



# CALIFORNIA STATE UNIVERSITY BAKERSFIELD™

Job#: 24/25 SSE 03

**Position: Assistant/Associate Professor of Psychology (Counseling/Clinical Psychology) – 2 Positions**

**Type:** Tenure-Track

**Academic Year:** 2024-2025

**Available:** Fall 2024

**Location:** Department of Psychology  
School of Social Sciences  
California State University, Bakersfield  
9001 Stockdale Highway, 24 DDH  
Bakersfield, CA 93311-1022

**Contact:** Dr. Steve Bacon, Counseling/Clinical Psychology Search Committee, Chair  
Department of Psychology  
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**Applications should be sent to:** [cpsysearch@csub.edu](mailto:cpsysearch@csub.edu) (Electronic submissions preferred).

**Application Deadline:** Full consideration will be given to complete applications submitted by November 1, 2023. Applications submitted after the deadline may be reviewed at the discretion of the search committee 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 Department of Psychology within the School of Social Sciences 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 has an enrollment of more than 5,000 students composed of ten departments: Advanced Educational Studies, Child, Adolescent, and Family Studies, Criminal Justice, Ethnic Studies, Kinesiology, Political Science, Psychology, Social Work, Sociology, and Teacher Education. For additional information about the School's programs, visit its web page at <http://www.csub.edu/sse/>.

**Department Information:** The Department of Psychology is one of ten departments in the SSE. Serving over 1,000 majors, the department is the largest in the school. The department offers students a broad range of perspectives, methodologies, and bodies of knowledge from contemporary psychology facilitating the development of skills, and knowledge necessary for success beyond graduation. Beyond academics, the faculty work collaboratively to provide a welcoming and student-centered atmosphere in and outside of the classroom.

**Position Description:** The Department of Psychology at California State University, Bakersfield (CSUB) seeks to fill two (2) positions: one at the Assistant Professor level and the other at the Assistant or Associate Professor level. The area of hire is in **counseling or clinical psychology**. Those hired for these positions will be working closely together and primarily be for the M.S. in Counseling Psychology graduate program ([www.csub.edu/cpsy](http://www.csub.edu/cpsy)) and at our on-campus University Counselor Training Clinic (UCTC) with a **start date of August 19, 2024**. CSUB boasts having one of the few counseling programs in California with an on-site training center and our program is highly respected within the community. The M.S. in Counseling Psychology is a three-year program designed to prepare students for Marriage and Family Therapy (MFT) and Licensed Professional Clinical Counselor (LPCC) licensure ([www.bbs.ca.gov](http://www.bbs.ca.gov)). The successful candidates will be able to teach courses in several areas of MFT/LPCC training, including psychotherapeutic interventions with families, groups, and couples, multicultural issues, substance disorders, and human sexuality. In addition to teaching and academic advising, the faculty members will initiate and maintain an active research program, preferably one that involves students. To become tenured, the faculty candidates will develop a continuous record of achievement in teaching, research/scholarship, and professionally-related service.

**Minimum Qualifications:**

1. Demonstrated commitment to teaching students from diverse socioeconomic, cultural, and academic backgrounds, including first-generation students.
2. Earned doctorate from an accredited institution by August 19, 2024.
3. Completion of an accredited pre-doctoral clinical internship (or equivalent) by August 19, 2024 (APA, APPIC, or CAPIC)
4. Potential for successful teaching in the area of hire
5. Potential for a successful research program.

**Preferred Qualifications:**

1. Experience working in a diverse environment.
2. Licensed or license-eligible in CA with the ability or potential to supervise MFT/LPCC trainees.
3. Interest in leadership role in the CPSY program in 2-3 years

**Rank and Salary:**

Assistant Professor, salary based on qualifications and experience.

- Anticipated annual salary range \$74,000 - \$81,000

Associate Professor, salary based on qualifications and experience.

- Anticipated salary range for Associate Professor \$81,000 - \$88,000

**Application:** To be considered, complete applications must include the following:

1. Original and personalized cover letter of application indicating the position ranking applicant intends to apply to and addressing the responsibilities and qualifications described above.
2. 1-2 page statement about teaching interests and accomplishments
3. 1-2 page statement about scholarly interests and accomplishments
4. 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.
5. Current vita
6. Copy of university transcripts verifying academic record and award of doctorate (or anticipated date of award).
7. List of three (3) references. Letters from these references will be requested of finalists.

**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.