

Assistant or Associate Professor

Division of Graduate Education

Educational Leadership for Justice Program: Community College Leadership

College of Education

**Position Description**

The Department of Division of Graduate Education – Educational Leadership for Justice (ELJ Program at California State University, Dominguez Hills (CSUDH) invites applications for a Tenure-track position at the rank of Assistant or Associate Professor (12-month) with the appointment starting in Summer 2025.

At CSUDH, we celebrate and respect diversity in all forms that include every race, religion, gender, ethnicity, veterans, people with varied abilities, and members of the LGBTQ+ community. CSUDH is seeking applications from candidates who can demonstrate experience in teaching and working with individuals from diverse backgrounds and contribute to the University’s mission, vision, and core values.

For more information: [Mission, Vision, and Core Values](https://www.csudh.edu/president/strategic-planning/mission-vision-and-core-values/).

**The Position**

CSUDH Educational Leadership for Justice Program faculty are committed to preparing the next generation of reflective and responsive urban leaders dedicated to anti-racism, justice, equity, and inclusion at all educational levels. The ideal candidate will have a demonstrated history of teaching, research,and experience with a focus on community colleges. Candidates who possess effective teaching strategies, a justice focused research agenda, and demonstrated experience and/or leadership working in the community colleges will be given priority. This position is a 12-month tenure track position responsible for supporting doctoral students in writing. A successful candidate will be able to engage in transformative teaching, scholarly research, and service to the program, department, college, university, and students. We are particularly interested in candidate who are able to teach a variety of courses that focus on critical educational leadership from a community college perspective.

**Responsibilities**

**Teaching, Mentoring and Advising Support:**

* Teach doctoral level courses in the ELJ Program on topics such as educational Justice, organizational and systems change, and research methods
* Provide students with support in the area of doctoral level writing.
* Engage with students during office hours, assign grades, advise/mentor students, and prepare course materials.
* Participate in dissertation advisement and serve on dissertation committees (chair, member).
* Work collaboratively with ELJ full-time and part-time Program faculty to provide support with program curriculum updates and revisions.

**Program Support:**

* ​Attend regularly scheduled college, department and program meetings and program functions and events including commencement activities.
* Participate in and expand partnerships with community colleges, TK-12 schools, focused on creating research opportunities for all research courses but specifically for the program evaluation course.
* Analyze and use data to inform decision-making around program improvement.
* Provide support and training for full-time and part-time faculty.
* Collaborate and work closely with ELJ Program full-time and part-time faculty for ongoing program recruitment, improvement, and implementation.
* Supervise/co-coordinate/support the international educational leadership experience for ELJ Program students.
* Demonstrate a professional attitude, philosophy, compassion, and commitment that promotes doctoral student’s growth and learning.

**Service & Research:**

* Engage in service to the department, college, and university through administrative and/or committee work.
* Engage in appropriate scholarly research, including attending academic conferences, and publishing in peer-reviewed journals to make scholarly contributions to the field of educational leadership, the doctoral program, and the university community and to maintain currency in the theory and practice related to program content.
* Work with all ELJ Faculty (full- and part-time) in the ELJ Program to coordinate Annual Conference.
* Solicit external funding through grants and other sources.

**Qualifications**

Required Qualifications

* Hold a Doctorate degree (Ed.D. or Ph.D.) in education with an emphasis in Leadership or a closely related field from an accredited institution of higher education by date of appointment.
* Experience or potential to develop and sustain a promising research agenda in educational leadership and community colleges as demonstrated by publication and presentation activity
* Demonstrated commitment to justice and equity in education
* Demonstrated ability to effectively teaching graduates at the doctoral level and working with students from intersecting historically marginalized social groups using innovative instructional approaches and methods to create a classroom environment that honors the diverse academic, socioeconomic, linguistic, cultural, ability, gender identity, sexual orientation, and racial/ethnic backgrounds of all learners/students.
* An enacted commitment, with demonstrated leadership experience across educational and/or community college contexts, to advancing anti-racism, justice, equity, inclusion, and student academic and social excellence as an educational leader in urban TK-16 settings, community organizations, and/or community colleges.

Preferred Qualifications

* Demonstrate a command of theories centered in justice, equity, and anti-racism at a conceptual and applicable level, and knowledge of current research, pedagogy, and practices in the field of Education and Educational Leadership.
* Knowledge of systems thinking, systems building and systems coherence to ensure growth.
* Deep knowledge and care for diversity, culture, identity building and fostering these values and skills in candidates, faculty members and the communities served.
* Evidence of exemplary teaching of leadership coursework at the university level – where appropriate - through student evaluations.
* Demonstrated ability to develop relationships with TK-16 educational organizations to build trust, partnerships, and avenues of student success.
* Demonstrated experience directing, supporting, and mentoring doctoral students in research and through the dissertation process.
* Demonstrated expertise in the use of anti-racist leadership methods and justice pedagogies at the community college level.

**How to Apply**

A completed on-line application must be received by electronic submission to be considered. To apply, please visit [CSUDH career-opportunities](https://www.csudh.edu/hr/career-opportunities/).

**Application Deadline Date:**

The position is open until filled. Review of applications will begin in October 1, 2024. For full consideration, please submit your completed application with the required materials no later than October 15, 2024:

* Current Curriculum Vitae with contact information
* Cover letter
* Statement on Diversity, Equity, and Inclusion (2 pages maximum)\*
* List of 3 references with contact information**\*\***
* Unofficial transcripts (an official transcript will be required for the finalist)**\*\*\***
* A Statement on Teaching (2 pages maximum)
* A Statement on Research (2 pages maximum)
* Sample Publications or Evidence of Creative/Scholarly Activity
* Teaching Evaluations (if available)

*\*Given CSUDH’s commitment to diversity and inclusion for all students, faculty, staff, and administrators, describe your individual commitment and experiences in advancing diversity and inclusion and how they relate to your future teaching and research.*

*\*\*This position requires three letters of recommendation (LORs). Please do not upload your LORs with your application. Your list of references will be notified at the appropriate time during the search process. They will receive a request via email along with information on uploading the LOR. You will be able to verify that each letter has been received by CSUDH by logging back into your applicant portal.*

\*\*\*For finalist with International transcripts, a United States Equivalency certification will be required.

*A United States (US) Equivalency certification is required for earned/awarded/conferred foreign terminal degrees, which is from a foreign Academic Institution for foreign studies. The US Equivalency certification is used to validate foreign studies from an academic credential evaluation agency and is evaluated on foreign studies and deemed to be equivalent to degrees from the United States. The certification must translate the information in English, and confirm that your highest terminal degree is US Equivalent to a US terminal degree (i.e., Bachelor’s, Master’s, Doctorate’s, Doctor’s of Philosophy). The certification can be emailed to* [*facultyaffairs@csudh.edu*](mailto:facultyaffairs@csudh.edu) *or mailed directly to the office of Faculty Affairs and Development, 1000 East Victoria Street, WH-368, Carson, CA 90747.*

If you have questions regarding the position, please contact:

Dr. Kitty Fortner

[kfortner@csudh.edu](mailto:kfortner@csudh.edu)

Search Committee Chair

Division of Graduate Education, Educational Leadership for Justice Program, College of Education

The doctoral program is accredited by the Western Association of Schools and Colleges (WASC) and approved by the CSU Chancellor’s office to accept doctoral candidates for the 2024-25 academic year which begins in summer 2024. The 3-year, cohort-based program is designed to meet the needs of working professionals and will prepare its graduates to assume executive leadership positions in TK-16 educational settings and related agencies such as County Offices of Education, universities, community colleges, and educational non-profits where CSUDH graduates will contribute to the work of dismantling inequities to meet the current needs of the United States educational system. The ELJ Program is designed to ensure critically conscious equity driven graduates are ready to lead in all executive settings in the field of education by bridging the divide between educational leadership practice and the rigorous acquisition and application of theory. These leaders will apply the knowledge and skills gained in the program to educational settings in the South-Central Los Angeles and South Bay region of Los Angeles County and beyond in order to transform and improve the quality of education being offered to students. The program is a high quality, high touch, academically rigorous doctoral program that addresses the following  mission and vision statements:

**MISSION STATEMENT**

The mission of the Doctor of Education, Educational Leadership for Justice (ELJ)Program is to equip educational leaders to champion justice and equity in all educational settings. We facilitate the development of the leaders’ mindsets, moves and skills needed to:

a.    examine their transformative potential and transformative actions;

b.    interrogate, dismantle, and re-imagine historically oppressive systems;

c.    create spaces that center on community wealth, cultural  capital, and voice; and

d.    ground their practice in the CSUDH Liberatory Leadership Framework.

e.    design creative solutions to existing, and new, challenges in the field of education

**VISION STATEMENT**

We create space for actualizing liberatory leadership that is humanizing, critically conscious, and transformative. Through the use of identity, community collaboration, criticality, and system interrogation dynamics, equitable and just systems emerge.

The program philosophy is focused on utilizing a culture of care to address inequities that are pervasive in the educational system and hinder the academic success of students who are culturally and linguistically diverse, have disabilities, or are economically disadvantaged.

For more information about the Educational Leadership for Justice Program,: <https://csudh.edu/edd>.

For more information about the College of Education: <https://csudh.edu/coe>.

**Additional Information**

The anticipated salary range for this position is $8,610 to $10,143. Please see anticipated salary ranges for the specific classifcations below:

Assistant Professor (12-Month) classification salary range is $7,127 to $15,211 per month, The anticipated hiring salary range is $8,610 to $8,815.

Associate Professor (12Month) classification salary range is $7,830 to $16,697 per month. The anticipated hring salary range is $9,933 to $10,143

This position will be commensurate with experience and current CSUDH faculty salaries in the academic department/discipline. Faculty salaries are subject to budgetary authorization and any California State University System faculty contract increases. Summer research grants, moving expenses, start‐up funds, and a reduced teaching load may be available.

An excellent comprehensive benefits package is available that includes: health/vision/dental plans; spouse, domestic partner and dependent fee‐waiver; access to campus child‐care; and a defined‐benefit retirement through the state system along with optional tax sheltering opportunities. For a detailed description of benefits, please visit: <https://www.csudh.edu/hr/benefits/>.

Background Check

Satisfactory completion of a background check (including a criminal records check) is required for employment. CSU will make a conditional offer of employment, which may be rescinded if the background check reveals disqualifying information, and/or it is discovered that the candidate knowingly withheld or falsified information. Failure to satisfactorily complete the background check may affect the continued employment of a current CSU employee who was conditionally offered the position.

CSU COVID-19 Vaccination Policy

The California State University (CSU) is committed to safeguarding the health and well-being of our students, faculty, staff, administrators, and the communities we serve, as well as maintaining higher education access and attainment for our students, as such, we embrace a comprehensive strategy designed to reduce the likelihood of transmission of the COVID-19 virus.  The CSU strongly recommends that all individuals who access any in-person program or activity (on- or off-campus) operated or controlled by the University 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 and comply with other safety measures established by each campus. The systemwide policy can be found at CSU Vaccination Policy and any questions you have may be submitted to [hrm@csudh.edu](mailto:hrm@csudh.edu).

Mandated Reporter Per CANRA

The person holding this position is considered a ‘mandated reporter’ under the California Child Abuse and Neglect Reporting Act (CANRA) and is required to comply with the requirements set forth in [CSU Executive Order 1083](https://calstate.policystat.com/policy/10927154/latest/), revised July 21, 2017, as a condition of employment.

Closing Statement

CSUDH is an 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, or protected veteran status.

For more information: [U.S. Equal Employment Opportunity Commission](https://www1.eeoc.gov/employers/poster.cfm)

Individuals with disabilities requesting accommodations under the Americans with Disabilities Act (ADA) may call the Human Resources’ Office (310) 243-3771.

Clery Act crime statistics for CSUDH are available at [Campus Security Report (Clery),](https://www.csudh.edu/rm/clery-act/) or by calling University Police at (310) 243-3639.

Upon appointment, all candidates must furnish proof of eligibility to work in the U.S.

The California State University is Smoke and Tobacco Free. Smoking, Vaping and other Tobacco use are Not Permitted anywhere on University property. Education Code 42356, CCR Title 5, Article 9.

For more information see: [Smoke & Tobacco-Free](https://www.csudh.edu/breathe-freely/policy/)