



Position: Assistant Professor for Human Development and Child, Adolescent, and Family Studies **Job#:** 23/24 SSE 11

Type: Tenure Track

Academic Year: 2023/2024

Available: August 2023

Location: Department of Human Development, and Child, Adolescent, and Family Studies (HD-CAFS)

Contact: Dr. Elaine Correa, Professor and Chair
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Deadline: Applications will be accepted up until Jan. 15, 2023; the position is opened until filled. First consideration will be given to completed applications received no later than December 1, 2022

University Background: California State University, Bakersfield (CSUB), founded in 1970, is a regional, comprehensive university serving the southern San Joaquin Valley of California. CSUB's service area covers nearly 25,000 square miles and is home to a socially and ethnically diverse population of over 11,000 students. CSUB is the only four-year degree granting institution within a 100-mile radius. Due to this, CSUB has a vital role in the educational attainment, economic development, and quality of life within the region. The accolades CSUB has received include Washington Monthly's #2 Best Bang for the Buck for Western Colleges (2018), Washington Monthly's #6 Best Affordable Elite Colleges and #17 out of 200 for Graduate Schools, and "A Top Public School" by US News and World Report (2019).

CSUB serves 9,800 undergraduate students and 1,400 graduate, credential, and post-baccalaureate students. 63.5% of CSUB'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. CSUB 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 Division of the School of Social Sciences and Education at CSUB is committed to academic and inclusive excellence and diversity within the faculty, staff, and student body."

School Information: School of Social Sciences and Education houses 12 Departments. For more information, please visit www.csub/sse for more information about the School and program area.

Department Information: The Department of Human Development and Child, Adolescent, and Family Studies in the School of Social Sciences, and Education at CSUB invites applications for a tenure-track Assistant Professor in Human Development and Child, Adolescent, and Family Science (HD-CAFS) who will contribute to teaching and research in **early childhood development**. The position is a full-time, academic year, tenure-track appointment.

Position Description: We seek an individual with expertise in Early Childhood Education and Family Studies. The primary duties are: 1.) to teach courses at the Main Bakersfield campus; 2.) engage in scholarly activities, including but not limited to research and publication, grants, and presentations at professional conferences; 3.) advise and mentor undergraduate students; 4.) participate in committee work, community service related to one's academic expertise, and assignments related to University governance; and 5.) participate in the broader Child Development and Family Studies Areas, especially within the local area. Responsibilities include:

- Design and teach courses leading to a bachelor's degree in Human Development and Child, Adolescent, and Family Studies with a focus on Early Childhood Education and Development
- Design and teach courses offered by the Human Development and Child, Adolescent, and Family Studies program as part of General Education, First Year Seminar, and/or other University Requirements
- Creation and utilization of Open Educational Resources (OER) /Zero-Cost Course Materials (ZCCM), and Open Educational Pedagogies (OEP)
- Participate in the development of an outcomes-based curriculum
- Participate in student practicum and placement evaluations
- Advise and Mentor undergraduate students
- Engage in scholarly activities leading to publication
- Participate in department, school, university, and community service

Minimum Qualifications: The applicant should have experience working with diverse students and possess an earned doctorate in Early Childhood Studies, Child Development, Human Development, Family Studies, or related field from an accredited institution and demonstrate a strong commitment to social justice and equity within

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early childhood education. Documented teaching success (especially at the undergraduate level), articulation of active applied and/or basic research agenda and scholarship (especially success in obtaining external funding), and evidence of professionally related services to the community that justifies appointment as an Assistant Professor should be provided. Minimum qualifications should include:

- Ph.D. in Early Childhood Education, Human Development, Child, Adolescent, and Family Studies, Special Education, or related fields
- ABD will be considered if degree is conferred by the first day of employment
- Demonstrated ability to teach effectively, or potential for effective teaching of undergraduate courses in Human Development and Child, Adolescent, and Family Studies
- Record of or demonstrated potential for successful research and publication
- Background in early child development, theory, and research
- Strong background in developmental theories in early childhood education and research
- Knowledge of the Teacher Education Performance criteria and experience supervising placements and practicums
- Creation and use of Open Educational Resources (OER)/ Zero Cost Course Materials (ZCCM) and Open Educational Pedagogies
- Experience in working with Special Education in Early Childhood Education settings
- Demonstrated commitment to working with a diverse student population and in diverse communities
- Demonstrated commitment to teaching undergraduates from diverse socioeconomic, cultural, and academic backgrounds, including first-generation students.

Preferred Qualifications: Demonstrated success in working effectively and sensitively with a student population that is culturally, -economically, -and socially diverse, including the dominant characteristics of "first-generation college attendance;" Scholarly engagement within the field of Human Development and Child, Adolescent and Family Studies with expertise in either ECE with a Preschool background, Preschool and/or Schooled Age practical experience or related work in a family setting; Demonstration of ability to contribute to the diversity and excellence of the academic community through research, teaching and/or service; Active participation in Child Development professional associations or networks related to area of expertise; Demonstrated commitment to active, student-centered learning; Experience teaching at the college or university level. Preferred Qualifications include:

Teaching

- Demonstrated ability to teach undergraduate courses across the human development and family studies curriculum, with a focus on teaching Infancy and Early Childhood, Middle Childhood, Parenting across the Lifespan, Research Methods, as well as other core courses in HD-CAFS
- Demonstrated ability to integrate into teaching the strengths and challenges of diverse family types and communities
- Successful implementation of active and engaged learning techniques
- Creation and Integration of technology in learning with the use of Open Educational Resources (OER), / Zero-Cost Course Materials (ZCCM) and Open Educational Pedagogies (OEP)

Research

- Research activity on early child development, preschool settings, teacher development, parenting, and families with young children, and/or similar research areas
- Demonstrated ability or potential to mentor students in research and in applied research settings
- Successful ability to conduct research leading to publication in areas relevant to the college, department, and program's mission

Service

- Interest in collaborations and outreach with local community organizations, social services, and educational institutions for children and families
- Experience working in diverse, multilingual communities such as those that comprise the region of Kern County
- Evidence of or potential for department, college, university, and community service and leadership

Other

- Experience with early care and education settings
- Experience with student placements and practicums
- Experience working with ECE Special Education settings
- Interest in working with diversity and diverse communities

Application: Applications will be accepted up until Jan. 15th, 2023; the position is opened until filled. First consideration will be given to completed applications received no later than December 1, 2022. Early response is encouraged. "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."

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.

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.

