

Associate Professor of Ethnic Studies

Job no: 523404

Work type: Instructional Faculty - Tenured/Tenure-Track

Location: Monterey Bay

Categories: Unit 3 - CFA - California Faculty Association, Faculty - Letters/Humanities, Tenured/Tenure-Track, Full Time

Classification: Academic Year Faculty

Priority Screening Date: March 1, 2023

Recruitment Status: Open Until Filled

Appointment Date: Fall 2023

Powered by an inspiring <https://csumb.edu/about/founding-vision-statement>, <https://csumb.edu/about> (CSUMB) is a mid-sized comprehensive baccalaureate and masters granting university whose staff and faculty help transform student lives through a focus on student success and engagement through project-based learning, service learning in its regional community, and the promotion of multicultural and global perspectives on and beyond campus. CSUMB is both a Minority Serving Institution (MSI) and a Hispanic Serving Institution (HSI) and has a vibrant, diverse student body of over 7,400 students.

The university's <https://csumb.edu/about/mission-strategic-plan> prioritizes inclusive excellence through recruiting and investing in the development of a diverse body of faculty, staff, and administrators. CSUMB's sustainability initiative is to be carbon neutral by 2030. The university's faculty and staff, many of whom live in the East Campus housing development, appreciate living and working so close to the shores of the beautiful Monterey Bay. As one of the 23 campuses in the California State University (CSU) system, CSUMB offers excellent <https://csumb.edu/up/benefits/>, including access to below market rate <https://csumb.edu/up/employee-housing/> and competitive salaries for faculty and staff.

The <https://csumb.edu/cahss/cahss-mission/> extends its DEI-focused Cluster Hire to diversify its faculty and promote inclusive teaching strategies. The successful candidate will join a dynamic cluster of faculty who will contribute to the university's diversity, equity and inclusion goals in their departments, college, the university, and the community.

TENURE TRACK POSITION: ETHNIC STUDIES

Following the launch of the new B.A. Degree Program in Ethnic and Gender Studies, the School of Humanities and Communication invites candidates to apply for a tenure-track position at the rank of associate professor in the field of **Africana Studies**. Individuals who submit their application at the level of assistant professor who are "senior" in terms of years in rank and near tenure will be considered.

This position was in part created in response to a new Ethnic Studies general education Ethnic Studies requirement (GE area F) implemented by the California State University system. This requirement was developed to advance innovative approaches to the study of race, race relations, racialization and the practice of social justice. Along with GE area F courses, the candidate will also be expected to teach core courses in their fields of specialization, as well as additional Ethnic and Gender Studies courses. In addition, the candidates should have the ability to teach comparative Ethnic Studies courses, integrate multiple disciplinary cultural and global perspectives, and incorporate educational technology in their teaching and professional activities. Candidates should also be committed to working with a diverse student population. We seek colleagues who can collaborate across disciplinary lines, and bring innovative approaches to teaching.

RESPONSIBILITIES:

- Teaching
- Advising and mentoring students in the majors
- Scholarly and Creative Activities
- Service/Contribution to the Institution
- Service/Contribution to the Community
- Service on Department, College, and University Committees
- Curriculum development and Assessment of the Major

MINIMUM QUALIFICATIONS:

- A Ph.D. in Ethnic Studies, Africana Studies, Humanities, or other related fields from an accredited university.
- Hold a position at the Associate Professor level. Individuals at the rank of assistant professor will be considered with postdoctoral experience and if they are “senior” in terms of years in rank and near tenure.
- Expertise in Africana Studies/Black Studies.
- Ability to teach comparative courses and integrate multiple disciplinary cultural and global perspectives.
- Demonstrated potential or evidence of effective teaching at college level.
- Demonstrated potential or evidence of successful research and scholarly publication and/or creative activities.
- Demonstrated commitment to working successfully with a diverse student population.

PREFERRED QUALIFICATIONS:

- Expertise in gender, sexuality, and/or Black feminist thought
- Demonstrated commitment to working successfully with a diverse student population
- Ability to teach comparative courses and integrate multiple disciplinary cultural and global perspectives
- Demonstrated evidence of grounding in Afrocentric method, approaches, and in comparative Africana Studies

- Demonstrated evidence of or potential for conducting comparative studies across Africana Studies, American Indian Studies, Latina/o Studies, Asian American Studies, and/or Gender Studies
- Experience strengthening outreach, recruitment, retention, and professional development of diverse faculty, staff, and administrators
- Ability to leverage the diversity of the university community to enhance the educational experience for all students
- Experience with or demonstrated commitment to learning instructional technologies in order to teach courses using various modes, i.e., in-person, hybrid, online, etc., separately or in combination
- Ability to mentor and work with diverse students in applied and action research, service learning, community engagement, internship, study abroad, and other faculty directed and supported student development activities

SPECIAL CONDITIONS OF EMPLOYMENT:

The person holding this position is considered a “mandated reporter” under the California Child Abuse and Neglect Reporting Act and is required to comply with the requirements set forth in <http://www.calstate.edu/eo/EO-1083.html> as a condition of employment.

The incumbent is required to maintain confidentiality as outlined in the Department of Education’s Family Educational Rights and Privacy and California’s Educational Code Chapter 13 regarding sensitive student issues.

All offers of employment are contingent upon the successful completion of a background check (including a criminal records check).

Working in the State of California is a condition of employment.

COMPENSATION:

Anticipated Hiring Salary Range: \$82,000 - \$92,000

BENEFITS:

CSUMB offers a premium benefit package that includes outstanding health, dental & vision plans; a fee waiver education program; and membership in the California Public Employees Retirement System (CalPERS). For more information, visit: <https://www2.calstate.edu/csu-system/careers/benefits/Documents/employee-benefits-summary.pdf>. Additionally, University Corporation at CSU Monterey Bay provides access to affordable campus housing based on availability, visit: <https://www.schoonoverparkapartments.com/>.

APPLICATION PROCEDURE:

For full consideration, applicants must complete the required online application and submit required documents by the priority screening date found at <http://www.csumb.edu/jobs>. Application submissions received after the application screening date will be reviewed at the discretion of the University. Materials submitted become the property of CSUMB and will not be returned.

Required Documentation:

- A completed CSUMB Application
- Curriculum Vitae
- A cover letter (no more than 5 pages) that includes:
- A statement of teaching philosophy as it pertains to student success and inclusive excellence
- A statement of research experiences and scholarly interests
- A diversity statement that must include specific examples of how your background, educational/professional experiences, and area of expertise prepared you for this position
- Unofficial copies of all postsecondary degree transcripts (official transcripts will be required prior to appointment).

Reasonable accommodations will be provided for qualified applicants with disabilities who self-disclose by contacting University Personnel at (831) 582-3389.

GENERAL INFORMATION:

CSUMB hires only individuals lawfully authorized to work in the United States and is an E-Verify employer. In compliance with state and federal crime awareness and campus security legislation, including The Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act, California Education Code section 67380, and the Higher Education Opportunity Act (HEOA), the Cal State University, Monterey Bay Annual Security and Fire Safety Report is available at: <https://csumb.edu/clery>

The health and safety of our students, faculty, and staff remain our highest priority. While on campus, students, faculty, staff, and the community will be expected to follow all campus safety mandates.

Per the CSU COVID-19 Vaccination Interim Policy, all students and employees are required to submit their vaccination status to the Otter Vaccination Registry and are encouraged to be vaccinated.

CSUMB is a smoke and tobacco-free campus.

AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER:

CSUMB is an Equal Opportunity Affirmative Action employer seeking to recruit and support a broadly diverse community of faculty and staff. We value and celebrate diversity in all its forms and strive to foster an inclusive culture built on respect that

affirms inter-group relations and builds cohesion. We consider qualified applicants for employment for their anticipated contributions and without regard to race, color, religion, national origin, age, gender, gender identity or expression, sexual orientation, genetic information, medical condition, pregnancy, marital status, veteran status, or disability.

To apply, visit <https://apptrkr.com/3817251>

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