



Position: Assistant Professor of Management (DEI/Social & Organizational Justice)

Job#: 23/24 BPA 01

Type: Tenure Track

Academic Year: 2023-2024

Available: August 2023

Location: Management & Marketing Department
School of Business and Public Administration
California State University, Bakersfield
9001 Stockdale Highway, 20 BDC
Bakersfield, CA 93311-1099

Contact: Yvette Archuleta, Department Administrative Support Coordinator
(661) 654-2181

Deadline: Review of applications begins immediately and will continue until filled. Complete applications received by **January 31, 2023** will receive full consideration.

Cluster Hire: California State University, Bakersfield (CSU Bakersfield) is committed to building a campus community in which diversity, equity, and inclusion are centered in our mission, decisions, and all aspects of university life. This tenure-track position is part of a cluster hire dedicated to attracting faculty who will engage in teaching, scholarship, and service focused on social justice and minoritized communities. Candidates selected through this cluster hire will receive enhanced faculty support, including professional development, mentoring, and additional funding for scholarship, travel, and course development.

The other searches are for positions in the following disciplines:

- Public Health, School of Sciences, Mathematics, and Engineering
- Liberal Studies, School of Social Sciences & Education
- Political Science, School of Social Sciences & Education
- Teacher Education, School of Social Sciences and Education

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 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 Management and Marketing within the School of Business and Public Administration at CSUB is committed to academic and inclusive excellence and diversity within the faculty, staff, and student body."

School Information: One fortunate result of our location is our connection to a thriving local economy and highly successful business leaders who partner with BPA and CSUB. One key indicator of this connection is a demonstrated history of these local, regional, and national organizations hiring our graduates.

Our outstanding faculty and staff have chosen to work in Bakersfield at CSUB BPA to pursue their life-long passion of helping hard-working students achieve their dreams and develop into the future business and political leaders of Kern County, the Antelope Valley, and beyond. Our accomplished and engaged faculty members have academic backgrounds from some of the finest institutions in the country. Even more impressive is their collective years of extensive practical business experience - which greatly enhances the student experience.

CSUB BPA has excellent programs designed to inspire, educate, and develop our students. Undergraduates can select from six-degree options and from a variety of concentrations within the B.S. Business Administration degree, the Economics degree, and the Public Policy and Administration degree. For graduate students, BPA offers a Master of Business Administration (MBA), a Master of Science - Health Care Administration (MS-HCA), and a Master of Public Administration (MPA).

In recognition of the School's commitment to quality, the B.S. in Business Administration and MBA degree programs are accredited by the Association to Advance Collegiate Schools of Business (AACSB) International, which places CSUB BPA in the top 5% of business schools worldwide. The Master of Public Administration (MPA) program is accredited by the National Association of Schools of Public Affairs and Administration (NASPAA). BPA offers the **ONLY** AACSB or NASPAA accredited programs in Southern San Joaquin and Antelope Valleys.

Department Information: The Management and Marketing Department provides essential components to the education of every business student at either the undergraduate or graduate levels. Our courses help to prepare students in any field for successful careers in any of field. For those choosing to concentrate in this area, some of the opportunities include positions in human resource management, logistics and supply chain management, general management, marketing, small business management, international management, and entrepreneurship. Our faculty advance research in each of these areas and many sub-disciplines and also reach out to the community to create essential ties to commerce both in our community and beyond.

Position Description: The successful candidate must be committed to excellence in teaching, maintaining a scholarly record consistent with AACSB standards, and providing service as needed to our department, school, university, CSU system, the field, and the broader community. The courses to be taught will fall under the areas of diversity/equity/inclusion and social/organizational justice and related disciplines within Management and are based on capabilities, interests, and needs. Our program, and its faculty, commit to offering in-person courses at our main campus in Bakersfield and our satellite campus in the Antelope Valley, and through other means in order to best serve our students and other stakeholders. Advancing diversity and inclusion of all areas are integral to this position and our institution.

Minimum Qualifications: A Ph.D. in Management with a focus in DEI/social and organizational justice or related discipline from an AACSB accredited institution is preferred but others with teaching and research interests in DEI/social/organizational justice are encouraged to apply. ABD status candidates are welcome to apply. A secondary field (e.g., Organizational Behavior) is preferred. Candidates must demonstrate potential for teaching excellence in an environment that emphasizes applied and experiential learning. Candidates must show research productivity commensurate with experience, and a capacity to develop and sustain a research stream that will result in peer-reviewed publications. Candidates must be able to communicate effectively and work cooperatively with departmental colleagues in a diverse campus community. A demonstrated commitment to teaching undergraduates from diverse socioeconomic, cultural, and academic backgrounds, including first-generation students.

Preferred Qualifications: Priority will be given to applicants with competency in teaching and using current education technologies. Candidates must meet and maintain current AACSB international standards for Scholarly Active qualification. Consideration will be given to candidates with real-world and/or academic CSR experience.

Application: Interested candidates should submit a cover letter, vitae, example of scholarship, evidence of teaching effectiveness, and three references to csrsearch2021@csub.edu or contact person stated above. 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 CSUB. Complete applications received by **January 31, 2023**, will receive full consideration for a campus visit.

Compensation: Salary and rank are dependent on qualifications and experience. CSUB offers a generous benefits package (e.g., excellent health, dental, vision, and retirement benefits.)

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 the 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 their department 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.