The **bolded** headers below correspond to the sections of the tenure-track faculty job posting Departments will have to provide in the job card. Statements about EEO, Clery Act, mandated reporter, background check requirement, etc., will be included in the vacancy by OFA. The below sections should be developed in consultation with the Division of Inclusive Excellence in the Search Committee Advising Service sessions.

1. **DEPARTMENT/COLLEGE SUMMARY**

The Information Systems and Business Analytics Department includes rapidly growing undergraduate programs in Information Systems and Business Analytics, as well as an MS in Business Analytics Programs. Additional graduate programs are under development. The department has strong ties to the technology community, and is highly entrepreneurial in curriculum development.

1. **POSITION DETAILS**

The College of Business invites applications for a tenure-track Assistant Professor in Business Analytics in the Department of Information Systems and Business Analytics starting Fall 2025.

As a Hispanic Serving Institution (HSI) and awardee of the Seal of Excelencia certification, Sacramento State is hiring a cohort of faculty who will support our commitment to Latinx/e student success during the 2024-25 tenure-track hiring cycle. We are looking for teacher/scholars who have an established commitment to teaching, research, and/or service in and with the Latinx/e community. Successful candidates will have demonstrated two or more of the four Latinx/e Student Success Cohort Hire criteria (see Required Qualifications below).

1. **JOB DUTIES (may be combined with Position Details above, if appropriate)**

* Teaching DS 101 Introduction to Business Analytics and other courses in the Decision Sciences discipline (in traditional, hybrid, and online modalities) that foster inclusive and equitable student success.
* Scholarly and Creative Activities (with an emphasis on the publication of peer-reviewed articles).
* Service/Contributions to the Institution.
* Service/Contributions to the Community.
* Student Advising.
* Curriculum program development.
* Supervise student (graduate and undergraduate) research.

1. **QUALIFICATIONS**

**Please note that all considered candidates must meet all required qualifications, but do not need to meet all preferred qualifications.**

REQUIRED:

Education:

A doctorate by June 2025 in a Decision Sciences related discipline, such as quantitative methods, business statistics, management science, quantitative analysis, or data science from a business program accredited by AACSB International, AMBA, EQUIS, or an equivalent business program accreditation body.

Knowledge, Abilities, and Experience:

- Demonstrated knowledge of data analytics especially advanced regression modeling, data mining, and machine learning.

- Demonstrated ability to use analytics technology, software, and programming languages in teaching and applied learning settings.

- Experience with or ability to work with a diverse student population.

- Strong record of or potential for research and peer-reviewed publications in a Decision Sciences related discipline.

Latinx/e Student Success Cohort criteria (demonstrate two or more of the following):

* Excellence in teaching Latinx/e students.
* Effective service (e.g., advising, mentoring) to Latinx/e students.
* Research, scholarship, and/or creative artistic expression focused on the Latinx/e community.
* Knowledge (professional background and/or training experiences) that advances our institutional commitment to Latinx/e student success.

PREFERRED:

- Demonstrated record of teaching, research, and professional experience in applied topics, such as data analysis, applied statistics, Big Data management, ethical data analytics, or Big Data technologies.

- Interest in and/or experience with leading curriculum development processes for academic and professional development programs in applied data analytics to business.

- A record of, or potential for, developing relationships with the business community.

- Interest in and/or experience with teaching online or hybrid courses.

- Demonstrated ability to develop graduate and undergraduate research projects/lead graduate and undergraduate teams.

- A record of, or potential for, effective collaboration with peers within the college and across the university.

1. **APPLICANT INSTRUCTIONS**

Review of applications will begin October 14, 2024, and will continue until the position is filled.

1. A cover letter that addresses the required and preferred qualifications, including teaching philosophy, a list of scholarly accomplishments, and a research work plan. Additionally, briefly address your ability to meet two or more of the Latinx/e Student Success Cohort criteria (see Required Qualifications above), to be expanded upon in the Diversity Statement, and additional documents as appropriate, as listed below.

2. Current curriculum vita/resume.

3. Name and contact information of at least three recent professional references.

4. Unofficial transcripts of all college work (official transcripts required if invited for an interview).

5. Diversity Statement. Be sure to expand on your ability to meet two or more of the Latinx/e Student Success Cohort criteria (see Required Qualifications above), as mentioned in your cover letter.

THE SYSTEM WILL ONLY ACCEPT 1 PDF FILE FOR EACH REQUIRED DOCUMENTS NEEDED TO APPLY.

1. **OTHER SPECIFICS ABOUT THE POSITION**

The following materials must be uploaded as “Documents” in the Job Card:

* Screening Criteria – CANNOT include any criteria not specified in required or preferred qualifications for the position. Add a column in the Required section for “Meets two or more of the Latinx/e Student Success Cohort criteria.”
* Interview Questions - must be supported by the duties and responsibilities of the position.
* Reference Check Questions - must be supported by the duties and characteristics of the position.
* Recruitment Plan – indicate where position will be posted and what efforts will be made to ensure a diverse applicant pool. Should include “lessons learned” from previous recruitments.

**Advertising Text Template in Page Up:**

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**COLLEGE:**

**DEPARTMENT:**

**POSITION TITLE:**

**DEPARTMENT/COLLEGE SUMMARY:**

**POSITION DETAILS:**

**JOB DUTIES:**

**REQUIRED QUALIFICATIONS:**

**PREFERRED QUALIFICATIONS:**

**APPLICANT INSTRUCTIONS:**

**OTHER SPECIFICS ABOUT THE POSITION:**

{DO NOT ALTER ANY TEXT BELOW}

**About Sacramento State**

[Sacramento State](http://www.csus.edu/) is located in the heart of California’s capital city, five miles from State Capitol. The lush, 300-acre campus is situated along the American River, close to numerous bike trails and other recreational areas. Sacramento, also known as the “Farm-to-Fork Capital,” is one of the most ethnically diverse and livable cities in the country, with a population of half of a million. Sacramento State is a Hispanic and AANAPISI serving institution with about 31,000 students coming not only from the Greater Sacramento Region, but also from across the state, country, and world. Our 1,800 faculty and 1,500 staff are committed to meeting our mission:

“As California’s capital university, we transform lives by preparing students to lead, serve, and succeed. Sacramento State will be a welcoming, caring, and inclusive leader in education, innovation, and engagement.” As the regional hub of higher education, Sacramento State is dedicated to [learning and student success](https://www.csus.edu/president/mission-imperatives/learning-success/); [teaching, research, scholarship and creative activity](https://www.csus.edu/president/mission-imperatives/teaching-scholarship-creative-activity/); [justice, diversity, equity and inclusion](https://www.csus.edu/president/mission-imperatives/justice-diversity-equity-inclusion-belonging/); [resource development and sustainability](https://www.csus.edu/president/mission-imperatives/resource-development-sustainability/); [dedicated community engagement](https://www.csus.edu/president/mission-imperatives/community-involvement/), and [wellness and safety](https://www.csus.edu/president/mission-imperatives/wellness/).

As evidenced by the values embedded in our [Hornet Honor Code](https://www.csus.edu/student-affairs/_internal/_documents/hornet-honor-code.pdf), Sacramento State is committed to creating an inclusive environment where all faculty, staff, students, and guests are welcome and valued. Our commitment is more than simply ensuring that our campus is free from bias and discrimination, but is one devoted to celebrating many diverse identities, life experiences, and perspectives that enrich our community, teaching and learning.

To learn more about why you should join the Hornet Family, please visit the [Why Sac State?](https://www.csus.edu/academic-affairs/faculty-advancement/why-sac-state.html) page.

**Equal Employment Opportunity**   
California State University, Sacramento is an Affirmative Action/Equal Opportunity Employer and has a strong institutional commitment to the principle of diversity in all areas. We consider qualified applicants for employment without regard to race, color, religion, national origin, age, sex, gender identity/expression, sexual orientation, pregnancy, genetic information, medical condition, marital status, veteran status, or disability. Sacramento State hires only those individuals who are lawfully authorized to accept employment in the United States.

It is the policy of California State University, Sacramento to provide reasonable accommodations for qualified persons with disabilities who are employees or applicants for employment. If you need a disability related reasonable accommodation as part of the application and/or interviewing process, visit <https://www.csus.edu/administration-business-affairs/human-resources/benefits/reasonable-accomodation.html>.

The University is committed to creating an education and working environment free from discrimination, sexual harassment, sexual violence, domestic violence, dating violence, and stalking. For more information on mandatory training for new employees, visit <https://www.csus.edu/administration-business-affairs/human-resources/learning-development/csu-learn.html>.

**Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act and Campus Fire Safety Right-To-know Act Notification:**

Pursuant to the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, the current Annual Security Report (ASR) is available for viewing at <https://www.csus.edu/clery>.  
The ASR contains the current security and safety-related policy statements, emergency preparedness and evacuation information, crime prevention and sexual assault prevention information, and drug and alcohol prevention programming. The ASR also contains statistics of Clery Act crimes for Sacramento State for the last three (3) calendar years. Paper copies are available upon request at the Police Service Center located in the University Union.

**Background Check Disclaimer**

A background check (including a criminal records check) must be completed satisfactorily before any candidate can be offered a position with California State University, Sacramento. Failure to satisfactorily complete the background check may affect the application status of applicants or continued employment of current California State University, Sacramento employees who apply for the position.

**COVID19 Vaccination Policy**

Effective May 2023, per the [CSU COVID-19 Vaccination Policy](https://calstate.policystat.com/policy/11030468/latest/), it is strongly recommended that all California State University, Sacramento employees who are accessing office and campus facilities follow COVID-19 vaccine recommendations adopted by the U.S. Centers for Disease Control and Prevention (CDC) and the California Department of Public Health (CDPH) applicable to their age, medical condition, and other relevant indications.

**Out of State Employment**

Per CSU-wide policy (HR2021-04), 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 hired prior to January 1, 2022 must be available to perform work in the State of California if their assignment is in-person.

**Eligibility Verification**

Candidate will be required to provide official transcripts of their highest degree earned and must furnish proof of eligibility to work in the U.S. California State University, Sacramento is a sponsoring agency (ie. H-1-B Visa).