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Job Description - Assistant or Associate Professor - Women's/Ethnic Studies (25514)

Job Description

Assistant or Associate Professor - Women's/Ethnic Studies - 25514
Faculty

Description

The [Women's and Ethnic Studies \(WEST\)](#) Program in the [College of Letters, Arts and Sciences](#) invites applications for a full-time tenure-track Assistant Professor or a tenured Associate Professor position set to begin in Fall 2023. Depending on the rank of the hire, potential for leadership to the program is desired. We seek a dynamic scholar with strong African American/Black studies focus and a foundation in ethnic and gender studies. This position will teach at the undergraduate level with a 3/2 teaching load.

The successful candidate will be expected to teach in-person elective courses in their areas of expertise and to cover sections of our "Introduction to Social Justice Studies" course (an interdisciplinary and intersectional survey of topics concerning social identity, environmental and social justice, difference, inequity, and inequality). Preference will be given to applicants with prior teaching experience in ethnic and gender studies, who demonstrate strong research potential in their field(s), display the ability to work well with people of diverse backgrounds, and value interdisciplinary and intersectional approaches to scholarship and pedagogy. We are seeking a candidate dedicated to innovative scholarship, liberatory pedagogy, campus life and community engagement.

If you are looking for a place where you can thrive and grow as a scholar/creative artist, take risks, teach cutting-edge curriculum, work with a diverse student body, a collaborative, interdisciplinary team of faculty and community leaders, and assume an active role in shaping the future vision and direction of the program, please apply.

Who We Are:

The University of Colorado Colorado Springs (UCCS) is one of four campuses in the [University of Colorado system](#) and is home to over 9,000 undergraduate and 1,800 graduate students. UCCS offers 53 undergraduate degree programs, 24 graduate degree programs, and 8 doctoral programs. UCCS is also home to the world's only Bachelor of Innovation™ program, which allows our graduates to master multi-disciplinary skills and graduate ready to create real change in the world. UCCS was recently classified as a "High Research Activity" university by the Carnegie Foundation and takes pride in being the only higher education institution in southern Colorado that explicitly includes research as part of its mission. We have a strong focus in fueling student success by creating, using, and maintaining a multitude of offices – First Year Experience, Excel Centers, Academic Advising, and the Career Center just to name a few. Overall, UCCS is constantly focused on preparing our students to have success in the future, and we understand that every single employee on our campus has a significant effect on that focus.

The city, which was recently ranked as the number six Best Places to Live by [U.S. News & World Report](#) in 2021, known as Olympic City USA, rests at the base of Pikes Peak, the inspiration for the song "America the Beautiful" and a must-see for residents and visitors alike. The 14,115 foot summit

is just one of dozens of area attractions, including scenic trains, museums, parks, a zoo and more. With a mild climate and 247 days of sunshine each year, the Springs boasts some of the state's best recreation opportunities.

The University of Colorado Colorado Springs is accredited by the Higher Learning Commission and authorized by the Colorado Commission on Higher Education. For general information about UCCS, its programs, locations, students, faculty, and offerings, go to: <https://www.uccs.edu/>.

Work Location: Typically, on-site; position may be partially remote, based on the semester-to-semester need of the department, as determined by the supervisor.

Remote work will be available for emergency events. This will be offered based on the emergency and allowance will come from leadership and the guidelines provided at the time of the emergency.

This position has been determined to be exempt from the overtime provisions of the Fair Labor Standards Act (FLSA).

What We Offer:

Assistant Professor Salary Range: generally starting between \$60,000 - \$63,000 per academic year

Associate Professor Salary Range: generally starting between \$65,000 - \$69,000 per academic year

The salary of the finalist(s) selected for this role will be set based on a variety of factors, including but not limited to, internal equity, experience, education, specialty and training.

The University of Colorado Colorado Springs offers excellent benefits, some of which include:

- Medical insurance, with the lowest cost option being \$0 to the employee
- Dental, Vision, Life and Disability insurance
- Mandatory retirement plans. Employees contribute 5% of their annual compensation. CU doubles that and contributes 10%
- Tuition Assistant Benefit available to you or a dependent
- Paid Parental Leave after 12 months of employment
- Faculty Housing Assistance Program

Tentative Search Timeline:

- Priority will be given to applications submitted by **September 15, 2022**. However, this posting will remain open until filled.
- The potential dates for first round interviews will be the week of **October 10, 2022**.
- The potential employee start date is **August 14, 2023**.

The University of Colorado Colorado Springs is committed to providing a safe and productive learning, living and working community. To assist in achieving this goal, we conduct background investigations for all prospective applicants being considered for employment. Background investigations include a criminal history record check, and when appropriate, a financial and/or motor vehicle history check.

Applicants with disabilities: If you have a mental or physical impairment, which limits one of your major life activities (e.g. walking, hearing, seeing, speaking, breathing, or learning) and require special accommodations for testing or interviewing, it is your responsibility to notify the office scheduling the interview or test at least 3 working days before the interview or test date. If you need special accommodations at the work site, you must notify the appointing authority or Human Resources.

The Immigration Reform and Control Act requires that verification of employment eligibility be documented for all new employees by the end of the third day of work.

Qualifications

Please note that while the position details both required qualifications as well as preferred qualifications below, we want applicants to be aware that they do not need to have all of the desired skills and experience to be considered for this position. If you meet the minimum qualifications, have passion for the work, along with experience in a related field, you are encouraged to apply. We encourage on-the-job training for any additional skills or knowledge that become relevant to the position.

Minimum Qualifications:

- Ph.D. in American Studies, Africana/African American Studies, Communication, Cultural Studies, History, Ethnic Studies, Geography, Gender/Women's Studies, History, Journalism, Media Studies, Public Policy, Political Science, Psychology, Visual and Performing Arts, or Sexuality Studies
 - ABD candidates will be considered but Ph.D. must be completed in full by the start of the Fall 2023 appointment
- 1 semester teaching ethnic and gender studies at the college level

To be considered at the associate professor level, preferred applicants should show evidence of (1) tenure at a regionally accredited higher education institution; (2) excellence in teaching and scholarly activities; (3) a history of securing internal and/or external funding; (4) expertise in key academic area(s) that would enhance the department's national reputation; (5) demonstrated ability to engage in collaborative leadership and partnerships with the College of Letter, Arts and Sciences constituencies; and (6) demonstrated capacity or interest in departmental leadership.

Preferred Qualifications:

- Demonstrated strong research/creative and teaching potential in this field
- Display the ability to work well with people of diverse backgrounds
- Value of interdisciplinary and intersectional approaches to scholarship and pedagogy

Physical Requirements:

Employee must be able to teach in person, communicate with students, faculty, and staff and conduct research and/or produce scholarship/creative work.

UCCS is an equal opportunity and affirmative action employer. In compliance with applicable laws and in furtherance of its commitment to fostering an environment that welcomes and embraces diversity, the University of Colorado does not discriminate on the basis of race, color, creed, religion, national origin, gender, disability, age, veteran status, sexual orientation, gender identity or expression, genetic information, political affiliation or political philosophy in its programs or activities, including employment, admissions, and educational programs. Alternative formats of this ad can be provided upon request for individuals with disabilities by contacting the Office of Human Resources at (719) 255-3372.

To perform this job successfully, an individual must be able to perform each of the established essential functions and meet the physical and environment demands described satisfactorily. The requirements listed are representative of the knowledge, skill, ability, physical and environmental conditions required of the employee on the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions, physical and environmental demands.

Special Instructions to Applicants: • Applications submitted by September 15, 2022 will receive full consideration. • Applications submitted through email or surface mail will not be considered. Please apply at cu.edu/cu-careers (job #: 25514). • Official transcripts will be required upon hire. • Upon request, please be prepared to provide three professional references, including their email contact information. • ABD candidates will be considered but Ph.D. must be complete by the start of the Fall 2023 appointment If you have technical difficulties with your application, please contact the CU Careers help desk at 303-860-4200 #5 or cucareershelp@cu.edu. Job related inquiries should be directed to the posting contact, Andrea Herrera , aherrera@uccs.edu. The University of Colorado Colorado Springs will not sponsor work visas or permanent resident applications for this position. Application Materials Required: Cover Letter, Resume/CV, Unofficial transcript(s), Statement of Teaching Philosophy, Additional Attachments - Refer to Application Materials Instructions Below Application Materials Instructions: Please identify the job specific minimum qualifications you possess in your cover letter and be sure your resume includes any and all relevant experience to be accurately assessed against the qualifications listed in the posting. To apply, please submit the following application materials to this posting. 1. A current CV/resume. Must include date ranges to include month and year (mm/yyyy) and whether the position was full time or part time. 2. A cover letter that specifically addresses the job requirements and outlines qualifications. 3. Unofficial transcripts. 4. 1-2 page Research Statement . 5. One writing sample. 6. 1-2 page Statement of Teaching Philosophy. 7. One relevant syllabus. 8. List of courses taught. When submitting the materials, check the Job Specific Attachments box next to each document in order for the search committee members to see your materials.

Job Category

: Faculty

Primary Location

: Colorado Springs

Department: C0001 -- Colorado Springs Campus - 40080 - LAS-Women's & Ethnic Studies

Schedule

: Full-time

Posting Date

: Jul 29, 2022

Unposting Date

: Ongoing

Posting Contact Name: Andrea Herrera

Posting Contact Email: aherrera@uccs.edu

Position Number: 00485501