**Vacancy Announcement**

**Faculty Tenure-Track Position Starting August 2023, or another date as negotiated**

**Department of (Enter Department Name)**

**\*\*All highlighted text can be edited by the committee, all other text is boilerplate and cannot be edited or moved\*\***

 ***Cal Poly Humboldt is a Hispanic-Serving Institution (HSI) that strives to foster an equitable and inclusive community that supports our students of diverse backgrounds. Cal Poly Humboldt is committed to achieving the goals of equal opportunity and endeavors to employ faculty and staff of the highest quality committed to working in a multicultural and multiracial community that reflects the diversity of the state.***

**DESCRIPTION:** Cal Poly Humboldt invites applicants for the position of… (Please enter the specifics of your position here)

As an institution, Cal Poly Humboldt is committed to eliminating the equity gap in all student populations with dynamic, student-centered practices and policies that fully engage the campus community. The ideal candidate will share Cal Poly Humboldt’s commitment to helping its racially and socioeconomically diverse students succeed in their degree and career objectives.

We value the ability to serve students from a broad range of cultural heritages, socioeconomic backgrounds, genders, ability and orientations. Therefore, we prioritize applicants who demonstrate they understand the benefits diversity brings to a professional educational community. The successful candidate will be an equity-minded individual committed to collaborating with faculty, classified staff, administration, and students who are also committed to closing equity gaps.

**RANK, SALARY AND BENEFITS:** We seek to fill this position at the Assistant Professor rank; however, rank and salary are dependent on the appointee’s qualifications and experience. The Assistant Professor Classification annual salary range for this position is $64,860 - $143,928; the anticipated starting annual salary is XXXX (APS to provide).

Cal Poly Humboldt provides an excellent benefits package for faculty. Information about benefits plans can be found at: <http://www.humboldt.edu/forms/node/934>.

**PROFESSIONAL QUALIFICATIONS:** An earned (minimum degree needed for position) or equivalent in (discipline) or related field from an accredited college or university is required at the time of appointment. If ABD, degree requirements must be completed by date of appointment.

**\*\*If you plan to accept ABD applicants, you need to include the highlighted statement above\*\***

The successful candidate must demonstrate the following:

* Please list all qualifications needed for position here; add rows as needed
* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_;
* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_;

**(\*\*Please selected at least two from the following DEI focuses qualifications\*\*)**

* Commitment to and/or experience promoting and fostering a learning environment that is supportive of individuals from diverse backgrounds
* Experience developing curriculum/courses/programs that inclusively serve a diverse student population;
* Ability to collaborate effectively with diverse students and colleagues;
* Ability to communicate effectively with a diverse student population;
* Demonstrated sensitivity to cross-cultural perspectives and experiences;
* Ability to work effectively with diverse populations, including, multicultural experience and cross-cultural communication skills;
* Commitment to contribute to the departments’ mission to support minoritized students;
* Demonstrated knowledge and familiarity addressing issues of concern facing students from diverse backgrounds in higher education;
* An understanding of the dynamics of diversity in higher education and a demonstrated ability to incorporate this understanding, as appropriate, in one’s teaching, scholarship, and service;
* Demonstrated ability of inclusive pedagogy strategies;
* Demonstrated leadership in promoting equity and diversity in higher education;
* Demonstrated ability to advise and mentor students from minoritized groups in higher education;
* Record of, or potential for, involving students in research and scholarly activity;
* Potential for effective teaching or teaching experience using a variety of methodologies;
* Interest and ability to teach a broad range of courses (major, general education, etc.); and
* Willingness to participate in the development of online learning experiences.

Preferred qualifications for this position include:

* Please enter all preferred qualifications for this position here; add rows as needed;
* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_;

**(\*\*Please selected at least one from the following DEI focuses preferred qualifications\*\*)**

* Ability to develop, implement, and assess programs in ways that advance equitable and inclusive learning communities;
* Commitment to participating in professional development opportunities that build effectiveness in areas of inclusion, intercultural communication, and advancing diversity; and
* Research interest and methodologies that contribute to the understanding of diversity and equal opportunity.

*Working in the state of California is a condition of employment for this position. Even if part or all of an employee's assignment can be performed remotely, the employee must maintain a permanent residence in the state of California. The employee must be able to accept on-campus instruction, as assigned, and come to campus when needed.*

At the time of appointment, the successful candidate, if not a U.S. citizen, must have authorization from the Bureau of Citizenship and Immigration Services to work in the United States. For information on the University policy on support for non-immigrant probationary faculty visa acquisition, please visit the Faculty Immigration Resources page: <https://extended.humboldt.edu/international-programs/immigration/faculty>.

Evidence of degree(s) is required at time of hire.

**PROFESSIONAL DUTIES:** Candidates should be committed to teaching excellence and to building a strong research record. Instructional assignments may include: (list of courses). Instructional assignments will be consistent with the programmatic needs of the department and students.

The primary professional responsibilities of instructional faculty members are: teaching, research, scholarship, and creative activity; and service to the University, professional and to the community. These responsibilities include: advising students, participation in campus and system-wide communities, maintaining office hours, working collaboratively and productively with colleagues, and participation in traditional academic functions. Probationary faculty are typically provided ongoing mentorship to be a successful member of the faculty. During the first two years of the probationary period, teaching responsibilities will be reduced by approximately one course each semester. The reduced teaching load supports the establishment of research, scholarship and/or creative activities required for retention, tenure, and promotion.

Cal Poly Humboldt also continues to build unique and innovative learning opportunities for students, bridging multiple disciplines across the spectrum. Cal Poly Humboldt is a leader in “learning communities” that build relationships between students, faculty, staff, administrators, and the community. These communities incorporate environmental and social responsibility.

**GENERAL INFORMATION:** (Include information about department that you want applicants to know about). For more information, please visit: (department website).

Cal Poly Humboldt sits on the traditional homelands of the Wiyot people in what is currently called Arcata, CA. The Wiyot people call the area Goudi’ni (over in the woods). The Cal Poly Humboldt campus in Northern California is in close proximity to several thriving Native American tribes and communities. Cal Poly Humboldt currently has the largest percentage of Native American students in the CSU system and has over 30 Native American faculty and staff many from local area California Indian tribes. Cal Poly Humboldt is home to a number of leading Native American programs including the Indian Tribal Education and Personnel Program (ITEPP) and the Indian Natural Resource, Science and Engineering Program (INRSEP). There are also many opportunities at Cal Poly Humboldt to conduct research, teaching and community work on Native American history and cultures in Special Collections at the Cal Poly Humboldt library. The Humboldt Room in the Library has fantastic resources for tribally focused archive materials from the region. Cal Poly Humboldt strives to build a supportive and inclusive Native community and engages with Native communities through various initiatives and opportunities like the annual California Indian Big Time and Indigenous People’s Week and a chance to network with other faculty and staff as part of the Cal Poly Humboldt Council of American Indian Faculty and Staff. For more information, please visit: [www.humboldt.edu/nasp](http://www.humboldt.edu/nasp)

**APPLICATION:** Qualified candidates should submit the following materials through PageUp:

 <[link](http://interfolioLINK) to follow>

**\*\*Text highlighted in yellow may be edited by the search committee; all other text is part of the required application materials and cannot be edited. If you would like to include additional application materials please enter them below in the highlighted section. \*\***

* Letter of Application;
* Curriculum Vitae;
* Diversity Statement, include your understanding of the barriers facing Black, Indigenous, and other people of Color (BIPOC) in higher education and your past and/or future contributions to inclusive student success, including equitable access and outcomes through teaching and professional or public service. Applicants are encouraged to highlight any contributions they have made towards the inclusivity of students from the LGBTIQ+ community. (2 page limit);
* Statement of Teaching Philosophy, including how it relates to supporting students who have been historically marginalized and/or minoritized;
* Statement of Research Interests;
* Teaching Evaluations, if available;
* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_;
* Graduate Transcripts (unofficial copies are sufficient for initial review); and
* Names and Contact Information for Three (3) Professional References.

Additional application materials may be requested at a later time.

Please direct any questions pertaining to this position, the (Department Name), or Cal Poly Humboldt to:

**(Search Chair Name), Search Committee Chair**

**Department of (Department Name)**

**Cal Poly Humboldt**

**1 Harpst Street**

**Arcata, California 95521-8299**

**Email: (Department Chair, Search, or Search Committee Chair e-mail address)**

**APPLICATION DEADLINE:** This position is open until filled. First consideration will be given to completed applications received no later than **(deadline date – at minimum 30 days after initial posting date)**. Early response is encouraged.



*See more photos at* [*Cal Poly Humboldt’s Flickr page*](https://www.flickr.com/photos/calpolyhumboldt/)*.*

*It is the responsibility of the applicant to provide complete and accurate employment information. Evidence of required degree(s), certification(s), or license(s) will be required prior to the appointment date. A background check (including a criminal records check, employment verification, and education verification) must be completed satisfactorily as a condition of employment with the CSU. Certain positions may also require a credit check, motor vehicle report, and/or fingerprinting through Live Scan service. Adverse findings from a background check may affect the application status of applicants or continued employment of current CSU employees who apply for the position.*

 *All CSU employees are obligated to respond to and report incidents of sexual harassment and sexual violence. Compliance with the California Child Abuse and Neglect Reporting Act (CANRA) and CSU Executive Order 1083 Revised July 21, 2017 (EO 1083) is a condition of employment.  CSU employees in positions with duties that involve regular contact with children or positions which supervise such employees are designated as Mandated Reporters under CANRA and are required to comply with the requirements set forth in EO 1083.  Upon appointment to this position, the successful candidate(s) will be notified of and required to acknowledge their CANRA reporting status.*

*New employees hired by the CSU for the first time who first become CalPERS members on or after July 1, 2017 are subject to a 10 year vesting period for retiree health and dental benefits.*

*Cal Poly Humboldt is a Title IX/Affirmative Action/Equal Opportunity Employer. We consider qualified applicants for employment without regard to race, religion, color, national origin, ancestry, age, sex, gender, gender identity, gender expression, sexual orientation, genetic information, medical condition, disability, marital status, protected veteran status, or any other legally protected status. If accommodations need to be made during the recruitment and interview process, please contact Human Resources at (707) 826-3626 or* *hsuhr@humboldt.edu*

**At Cal Poly Humboldt, bold hearts and open minds shape the future.**

Cal Poly Humboldt is part of the 23-campus California State University system. The University has a comprehensive arts and sciences curriculum, which is recognized nationally for its high academic quality. Founded in 1913, Cal Poly Humboldt began as a small college for teachers. Today Humboldt has grown into a comprehensive university with rigorous science and liberal arts programs. Designated a polytechnic in 2022, Cal Poly Humboldt provides hands-on, impactful educational opportunities that lead to meaningful, measurable outcomes for the individual, for the state, and the world. Cal Poly Humboldt is proud to have nearly 6,000 students of all backgrounds spread across 61 majors, 13 graduate programs, and 4 credential programs — all of whom contribute passion and creativity within their fields and set the stage for a future grounded in equity and sustainability. Hands-on learning, inspired teaching, groundbreaking research, and thought-provoking creative activity happen daily at Humboldt. Finding a better future is a task for the bold, open, down-to-earth, and visionary. Cal Poly Humboldt strives to cultivate these qualities in leaders, innovators, and scholars in every field.

Cal Poly Humboldt’s main campus is located in Arcata, California, in the northwestern part of the state along the coast, situated among redwood trees in an area that offers unmatched scenic beauty, moderate climate and opportunities for outdoor activities. The surrounding Humboldt County locale has a population of around 130,000. The community offers an excellent range of businesses, services and cultural activities/performances. The local schools are ranked in the top performance percentiles, both nationally and in the state. Additional information about Cal Poly Humboldt can be found at: http://www.humboldt.edu.