Assistant Professor in Social Sciences Department Latino/a/x Studies

Job no: 520675  
Work type: Instructional Faculty – Tenured/Tenure-Track  
Location: San Luis Obispo  
Categories: Unit 3 - CFA - California Faculty Association, Faculty - Social Sciences, Tenured/Tenure-Track, Full Time

The sociology program in the Department of Social Sciences at California Polytechnic State University in San Luis Obispo, CA, seeks applications for a full-time (academic year), tenure-track Assistant Professor to begin September 14, 2023. Area of Specialization: Latino/a/x studies. The faculty member will support and primarily teach in an anticipated Cal Poly 2+2 sociology bachelor’s degree program at the Allan Hancock College campus, a Hispanic-serving institution. Special additional teaching needs: Social Theory and/or Genders and Sexualities and/or Social Stratification and/or Criminal Justice.

The ideal candidate will have a combination of university-level teaching experience and research potential. We are seeking applicants with an earned or nearly complete doctorate (ABD) in sociology or closely related discipline with demonstrable qualifications in Latino/a/x studies.

The primary teaching and service responsibilities will be at the Allan Hancock College campus to support the 2+2 program, currently under WSCUC review. The proposed 2+2 program grows out of a new partnership between California Polytechnic State University and Allan Hancock Community College in Santa Maria (~35 minutes from the Cal Poly main campus in San Luis Obispo). Students in the proposed program will complete an associate degree for transfer in sociology and then complete two years of Cal Poly classes at the Allan Hancock campus. Many students will likely be Latino/a/x, lower socio-economic status, and/or first generation. The new
hire, in consultation with sociology faculty, will have the opportunity to shape the program to best meet the needs of this unique student body. Students will graduate with a degree from Cal Poly and be prepared to take entry level positions in areas such as law enforcement, human resources, social services or enter the K-8 credentialing program.

Cal Poly is primarily a teaching university. Our faculty are expected to balance teaching with an active program of research/professional development and participation in service activities at the department and college/university level. The typical teaching load is 12 units (three courses) per quarter, with a reduction in course load in each of the first two years to help establish an active program of research and professional development. Salary is commensurate with qualifications and experience. The initial appointment is for two years, subject to renewal. An earned doctorate (Ph.D.) in Sociology or a closely related field by date of appointment is required.

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, experiences and value systems fosters the innovative and creative thinking that exemplifies Cal Poly’s values of free inquiry, cultural and intellectual diversity, mutual respect, civic engagement, and social and environmental responsibility. Cal Poly’s commitment to diversity informs our efforts in recruitment, hiring and retention. California Polytechnic State University is an affirmative action/equal opportunity employer.

**Required Qualifications**

- Ph.D. in sociology or closely related discipline at the time of appointment.
- Evidence of potential for scholarly and/or creative achievement in Latino/a/x studies.
- Evidence of involvement with the Latino/a/x community.
- Demonstrated effectiveness in college or university-level teaching.
- Willingness to teach at both campuses in-person or virtually based on program need.

**Preferred Qualifications**
· Evidence of involvement with and commitment to community college/transfer students.

· Experience in online teaching.

· Ability to teach social theory.

· Ability to teach sociology of genders and sexualities.

· Ability to teach social stratification.

· Ability to teach criminology

· Ability to teach contemporary issues in criminal justice.

Candidates will have the following responsibilities

· Teach, conduct research, and perform service responsibilities primarily at the Allan Hancock College campus to support the 2+2 program.

· Advise students about concentration and supervise senior projects.

· Build relationships with the local community to support 2+2 student internships. Teach courses in the sociology upper-division core curriculum such as sociology of genders and sexualities and/or social theory and/or social stratification and/or criminal justice courses.

· Teach courses at both campuses in-person and/or virtually based on program need.

· Contribute to the University’s mission of “Learn by Doing.”

· Develop and maintain an active research agenda that involves undergraduate students.

· Develop and teach undergraduate classes based on the candidate’s own interests.

**Special Conditions**

The person holding this position is considered a 'mandated reporter' under the California Child Abuse and Neglect Reporting Act and is required to comply with the requirements set forth in CSU Executive Order 1083 as a condition of employment.

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.

The CSU requires faculty, staff, and students who are accessing campus facilities to be immunized against COVID-19 or declare a medical or religious exemption from doing so. Any candidates advanced in a search process should be prepared to comply with this requirement. The systemwide policy can be found at CSU Vaccination Policy and any questions you have may be submitted to academicpersonnel@calpoly.edu.

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.

Faculty employees who wish to apply for permanent residency will be responsible for retaining an immigration attorney. All filing and attorney's fees will be incurred by the faculty member.

This position classification has been defined as "Exempt" and is not subject to the overtime provisions of the Fair Labor Standards Act (FLSA).

**Department Information**

The Social Sciences Department is comprised of two majors, sociology and anthropology/geography, and has fifteen tenured or tenure-track faculty members. The sociology program serves approximately 290 majors and 31 minors as well as students throughout the university in General Education offerings. The department's website is www.socialsciences.calpoly.edu.

**How to Apply**

Candidates with complete files by the review begin date will be given full consideration. To apply, please visit http://jobs.calpoly.edu/ for an online faculty application and apply to Requisition # 520675. Please upload the following required materials as part of the electronic application:
1) Cover letter: address the feasibility of conducting a research program within the context of a primarily teaching-oriented undergraduate program.

2) Current curriculum vitae.

3) Transcript copy.

4) Statement of Diversity, Equity, and Inclusion: describe past experience and contributions to DEI efforts, and describe how you will demonstrate a commitment in these areas in teaching, research, and/or service at Cal Poly.

5) Teaching portfolio: provide evidence of teaching effectiveness including student evaluations and course syllabi related to area of specialization (sociology, Latino/a/x studies).

6) Example of scholarship or creative work.

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. The position is open until filled.

**Projected Start Date:** 09-14-2023

**Review Begin Date:** 12-7-2022. Applicants with complete files by the review begin date will be given full consideration.

For questions about the position please contact the Search Chair, Liz Johnston, via email at lbjohnst@calpoly.edu

**Advertised:** November 07, 2022 (9:00 AM) Pacific Standard Time

**Applications close:** Open Until Filled