



## Full-Time, Tenure-Track Faculty - Librarian

specializing in Diversity, Equity, Inclusion and Accessibility



# EL CAMINO COLLEGE

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

## ABOUT EL CAMINO COLLEGE

El Camino College (ECC) is located on the ancestral lands of the Gabrielino-Tongva people, the traditional caretakers of Tongvaangar (the Los Angeles basin, Southern Channel Islands). We serve a diverse student population including new and re-entering students and those pursuing certificate, degree, and transfer goals.

The ideal candidate will share ECC's commitment to educating its racially and socio-economically diverse student population including students with disabilities. We currently enroll approximately 25,000 students each semester, the majority of whom are from diverse populations. Over 50% of ECC's students are Latinx, 16% are African-American, 15% are Asian, 13% are White, 5% are multiracial, and less than 1% are Pacific Islander or Native American.

The successful candidate will join a department committed to student support, curriculum and practices that are responsive to the students it serves and an institution dedicated to funding student scholarships totaling \$1.4 million annually.

Since 1947, ECC has served the cities of El Segundo, Hawthorne, Hermosa Beach, Inglewood, Lawndale, Lennox, Manhattan Beach, Redondo Beach, and Torrance. As a single-college district, ECC employs more than 900 full- and part-time faculty to teach approximately 1,200 sections of pre-baccalaureate, transfer, and career technical courses. Approximately 475 staff and management employees also support student learning. Each semester, the College offers 99 degree programs and 83 certificate programs. ECC ranks among the top ten community colleges in transfers with over 1,500 students transferring annually to four-year universities around the country. Some of the top local transfer institutions include UCLA, USC, CSU Dominguez Hills, and CSU Long Beach. With a robust Transfer Alliance Program, ECC is regularly among the top three community colleges in Southern California for students admitted to UCLA.

Situated on a beautiful 126-acre campus in Torrance, California, the campus is located just minutes from South Bay beaches and surrounded by high-tech industries including aerospace, logistics, multimedia, and service corporations. The District has undergone a substantial transformation campus-wide with the passage of general obligation bond measures in 2002 and 2012. Capital construction projects, as well as new initiatives to support student success, are positioning El Camino College well for the future.

## CONTACT

**El Camino College Human Resources**

310-660-3807

[HR@elcamino.edu](mailto:HR@elcamino.edu)



### **P.R.I.D.E. – OUR STATEMENT OF VALUES**

Our highest value is placed on our students and their educational goals; interwoven in that value is our recognition that the faculty and staff of El Camino College are the College's stability, its source of strength, and its driving force. With this in mind, our five core values are:

#### **People**

We strive to inspire our diverse students, employees, and community with purpose, passion, and pride.

#### **Respect**

We work in a spirit of civility, cooperation, and collaboration.

#### **Integrity**

We act ethically and honestly toward our students, colleagues, and community.

#### **Diversity**

We embrace our similarities and differences to promote an inclusive campus community with equitable outcomes for all.

#### **Excellence**

We deliver quality, innovation, and excellence in all we do.



# EL CAMINO COLLEGE

## LIBRARIAN –

SPECIALIZING IN DIVERISTY, EQUITY, INCLUSION AND ACCESSIBILITY

**Division:** Library and Learning Resources

**Posting Close Date:** 03/06/2023

**Req:** A2223-047

**Position Type:** Faculty

### JOB DESCRIPTION

El Camino College (ECC) is seeking a full-time, tenure-track Librarian specializing in Diversity, Equity, Inclusion and Accessibility (DEIA) efforts to join its team. This position will encourage positive race-consciousness and embrace human difference within the library and its services; support culturally responsive practices within the library; and strategically build buy-in and participation among colleagues for equity-related initiatives within the department. We are seeking applicants who have a commitment to student success and can participate in a team environment dedicated to excellent service and culturally responsive librarianship that addresses the racial, gender, socioeconomic, academic, and cultural diversity within our community college student population. Our emphasis on creativity, collaboration, and intentional use of technology makes the Schauerman Library a dynamic workplace. Some assignments may include evening, weekend hours, and/or dual enrollment support or courses offered offsite on high school campuses.

**DUTIES & RESPONSIBILITIES:** The DEIA Librarian will perform outreach ties with programs across campus and ECC Affinity Centers, such as the Social Justice Center, Black Student Success Center, and others. Responsibilities include engaging underserved students using a variety of approaches that improve first-year student retention and student success. Primary duties include integrating instructional support and co-curricular activities as well as collaborating with the Outreach Librarian to support the library's efforts in outreach and marketing of library services. The successful candidate will have responsibility for helping students remain on their paths in a manner that is integrated and intrusive by providing equity-minded leadership in the development, assessment, and continuous improvement of the library services.

The successful candidate will provide vision and leadership that reflects current needs and anticipates future work related to diversity, equity, inclusion and accessibility in the evolving library and information environment. They will participate in Reference Desk duties, as well as face-to-face and online library instruction. Other duties as assigned. May also develop and teach Pathway to Academic Success courses.

The position requires participation in a variety of campus and divisional activities such as department meetings, committee meetings, student activities, and individualized support for students. Faculty are also expected to foster collaborations with employers, industry/trade groups, universities, and high school partners and form partnerships with related instructional disciplines to support Guided Pathway initiatives and to

### TO APPLY

An applicant must submit the following by the closing date.

1. Online application: [https://elcamino.igreentree.com/css\\_academic](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 info on next page]*

If you need assistance, you may call 310-660-3593, Ext. 3478 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.

improve student outcomes.

Extensive knowledge in the field applicable to current industry standards is required as well as participation on advisory boards.

Applicants should demonstrate experience examining and remediating their instruction, interactions, and/or library practices to more effectively engage and support diverse students.

The position requires development/review of services and curriculum, and assessment of area and learning outcomes to improve services, 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 library science; library and information science; 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

Evidence of responsiveness to and understanding of the racial, socio-economic, academic, and cultural diversity within student populations, including students with disabilities, as these factors relate to the need for equity-minded practices.

## **DESIRED QUALIFICATIONS**

- An American Library Association accredited Master's degree preferred.
- Demonstrated participation in diversity, equity, inclusion, and accessibility initiatives.
- Strong problem-solving and collaborative skills.
- Commitment to continued learning and professional development.
- Ability to design and implement innovative outreach programming to connect underserved and disproportionately impacted populations with Library services.
- Demonstrated effectiveness and/or commitment to engaging and supporting diverse students.
- Demonstrated expertise in culturally responsive methodologies, particularly as it relates to students' lives, interests, and communities.
- Proven track record of self-motivation and proactive initiative in the development of new programs and services.
- Understanding of the physical and digital presence of libraries and how each impacts the students' experience and supports their success.
- Skill in developing and accessing library program learning outcomes.
- Flexibility and receptiveness to new ideas.

## **SUPPLEMENTAL QUESTIONS**

Please limit each response to 300 words.

1. How do you support student success, particularly for students from historically underrepresented and/or marginalized communities?
2. How have you demonstrated culturally responsive practices in library services?

## **CLOSING DATE**

Monday, March 06, 2023 at 3:00 p.m.

## **SALARY**

The starting salary ranges from \$73,328 - \$100,718 depending on education and experience.

## **CONDITIONS OF EMPLOYMENT**

Contract shall be for a full-time tenure-track teaching assignment for the 2023 – 2024 academic year, beginning in August. 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, submit Certificate of Completion of the Tuberculosis Risk Assessment and/or Examination, provide proof of eligibility for employment in the United States, and present a valid Social Security card upon hire.

## **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>

## **DOCUMENTS SUBMITTED**

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 will result in an incomplete application. Applications with an incomplete status will not receive consideration. You may check the status of your application online.

## **ADA ACCOMMODATIONS**

Applicants with disabilities requiring special accommodations must contact the ADA Compliance Officer at least five (5) working days prior to the final filing date: [ADA Job Applicant Accommodation Request \(maxient.com\)](http://www.maxient.com)

## **INTERVIEW EXPENSES**

Individuals identified for FINAL interviews are eligible to have expenses paid. Reimbursement will be limited to economy airfare (to and from point of origin) and for meals and lodging. The maximum allocated for meals, lodging and transportation is \$600. Candidate must complete a Travel Request and Reimbursement Form and submit it together with all supporting documentation to Human Resources.

## **BENEFIT HIGHLIGHTS**

### **Health, Life, Dental and Vision Insurance**

The College provides a diversified insured benefit program for all full-time employees including medical, dental, vision and life insurance. Dependent medical, dental, and vision insurance is available toward which both the College and the employee contribute.

### **Sick Leave and Disability**

Paid sick leave is granted equal to one day for each month of service. Sick leave may be accumulated indefinitely. Rather than State Disability Insurance, limited sick leave benefits are available for days beyond the earned sick leave days and are paid at fifty percent.

### **Retirement**

Full-time employees contribute a percentage of their regular salary to either the State Teachers Retirement System (STRS) or to the Public Employees Retirement System (PERS) and Social Security. Upon termination, STRS or PERS retirement contributions may be withdrawn in full, plus accumulated interest. Various benefit options are available for employees upon retirement.

## **JEANNE CLERY ACT COMPLIANT**

*In accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, El Camino College has published Annual Security Reports, and all required statistical data, which can be found on the Police Department webpage at [www.elcamino.edu/about/depts/police/cleryact/index.aspx](http://www.elcamino.edu/about/depts/police/cleryact/index.aspx). These publications include Clery crime statistics for the previous three years relevant to El Camino College classes and activities, in addition to institutional policies concerning campus safety and security. The information is also available in printed form in the lobby of the Police Department and in select locations on campus. Upon request, the Campus Police Department can provide or mail out copies of this publication. Contact them at 310-660-3100.*

## **EL CAMINO COLLEGE IS AN EQUAL OPPORTUNITY EMPLOYER**

*The El Camino Community College District is committed to providing an educational and employment environment in which no person is subjected to discrimination on the basis of actual or perceived race, color, ancestry, national origin, religion, creed, age (over 40), disability (mental or physical), sex, gender (including pregnancy and childbirth), sexual orientation, gender identity, gender expression, medical condition, genetic information, marital status, military and veteran status, or retaliation; or on any other basis as required by state and federal law.*