TENURED FACULTY AND DEPARTMENT CHAIR VACANCY ANNOUNCEMENT

**COLLEGE:** College of Social Sciences and Interdisciplinary Studies

**DEPARTMENT:** Public Policy and Administration (PPA)

**POSITION TITLE:** Hazel-Cramer-Endowed-Professorship (Open Rank)

**POSITION DETAILS:**

The Department of Public Policy and Administration (PPA) in the College of Social Sciences and Interdisciplinary Studies at California State University, Sacramento (Sacramento State) invites applications from high-qualified candidates for a tenured or tenure track (open rank) faculty member with a demonstrated expertise and interest in community-engaged master’s level teaching in public policy. This position is based on an academic year appointment beginning in August 2025.

This position offers an initial appointment as the prestigious Hazel-Cramer-Endowed-Professorship for tenured or experienced pre-tenured faculty and provides a unique opportunity to conduct community-engaged research, teaching, and student service. The Hazel Cramer Endowed Professor will cultivate purposeful, long-term, and mutually beneficial partnerships across the region to confront systemic inequities, transform the lives of our students, and strengthen our communities. The endowed professorship comes with a reduced teaching assignment and resources to support documented summer efforts that correspond to and extend this focus. We are committed to providing the necessary support and resources to help you succeed in your role.

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 seek teachers/scholars with 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).

The classification annual salary range for the base Academic Year position is $. (HR to add salaries for Assistant, Associate, and Full).

**DEPARTMENT SUMMARY:**

The Department of Public Policy and Administration (PPA) is part of the College of Social Sciences and Interdisciplinary Studies at California State University, Sacramento (Sacramento State). The mission of the PPA Department at the Capital Campus of Sacramento State is to prepare diverse future leaders to address the complex issues that face California. We serve the State of California and the Sacramento region by developing leaders with robust analytical tools and a deep commitment to public service and inclusion.

Our core academic program is the [Master of Public Policy and Administration (MPPA)](https://www.csus.edu/college/social-sciences-interdisciplinary-studies/public-policy-administration/). The MPPA provides professional training for graduate students—many of whom work in state or local government. Our student body is diverse and represents populations historically underserved in higher education. We are a vibrant department that is expanding its students and faculty.

PPA faculty focus on developing engaging and inclusive curricula that include project-based work and application to California's current policy and administrative issues. We teach our courses in the evenings to accommodate students who are full-time working professionals. Our curriculum is evidence-based, with a strong focus on ensuring that students complete the program with the ability to (1) synthesize, analyze, and offer ideas to improve policy and practice; (2) apply knowledge and skills in a professional setting; and (3) recognize the role of policy and administrative professionals in society. We encourage our graduates to analyze systems and practices to expose systemic biases, including structural racism, that advance or impede a more just and equitable society.

**JOB DUTIES:**

* Teach departmental core courses in public policy.
* Teach in a manner that fosters inclusive and equitable student success, incorporates evidence-based pedagogy, and uses a community-engaged/service-learning approach.
* Engage in scholarly and professional activities related to public policy with a community-engaged focus.
* Provide service to the institution at the Department, College, and University levels.
* Provide service to the community in the area of expertise in public policy.
* Advise students in the Department of Public Policy and Administration.

The endowed professorship is a three-year renewable term based on the documented performance of the faculty members. If the endowed professorship is not renewed, the faculty will return to their base faculty pay and regular faculty duties per the faculty workload policy at the direction of their chair/supervisor.

**REQUIRED QUALIFICATIONS:**

Earned doctoral degree in public policy and/or a closely related field (e.g., economics or political science).

Experience and success in teaching public policy.

Track record of publications (in peer-reviewed and/or professional outlets) in areas related to public policy.

A strong and demonstrated commitment to diversity, justice, equity, and inclusion, particularly in the classroom, scholarship, and community engagement.

An expressed commitment to teaching evening classes in a primarily in-person modality to a largely part-time and professionally focused post-baccalaureate learning community.

Experience working with communities at the local or regional level and an expressed interest in developing such work in the Sacramento Region.

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 QUALIFICATIONS:**

Teaching experience and success in (1) public budgeting/finance, (2) the politics of policymaking, and (3) qualitative and/or quantitative research methods as applied to public policy.

Experience with community-engaged teaching, scholarship, and service.

Experience with inclusive forms of student engagement and pedagogy in the classroom.

Previous experience in post-baccalaureate teaching.

Proficient in reading, writing, and conversational Spanish.

**APPLICANT INSTRUCTIONS:**

Review of applications will begin November 15, 2024, and the position will remain open until filled.

Required

Curriculum Vitae.

Contact information for three professional references. References will be contacted at the finalist stage.

Unofficial transcripts of the highest degree earned.

Cover Letter: An application letter addressing your ability to meet the required and preferred qualifications and fulfill stated position responsibilities. Address your ability to meet two or more of Latinx/e Student Success Cohort criteria (see Required Qualifications above). You should expand upon this ability in your Diversity Statement and provide additional documentation, as appropriate, in the specific evidence asked for below. Specifically address your community engagement experience and plans for the Hazel Cramer Endowment.

Evidence of Scholarly Qualifications: Provide three examples of publications that demonstrate the qualification standards listed above (combine all items into one file before uploading).

Evidence of Teaching Effectiveness: Brief narrative about how your teaching of public policy-related courses meets the required and preferred criteria above (maximum 500 words) and recent course evaluations. Optional evidence may include peer evaluations of teaching and course syllabi. Combine all items into one file before uploading.

Diversity Statement: Brief narrative discussing how your professional skills, experiences, and plans in teaching, research, service can help advance [Sacramento State’s Equity, Diversity, and Inclusion Goals](https://www.csus.edu/president/inclusive-excellence/diversity-inclusion/) (maximum 500 words). As mentioned in your cover letter, be sure to expand on your ability to meet two or more of the Latinx/e Student Success Cohort criteria (see Required Qualifications above).

We strongly encourage candidates from underrepresented and/or minoritized groups in the academic field of public policy to apply. We will consider all applicants who meet the required qualifications above.

**About Sacramento State**

[Sacramento State](http://www.csus.edu/) is located in the heart of California’s capital city, five miles from the 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).