*The following is a template for a tenure-track position announcement, 2022 – 2023.*
*It is pre-loaded into PageUp and will appear in the "Advertising Text" field for editing.*

**CALIFORNIA STATE UNIVERSITY, EAST BAY**
FACULTY EMPLOYMENT OPPORTUNITY
DEPARTMENT OF _____
*FULL-TIME TENURE-TRACK*

**THE UNIVERSITY:** California State University, East Bay (CSUEB), one of the 23 California State Universities, is a comprehensive university serving the San Francisco Bay Area/Silicon Valley. It is known for award-winning programs, expert instruction, its diverse student body, and a choice of more than 100 career-focused fields of study. With an enrollment of approximately 12,500 students and 900 faculty, the University offers bachelor's degrees in 49 fields, minors in 52 fields, master's degrees in 34 fields, 16 credentials programs, 18 certificate options, and 1 doctoral degree program. Cal State East Bay has three campus locations: the main 342 acre campus in the Hayward hills, the Concord campus, and the downtown Oakland campus.

Cal State East Bay has a mission to support a diverse student body through academically rich and culturally relevant learning experiences. Cal State East Bay is a designated Hispanic-Serving Institution (HSI) as well as an Asian American & Native American Pacific Islander Serving Institution (AANAPISI) which serves a richly diverse, multicultural population of students drawn largely from regional community colleges and high schools. The successful candidate will bring with them expertise or an openness to creating a welcoming and supportive environment for all students, many of whom may be first-generation college students and/or working students.

For more information on Cal State East Bay, please visit: http://www20.csueastbay.edu/ or https://www.csueastbay.edu/about/mission-and-strategic-planning/index.html

**THE DEPARTMENT:** *[Information specific to the department should be inserted here and might include areas of emphasis, department facilities, number of majors, and other items.]*

**DUTIES OF THE POSITION:** *[List areas of responsibility of faculty member, supervision, and other expectations.* ***The following statement must be inserted in all position announcements:*** **Please note that teaching assignments at California State University, East Bay include courses at the Hayward, Concord, and Online campuses.** The policy and expectation of the California State University is that tenure-track faculty members will perform their duties within the state of California. *[Consider the following]:* In addition to teaching, all faculty have advising responsibilities, assist the department with administrative and/or committee work, and are expected to assume campus-wide committee responsibilities.

**RANK AND SALARY:** *[Specify one of the following*: *Assistant Professor, Associate Professor or Professor.]* Salary is dependent upon educational preparation and experience. Subject to budgetary authorization.

**DATE OF APPOINTMENT:** *[Specify anticipated appointment beginning date, for example, Fall Semester, 2023.]*

**QUALIFICATIONS: [*Complete this section as appropriate. Both mandatory and desirable qualifications must be stated.*]** *Example #1: Candidate must expect to have an earned doctorate in <<insert wording for desired specialization/field: area of study, concentration, major, etc. Please list all that are acceptable to qualify for the position, or add language such as "or closely related field." If a foreign degree also qualifies for the position, add "or foreign equivalent." _____>> no later than the effective date of the appointment with specialized preparation in one or more of the following areas: <<insert wording for specialized preparation _____>>. Candidates with successful teaching experience at the university level are preferred.* (Take Note: If you cite Ph.D. required, you may interview ABD's but please be advised that if an ABD is offered the position the formal, written offer from the provost will stipulate that the Ph.D. **must** be completed by the effective date of the appointment.) ***Include the following statements***: Candidates should demonstrate experience in teaching, mentoring, research, or community service that has prepared them to contribute to our commitment to diversity and excellence. Additionally, applicants must demonstrate a record of scholarly activity. This University is fully committed to the rights of students, staff and faculty with disabilities in accordance with applicable state and federal laws. For more information about the University's program supporting the rights of our students with disabilities see: https://www.csueastbay.edu/accessibility/ For more information about accommodations for employees, contact: Iris Gallardo, Human Resources, at 510-885-2335 or email: iris.gallardo@csueastbay.edu.

**APPLICATION DEADLINE:** *[Will vary, but the first deadline should be no sooner than 30 days from time the position opportunity announcement is distributed. The second deadline should identify the date that applications will be reviewed, or you can insert that all positions will be considered open until filled.* ***Then insert the following statement****:]* Please submit a letter of application, which addresses the qualifications noted in the position announcement; a complete and current vita via PageUp (see "Apply Now").

Applicants are required to also submit a 1-2 page diversity and equity statement that addresses how they would successfully engage our diverse student population in their teaching, research, mentoring, and advising. Below are examples of evidence that demonstrates a commitment to Justice, Equity, Diversity, and Inclusion (JEDI) in Higher Education Guidelines/Examples, taken from San Diego State University's Building for Inclusive Excellence (BIE) criteria document.

- Mentoring or advising of individual students from underrepresented populations
- Advising relevant student clubs or organizations
- Meaningful involvement with professional organizations or campus committees that advance underrepresented populations
- Serving on the board of a non-profit organization focused on serving underrepresented populations
- Narrative discussion or other evidence of effective mentoring or advising of students or faculty from underrepresented populations
- Narrative discussion or other evidence of own experience as member of underrepresented group or different cultural group
- Narrative discussion or other evidence of inclusive pedagogical methods
- Recognition for good teaching at prior institution with diverse student population
- Participation in workshops or other training on inclusive pedagogy
- Research addresses or incorporates underrepresented populations and communities
- Mentoring or advising of students or faculty from underrepresented groups

- Narrative discussion or other evidence of inclusive pedagogical methods that support artistic or scholarly success
- Research requires engagement with subjects from underrepresented communities
- Meaningful engagement in collaborative projects with partners from other cultures
- Research requires engagement with subjects from other cultures
- Has a body of research that specifically addresses diversity and equity within the candidate's area of focus

Note: California State University, East Bay hires only individuals lawfully authorized to work in the United States. All offers of employment are contingent upon presentation of documents demonstrating the appointee's identity and eligibility to work in accordance with provisions of the Immigration Reform and Control Act. A background check (including a criminal records check and prior employment verification) must be completed and cleared prior to the start of employment.

*[EQUAL OPPORTUNITY STATEMENT: Insert the statement below.]*
As an Equal Opportunity Employer, CSUEB does not discriminate on the basis of any protected categories: age, ancestry, citizenship, color, disability, gender, immigration status, marital status, national origin, race, religion, sexual orientation, or veteran's status. The University is committed to the principles of diversity in employment and to creating a stimulating learning environment for its diverse student body.

Academic Affairs
8/26/2022 kjl