



Position: Director, Doctoral Program in Educational Leadership

Job#: 24/25 SSE 06

Type: Tenured, 12 month

Academic Year: 2024-2025

Available: Fall 2024

Location: Doctoral Program in Educational Leadership
School of Social Science and Education
California State University, Bakersfield
9001 Stockdale Highway, 22 EDUC
Bakersfield, CA 93311-1099

Contact: Dr. Michael Szolowicz
Chair, DPEL Search Committee
mszolowicz@csub.edu

Deadline: Applications submitted by February 1, 2024 will be given full consideration by the search committee. Applications can be submitted after this date, but review is at the discretion of the search committee. Further, the position remains open (application will be accepted) until the position is 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 #5 Most Economic Mobility Index (2022), Washington Monthly's #13 Best Bang for the Buck for Western Colleges and #26 Best Master's University (2022), Best Value Schools' #21 Most Affordable 4-Year Colleges (2022), and US News and World Report's #25 Top Public School in the West (2022).

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 Doctoral Program in Educational Leadership (DPEL) within the School of Social Sciences and Education at CSU Bakersfield is committed to academic and inclusive excellence and diversity within the faculty, staff, and student body.

School Information: At the School of Social Sciences and Education (SSE) at California State University, Bakersfield, we do more than just educate our students. We change their lives. And, more importantly, we teach them how to change the lives of others. Through our outstanding undergraduate, graduate, and professional programs, SSE provides the teachers, counselors, therapists, police officers, social workers who serve Kern County and beyond. We also prepare future leaders, professionals, researchers, and community advocates who enhance the quality of life for all people. Our majors truly do make a difference. For more information, please visit <https://www.csub.edu/sse/>

Program Information: The Doctoral Program in Educational Leadership (DPEL) at CSU Bakersfield prepares students to synthesize, scrutinize, utilize, and conduct rigorous inquiry upon which sound educational policy and practice can be anchored. The DPEL is campus-based including faculty from multiple academic disciplines and is organizationally housed within the school of Social Science and Education (SSE). The DPEL and offers an Ed.D. in Educational Leadership with two unique degree options: PK-12 Educational Leadership and Postsecondary Educational Leadership. The DPEL is designed with and facilitated by PK-20 community partners. CSU Bakersfield faculty and local PK-12 and

higher-education administrators are among the primary instructional faculty in the program. For more information, please visit <https://www.csub.edu/edd/>

Position Description: California State University, Bakersfield seeks applications for the position of Director of the Doctoral Program in Educational Leadership (DPEL). Applicants at the rank of professor or associate professor are encouraged to apply. This is a position for a passionate and equity-driven, visionary leader who is a team player, with strong organizational skills and commitment to quality and continuous improvement.

The Director of the DPEL program is responsible for coordinating all program activities, such as:

- Active engagement in networking, marketing, and recruiting perspective students;
- Supporting program applicants and facilitating selection and admissions processes;
- Coordinating activities to support DPEL students (e.g., program orientation and matriculation meetings, dissertation writing seminars, etc.);
- Serving as a primary student contact for advising, mentoring, and support;
- Cultivating relationships within the campus, as well as the regional community and beyond;
- Facilitating shared governance and continuous improvement efforts of the DPEL program. For example:
 - Facilitate continuous improvement of program curriculum, instruction, and assessment;
 - Facilitate the scheduling of courses, faculty teaching assignments, oversight of program budget and expenditures;
 - Engage local educational partners in continuous improvement efforts; and
 - Coordinate program accreditation activities;
- Recruit, support, mentor, and facilitate the evaluation of DPEL faculty; and
- Maintain the daily management and operation of the DPEL, coordinating with other units at CSUB to support DPEL operation (e.g., library, facilities, IT, etc.).

In addition, the DPEL Director will:

- Teach doctoral courses;
- Chair and serve as a member on dissertation committees;
- Maintain an active research agenda, including a record of scholarly publications and presentations; and
- Provide professionally related service to the school, university, community, and profession.

Minimum Qualifications:

- Demonstrated commitment to teaching graduate students from diverse socioeconomic, cultural, and academic backgrounds, including first-generation students;
- Doctoral degree (i.e., Ph.D. or Ed.D.) in educational leadership or related field from an accredited institution of higher learning;
- Record of scholarly and professional achievement sufficient to merit a tenure-track/tenured position at the rank of associate or full professor;
- Evidence of successful teaching, advising, and mentoring students at the graduate level;
- Successful experience in building relationships and working collaboratively with diverse educational partners within and across educational institutions, and the communities they serve;
- Experience with fiscal and personnel management; and
- Excellent communication skills.

Preferred Qualifications:

- Experience facilitating internal and external educational and community partners in the development and implementation of strategic plans and continuous improvement efforts;
- A robust record of experience with diversity, equity, and inclusion in the field of educational leadership;
- Experience directing/coordinating graduate programs;
- Experience seeking and managing external grant funding;
- Evidence of successful PK-20 teaching and leadership experience; and
- Evidence of serving on and chairing dissertation committees.

Rank and Salary:

- Rank of Associate Professor; rank and salary based on qualifications and experience.
- Anticipated annual salary range at the Associate Professor rank: \$96,000 to \$120,000

- Rank of Professor; rank and salary based on qualifications and experience.
- Anticipated annual salary range at the Professor rank: \$114,000 to \$140,000

Application:

- 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.
- An original letter of application addressing the responsibilities and qualifications described above;
- Current vita;
- Copy of all university transcripts verifying academic record and award of the terminal degree; and
- Three (3) professional letters of reference.

Please submit all application materials via email to:

Dr. Michael Szolowicz
Chair, Doctoral Program in Educational Leadership Search Committee
mszolowicz@csub.edu

Background Check: A background check (including a criminal records check) must be completed satisfactorily before any candidate can be offered a position with the CSU. Failure to satisfactorily complete the background check may affect the application status of applicants or continued employment of current CSU employees who apply for 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 gender, race, age, color, religion, national origin, sexual orientation, marital status, disability or covered veterans' status.