



Position: Assistant Professor of Psychology

Job#: 24/25 SSE 07

Type: Tenure-Track

Academic Year: 2024-2025

Available: Fall 2024

Location: Department of Psychology
School of Social Sciences and Education
California State University, Bakersfield
9001 Stockdale Highway
Bakersfield, CA 93311-1099

Contact: Dr. Jessica Williamson, Psychology Search Committee, Chair
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Deadline: Full consideration will be given to complete applications submitted by **November 27, 2023**. Applications submitted after the deadline may be reviewed at the discretion of the 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 #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 Psychology within the School of Social Sciences 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 has an enrollment of more than 5,000 students composed of 10 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 10 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.

The university is located in Bakersfield, which is one of the fastest growing cities in California (<https://www.nytimes.com/2021/12/11/us/california-housing-bakersfield.html>) with the second lowest cost of living in the state (<https://www.california.com/most-affordable-places-live-california/>). Like the surrounding area, California State University in Bakersfield, the School of Social Sciences and Education, and the Psychology Department are rapidly expanding. In this position, the candidate will not only have the opportunity to work with a diverse body of students, but also shape the future of the department and the university as a whole.

Position Description: The Department of Psychology at California State University, Bakersfield invites applications for an **open-area** tenure-track position at the rank of Assistant Professor. Ideal candidates will have a strong commitment to excellence in teaching our diverse student body. Successful candidates will have the potential for a strong and sustainable research program in areas that complement the existing strengths of the department (<https://www.csub.edu/psychology/faculty-and-staff>) or broaden the areas of specialization and/or methodologies of the department. The new faculty member will be expected to work collaboratively to help maintain a strong, student-centered program in psychology. In addition to teaching and academic advising, the faculty member will be expected to initiate and maintain an active research program involving undergraduate students. To become tenured, the faculty candidate will develop a continuous record of achievement in teaching, research, and professionally-related service.

Minimum Qualifications:

1. Demonstrated commitment to teaching undergraduates from diverse socioeconomic, cultural, and academic backgrounds, including first-generation students, and attention to DEI (diversity, equity, inclusion) issues in areas of research and service.
2. Earned a Ph.D. (ABD with degree completed before start date) in Psychology or related areas from an accredited doctoral-granting institution.
3. Demonstrated potential for effective teaching in areas of hire.
4. Demonstrated commitment to teaching undergraduates from diverse socioeconomic, cultural, and academic backgrounds, including first-generation students, and attention to DEI (diversity, equity, inclusion) issues in areas of research and service.
5. Demonstrated potential to conduct independent research and mentor students in areas of hire.

Preferred Qualifications:

- Teaching experience using a variety of teaching modalities (in person, synchronous, asynchronous)
- Postdoctoral experience

Rank and Salary:

- Assistant Professor: salary based on qualifications and experience.
- Anticipated annual salary range \$64,860 – \$82,000.

Application:

- To be considered, complete applications must include: 1) cover letter; 2) teaching statement (including teaching evaluations, if available); 3) research statement; 4) a statement of contribution to diversity, equity and inclusion, including 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; and 6) arrange to have three (3) letters of reference submitted to OpenAreaSearch@csub.edu on their behalf. Applications should be sent electronically to OpenAreaSearch@csub.edu

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.