**Assistant Professor in African American Psychology Search 2024**

DRAFT Job Ad 9.30.24

**Short Ad Text**

*The Psychology and Child Development Department in the College of Liberal Arts at California Polytechnic State University, San Luis Obispo, California, seeks applications for a full-time, academic-year, tenure-track Assistant Professor in African American or Black Psychology, to begin September 11, 2025. Preferred research specialization in marginalized and underserved populations.*

**Interested applicants should complete the online faculty application at http://jobs.calpoly.edu/**and submit it to **Requisition #** **542373**. Review Begin Date: 11-14-2024

**Long Ad Text**

*The Psychology and Child Development Department in the College of Liberal Arts at California Polytechnic State University, San Luis Obispo, California, seeks applications for a full-time, academic-year, tenure-track Assistant Professor in African American or Black Psychology, to begin September 11, 2025.*

We are seeking a professor with teaching and/or research expertise in African American or Black Psychology. The ideal candidate will have a strong commitment to teaching excellence, university-level teaching experience, and evidence of professional activity that keeps them abreast of knowledge and developments within their discipline. Preference will be given to candidates with research specialization in marginalized and underserved populations.

The successful candidate will teach undergraduate courses in African American Psychology and Multicultural Psychology. The candidate may also teach additional courses in their sub-field, Research Methods, and/or upper-division courses on select topics. New courses within the candidate’s area of specialization may also be proposed.

 Cal Poly strongly values diversity, equity, and inclusion (DEI), in the classroom, in scholarship, and in service experience. This position is part of a university-wide cluster of searches designed to increase curricular coverage of areas related to DEI, as well as to promote inclusive and equity-minded teaching strategies across the university. Successful candidates will be expected to contribute to the university’s goals in these areas. Candidates selected through this DEI cluster hire will be given start-up funds to support their work in DEI and a dedicated mentor will be given upon appointment. Once hired, candidates will collaborate with their dean and others to develop a plan for utilizing these funds for supplemental compensation, assigned time, or professional development activities.

For more information about Cal Poly’s DEI-Focused Cluster Hires, please visit: <https://academic-personnel.calpoly.edu/clusterhire>

The other searches are for positions in the following disciplines across campus:

* African American Politics and/or Policy (Political Science)
* African American Psychology (Psychology & Child Development)
* DEI-focused University Archivist (Special Collections and Archives, Library)
* Director of General Engineering (Dept. dependent on specialty)
* Environmental Health in Latinx/e Populations (Kinesiology and Public Health)
* Environmental Justice and Sustainable Development, focus on Latinx/e or Black populations (Natural Resources and Environmental Science)
* Environmental Social Justice, Latinx/e focus (Social Sciences)
* Metadata and Cataloguing Librarian (Collection Strategies and Discovery, Library)
* Spanish Language Journalism (Journalism)

Salary:  Anticipated Hiring Range: $90,276 - $98,244/year, $7,523 - $8,187/month   
(Note that hiring level will be commensurate with the qualifications and experience of the candidate.)

Although Cal Poly is primarily a teaching university, our faculty are expected to balance teaching with an active program of research/professional development (including publication), student supervision and advising, and participation in service activities at the department and college/university level.  The typical teaching load is three 4-unit courses per quarter, with a reduction in course load in each of the first two years to help new faculty establish an active program of research and professional development. Cal Poly strongly values diversity, equity, and inclusion (DEI), especially in the classroom and among its areas of study.

The College of Liberal Arts (CLA) sees diversity as central to its mission and is committed to fostering an equitable and inclusive environment within the college and university. We value our diversity of complex and intersecting identities, while striving to maintain an environment that is socially just, equitable, respectful, and inclusive. The successful applicant should be able to clearly demonstrate how they have infused these values and student learning objectives into their work. They should be prepared to present clear examples of how they would infuse these areas into their work as a faculty member.

At California Polytechnic State University, San Luis Obispo, we believe that cultivating an environment that embraces and promotes diversity is fundamental to the success of our students, our employees, and our community. Bringing people together from different backgrounds and experiences fosters the innovative and creative thinking that exemplifies Cal Poly’s values of free inquiry and reflection on impacts of cultural context, mutual respect, civic engagement, and social and environmental responsibility. Cal Poly's commitment to DEI informs our efforts in recruitment, hiring and retention. California Polytechnic State University is an affirmative action/equal opportunity employer.

Due to CSU policies, the person hired must reside in the state of California at the time of hire and for the entirety of the appointment.

**Required Qualifications**

* Ph.D. in psychology, or a related field by the time of appointment.
* Research or teaching specialization in African American or Black psychology.
* Evidence of potential for scholarly achievement in candidate’s area of specialization.
* Demonstrated university teaching experience.
* Demonstrated proficiency in written and oral use of the English language is required.

**Preferred Qualifications**

* A commitment to broadening the scope of psychology to include traditionally underrepresented groups, as demonstrated through research, teaching, and/or course content.
* Demonstrated experience and commitment to student-centered learning and teaching.
* Demonstrated ability to collaboratively work in multidisciplinary settings.
* Demonstrated experience working with diverse populations and fostering a collaborative, supportive, and inclusive environment.
* Preference will also be given to those with relevant work experience and those who bring professional capabilities.

**Special Conditions**

All CSU employees are designated "mandated reporters" under the California Child Abuse and Neglect Reporting Act. As a condition of your employment, you will be required to comply with the requirements set forth in CSU Executive Order 1083 and any subsequent amendments.

Following a conditional offer of employment, a background check (including a criminal records check) must be completed satisfactorily before any candidate may start work with Cal Poly, San Luis Obispo. Failure to satisfactorily complete the background check may result in the withdrawal of the offer of employment. Note: Cal Poly cannot deny an applicant a position solely or in part due to a criminal conviction history until it has performed an individualized assessment and linked the relevant conviction history with specific job duties in the position being sought.

Please note: Current employees who are offered positions on campus will be required to undergo a background check for any position where a background check is required by law or that Cal Poly has designated as sensitive. Sensitive positions are those requiring heightened scrutiny of individuals holding the position based on potential for harm to children, concerns for the safety and security of people, animals, or property, or heightened risk of financial loss to Cal Poly or individuals in the university community.

For health and well-being, Cal Poly is a smoke & tobacco-free campus. The university is committed to promoting a healthy environment for all members of our community.

In accordance with the California State University (CSU) Out-of-State Employment Policy, the CSU is a state entity whose business operations reside within the State of California and prohibits hiring employees to perform CSU related work outside of California.

ABOUT THE DEPARTMENT

The successful candidate will join 25 tenure-track faculty, over 20 part-time lecturers, 650 undergraduate students and 30 masters students in Psychology and Child Development. The department's website is <http://psycd.calpoly.edu>.

ABOUT THE COLLEGE/UNIVERSITY

California Polytechnic State University (Cal Poly) is a comprehensive polytechnic university with a strong commitment to its Learn by Doing philosophy. Cal Poly is a very selective, highly ranked public university on the California Central Coast. Salaries are competitive and commensurate with experience and qualifications. The university provides substantial and comprehensive benefits for spouses/domestic partners and qualifying dependent children under 26.

Cal Poly's College of Liberal Arts offers 17 highly selective Bachelor of Arts programs and 5 Master's degree programs with 250 full-time faculty and nearly 3,000 undergraduate majors. Our distinguished faculty is actively engaged in teaching, scholarship, and service. Cal Poly is among the most selective universities nationwide; student quality is high, with applications significantly exceeding admissions.

HOW TO APPLY 

Interested applicants should complete the required online faculty application at <http://jobs.calpoly.edu/> and submit to Job # **542373**.

Please attach to your electronic application the following materials:

1. Cover letter - In the cover letter, the applicant should also address the feasibility of conducting a research program within the context of a primarily teaching-oriented undergraduate program
2. Current curriculum vita
3. Statement of demonstrated commitment to DEI in teaching, scholarship and/or service describing past experience, contributions to DEI efforts, the impact on students, faculty, staff and/or your field and a description of how you will demonstrate a commitment in these areas in teaching, research, and/or service at Cal Poly
4. Statement of teaching philosophy
5. Writing sample indicative of area of scholarship
6. Unofficial transcripts showing highest degree earned

Please be prepared to provide three professional references with names and email addresses when completing the application. Cal Poly will directly solicit letters from the individuals listed by applicants. Official sealed transcript showing highest degree earned will be required prior to appointment. This position is open until filled.

Projected Start Date: 09-11-2025

Review Begin Date: November 14, 2024. Applicants with complete files by the Review Begin Date will be given full consideration.

**For questions about the position** please contact Dr. Jay Bettergarcia via email at jbetterg@calpoly.edu.