



Position: Lecturer in the Department of Human Development and Child, Adolescent, and Family Studies

Type: Temporary, Full-time

Academic Year: 2024-2025

Available: Fall 2024

Job#: 24/25 SSE 08

Location: Human Development and Child, Adolescent, and Family Studies (HD-CAFS)
School of Social Science and Education
California State University, Bakersfield
9001 Stockdale Highway
Bakersfield, CA 93311-1099

Contact: Dr. Elaine Correa
Professor and Chair of the Search Committee
Ecorrea1@csub.edu

Deadline: The deadline for application submissions is December 1, 2023.

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 Human Development, and Child, Adolescent, and Family Studies (HD-CAFS) within the School of Social Science and Education at CSU Bakersfield is committed to academic and inclusive excellence and diversity within the faculty, staff, and student body.

School Information: The School of Social Sciences and Education is going through a time of unprecedented growth with an enrollment of more than 5,000 students in Fall 2020. The school is composed of ten departments: Advanced Educational Studies, Criminal Justice, Ethnic Studies, Human Development and Child, Adolescent, and Family Studies, Kinesiology, Political Science, Psychology, Social Work, Sociology, and Teacher Education. There are also multiple programs including Anthropology, School Counselling, Special Education, Counselling Psychology, and Liberal Studies. There are approximately 80 full-time faculty and 30 staff across these departments and programs. The school offers undergraduate, graduate, and credential programs, and a doctoral program in Educational Leadership (Ed.D.). The school also offers Criminal Justice; Child, Adolescent, and Family Studies; Sociology; and Education programs at the CSUB Antelope Valley campus. Accreditations in the School include AAQEP Association for Advancing Quality in Educator Preparation), CTC (California Commission on Teacher Credentialing), and CSWE (Council on Social Work Education).

Department Information: The Human Development and Child, Adolescent, and Family Studies (HD-CAFS) major highlights diverse theories and milestones across developmental research methods. The HD-CAFS major focuses on the biological, cognitive, psychological, and sociological foundations of child behavior and development. Students will acquire knowledge and gain understanding through exposure to relevant literature, current research topics, selected service, fieldwork, and development of student research. Through a variety of courses, students obtain knowledge and refine skills in observing, assessing, interpreting, and implementing programs for children and families; working with and supervising

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child-centered programs; participating in supportive structures for children and adolescents; and understanding families from diverse backgrounds.

Position Description: This is a full-time lecturer position that will start August 2024. Lecturers are responsible for effective curriculum preparation and teaching of courses in alignment with our department's vision and mission. Responsibilities include syllabus and accessibility compliance, use of Canvas as the primary learning management system, review and grading of assignments and work, holding office hours, selection of open educational resources for course materials/ readings, student academic advising in support of student learning and professional development, and working collaboratively with faculty and staff to promote student success. Lecturers support activities and preparation needed to maintain accreditation. Lecturers also serve as field instructors and liaisons. The successful candidate must demonstrate awareness and experience understanding the needs of a student population of great diversity – in age, cultural background, ethnicity, primary language, and academic preparation – through inclusive course materials, teaching strategies and advisement.

Minimum Qualifications:

- Demonstrated commitment to teaching undergraduates from diverse socioeconomic, cultural, and academic backgrounds, including first-generation students.
- MA in Early Childhood Education from an accredited program
- Minimum of three years of experience in higher education
- Working with Multilingual learners
- Demonstrated strong interpersonal skills
- Demonstrated ability to be collegial and collaborative
- Good communication skills (written and oral)
- Grant-related experience in ECE field
- Knowledge of Open Educational Resources and Open Educational Pedagogies

Preferred Qualifications:

- Supervision experience for pre-school practicums
- Teaching experience in the higher education system or a doctoral degree in Human Development, and Child, Adolescent, and Family Studies or related field
- Evidence of effective teaching, mentoring, and evaluating adult learners
- Grant-related and research experiences (working on grants, research studies, publications, conferences)
- Experience teaching with Open Educational Resources and Open Educational Pedagogies
- Previous experience working with First Generation students and families
- Proficiency with computers, software, and instructional technology
- Spanish language competency

Rank and Salary: Lecturer. Anticipated salary range is generally at or near the minimum of the appropriate range, commensurate with education and experience. Most new lecturers are hired at the Lecturer A or B rank. Full-time equivalent salary ranges are as follows:

- Lecturer A: \$4,530 – \$6,056 per month
- Lecturer B: \$5,405 – \$11,994 per month
- Lecturer C: \$6,190 – \$13,172 per month
- Lecturer D: \$7,794 – \$13,797 per month

Application:

- The Department of Human Development and Child, Adolescent, and Family Studies (HD-CAFS) supports an inclusive learning community where diverse perspectives, beliefs, and values are recognized, respected, and seen as a source of strength. HD-CAFS courses are designed to encourage student engagement, interaction, and learning along several dimensions, including race, ethnicity and national origins, gender and gender identity expression, sexuality, socio-economic class, age, religion, language, disability, and status (veteran, military, immigrant, migrant, refugee, previously incarcerated). Our intellectual classroom learning space is a safe environment that fosters open and honest dialogue where everyone belongs. Scientific inquiry, critical thinking, diverse viewpoints, and intellectual curiosity enrich learning and are strongly encouraged to enhance deeper understanding.

- CSU Bakersfield offers competitive salaries and a generous benefits package (e.g., excellent health, dental, vision, and retirement benefits). Please submit applications by December 1, 2023. If you have any additional questions, please contact Dr. Elaine Correa, the Search Committee Chair at ecorrea1@csub.edu.

Applications should include:

- Original and personalized cover letter of application addressing the responsibilities and fit for the qualifications described
- Current curriculum vitae
- Copy of final degree transcripts verifying academic record and award of highest degree (or anticipated award if ABD)
- List of five professional references with contact information
- Copies of student evaluations

The normal workload includes teaching assignments, service, advising, and campus committee assignments. It may also involve program coordination.

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.

