

# Job Posting Analytics

Lightcast Q3 2025 Data Set

July 2025

San Mateo County Community College District



# Parameters

Select Timeframe: Jul 2024 - Jun 2025

Occupations:

Results should include

Code	Description
25-1099	Postsecondary Teachers

Code	Description
19-3093	Historians

Regions:

Code	Description
6001	Alameda County, CA
6013	Contra Costa County, CA
6075	San Francisco County, CA

Code	Description
6077	San Joaquin County, CA
6081	San Mateo County, CA
6087	Santa Cruz County, CA

Minimum Experience Required: Any

Advertised Salary: Include all postings regardless

Education Level: Any

Job Type: Include Internships

Keyword Search:

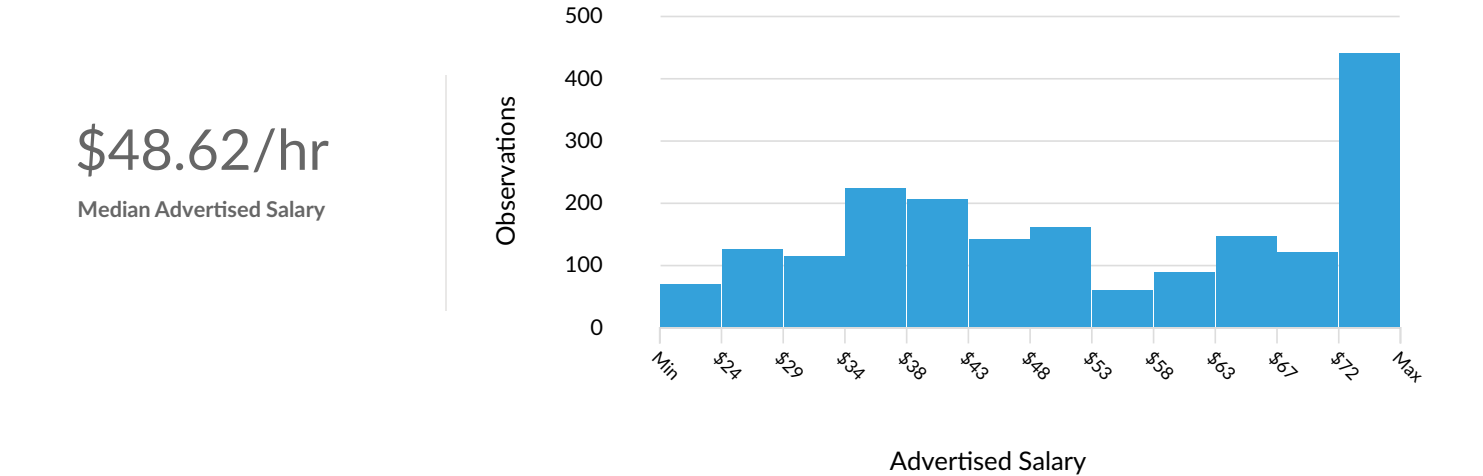
Posting Type: Newly Posted

# Job Postings Overview



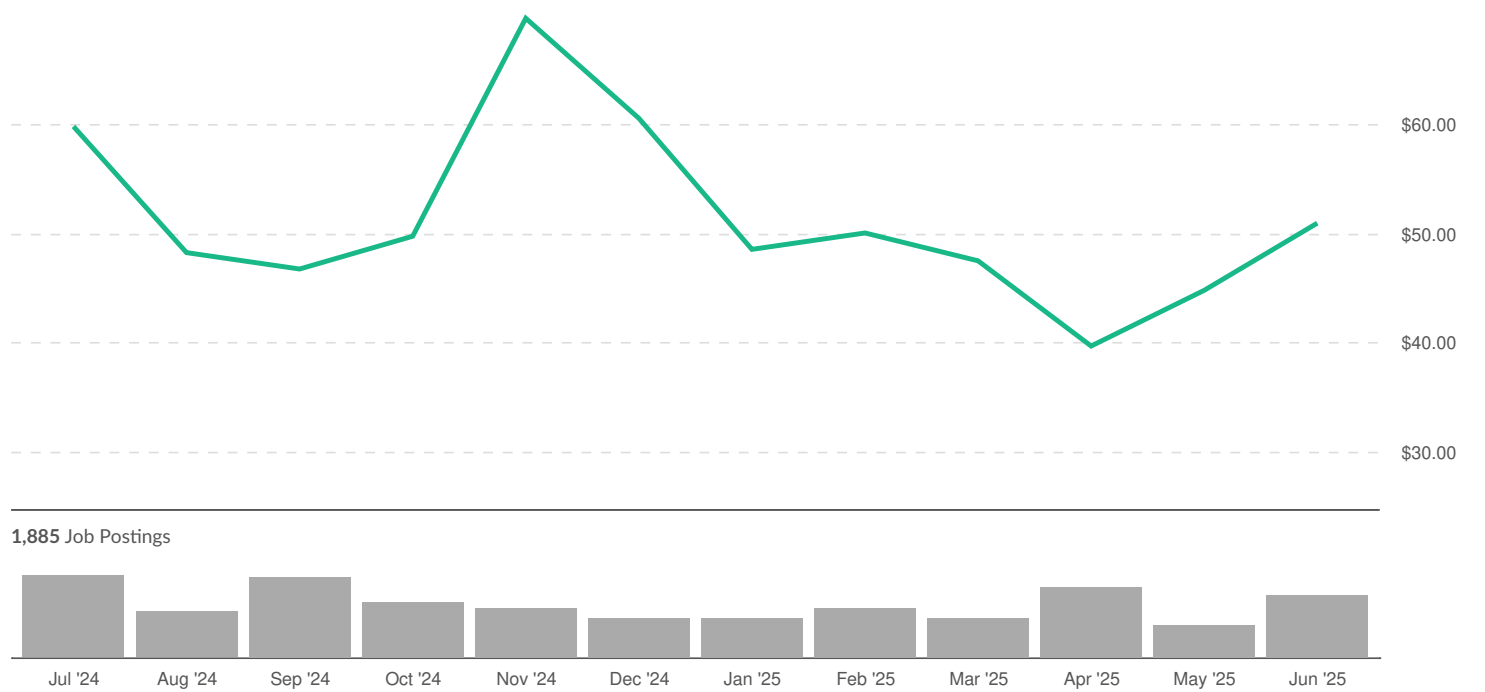
## Advertised Salary

There are 1,885 advertised salary observations (56% of the 3,372 matching postings).



# Advertised Salary Trend

▼ 14.8% Jul 2024 – Jun 2025  
\$48.62 Median

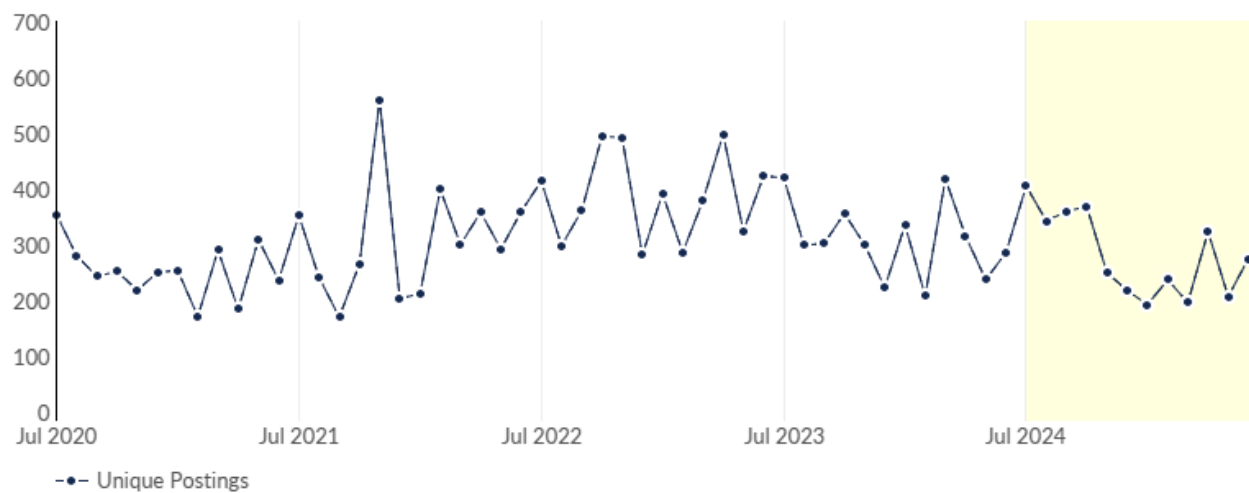


# Job Postings Regional Breakdown



County	Unique Postings (Jul 2024 - Jun 2025)
Alameda County, CA	970
San Francisco County, CA	926
Contra Costa County, CA	608
San Joaquin County, CA	420
Santa Cruz County, CA	253

# Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2025	275	2 : 1
May 2025	207	3 : 1
Apr 2025	323	3 : 1
Mar 2025	196	3 : 1
Feb 2025	237	2 : 1
Jan 2025	192	3 : 1
Dec 2024	218	2 : 1
Nov 2024	249	3 : 1
Oct 2024	368	3 : 1
Sep 2024	360	2 : 1
Aug 2024	342	3 : 1
Jul 2024	405	3 : 1
Jun 2024	286	3 : 1
May 2024	237	3 : 1
Apr 2024	315	2 : 1
Mar 2024	418	2 : 1
Feb 2024	208	3 : 1
Jan 2024	335	3 : 1
Dec 2023	223	4 : 1
Nov 2023	300	3 : 1

Oct 2023	356	3 : 1
Sep 2023	302	3 : 1
Aug 2023	299	3 : 1
Jul 2023	420	2 : 1
Jun 2023	423	3 : 1
May 2023	324	3 : 1
Apr 2023	498	2 : 1
Mar 2023	379	3 : 1
Feb 2023	286	3 : 1
Jan 2023	391	3 : 1
Dec 2022	282	2 : 1
Nov 2022	492	3 : 1
Oct 2022	494	3 : 1
Sep 2022	361	2 : 1
Aug 2022	298	2 : 1
Jul 2022	414	2 : 1
Jun 2022	359	2 : 1
May 2022	292	3 : 1
Apr 2022	358	3 : 1
Mar 2022	300	2 : 1
Feb 2022	399	2 : 1
Jan 2022	212	3 : 1
Dec 2021	203	3 : 1
Nov 2021	559	2 : 1
Oct 2021	265	4 : 1
Sep 2021	170	3 : 1
Aug 2021	241	3 : 1
Jul 2021	352	2 : 1
Jun 2021	236	3 : 1
May 2021	309	2 : 1
Apr 2021	184	3 : 1

Mar 2021	290	3 : 1
Feb 2021	171	4 : 1
Jan 2021	254	3 : 1
Dec 2020	250	3 : 1
Nov 2020	218	3 : 1
Oct 2020	252	3 : 1
Sep 2020	243	3 : 1
Aug 2020	280	3 : 1
Jul 2020	354	3 : 1

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	653	19%
High school or GED	128	4%
Associate's degree	278	8%
Bachelor's degree	1,023	30%
Master's degree	1,755	52%
Ph.D. or professional degree	1,358	40%

## Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	128	0	4%
Associate's degree	265	7	8%
Bachelor's degree	754	101	22%
Master's degree	969	515	29%
Ph.D. or professional degree	603	755	18%



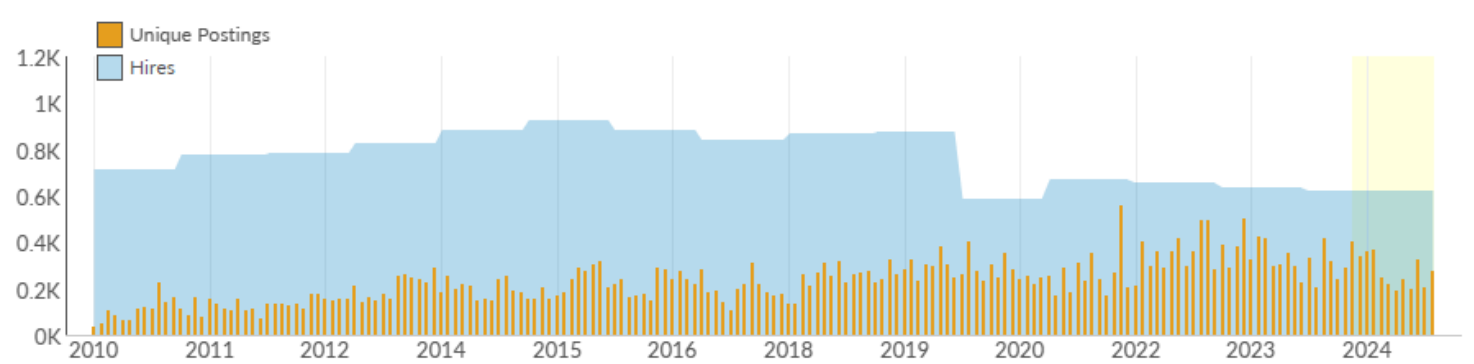
# Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	2,272	67%
0 - 1 Years	111	3%
2 - 3 Years	425	13%
4 - 6 Years	489	15%
7 - 9 Years	6	0%
10+ Years	69	2%

# Job Postings vs. Hires











281	622
Avg. Monthly Postings (Jul 2024 - Jun 2025)	Avg. Monthly Hires (Jul 2024 - Jun 2025)

In an average month, there were 281 newly posted job postings for 2 Occupations, and 622 actually hired. This means there were approximately 2 hires for 2 Occupations for every 1 unique job posting.













Occupation	Avg Monthly Postings (Jul 2024 - Jun 2025)	Avg Monthly Hires (Jul 2024 - Jun 2025)
Postsecondary Teachers	277	619
Historians	4	3



# Top Companies Posting

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
University of California-Berkeley	1,163 / 446	3 : 1 	22 days
Saint Mary's College of California	710 / 293	2 : 1 	22 days
University of Maryland Global Campus	996 / 265	4 : 1 	32 days
University of California-San Francisco	393 / 248	2 : 1 	22 days
University of the Pacific	700 / 210	3 : 1 	34 days
University of California-Santa Cruz	762 / 191	4 : 1 	31 days
San Joaquin Delta College	237 / 101	2 : 1 	27 days
Contra Costa Community College	203 / 89	2 : 1 	32 days
San Mateo County Community College District	159 / 60	3 : 1 	13 days
Wilfrid Laurier University	64 / 60	1 : 1 	18 days




















# Top Cities Posting














City	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
San Francisco, CA	2,426 / 932	3 : 1 	32 days
Berkeley, CA	1,233 / 416	3 : 1 	35 days
Stockton, CA	951 / 353	3 : 1 	30 days
Moraga, CA	710 / 293	2 : 1 	22 days
Santa Cruz, CA	890 / 246	4 : 1 	31 days
Oakland, CA	466 / 215	2 : 1 	35 days
Fremont, CA	330 / 121	3 : 1 	34 days
Hayward, CA	249 / 108	2 : 1 	31 days
Concord, CA	300 / 99	3 : 1 	29 days
San Mateo, CA	195 / 70	3 : 1 	17 days

# Top Posted Occupations

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Postsecondary Teachers	8,845 / 3,326	3 : 1 	31 days
Historians	106 / 46	2 : 1 	22 days
















# Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Postsecondary Teachers, All Other	1,145 / 461	2 : 1 	31 days
Health Specialties Teachers, Postsecondary	900 / 383	2 : 1 	27 days
Nursing Instructors and Teachers, Postsecondary	735 / 255	3 : 1 	32 days
Career/Technical Education Teachers, Postsecondary	713 / 227	3 : 1 	31 days
Business Teachers, Postsecondary	555 / 209	3 : 1 	26 days
Mathematical Science Teachers, Postsecondary	379 / 142	3 : 1 	34 days
Psychology Teachers, Postsecondary	352 / 123	3 : 1 	31 days
Area, Ethnic, and Cultural Studies Teachers, Postsecondary	288 / 108	3 : 1 	32 days
Economics Teachers, Postsecondary	328 / 108	3 : 1 	31 days
Foreign Language and Literature Teachers, Postsecondary	255 / 98	3 : 1 	32 days
English Language and Literature Teachers, Postsecondary	258 / 96	3 : 1 	31 days
Biological Science Teachers, Postsecondary	253 / 95	3 : 1 	28 days
Art, Drama, and Music Teachers, Postsecondary	245 / 85	3 : 1 	31 days
Computer Science Teachers, Postsecondary	219 / 80	3 : 1 	31 days
Education Teachers, Postsecondary	185 / 80	2 : 1 	25 days
History Teachers, Postsecondary	241 / 75	3 : 1 	32 days
Law Teachers, Postsecondary	184 / 63	3 : 1 	29 days
Communications Teachers, Postsecondary	192 / 63	3 : 1 	34 days
Philosophy and Religion Teachers, Postsecondary	156 / 60	3 : 1 	30 days
Architecture Teachers, Postsecondary	129 / 56	2 : 1 	29 days
Social Work Teachers, Postsecondary	101 / 53	2 : 1 	21 days
Engineering Teachers, Postsecondary	135 / 52	3 : 1 	22 days
Historians	106 / 46	2 : 1 	22 days
Sociology Teachers, Postsecondary	110 / 46	2 : 1 	31 days










Criminal Justice and Law Enforcement Teachers, Postsecondary	92 / 45	2 : 1		33 days
Physics Teachers, Postsecondary	119 / 43	3 : 1		28 days
Anthropology and Archeology Teachers, Postsecondary	102 / 39	3 : 1		30 days
Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	104 / 33	3 : 1		22 days
Chemistry Teachers, Postsecondary	98 / 31	3 : 1		22 days
Forestry and Conservation Science Teachers, Postsecondary	65 / 25	3 : 1		17 days
Political Science Teachers, Postsecondary	59 / 20	3 : 1		16 days
Agricultural Sciences Teachers, Postsecondary	37 / 19	2 : 1		17 days
Recreation and Fitness Studies Teachers, Postsecondary	39 / 18	2 : 1		16 days
Geography Teachers, Postsecondary	25 / 14	2 : 1		17 days
Environmental Science Teachers, Postsecondary	18 / 8	2 : 1		7 days
Library Science Teachers, Postsecondary	20 / 8	3 : 1		n/a
Social Sciences Teachers, Postsecondary, All Other	9 / 5	2 : 1		16 days

# Top Posted Occupations

Occupation	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
College Professor (Other)	1,311 / 531	2 : 1 	31 days
Health Sciences Professor	900 / 383	2 : 1 	27 days
Nursing Instructor / Professor	735 / 255	3 : 1 	32 days
Driving Instructor	698 / 222	3 : 1 	32 days
Business Professor	555 / 209	3 : 1 	26 days
Mathematics Professor	334 / 125	3 : 1 	34 days
Psychology Professor	352 / 123	3 : 1 	31 days
Ethnic / Cultural Studies Professor	288 / 108	3 : 1 	32 days
Biology Professor	253 / 95	3 : 1 	28 days
English Language / Literature Professor	244 / 92	3 : 1 	31 days
Art / Music Professor	245 / 85	3 : 1 	31 days
Economics Professor	265 / 85	3 : 1 	32 days
Computer Science Professor	219 / 80	3 : 1 	31 days
Education Professor	175 / 75	2 : 1 	25 days
History Professor	241 / 75	3 : 1 	32 days
Language / Literature Professor	197 / 72	3 : 1 	32 days
Communications Professor	192 / 63	3 : 1 	34 days
Law Professor	184 / 63	3 : 1 	29 days
Philosophy / Religion Professor	156 / 60	3 : 1 	30 days
Social Work Professor	99 / 51	2 : 1 	21 days
Architecture Professor	116 / 49	2 : 1 	22 days
Sociology Professor	110 / 46	2 : 1 	31 days
Social Science Researcher	106 / 46	2 : 1 	22 days
Criminal Justice Professor	92 / 45	2 : 1 	33 days
Physics Professor	119 / 43	3 : 1 	28 days
Anthropology / Archaeology Professor	102 / 39	3 : 1 	30 days

Geosciences Professor	104 / 33	3 : 1		22 days
Engineering Professor	89 / 32	3 : 1		22 days
Chemistry Professor	98 / 31	3 : 1		22 days
Bilingual / ESL / Language Teacher	58 / 26	2 : 1		21 days
Forestry / Conservation Professor	65 / 25	3 : 1		17 days
Political Science Professor	59 / 20	3 : 1		16 days
Agricultural Science Professor	37 / 19	2 : 1		17 days
Recreation / Fitness Studies Professor	39 / 18	2 : 1		16 days
Geography Professor	25 / 14	2 : 1		17 days
Environmental Studies Professor	18 / 8	2 : 1		7 days
Library Science Professor	20 / 8	3 : 1		n/a
Interior Designer	13 / 7	2 : 1		33 days
Pilot Instructor	15 / 5	3 : 1		19 days
English / Language Arts Teacher	14 / 4	4 : 1		6 days
History / Social Studies Teacher	9 / 2	5 : 1		n/a











## Top Posted Job Titles

	Total/Unique (Jul 2024 - Jun 2025)		Posting Intensity	Median Posting Duration
Adjunct Faculties	511 / 203	3 : 1		22 days
Adjunct Graduate Faculties	561 / 159	4 : 1		32 days
Driving Instructors	308 / 75	4 : 1		34 days
College Lecturers	181 / 68	3 : 1		29 days
Adjunct Clinical Faculties	73 / 50	1 : 1		19 days
Adjunct Associate Professors	124 / 49	3 : 1		17 days
Clinical Faculties	143 / 49	3 : 1		39 days
Vocational Nursing Instructors	133 / 43	3 : 1		36 days
Biology Adjunct Faculties	119 / 42	3 : 1		32 days

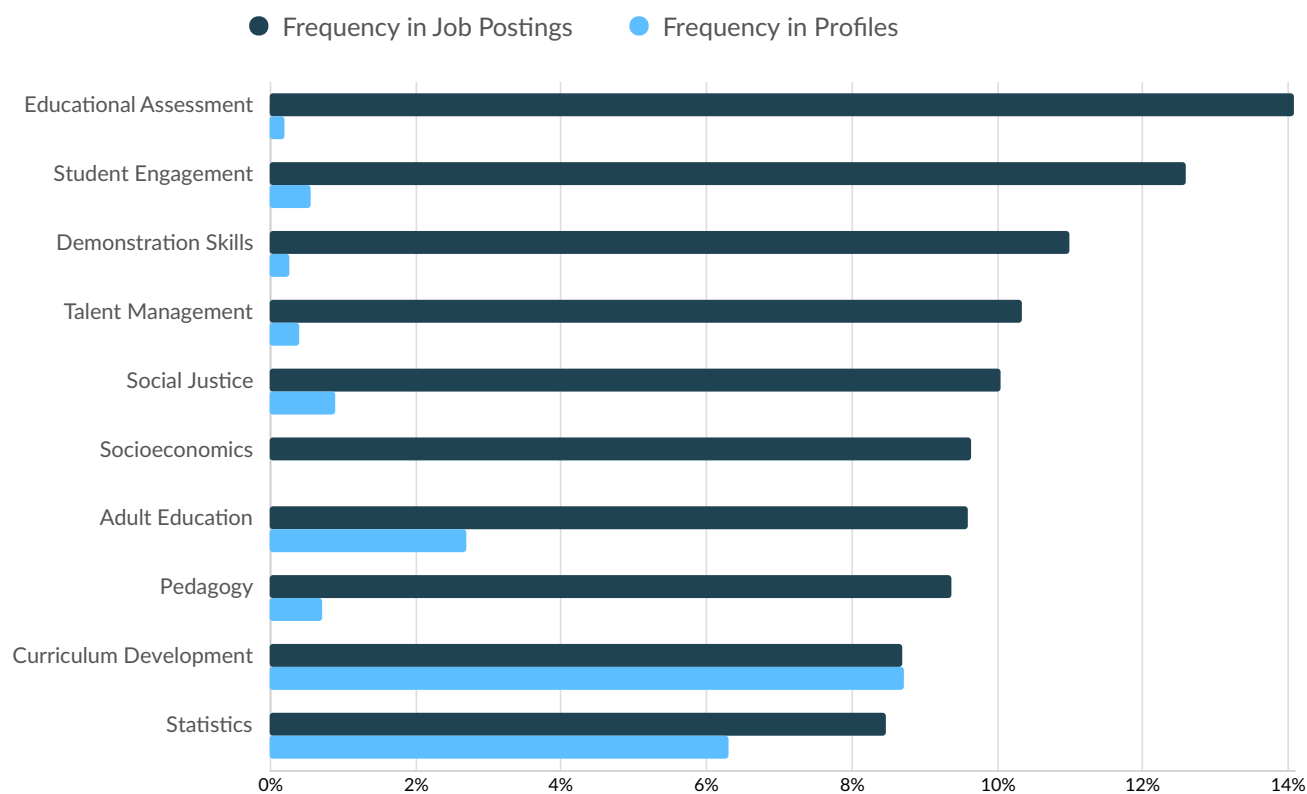




# Top Industries

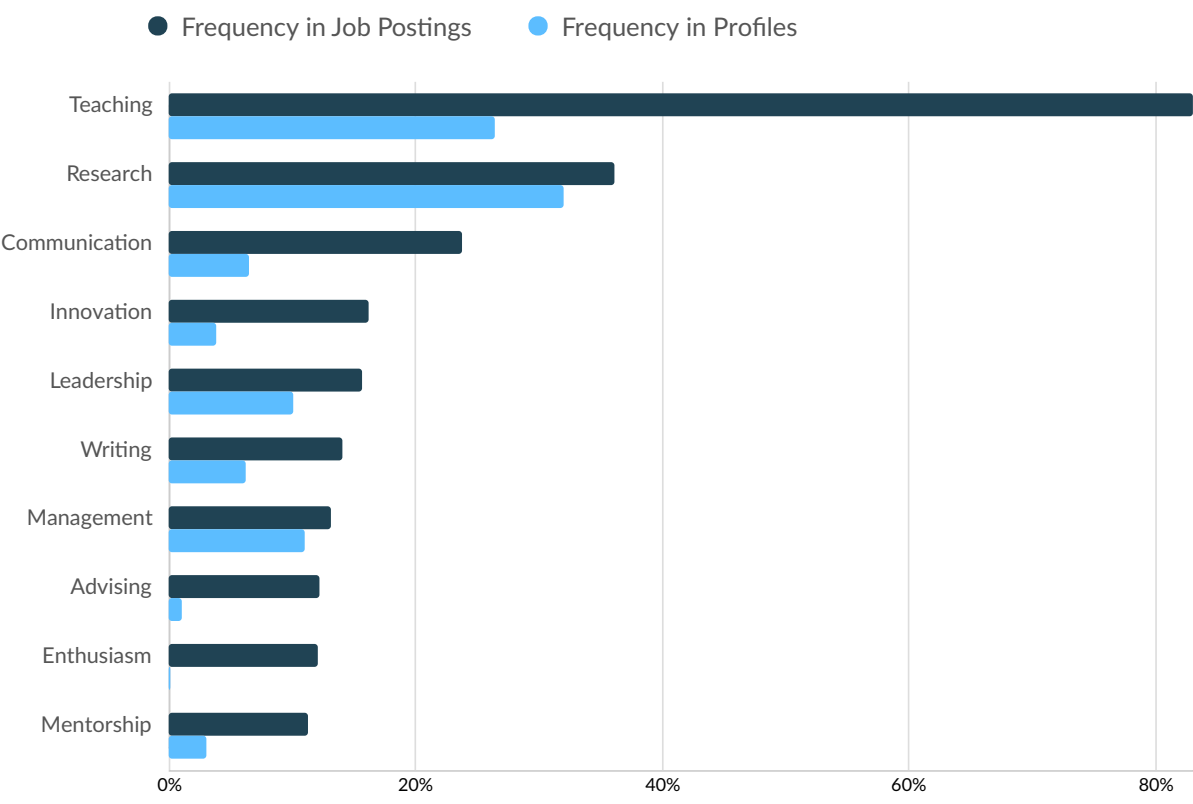
	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Colleges, Universities, and Professional Schools	5,543 / 2,043	3 : 1 	31 days
Junior Colleges	1,084 / 457	2 : 1 	32 days
Unclassified Industry	765 / 348	2 : 1 	32 days
All Other Miscellaneous Schools and Instruction	173 / 56	3 : 1 	31 days
Elementary and Secondary Schools	84 / 49	2 : 1 	27 days
Employment Placement Agencies	86 / 43	2 : 1 	23 days
Fine Arts Schools	144 / 39	4 : 1 	27 days
Libraries and Archives	74 / 35	2 : 1 	33 days
Other Technical and Trade Schools	60 / 32	2 : 1 	26 days
Industrial Machinery and Equipment Merchant Wholesalers	176 / 23	8 : 1 	40 days

# Top Specialized Skills



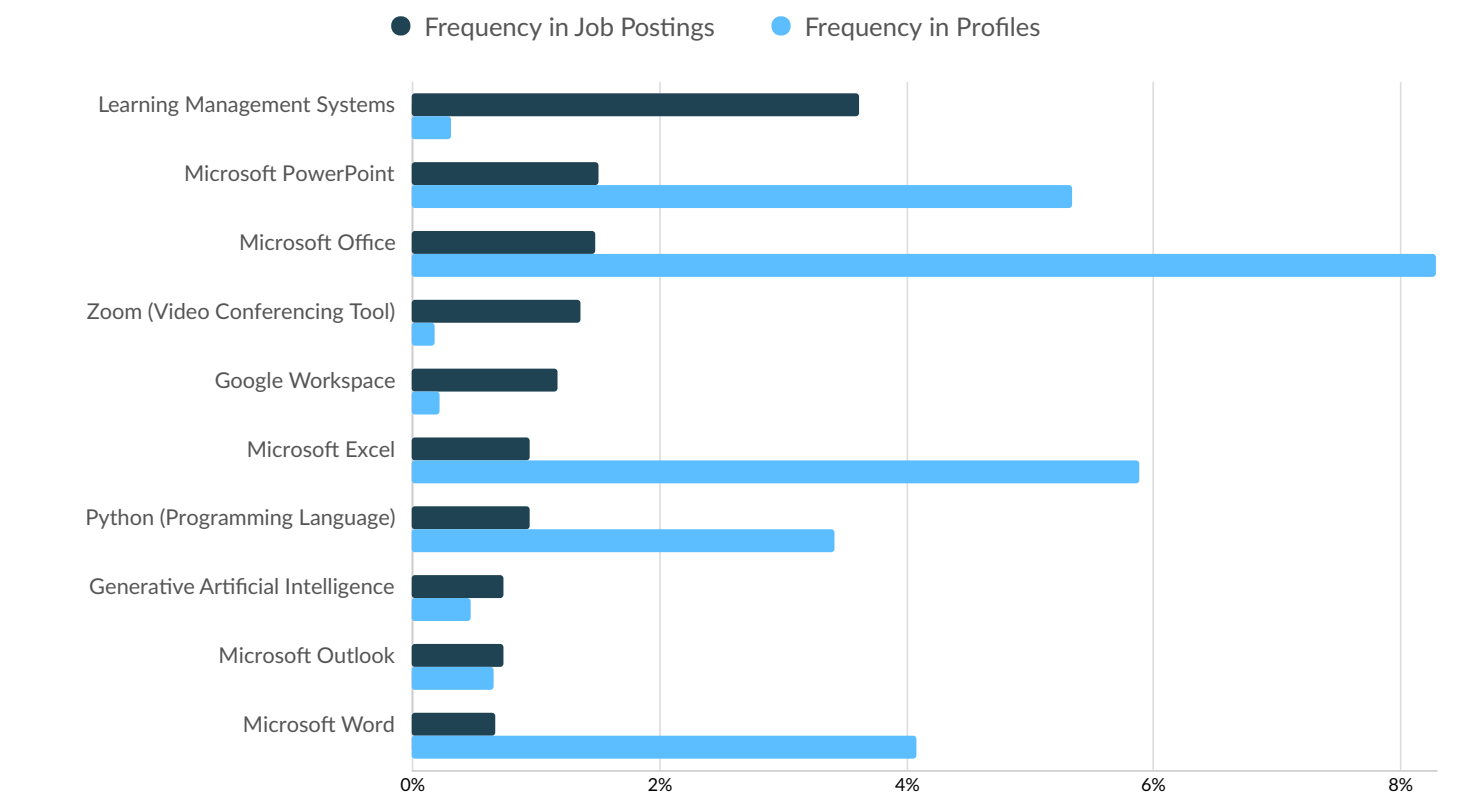
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Educational Assessment	475	14%	47	0%	+20.6%	Rapidly Growing
Student Engagement	425	13%	131	1%	+23.1%	Rapidly Growing
Demonstration Skills	371	11%	62	0%	+10.2%	Growing
Talent Management	349	10%	92	0%	+21.3%	Rapidly Growing
Social Justice	339	10%	206	1%	+19.4%	Growing
Socioeconomics	325	10%	0	0%	+14.1%	Growing
Adult Education	324	10%	617	3%	+9.7%	Growing
Pedagogy	316	9%	167	1%	+11.6%	Growing
Curriculum Development	293	9%	1,996	9%	+14.6%	Growing
Statistics	286	8%	1,442	6%	+22.7%	Rapidly Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Teaching	2,801	83%	6,040	26%	+18.8%	Growing
Research	1,218	36%	7,333	32%	+17.2%	Growing
Communication	802	24%	1,482	6%	+3.6%	Lagging
Innovation	545	16%	889	4%	+25.8%	Rapidly Growing
Leadership	530	16%	2,306	10%	+8.5%	Stable
Writing	476	14%	1,440	6%	+11.8%	Growing
Management	442	13%	2,520	11%	+5.3%	Stable
Advising	413	12%	236	1%	+17.2%	Growing
Enthusiasm	409	12%	23	0%	+22.2%	Rapidly Growing
Mentorship	383	11%	686	3%	+16.5%	Growing

# Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Learning Management Systems	122	4%	74	0%	+6.6%	Stable
Microsoft PowerPoint	51	2%	1,222	5%	+26.1%	Rapidly Growing
Microsoft Office	50	1%	1,897	8%	+18.5%	Growing
Zoom (Video Conferencing Tool)	46	1%	44	0%	+13.1%	Growing
Google Workspace	40	1%	51	0%	+18.8%	Growing
Microsoft Excel	32	1%	1,347	6%	+17.7%	Growing
Python (Programming Language)	32	1%	784	3%	+24.5%	Rapidly Growing
Generative Artificial Intelligence	25	1%	110	0%	+18.1%	Growing
Microsoft Outlook	25	1%	153	1%	+25.0%	Rapidly Growing
Microsoft Word	23	1%	934	4%	+7.2%	Stable

# Top Qualifications

Postings with Qualification	
Registered Nurse (RN)	234
Board Certified/Board Eligible	175
Valid Driver's License	125
Basic Life Support (BLS) Certification	121
Cardiopulmonary Resuscitation (CPR) Certification	85
Certified Associate In Project Management	79
Licensed Vocational Nurse (LVN)	63
Licensed Marriage And Family Therapist (LMFT)	62
Medical License	44
Bachelor Of Science in Nursing (BSN)	43

# Appendix A

## Top Posting Sources

Website	Postings on Website (Jul 2024 - Jun 2025)
hercjobs.org	834
simplyhired.com	684
indeed.com	683
chronicle.com	552
madison.com	499
rapidcityjournal.com	410
higheredsjobs.com	342
diversityjobs.com	281
academiccareers.com	242
universityjobs.com	147
scholarshipdb.net	116
salinasrecruiter.com	113
schooljobs.com	109
peopleadmin.com	97
ucsc.edu	82
glassdoor.com	81
smartrecruiters.com	76
disabledperson.com	64
edjoin.org	64
myworkdayjobs.com	64
watsonvillerecruiter.com	63
wlu.ca	60
craigslist.org	59
diversityinresearch.careers	53
4cdcareers.net	46

# Appendix B

## Sample Postings

Part-Time Lecturer Pool for the Department of Liberal Studies AY 25-26	
Link to Live Job Posting: <a href="http://www.highered360.com">www.highered360.com</a>	
Location: Hayward, CA	O*NET: 25-1062.00
Company: California State University-East Bay	Job Title: Social Studies Department Heads
<p>Part-Time Lecturer Pool for the Department of Liberal Studies</p> <p>AY 25-26</p> <p>EmployerCalifornia State University</p> <ul style="list-style-type: none"><li>East BayLocationHayward, California, United StatesSalaryCompetitive SalaryDate postedJun 30, 2025View more categories Job DetailsCompanyJob Details</li></ul> <p>FACULTY EMPLOYMENT OPPORTUNITY DEPARTMENT OF LIBERAL STUDIES</p> <p>Part-Time Lecturer Pool Position</p> <p>POSITION AVAILABLE</p> <p>One or more temporary, part-time lecturers for a pool from which instructors will be considered for appointments as they become available for Fall Semester 2025, and/or Spring Semester 2026.</p> <p>THE DEPARTMENT</p> <p>The Liberal Studies program is housed in the Ethnic Studies department and offers a rich liberal arts educational experience through selected courses from a wide range of academic disciplines. The major consists of a common core and a choice from three concentrations, designed to meet diverse student interests and needs not only for teaching in schools, but also for leadership in government, non-profit organizations, and business, and for graduate education in law, counseling, social work and services, public affairs and administration, and educational leadership. The Teacher Preparation Option provides excellent preparation for K-6 teaching. The Liberal Arts Option provides well-rounded preparation for graduate work and law school, and for employment in business, non-profit, and government organizations. The Early Childhood Education Option prepares students to teach in TK-3rd grade settings.</p> <p>DUTIES OF THE POSITION</p> <p>Teach one or more sections of the introductory course (LBST 201) and senior seminar (LBST 499), hold office hours, grade student work, communicate with the Director and other personnel. Please note that teaching assignments at California State University, East Bay may include courses at the Hayward campus, Concord Center, and/or online. The policy and expectation of the California State University is that all faculty members will perform all of their duties within the state of California.</p> <p>RANK AND SALARY</p> <p>Lecturer. Salary is dependent upon educational preparation and experience. Position appointment is subject to budgetary authorization. The salary schedule information for the Lecturer</p> <ul style="list-style-type: none"><li>Academic Year Classification is available based on the following ranges: Lecturer AY (Range 2)</li><li>\$5,507</li><li>\$6,677 Lecturer AY (Range 3)</li></ul>	



- \$6,221
- \$13,224 Lecturer AY (Range 4)
- \$6,825
- \$14,523 Lecturer AY (Range 5)
- \$8,593
- \$15,211 The anticipated hiring range is generally at or near the minimum of the appropriate range, commensurate with education and experience.

## DATE OF APPOINTMENT

Fall Semester begins August 18, 2025 and Spring Semester begins January 20, 2026.

## QUALIFICATIONS

For minimum qualifications, candidates must hold at least a master's degree in a related field, including education, humanities and social sciences. Candidates should demonstrate their ability to interact and work effectively with a wide and culturally diverse range of students, including first-generation college students. For preferred qualifications candidate must expect to have an earned doctorate in a related field, including education, humanities and social sciences. Preference will be given to those with experience in working with diverse populations and fostering a collaborative, supportive and inclusive environment. Preference will also be given to those with relevant work experience and those who bring professional capabilities. Experience in interdisciplinary departments or programs is also desirable.

## APPLICATION DEADLINE

Positions open until filled. Applications are considered on a continuous basis.

### Note:

California State University, East Bay hires only individuals lawfully authorized to work in the United States. All offers of employment are contingent upon presentation of documents demonstrating the appointee's identity and eligibility to work in accordance with provisions of the immigration Reform and Control Act. A background check (including a criminal records check and prior employment verification) must be completed and cleared prior to the start of employment. CSUEB is an Equal Opportunity Employer and does not discriminate on the basis of age, race, color, national origin, sex, sexual orientation or disability. The University is committed to the principles of diversity in employment and to creating a stimulating learning environment for its diverse student body. Sponsorship Cal State East Bay is not a sponsoring agency for Lecturer positions and we are not an E-Verify employer.

### Advertised:

June 30, 2025 (9:00 AM) Pacific Daylight TimeApplications close:

Part-time Lecturer Pool for Department of Ethnic Studies AY 25-26	
Link to Live Job Posting: <a href="http://www.highered360.com">www.highered360.com</a>	
Location: Hayward, CA	O*NET: 25-1062.00
Company: California State University-East Bay	Job Title: Lecturers in Ethnic Studies
<p>Part-time Lecturer Pool for Department of Ethnic Studies</p> <p>AY 25-26</p> <p>EmployerCalifornia State University</p> <ul style="list-style-type: none"><li>East BayLocationHayward, California, United StatesSalaryCompetitive SalaryDate postedJun 30, 2025View more categories Job DetailsCompanyJob Details</li></ul> <p>FACULTY EMPLOYMENT OPPORTUNITY DEPARTMENT OF ETHNIC STUDIES</p> <p>Part-Time Lecturer Pool Position</p> <p>POSITION AVAILABLE</p> <p>One or more temporary, part-time lecturers for a pool from which instructors will be considered for appointments as they become available for Fall Semester 2025, and/or Spring Semester 2026.</p> <p>THE DEPARTMENT</p> <p>The Department of Ethnic Studies offers cultural, historical, social science, and interdisciplinary approaches to the study of people of color in the US. We value an intersectional lens that accounts for race, gender, sexuality, and class. We offer courses in both on-ground and online formats. Our courses focus on Black Studies, Asian American and Pacific Islander Studies, American Indian Studies, Chicanx/Latinx Studies, Comparative Ethnic Studies, and Genders and Sexualities in Communities of Color.</p> <p>DUTIES OF THE POSITION</p> <p>Teaching one or more lower or upper-division courses. Please note that teaching assignments at California State University, East Bay may include courses at the Hayward campus, Concord Center, and/or online. The policy and expectation of the California State University is that all faculty members will perform all of their duties within the state of California.</p> <p>RANK AND SALARY</p> <p>Lecturer. Salary is dependent upon educational preparation and experience. Position appointment is subject to budgetary authorization. The salary schedule information for the Lecturer</p> <ul style="list-style-type: none"><li>Academic Year Classification is available based on the following ranges: Lecturer AY (Range 2)</li><li>\$5,507</li><li>\$6,677 Lecturer AY (Range 3)</li><li>\$6,221</li><li>\$13,224 Lecturer AY (Range 4)</li><li>\$6,825</li><li>\$14,523 Lecturer AY (Range 5)</li></ul>	

- \$8,593
- \$15,211 The anticipated hiring range is generally at or near the minimum of the appropriate range, commensurate with education and experience.

## DATE OF APPOINTMENT

Fall Semester begins August 18, 2025 and Spring Semester begins January 20, 2026.

## QUALIFICATIONS

M.A., ABD, or Ph.D. in Ethnic Studies or closely related field. Demonstrated commitment to student success and innovative teaching.

## APPLICATION DEADLINE

Positions open until filled. Applications are considered on a continuous basis.

### Applicants must submit the following:

1) A cover letter describing their teaching or course interests, degree or career qualifications, and teaching experiences and/or teaching philosophy; 2) a complete and current CV or resume and transcripts (official or unofficial) for the highest qualifying degree; 3) three letters of recommendation by persons familiar with their teaching or career experience; 4) academic application (see " Now") through Page Up (CSU Career Opportunities).

### Note:

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### Advertised:

June 30, 2025 (9:00 AM) Pacific Daylight TimeApplications close:

Professor, Foundations of Music Teaching	
Link to Live Job Posting: <a href="https://recruiting.paylocity.com">recruiting.paylocity.com</a>	
Location: San Francisco, CA	O*NET: 25-1121.00
Company: San Francisco Conservatory of Music	Job Title: Professors of Music
<p>Professor, Foundations of Music TeachingSan Francisco, CADescriptionThe San Francisco Conservatory of Music seeks a part-time professor in our Professional Development Department to teach PDV 434 Foundations of Music Teaching beginning in Fall 2025. PDV 434 is a 1-credit, half-semester module course and will run from September 2, 2025 through December 15, 2025. PDV 434: 14 load hours over 7 weeks (Fall semester)Rate of Pay for 2025-2026</p> <p>Academic Year:</p> <p>\$148.51/hrThis course will be taught in person. No aspect of the course will be taught online or in a hybrid format.PDV 434 Foundations of Music Teaching introduces musicians to pedagogical strategies for both individual and group lessons across a wide range of ages and experience levels, to be carried out with confidence and clarity.</p> <p>Topics currently covered include:</p> <p>Instructional design for multiple learning modalitiesCreating lesson plans, teaching procedures, and assessment strategiesAdjusting for age groups and lesson size (private versus group lessons)Classroom management techniquesInclusive pedagogy practicesThis course is eligible for revision due to the ongoing evolution of the industry and the instructor's subject-matter expertise, which together create an opportunity to ensure the course content remains relevant and continues to develop meaningfully over time.The Professional Development Department upholds the following</p> <p>Program Learning Outcomes:</p> <p>Identify career-related resources, terminology, and concepts to employ in a professional setting.Demonstrate a professional demeanor in both physical and digital settings.Learn business and personal skills to build and strengthen their careers.Develop lifelong habits that support mental and physical health.Adapt to a changing job market by drawing on a diverse skill set.RequirementsRequired QualificationsBachelor's degree (music or education strongly preferred)Professional experience and deep knowledge within the music pedagogyClear understanding of skill sets necessary for careers within music teaching todayKnowledge of best practices in inclusive pedagogy practice and excellence in teaching Based in The Bay Area/able to travel to San Francisco for in-person instructionStrong communication skills and engaging classroom leadershipPreferred QualificationsCollegiate teaching experienceExperience with Google Suite including Google ClassroomKnowledge of multiple career paths within different musical genres an understanding of the unique challenges inherent in crafting a career within each oneProfessional experience as a musician and/or educatorSalary Description\$148.51 per Hour</p>	

Miller Endowed Chair in Pediatric Endocrinology Clinical X or In Residence Faculty Series	
Link to Live Job Posting: <a href="https://careers.jamanetwork.com">careers.jamanetwork.com</a>	
Location: San Francisco, CA	O*NET: 25-1071.00
Company: Unclassified	Job Title: Pediatric Endocrinologists
<p>Miller Endowed Chair in Pediatric Endocrinology</p> <ul style="list-style-type: none"><li>Clinical X or In Residence Faculty Series UC San Francisco Academic</li><li>5.0 San Francisco, CA Job Details \$127,000</li><li>\$333,700 a year 9 hours ago Qualifications Medicine Doctoral degree Research Supervising experience Doctor of Philosophy Mentoring Pediatrics Medical License Senior level Endocrinology Communication skills Maya Full Job Description Application Window Open date: June 30, 2025 Next review date: Wednesday, Jul 30, 2025 at 11:59pm (Pacific Time) Apply by this date to ensure full consideration by the committee.</li></ul> <p>Final date:</p> <p>Wednesday, Dec 30, 2026 at 11:59pm (Pacific Time) Applications will continue to be accepted until this date, but those received after the review date will only be considered if the position has not yet been filled. Position description UCSF School of Medicine and UCSF Benioff Children's Hospitals Division of Endocrinology, Department of Pediatrics Clinical X or In Residence Series The Division of Endocrinology in the Department of Pediatrics at the University of California, San Francisco (UCSF), in partnership with UCSF Benioff Children's Hospitals, is recruiting for an endowed faculty position supported by the Miller Endowed Chair in Pediatric Endocrinology. This is a unique opportunity to join a world-class academic environment at the Assistant, Associate, or Full Professor level in either the Clinical X or In Residence faculty series. Academic rank will be commensurate with experience. This search seeks one outstanding investigator across the translational research spectrum—including basic, translational, or clinical science—who is committed to advancing discovery and improving outcomes in pediatric endocrinology. The ideal candidate will have a strong record of research excellence, extramural funding, and scientific innovation, with the potential or proven ability to lead a high-impact, independent research program. We welcome applicants at all career stages, including early-stage, mid-career, and senior faculty, and offer a start-up package to support success. Selected candidates will join a major academic medical center and established fellowship training program. This position may have clinical responsibilities at both the San Francisco and Oakland campuses and would actively contribute to the Department's mission of excellence in research, education, and patient care.</p> <p>Minimum Qualifications:</p> <p>MD or MD/PhD with training in pediatrics and/or a pediatric subspecialty Medical license (or eligibility for a CA medical license) Board eligibility or certification in Pediatrics Board eligibility or certification in</p> <p>Pediatric Endocrinology Preferred Qualifications:</p> <p>Demonstrated ability to obtain or sustain NIH R01 or equivalent funding Experience with collaborative team science Commitment to academic pediatrics and research mentorship Experience supervising residents or students Excellent communication and interpersonal skills The posted UC salary scales set the minimum pay determined by rank and step at appointment. See Table 5. The minimum base salary range for this position is \$127,000</p> <ul style="list-style-type: none"><li>333,700.</li></ul> <p>This position includes membership in the health sciences compensation plan which provides for eligibility for additional compensation. Interested candidates can apply online at <a href="https://aprecruit.ucsf.edu/JPF05618">https://aprecruit.ucsf.edu/JPF05618</a> with a cover letter, curriculum vitae, statement of research accomplishments, and contact information for 3 references. Applicant materials must list current and/or pending qualifications upon submission. The selected candidate must meet all of the qualifications at the time of appointment.</p>	

submission. The selected candidate must meet all of the qualifications at the time of appointment.

### For more information contact:

Maya Lodish, M.D. Professor of Clinical Pediatrics The University of California, San Francisco (UCSF) is one of the nation's leading biomedical research institutions. UCSF has consistently ranked among the top public institutions in National Institutes of Health (NIH) funding, reflecting a long-standing commitment to advancing scientific discovery and improving health. The Department's clinical enterprise spans UCSF Benioff Children's Hospital San Francisco, UCSF Benioff Children's Hospital Oakland, Mount Zion, Zuckerberg San Francisco General, and multiple outreach clinics throughout Northern California, providing unparalleled opportunities to serve infants, children, and young adults across the Bay Area. For 2024-2025, UCSF Benioff Children's Hospitals ranked in all 10 children's specialties in U.S. News & World Report. Located in a region renowned for groundbreaking innovation, UCSF and the Department of Pediatrics bridge research and industry to drive the future of medicine. Application Requirements Document requirements Cover Letter Curriculum Vitae

- CV must clearly list current and/or pending qualifications (e.g. board eligibility/certification, medical licensure, etc.). Statement of Research Statement of Teaching (Optional) Reference requirements 3 required (contact information only) About UC San Francisco As a University employee, you will be required to comply with all applicable University policies and/or collective bargaining agreements, as may be amended from time to time. Federal, state, or local government directives may impose additional requirements. The University of California is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status, or other protected status under state or federal law. As a condition of employment, the finalist will be required to disclose if they are subject to any final administrative or judicial decisions within the last seven years determining that they committed any misconduct. "Misconduct" means any violation of the policies or laws governing conduct at the applicant's previous place of employment, including, but not limited to, violations of policies or laws prohibiting sexual harassment, sexual assault, or other forms of harassment, or discrimination, as defined by the employer. UC Sexual Violence and Sexual Harassment Policy UC Anti-Discrimination Policy APM
- 035: Affirmative Action and Nondiscrimination in Employment Job location San Francisco and/or Oakland, CA

MA350-MA550: Real Analysis (Winter 2026)	
Link to Live Job Posting: Posting is no longer active	
Location: Waterloo, CA	O*NET: 25-1022.00
Company: Wilfrid Laurier University	Job Title: Unclassified
<div>Faculty/Academic Area:</div> <div>Faculty of Science Department:</div> <div>Mathematics Campus:</div> <div>Waterloo Employee Group:</div> <div>WLUFA Requisition ID:</div> <div>10018</div> <div>Position Title:</div> <div>MA350-MA550</div> <div>Real Analysis (Winter 2026)</div> <div>Term:</div> <div>Winter 2026 (Jan 1st•April 31st)</div> <div>Days/Times:</div> <div>Monday, Wednesday 5:30-6:20 PMHours per week/</div> <div>Hours Total:</div> <div>36</div> <div>Type of Course:</div> <div>In-person Anticipated Class Size:</div> <div>40</div> <div>Additional Course Requirements:</div> <div>NonePosted on: June 30th 2025Posting ends: July 14th 2025</div> <div>Position Summary:</div>	

## Position Summary:

Course instructor:

MA350-MA550 MA350-MA550

are taught concurrently Topics in metric spaces including open and closed sets, compactness, uniform continuity. Sequences and series of functions. The Riemann-Stieltjes integral. Introduction to Lebesgue integration. Qualifications•

Required:

PhD in MathematicsQualifications•

Discipline:

PhD in MathematicsQualifications•

Other:

Ability to prepare course documents using LaTeX.

Salary:

\$ 9,206.40

Application Deadline:

July 14th 2025 Required for All Applicants CV (Maximum of 10 pages, with 12-point font and 2.54 cm (1 inch) margins. Pages which exceed this limit will not be considered in the committee's evaluation of the application)Only CVs submitted as a single .pdf file will be considered.Candidate Application Form (CAF)On the CAF, applicants must clearly outline only those qualifications which are relevant for each course for which they have applied and articulate how their work and academic experience enhances their ability to teach each course.4-page total limit on the responses to all of Questions 1, 3 and 4 and 200-word limit on responses for Question 2 will be enforced Required for External Applicants Verification of the highest degree (e.g., a copy of the transcript)Name and contact information for referees (Maximum of 1 page in total, with 12-point font and 2.54 cm margins. Pages which exceed this limit will not be considered in the committee's evaluation of the application). Optional Material (submitted as a single .pdf file): Teaching Dossier and/or relevant supplementary documentation (Maximum of 9 pages in total, with 12-point font and 2.54 cm margins. Pages which exceed this limit will not be considered in the committee's evaluation of the application).External applicants shall combine the teaching dossier, relevant supplementary documentation, verification of the highest degree, and name and contact information for referees in a single .pdf file to be considered.

To Apply:

Please click the gold "Apply Now" button located on the top right hand side of the page. You will be asked to sign in if you have already created an account. If you are not a registered user you may create an account to apply to career opportunities. Once an account is created you will be able to sign in to apply for the position. This appointment is in accordance with the Contract Teaching Faculty and Part-time Librarians Collective Agreement, for which the Wilfrid Laurier Faculty Association (WLUFA) is the exclusive bargaining agent. All applicants are assessed using both the "

Appendix H:

Assessment of CTF Candidates under 13.6.1" in the collective agreement and the program specific rubric, where applicable. Candidates should review these documents and ensure the information required is easily accessible in the application.

Please Note:

Candidate Application form (CAF) is used to apply to an individual posting and must be submitted with each application. The completed form



is to be uploaded with all other application materials by the deadline listed in the course posting. Refer to Appendix I of the Contract Teaching Faculty Collective Agreement for further guidance about completing the CAF and Appendix H for details on how this form will be scored. CTF Members (those who have taught at Laurier in the last 36 months) may wish to submit a single application to multiple course postings via the Posted Course Application Form (PCAF) Appendix G, which includes the CAF. The link to the Faculty specific PCAF is included in the email notification of posted courses you would have received from the hiring department/program/area at Laurier. The PCAF is a separate form due within 5 days of the email notification of posted courses and is submitted via Qualtrics. Refer to this notification for the link to the PCAF. Members who do not submit a PCAF may apply for posted course through a separate application for each course. Refer to the collective agreement for additional information on the PCAF. For Supplementary Remuneration for large classes or multi-section courses, see Article 28.3. Pursuant to Article 13.5 of the Collective Agreement for Contract Teaching Faculty (CTF) and Part-time Librarians, all applicants shall apply electronically. Applications must be received by 23:59 local time of the date on the posting. Wilfrid Laurier University endeavors to fill positions with qualified candidates who have a combination of education, experience, skills, and abilities to successfully perform the duties of the position while demonstrating Laurier's Employee Success Factors. Diversity and creating a culture of inclusion is a key pillar of Wilfrid Laurier University's Strategic Academic Plan and is one of Laurier's core values. Laurier is committed to increasing the diversity of faculty and staff and welcomes applications from candidates from equity deserving groups. Indigenous candidates who would like to learn more about equity and inclusive programming at Laurier are welcomed to contact the Office of Indigenous Initiatives at [indigenous@wlu.ca](mailto:indigenous@wlu.ca). Candidates from other equity deserving groups who would like to learn more about equity and inclusive programming at Laurier are welcomed to contact Equity and Accessibility at [equity@wlu.ca](mailto:equity@wlu.ca). We have strived to make our application process accessible, however if you require any assistance applying for a position or would like this job posting in an alternative format, please contact Human Resources at [hr@wlu.ca](mailto:hr@wlu.ca). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In accordance with the requirements of Citizenship and Immigration Canada, the successful applicants will be required to prove they are legally able to work in Canada. Members of the designated groups must self-identify to the appropriate Dean(s) to be considered for employment equity. All course offerings will be contingent on adequate student registration and subject to budgetary funding. Members of the Contract Teaching Faculty bargaining unit: Should you be interested in learning more about this opportunity, please visit [www.wlu.ca/careers](http://www.wlu.ca/careers) for additional information and the online application system. All applications must be submitted online. All applications shall be reviewed and considered under a set of criteria established by the part-time hiring committee. Only those applicants recommended for a position will be contacted.

# Appendix C - Data Sources and Calculations

## Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

## State Data Sources

This report uses state data from the following agencies: California Employment Development Department