at a post-secondary institution.

Minimum two years of recent California community college counseling experience.

Knowledge of career and vocational counseling trends.

Knowledge of transfer counseling trends.

Bi-lingual experience highly desirable.

Knowledge of Microsoft and Scheduling and Reporting Software (SARS) program helpful.

SUPPLEMENTAL QUESTIONS - Please keep your response between 150 and 300 words.

1. What strategies do you use to motivate students and facilitate students' self-motivation? How do you assess whether these strategies are effective?
2. Please describe your knowledge of and experience with using student learning outcomes assessment to improve student learning.

CONDITIONS OF EMPLOYMENT

Contract shall be for full-time, tenure-track assignment for the 2018 spring semester, beginning February 1, 2018. A teaching demonstration will be required during the interview process. Offer and acceptance of employment is subject to verification of all information provided on the employment application, credential(s), and transcripts. Candidates selected for employment must agree to be fingerprinted, provide current tuberculosis test results, provide proof of eligibility for employment in the United States, and present a valid Social Security card upon hire.

SALARY

The starting salary ranges from \$65,575 - \$90,069 depending on education and experience. Excellent fringe benefits are included.

TO APPLY

An applicant must submit the following by the closing date:

- 1) Online application: https://elcamino.igreentree.com/css_academic
- 2) Cover letter describing how applicant meets the qualifications.
- 3) Resume including educational background, professional experience, and related personal development and accomplishments.
- 4) Pertinent transcripts as stated in the required qualifications. (Unofficial computer-generated academic records/transcripts must include the name of the institution and degrees awarded to be acceptable.)
Foreign Transcripts: Transcripts issued outside the United States of America require a course-by-course analysis with an equivalency statement from a certified transcript evaluation service verifying the degree equivalency to that of an accredited institution within the USA. For information on transcript evaluation services, please visit: <http://www.ctc.ca.gov/credentials/leaflets/cl635.pdf>
- 5) Evidence of a valid community college credential, if applicant holds one.

Please Note: Documents submitted or uploaded for a previous position cannot be reused for other positions. You must submit the required documents for each position you apply for by the closing date. Failure to do so

Revised Faculty Job Announcements

New
Look!



Full-Time, Tenure Track Instructor Political Science



EL CAMINO COLLEGE

MISSION STATEMENT: *El Camino College makes a positive difference in people's lives. We provide excellent comprehensive educational programs and services that promote student learning and success in collaboration with our diverse...*



EL CAMINO COLLEGE

FULL-TIME, TENURE TRACK INSTRUCTOR - POLITICAL SCIENCE

Division: Behavioral & Social Sciences
Posting Close Date: 01/30/2017
Req: A1617-039
Location: ECC Campus
Position Type: Faculty

JOB DESCRIPTION

Full-time teaching assignment within the different sub fields in Political Science including American politics, principles and methods of political science, ethnicity in the American Political process, civil rights and liberties in the United States, International Politics, Comparative Politics and Political Theory. The position requires participation in a variety of campus and divisional activities such as faculty meetings, student activities, office hours, and curriculum/instructional development. Selected candidates will be invited for an interview, which will include a teaching demonstration on an assigned topic.

Faculty job responsibilities include the development/review of curriculum and assessment of learning outcomes to improve teaching and learning in achieving El Camino College's mission of institutional effectiveness, quality educational programs, and vibrant student support services.

REQUIRED QUALIFICATIONS

Master's degree in political science, government, or international relations; OR

Bachelor's degree in any of the above AND Master's degree in economics, history, public administration, sociology or social sciences with an emphasis in political science, any ethnic studies, JD; OR

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Valid California community college instructor credential in appropriate subject issued prior to July 1, 1990 (per California Education Code 87355); AND

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An applicant must submit the following by the closing date.

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2. Cover letter describing how applicant meets the qualifications.
3. Resume including educational background, professional experience, and related personal development and accomplishments.
4. Pertinent transcripts as stated in the required qualifications. (Unofficial computer-generated academic records/transcripts must include the name of the institution and degrees awarded to be acceptable.) *[Foreign Transcripts info on next page]*
5. Evidence of a valid community college credential,

If you need assistance you may call 310-660-3593, Ext. 5809 between the hours of 8:00 a.m. and 4:00 p.m. Monday-Friday.

Due to the large volume of calls received on closing dates, we highly recommend that you contact us for assistance requests well before the last day to apply. Give yourself sufficient time to complete the profile, which may take 45 minutes or more. Positions close promptly at 3:00 p.m.

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Equity-Minded Job Description Language

El Camino College is seeking a full-time, tenure track faculty member to provide counseling services to a wide-ranging student population including new and re-entering students and those pursuing vocational and transfer goals. The ideal candidate will share El Camino College's commitment to educating its racially and socioeconomically diverse student population. We currently enroll around 25,000 students, the majority of whom are from racially minoritized populations. Over 50% of El Camino's students are Latinx, 16% are African-American, 15% are Asian, 4.6% are multiracial, 0.5% are Pacific Islander, 0.2% are Native American, and 13% are White. We are a Hispanic-Serving Institution and learning community focused on supporting students achieve educational attainment and economic well-being.

family and child counseling; OR

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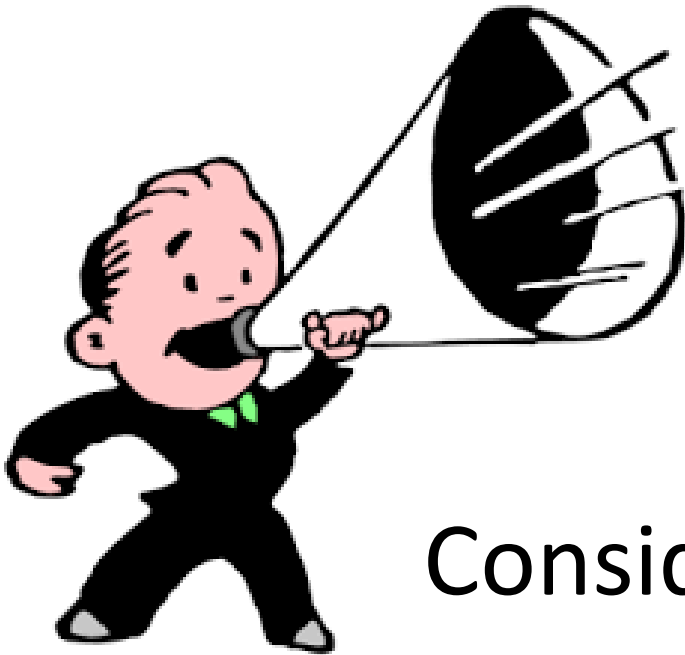
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DESIRED QUALIFICATIONS

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**Calling all faculty, staff,
and administrators!**



Consider participating on an
EEO Sub-Committee!