



**Position: Assistant Professor of Biology (Developmental Biology)**

**Job#:** 24/25 NSME 04

**Type:** Tenure-Track

**Academic Year:** 2024-2025

**Available:** Fall 2024

**Location:** Department of Biology  
School of Natural Sciences, Mathematics and Engineering  
California State University, Bakersfield  
9001 Stockdale Highway, 20 BDC  
Bakersfield, CA 93311-1099

**Contact:** Dr. Kathleen Szick, Professor of Biology. [kszick@csub.edu](mailto:kszick@csub.edu).

**Deadline:** Applications due by October 25, 2023. However, Position remains open 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 #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, 4.9% are African-American, 0.2% are Hawaiian/Pacific Islander, 0.5% are American Indian/Alaskan Native, 7.1% are Asian, and 2.3% are multiracial. CSU Bakersfield is a federally designated Hispanic Serving Institution (HSI).

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

**Bakersfield:** Situated in Kern County near the southern end of the San Joaquin Valley, Bakersfield is a thriving city of over 400,000 people with abundant activities available (<https://www.visitbakersfield.com/>), and home to the Bakersfield Sound. Bakersfield has a lower cost of living than many places in California (<https://www.california.com/most-affordable-places-live-california/>). Hot summers and mild winters make Kern County one of the most productive agricultural areas in the world. Kern county is also a center for energy production, and CSUB is the host for the California Energy Research Center (<https://www.csub.edu/cerc>). Bakersfield is serviced by a convenient regional airport. Nearby natural areas include the Kern National Wildlife Refuge, Sequoia National Park, Carrizo Plain National Monument, Cesar Chavez National Monument, Yosemite National Park, and Death Valley National Park. From Bakersfield it is easy to visit the central coast of California, and the Sierra Nevada Mountains. Los Angeles, San Diego, San Jose, and San Francisco are also easily reached.

**Department of Biology**

California State University, Bakersfield  
9001 Stockdale Hwy. • Bakersfield, CA 93311

**School Information:** The School of Natural Sciences, Mathematics, and Engineering currently houses seven departments. Visit the web page at <http://www.csub.edu/nsme/> for additional information about the School's programs and the area.

**Department Information:** The Department of biology (<https://www.csub.edu/biology>) has a strong commitment to experiential learning through teaching and research, with numerous facilities and shared resources available in the department and across campus (See <https://www.csub.edu/nsme/nsme-research> and <https://www.csub.edu/biology/department/facilities/index.html> for resources available in the school and department, respectively). We currently have twelve tenure-track faculty and over 600 active biology major students. The department is strongly involved in general education and service courses for related majors.

**Position Description:** We invite applicants for a tenure track position in Biology at the level of Assistant Professor. We are looking for a developmental biologist. Our curriculum broadly covers biology and candidates will teach courses that may include topics in support of general education and undergraduate and graduate-level courses in biology. Specific teaching assignments will be based on department needs and the successful candidate's area of expertise. A successful candidate must be capable of developing externally funded research that includes both undergraduate and graduate students (M.S. Biology).

**Minimum Qualifications:**

- Ph.D. in Biology or related field
- Experience in teaching courses in related areas of expertise.
- Evidence of potential to conduct independent research and mentor research students in area of expertise.
- Commitment to a quality undergraduate liberal arts education and a biology program that emphasizes student research projects involving problem solving, data analysis, and writing.
- Demonstrated commitment to teaching undergraduates from diverse socioeconomic, cultural, and academic backgrounds, including first-generation students.

**Preferred Qualifications:**

- Experience mentoring undergraduate and/or graduate students in research settings
- Experience teaching labs and lectures.
- Post-doctoral experience

**Rank and Salary**

- Assistant Professor; salary based on qualifications and experience
- Anticipated annual Salary range: \$78,000 – \$85,000

**Application:**

- In application materials, please include:
  - A letter of application
  - Curriculum vitae
  - Copies of transcripts (unofficial transcripts are acceptable)
  - A written description of teaching philosophy and experience (1-2 pages)
  - A written description of research, including future plans and student mentoring philosophy (1-2 pages)
  - A written statement of contribution to diversity, equity and inclusion (1-2 pages). 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.
  - The name of three references who would be willing to provide a letter of reference upon request. Letters will only be requested from the references of finalist candidates.
- All materials should be sent to Dr. Kathleen Szick, Professor of Biology at [kszick@csub.edu](mailto:kszick@csub.edu). Incomplete applications will not be considered.

**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 veteran's status.