



San Diego State
University

**Department of Child and
Family Development**
College of Education
San Diego State University
5500 Campanile Drive
San Diego, CA 92182-4502
Tel: 619-594-5380
Fax: 619-594-5921

The Department of Child and Family Development (CFD) in the College of Education at San Diego State University (SDSU) invites applications for the position of Department Chair at the Associate or Full Professor rank. CFD offers nationally accredited undergraduate and graduate degree/licensure/certificate programs in child and family development, early childhood education, and early childhood mental health.

CFD, and SDSU overall, serves a diverse undergraduate and graduate student body, as well as the surrounding community. Representing an interdisciplinary field of study, the CFD Department has a strong emphasis on social-emotional development that takes place in the context of family, community, and culture. We aim to prepare anti-racist, equity-minded professionals in education, counseling, and many other health-related professions, emphasizing social justice and structural inequities through community-based outreach training in prevention and advocacy, and inclusive practices.

We invite applicants with outstanding leadership experience who can support our multidisciplinary faculty and staff in fostering and maintaining an inclusive, positive climate for all faculty, staff, and students. This position is for a 12-month tenure-track or tenured faculty member (75% as Chair).

Position Responsibilities:

The Chair oversees curriculum and instruction for the undergraduate major and graduate programs; coordinates and writes reviews and evaluations of programs, courses, faculty, and staff; manages the budget and fiscal matters; contributes to community outreach; represents CFD on college, university, and community committees and councils; participates in professional development initiatives; and engages with students, faculty, staff, and stakeholders on departmental matters.

Candidate Requirements:

- Possess effective interpersonal, administrative, and collaborative management skills necessary for providing department leadership within a culturally diverse department, college, university, and community.
- Qualify for the rank of associate or full professor and meet the department, college and university standards for tenure based on a record of exemplary teaching, evidence of strong scholarship, and demonstrated commitment to service.
- Possess a doctorate degree in Human Development, Psychology, Family Sciences, Education, or related fields.
- Have a record of commitment and action to promote diversity, equity, inclusion, and social justice.

Candidate Preferences:

- Strong leadership skills, including fostering a positive climate with an emphasis on shared governance.
- Dedication to and experience with developing and supporting an anti-bias and anti-racist environment.
- Demonstrated ability in developing and sustaining working relationships with faculty and staff, college and university leadership, community-based organizations, and appropriate local, national, and international organizations.
- Experience working with university students from various cultural and linguistic backgrounds. • Research and scholarly experience working with communities from various cultural and linguistic lived experiences.
- Demonstrated commitment to support and advance anti-racist, decolonial, and/or critical pedagogies, research and service.
- Value and support diverse approaches to research and scholarship (e.g., qualitative and quantitative research).

We are seeking applicants with demonstrated experience in and/or commitment to teaching and working effectively with individuals from diverse backgrounds and members of underrepresented groups. Candidates must satisfy two or more of the eight Building on Inclusive Excellence (BIE) criteria.

Candidates that meet BIE criteria:

- (a) are committed to engaging in service with underrepresented populations within the discipline,
- (b) have demonstrated knowledge of barriers for underrepresented students and faculty within the discipline,
- (c) have experience or have demonstrated commitment to teaching and mentoring underrepresented students,
- (d) have experience or have demonstrated commitment to integrating understanding of underrepresented populations and communities into research,
- (e) have experience in or have demonstrated commitment to extending knowledge of opportunities and challenges in achieving artistic/scholarly success to members of an underrepresented group,
- (f) have experience in or have demonstrated commitment to research that engages underrepresented communities,
- (g) have expertise or demonstrated commitment to developing expertise in cross-cultural communication and collaboration, and/or
- (h) have research interests that contribute to diversity and equal opportunity in higher education.

Please indicate in a separate diversity statement how you meet at least two (2) of these criteria. Additional guidance on our BIE program for applicants is [here](#).

SAN DIEGO STATE UNIVERSITY:

San Diego State University is part of the California State University system and is considered one of the nation's premier urban research universities. SDSU holds designations as a Hispanic Serving Institution (HSI) and an Asian American and Pacific Islander Serving Institution (AANAPISI). SDSU is the oldest institution of higher education in the San Diego region, with a

campus and microsites in San Diego and locations in Southern California's Imperial Valley and Tbilisi in the Republic of Georgia. The highly diverse campus community has a student population of approximately 36,000. SDSU is included in the Carnegie Foundation's Doctoral Universities: High Research Activity category. Established in 1897, SDSU offers bachelor's degrees in 97 areas, masters in 84 and doctorates in 23. See <http://www.sdsu.edu> for more information. SDSU is a large, diverse, urban university, Hispanic-Serving Institution, Asian American and Pacific Islander Serving Institution, residing on the unceded historical lands of the Kumeyaay, with a commitment to diversity, equity, and inclusive excellence. Our campus community is diverse in many ways, including race, religion, language, color, sex, age, disability, marital status, sexual orientation, gender identity and expression, national origin, pregnancy, medical condition, and covered veteran status. We strive to build and sustain a welcoming environment for all.

COLLEGE OF EDUCATION:

The College of Education comprises seven diverse departments/schools committed to one unified mission: to prepare education, community-service, and counseling professionals to provide the highest quality learning environments to ensure student and client success. The College of Education is in the forefront of education reform, preparation of educators to work in multicultural settings through its pre-service, master's and doctoral level programs. The College contributes to the knowledge base in both educational theory and practice through professional inquiry and scholarship. The College engages in strategic partnerships with the field of practice to improve client outcomes, increase institutional effectiveness, and promote social justice. For more information about SDSU and the College of Education, please visit this website: <http://go.sdsu.edu/education/Default.aspx>. Website: <http://coe.sdsu.edu/> DEPARTMENT OF

CHILD AND FAMILY DEVELOPMENT:

The Department of Child and Family Development is a highly integrated academic unit within the College of Education. The SDSU Child and Family Development (CFD) Department is committed to preparing anti-bias, anti-racist professionals to address contemporary issues that affect the health and well-being of children, youth, adults, and families. work with children, families, schools, and communities. This mission is accomplished through a culturally responsive curriculum with a strong emphasis on social emotional development, social justice, and equity-minded education. The program represents an interdisciplinary field of study with the basic assumption that development takes place across the lifespan in the context of the family, community, and public policy. The department's emphasis on reducing structural inequities in the community through community-based outreach, prevention, advocacy, innovative research theory application, advocacy, primary prevention, research, and inclusive practices provides CFD students with a strong foundation for training and careers in education, health-related professionals, human services, law, academia, and other meaningful fields of work. The Department includes 17 full-time and approximately 20 part-time faculty, and serves a student body of between 500 to 600 undergraduate majors and 100 graduate students. Website: <http://go.sdsu.edu/education/cfd/>

RANK AND SALARY:

The position of Department Chair will be offered as a full-time tenure-track or tenured faculty Associate Professor or Professor rank with salary commensurate with qualifications and experience. The minimum salary for this position is based on the current CSU salary schedule for Associate Professors and Professors and may be revised based on contract collective bargaining. The anticipated academic year salary range is from \$95,000 to \$100,000 for associate professor

and from \$114,000 to \$120,000 for full professor. Salary placement will be based on the selected candidate's qualifications and experience, and salaries higher than the published maximums may be offered in limited circumstances. San Diego State University offers a rich benefits package that constitutes a major portion of total compensation. For benefits information, click [here](#).

APPLICATION:

Please apply via Interfolio (apply.interfolio.com/134941). To ensure full consideration, please submit your application materials by January 5, 2024, although applications will be considered until the position is filled. The anticipated start date is July 1, 2024.

Interested candidates should submit the following documents via Interfolio:

1. Letter of application addressing the qualifications described in this position announcement and outlining your leadership philosophy
2. Curriculum Vitae
3. Diversity Statement (which clearly addresses at least two of the eight BIE criteria), particularly as it relates to leadership skills or experience
4. Sample of research or professional work
5. 1-page statement of teaching philosophy
6. Teaching evaluations, if available
7. Names and contact information for three references (letters of recommendation may be requested for final candidates)

As part of its commitment to a safe and equitable “OneSDSU” community, SDSU requires that individuals seeking faculty employment provide at the time of application authorization to conduct background checks if they become a finalist for the position; applications without this authorization will be considered incomplete and not considered.

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

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.

SDSU is a Title IX, equal opportunity employer and does not discriminate against persons on the basis of race, religion, national origin, sexual orientation, gender, gender identity and expression, marital status, age, disability, pregnancy, medical condition, or covered veteran status.

For further information contact the Search Committee Chair, Kelsey Dickson at kdickson@sdsu.edu.