



**Position:** Assistant/Associate Professor of Nursing (Psychiatric/Mental Health)

**Job#:** 24/25 NSME 07

**Type:** Tenure-Track

**Academic Year:** 2024-2025

**Available:** Spring 2024

**Location:** Department of Nursing  
School of Natural Sciences, Mathematics, and Engineering  
California State University, Bakersfield  
9001 Stockdale Highway, RNC 29  
Bakersfield, CA 93311-1099

**Contact:** Dr. Maria Rubolino  
Search and Screening Committee Chair  
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661-654-2399

**Deadline:** Review of applications will begin on December 1, 2023 and will continue until filled.

**University Background:** CSU Bakersfield, founded in 1970, is a regional, comprehensive university serving the southern San Joaquin Valley of California. CSU Bakersfield's service area covers nearly 25,000 square miles and is home to a socially and ethnically diverse population of over 11,000 students. CSU Bakersfield is the only four-year degree granting institution within a 100-mile radius. Due to this, CSU Bakersfield has a vital role in educational attainment, economic development, and quality of life within the region.

The accolades CSU Bakersfield has received include Third Way's #9 Most Economic Mobility Index (2023), Washington Monthly's #10 Best Bang for the Buck for Western Colleges and #11 Best Master's University (2023), and US News and World Report's #16 Top Public School in the West (2023).

CSU Bakersfield serves 9,800 undergraduate students and 1,400 graduate, credential, and post-baccalaureate students. 63.5% of CSU Bakersfield's students are Hispanic/Latinx, 21.5% are Caucasian, 7.1% are Asian, 4.9% are African-American, 2.3% are multiracial, 0.5% are American Indian/Alaskan Native, and 0.2% are Hawaiian/Pacific Islander. CSU Bakersfield is a federally designated Hispanic Serving Institution (HSI).

**Commitment to Diversity:** The Department of Nursing within the School of Natural Sciences, Mathematics, and Engineering (NSME) at CSU Bakersfield is committed to academic and inclusive excellence and diversity within the faculty, staff, and student body.

**School Information:** The Department of Nursing within the Division of School of Natural Sciences, Mathematics, and Engineering (NSME) at CSUB "is committed to providing an outstanding educational experience consistent with the University's vision to be the leading campus in the CSU system in terms of faculty and academic excellence and diversity, quality of the student experience, and community engagement."

**Department Information:** The CSU, Bakersfield (CSUB) Department of Nursing offers three Nursing programs: the Traditional BSN Program, the RN-BSN Program, and the Master of Science Nursing Program/Family Nursing Practitioner (MSN/FNP) degree. Pending approval, in Fall 2025, the Doctor of Nursing Practice Program/Family Nursing Practitioner degree will begin and the (MSN/FNP) program will go on moratorium. At CSUB, admissions standards and ranking criteria for the Traditional BSN, RN-BSN, and the MSN Programs are established by the Undergraduate and Graduate Program Committees (UPC/GPC), and cohorts are comprised of the top-ranking candidates. Graduates of the Traditional BSN and RN-BSN Programs have provided an excellent pool of candidates for admission to the Master of Science in Nursing Program at CSUB. The Bachelor of Science in Nursing and Master of Science in Nursing/Family Nurse Practitioner degree

#### Department of Nursing

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programs at CSUB are approved by the California Board of Registered Nursing (BRN) and accredited by the Commission on Collegiate Nursing Education.

**Position Description:** We are seeking four dynamic nursing faculty members for four nursing tenure-track positions at the Assistant or Associate (depending on qualifications). This opportunity is for Medical-Surgical, Obstetrics, Community Health, Psychiatric/Mental Health, or FNP. The position will include:

- Providing face to face classroom and clinical teaching
- Planning and supervising clinical nursing experiences for undergraduate and graduate students
- Collaborating with faculty in developing, implementing, and evaluating the nursing curriculum
- Advising undergraduate/graduate students
- Participating in department, campus-wide, and community committee work
- Initiating and participating in professional and scholarly activities in his/her content field of expertise
- Teaching using technology in the academic setting
- Experience with teaching and simulation

Candidates' qualifications who do not match those listed should submit an explanation, up to one page, addressing that issue specifically.

**Minimum Qualifications:**

- Demonstrated commitment to teaching undergraduates from diverse socioeconomic, cultural, and academic backgrounds, including first-generation students.
- Master's degree in Nursing or related field from a nationally recognized, regionally accredited school, at time of appointment
- Meet the requirements for Assistant or Associate rank
- Minimum of one year teaching experience in clinical area in a baccalaureate or higher degree nursing program
- At least one year full-time clinical experience (within the last five years) in one of the preferred content areas
- Eligible to hold an active, unencumbered, unrestricted, with no disciplinary action pending or imposed license to practice as a professional nurse in California.
- Eligible for approval as a Nursing Instructor by the California Board of Registered Nursing
- Possess the health qualifications to teach students in the clinical setting

**Preferred Qualifications:**

- Doctorate is preferred at time of appointment.
- Experience with Nursing Simulation
- Experience with grant-writing

**Rank and Salary:**

- Assistant or Associate Professor; rank and salary based on qualifications and experience.
- Anticipated annual salary range \$90,000-110,000.

**Application:**

- In application materials, please include a statement about fostering an inclusive classroom. [OR]
- Please include a statement of contribution to diversity, equity and inclusion. The statement should include information on how the applicant currently or will potentially promote diversity, equity and inclusion through their teaching, research and service at CSU Bakersfield.
- A complete and current curriculum vitae
- Official copies of graduate school transcripts
- A copy of California nursing license(s)
- A letter addressing your qualifications for teaching and research, including your teaching philosophy.
- Three letters of recommendation (written within the last 6 months)

*Incomplete applications will not be considered.*

**Background Check:** A background check (including a criminal records check) must be satisfactorily completed. Offers of employment are conditional and may be rescinded if the background check reveals disqualifying information, and/or it is discovered that the candidate knowingly withheld or falsified information. Failure to satisfactorily complete the background check may affect the continued employment of a current CSU employee who was conditionally offered the position.

**Out of State Employment:** Per CSU-wide policy, all faculty who will begin initial employment (or return from a 12-month break in service) on or after January 1, 2022 are required to perform their work from within the State of California. Faculty assignments include in-person duties that must be performed in-person at the assigned location.

**Mandated Reporter:** 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 CSU Executive Order 1083 as a condition of employment.

**Clery Act:** CSUB's annual crime report includes statistics for the previous three years concerning reported crimes that occurred on campus, in certain off-campus centers, such as our Antelope Valley Satellite Campus and on property within, or immediately adjacent to and accessible from CSUB. The report also includes policies concerning security on campus, such as alcohol and drug use, crime prevention, reporting crimes, sexual assault, and other subjects. Additionally, a daily log of offenses is maintained and can be reviewed at the front desk of the Department of Public Safety. You can obtain a copy of the annual report by contacting the Department of Public Safety/University Police at (661) 654-2111 or by logging on to their website at: <https://www.csub.edu/compliance/Clery>.

**EEO Statement:** CSUB is committed to Equal Employment Opportunity. Applicants will be considered without regard to age, gender identity or expression, race or ethnicity (including color, caste, or ancestry), national origin, religion, genetic information, sexual orientation, marital status, veteran or military status, medical condition, or disability.