

# 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
19-3094	Political Scientists
11-1031	Legislators
27-3031	Public Relations Specialists

Code	Description
21-1099	Community and Social Service Specialists, All Other
25-1099	Postsecondary Teachers

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:

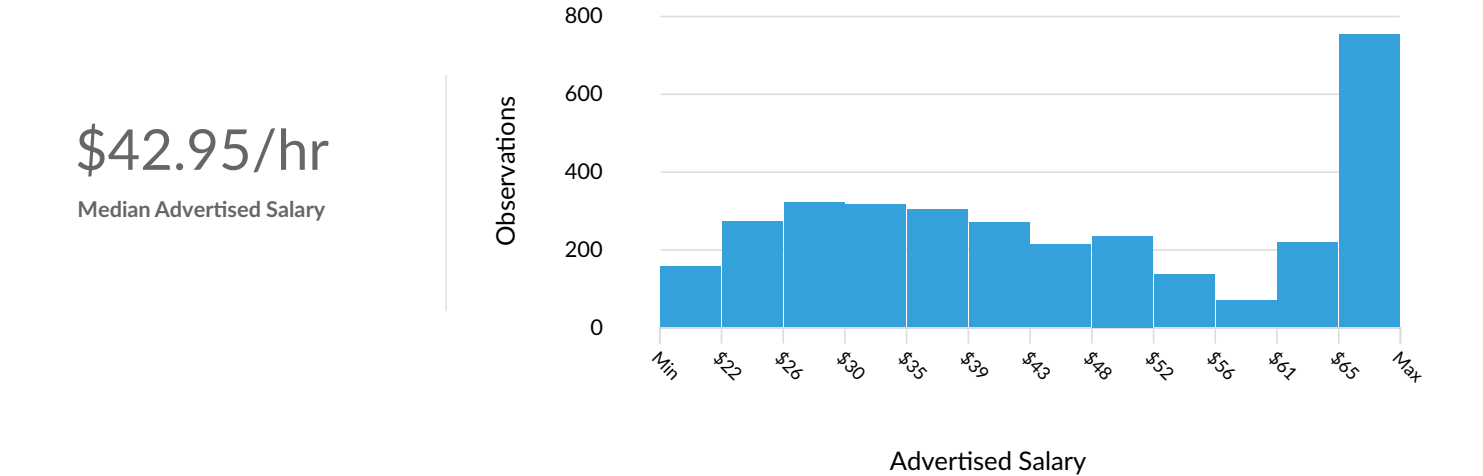
Posting Type: Newly Posted

# Job Postings Overview



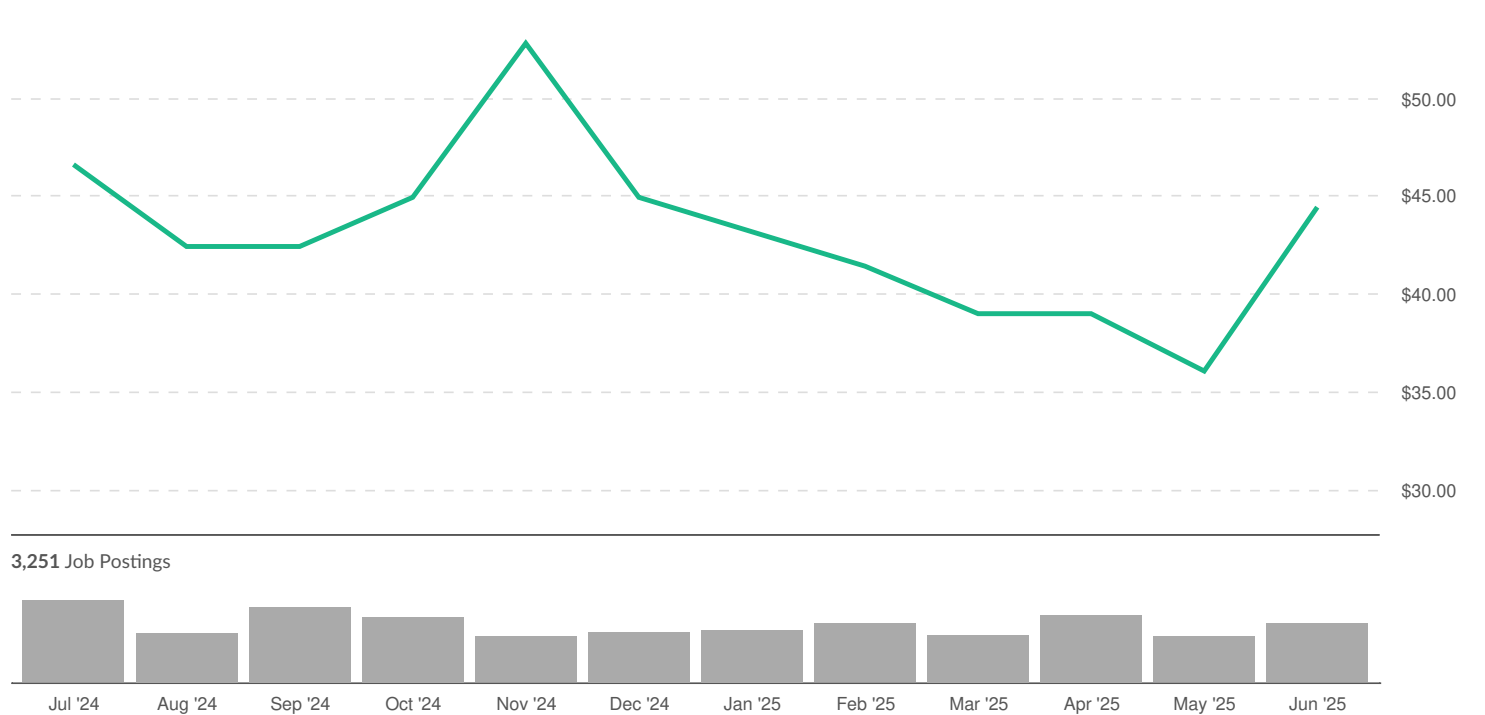
## Advertised Salary

There are 3,251 advertised salary observations (63% of the 5,172 matching postings).



# Advertised Salary Trend

▼4.7% Jul 2024 – Jun 2025  
\$42.95 Median

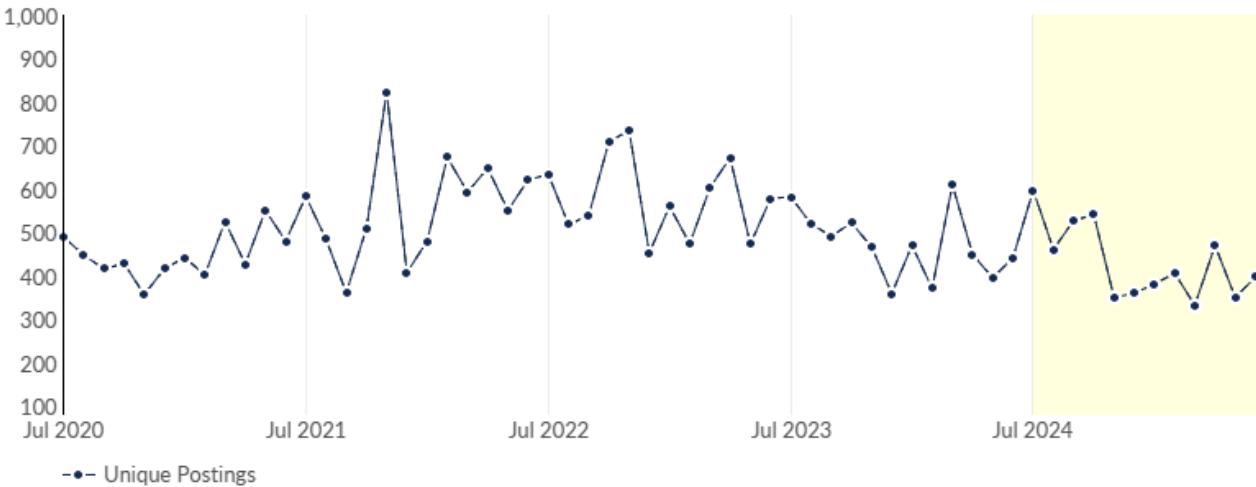


# Job Postings Regional Breakdown



County	Unique Postings (Jul 2024 - Jun 2025)
Alameda County, CA	1,538
San Francisco County, CA	1,538
Contra Costa County, CA	854
San Joaquin County, CA	516
San Mateo County, CA	414

# Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2025	397	2 : 1
May 2025	350	2 : 1
Apr 2025	470	3 : 1
Mar 2025	332	2 : 1
Feb 2025	406	2 : 1
Jan 2025	381	3 : 1
Dec 2024	360	2 : 1
Nov 2024	350	3 : 1
Oct 2024	541	3 : 1
Sep 2024	527	2 : 1
Aug 2024	461	3 : 1
Jul 2024	597	3 : 1
Jun 2024	442	3 : 1
May 2024	395	2 : 1
Apr 2024	449	2 : 1
Mar 2024	610	2 : 1
Feb 2024	371	3 : 1
Jan 2024	470	3 : 1
Dec 2023	359	4 : 1
Nov 2023	467	3 : 1

Oct 2023	522	3 : 1
Sep 2023	491	3 : 1
Aug 2023	520	3 : 1
Jul 2023	582	2 : 1
Jun 2023	578	2 : 1
May 2023	473	3 : 1
Apr 2023	672	2 : 1
Mar 2023	603	3 : 1
Feb 2023	474	3 : 1
Jan 2023	560	3 : 1
Dec 2022	453	2 : 1
Nov 2022	735	3 : 1
Oct 2022	709	3 : 1
Sep 2022	539	3 : 1
Aug 2022	518	3 : 1
Jul 2022	634	2 : 1
Jun 2022	621	3 : 1
May 2022	551	3 : 1
Apr 2022	648	3 : 1
Mar 2022	593	2 : 1
Feb 2022	673	2 : 1
Jan 2022	480	3 : 1
Dec 2021	407	3 : 1
Nov 2021	824	2 : 1
Oct 2021	510	5 : 1
Sep 2021	361	4 : 1
Aug 2021	484	3 : 1
Jul 2021	583	3 : 1
Jun 2021	480	3 : 1
May 2021	551	2 : 1
Apr 2021	427	3 : 1

Mar 2021	525	3 : 1
Feb 2021	402	4 : 1
Jan 2021	442	3 : 1
Dec 2020	416	3 : 1
Nov 2020	357	3 : 1
Oct 2020	428	3 : 1
Sep 2020	416	3 : 1
Aug 2020	448	3 : 1
Jul 2020	490	4 : 1

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	1,314	25%
High school or GED	473	9%
Associate's degree	374	7%
Bachelor's degree	1,764	34%
Master's degree	1,993	39%
Ph.D. or professional degree	1,440	28%

## Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	473	0	9%
Associate's degree	318	32	6%
Bachelor's degree	1,410	180	27%
Master's degree	1,035	644	20%
Ph.D. or professional degree	622	818	12%



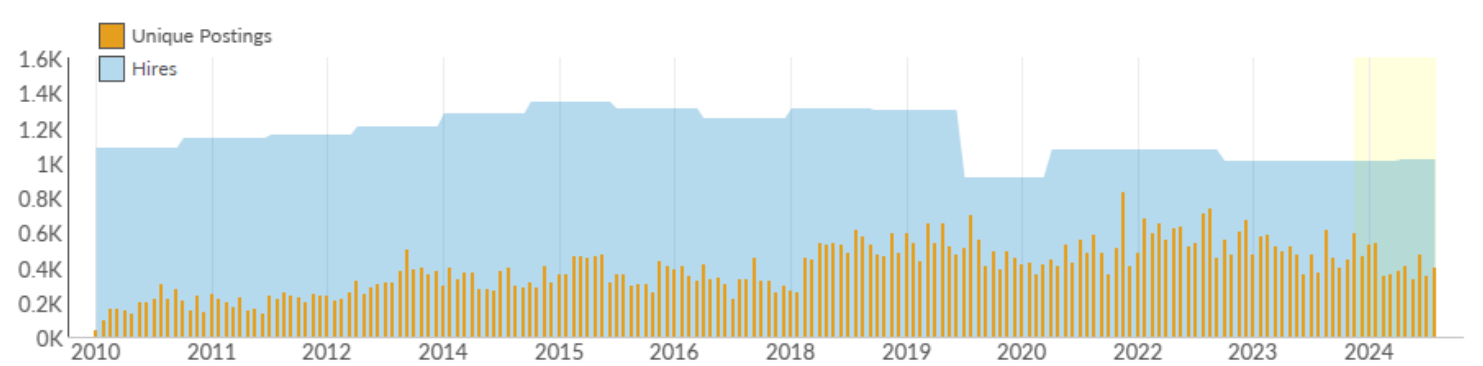
# Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	3,000	58%
0 - 1 Years	364	7%
2 - 3 Years	913	18%
4 - 6 Years	740	14%
7 - 9 Years	68	1%
10+ Years	87	2%

# Job Postings vs. Hires











431	1,010
Avg. Monthly Postings (Jul 2024 - Jun 2025)	Avg. Monthly Hires (Jul 2024 - Jun 2025)

In an average month, there were 431 newly posted job postings for 5 Occupations, and 1,010 actually hired. This means there were approximately 2 hires for 5 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
Community and Social Service Specialists, All Other	75	92
Public Relations Specialists	44	287
Political Scientists	35	2
Legislators	0	0





# Top Companies Posting

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
University of California-Berkeley	1,232 / 468	3 : 1 	22 days
Saint Mary's College of California	710 / 293	2 : 1 	22 days
University of California-San Francisco	514 / 270	2 : 1 	22 days
University of Maryland Global Campus	996 / 265	4 : 1 	32 days
University of the Pacific	700 / 210	3 : 1 	34 days
University of California-Santa Cruz	763 / 192	4 : 1 	31 days
Milton Hershey School	191 / 137	1 : 1 	18 days
San Joaquin Delta College	237 / 101	2 : 1 	27 days
Contra Costa Community College	210 / 91	2 : 1 	32 days
University of California	161 / 62	3 : 1 	22 days
























# Top Cities Posting
















City	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
San Francisco, CA	3,909 / 1,544	3 : 1 	31 days
Berkeley, CA	1,391 / 482	3 : 1 	34 days
Oakland, CA	1,018 / 441	2 : 1 	31 days
Stockton, CA	1,080 / 402	3 : 1 	29 days
Moraga, CA	711 / 294	2 : 1 	22 days
Santa Cruz, CA	949 / 285	3 : 1 	30 days
Fremont, CA	453 / 166	3 : 1 	33 days
Concord, CA	473 / 158	3 : 1 	33 days
Hayward, CA	341 / 151	2 : 1 	32 days
San Mateo, CA	343 / 132	3 : 1 	24 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
Community and Social Service Specialists, All Other	2,175 / 904	2 : 1 	28 days
Public Relations Specialists	1,204 / 528	2 : 1 	24 days
Political Scientists	1,038 / 414	3 : 1 	25 days





# Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Community and Social Service Specialists, All Other	2,175 / 904	2 : 1 	28 days
Public Relations Specialists	1,204 / 528	2 : 1 	24 days
Postsecondary Teachers, All Other	1,145 / 461	2 : 1 	31 days
Political Scientists	1,038 / 414	3 : 1 	25 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
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
Social / Human Services Specialist	1,359 / 559	2 : 1 	24 days
College Professor (Other)	1,311 / 531	2 : 1 	31 days
Communications / Public Relations Specialist	981 / 425	2 : 1 	24 days
Policy Analyst	1,032 / 411	3 : 1 	25 days
Health Sciences Professor	900 / 383	2 : 1 	27 days
Community / Political Organizer	816 / 345	2 : 1 	32 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
Media Planner / Buyer	223 / 103	2 : 1 	26 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
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
Social Science Researcher	6 / 3	2 : 1		24 days
History / Social Studies Teacher	9 / 2	5 : 1		n/a



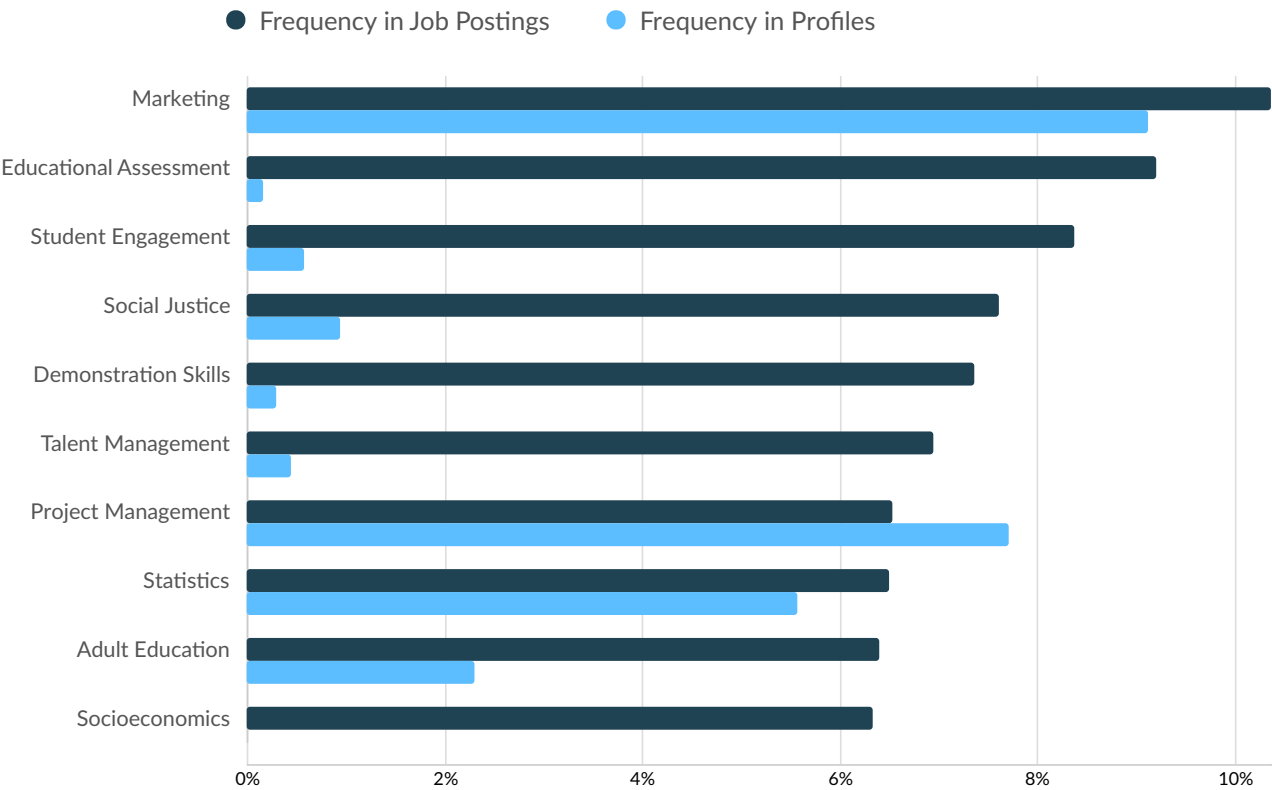
# Top Posted Job Titles

	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
House Parents	144 / 102	1 : 1 	17 days
Communications Specialists	224 / 89	3 : 1 	26 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
Housing Specialists	152 / 47	3 : 1 	26 days

# Top Industries

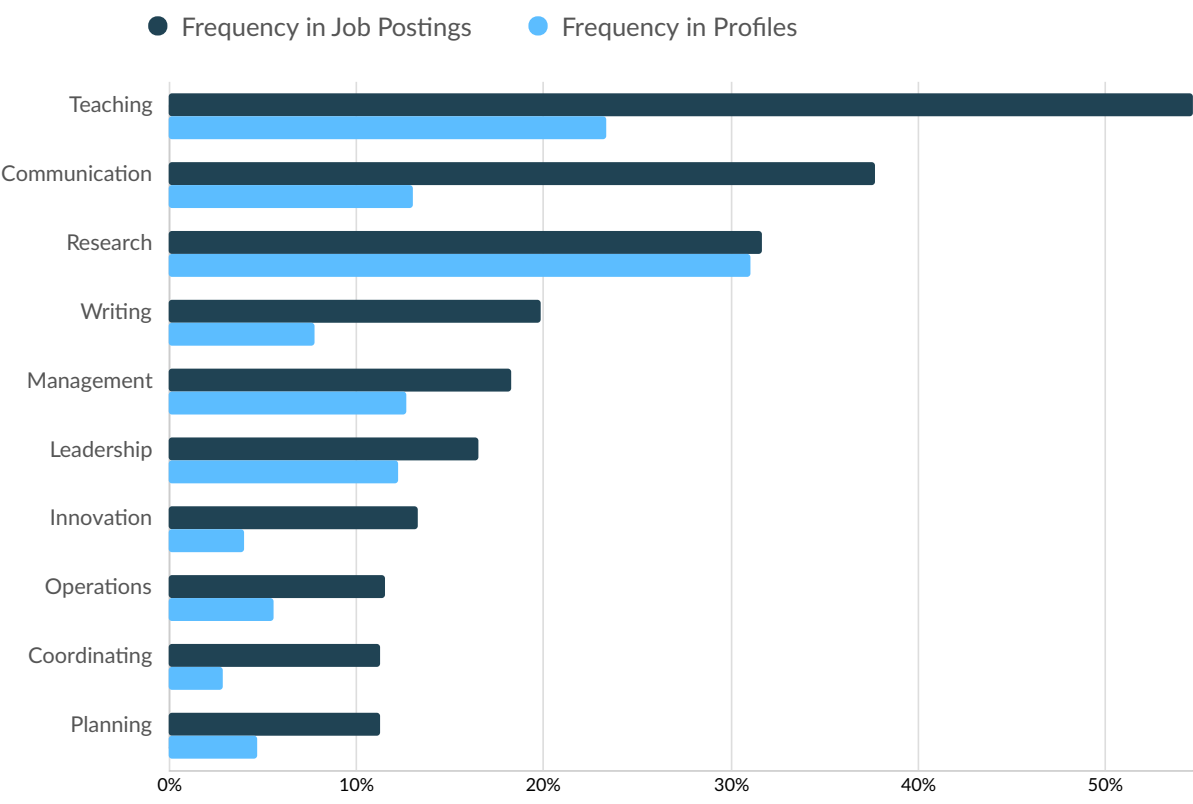
	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Colleges, Universities, and Professional Schools	5,823 / 2,129	3 : 1 	31 days
Unclassified Industry	1,644 / 743	2 : 1 	31 days
Junior Colleges	1,107 / 465	2 : 1 	33 days
Elementary and Secondary Schools	316 / 207	2 : 1 	18 days
Employment Placement Agencies	130 / 74	2 : 1 	21 days
All Other Miscellaneous Schools and Instruction	182 / 60	3 : 1 	31 days
Other Individual and Family Services	197 / 56	4 : 1 	39 days
General Medical and Surgical Hospitals	228 / 50	5 : 1 	32 days
Fine Arts Schools	144 / 39	4 : 1 	27 days
Libraries and Archives	74 / 35	2 : 1 	33 days

# Top Specialized Skills



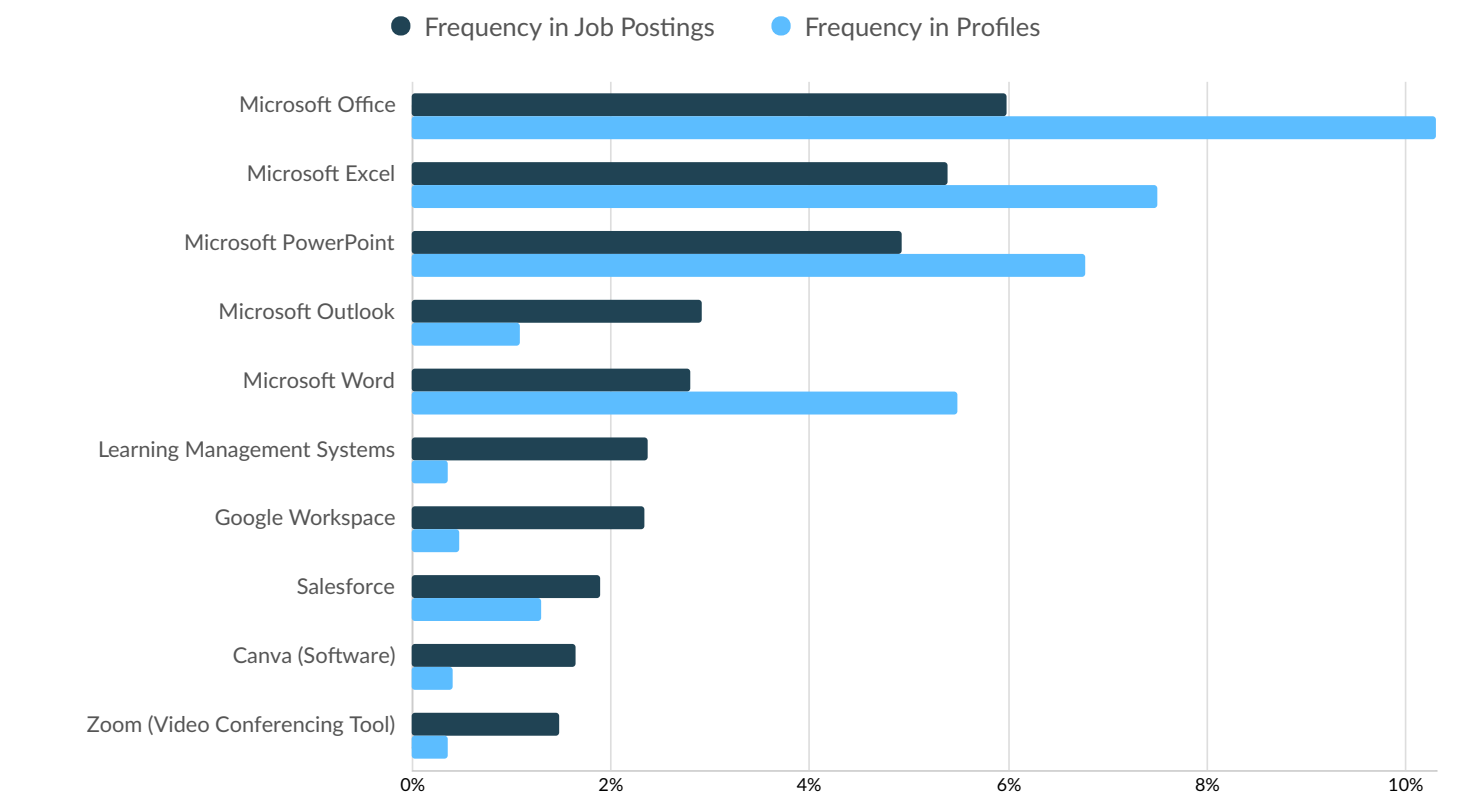
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Marketing	536	10%	2,484	9%	+23.0%	Rapidly Growing
Educational Assessment	476	9%	44	0%	+20.6%	Rapidly Growing
Student Engagement	433	8%	156	1%	+23.1%	Rapidly Growing
Social Justice	394	8%	257	1%	+19.4%	Growing
Demonstration Skills	381	7%	80	0%	+10.2%	Growing
Talent Management	359	7%	124	0%	+21.3%	Rapidly Growing
Project Management	338	7%	2,100	8%	+19.8%	Rapidly Growing
Statistics	336	6%	1,518	6%	+22.7%	Rapidly Growing
Adult Education	331	6%	628	2%	+9.7%	Growing
Socioeconomics	328	6%	0	0%	+14.1%	Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Teaching	2,830	55%	6,355	23%	+18.8%	Growing
Communication	1,952	38%	3,555	13%	+3.6%	Lagging
Research	1,641	32%	8,463	31%	+17.2%	Growing
Writing	1,030	20%	2,121	8%	+11.8%	Growing
Management	945	18%	3,468	13%	+5.3%	Stable
Leadership	857	17%	3,340	12%	+8.5%	Stable
Innovation	686	13%	1,104	4%	+25.8%	Rapidly Growing
Operations	598	12%	1,519	6%	+8.1%	Stable
Coordinating	584	11%	781	3%	+14.7%	Growing
Planning	582	11%	1,289	5%	+10.9%	Growing

# Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Office	310	6%	2,809	10%	+18.5%	Growing
Microsoft Excel	279	5%	2,046	8%	+17.7%	Growing
Microsoft PowerPoint	255	5%	1,845	7%	+26.1%	Rapidly Growing
Microsoft Outlook	151	3%	295	1%	+25.0%	Rapidly Growing
Microsoft Word	145	3%	1,496	5%	+7.2%	Stable
Learning Management Systems	123	2%	101	0%	+6.6%	Stable
Google Workspace	121	2%	130	0%	+18.8%	Growing
Salesforce	98	2%	356	1%	+24.7%	Rapidly Growing
Canva (Software)	85	2%	111	0%	+8.2%	Stable
Zoom (Video Conferencing Tool)	77	1%	100	0%	+13.1%	Growing

# Top Qualifications

	Postings with Qualification
Valid Driver's License	565
Registered Nurse (RN)	234
Board Certified/Board Eligible	177
Cardiopulmonary Resuscitation (CPR) Certification	133
Basic Life Support (BLS) Certification	129
Certified Associate In Project Management	79
Licensed Marriage And Family Therapist (LMFT)	75
Master Of Business Administration (MBA)	64
First Aid Certification	63
Licensed Vocational Nurse (LVN)	63

# Appendix A

## Top Posting Sources

Website	Postings on Website (Jul 2024 - Jun 2025)
simplyhired.com	1,606
indeed.com	1,603
hercjobs.org	889
chronicle.com	555
madison.com	500
rapidcityjournal.com	413
higherjobs.com	356
diversityjobs.com	309
academiccareers.com	247
glassdoor.com	207
dejobs.org	197
disabledperson.com	182
universityjobs.com	147
salinasrecruiter.com	142
scholarshipdb.net	128
schooljobs.com	109
myworkdayjobs.com	102
peopleadmin.com	98
smartrecruiters.com	86
craigslist.org	83
watsonvillerecruiter.com	83
ucsc.edu	82
snagajob.com	77
edjoin.org	75
santarosarecruiter.com	64

# 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:

California State University, East Bay hires only individuals lawfully authorized to work in the United States. All offers of employment are contingent upon the 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:

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>	

## 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
<p>Faculty/Academic Area:</p> <p>Faculty of Science Department:</p> <p>Mathematics Campus:</p> <p>Waterloo Employee Group:</p> <p>WLUFA Requisition ID:</p> <p>10018</p> <p>Position Title:</p> <p>MA350-MA550</p> <p>Real Analysis (Winter 2026)</p> <p>Term:</p> <p>Winter 2026 (Jan 1st•April 31st)</p> <p>Days/Times:</p> <p>Monday, Wednesday 5:30-6:20 PMHours per week/</p> <p>Hours Total:</p> <p>36</p> <p>Type of Course:</p> <p>In-person Anticipated Class Size:</p> <p>40</p> <p>Additional Course Requirements:</p> <p>NonePosted on: June 30th 2025Posting ends: July 14th 2025</p> <p>Position Summary:</p>	

## 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