



San Diego State
University

Industrial-Organizational Psychologist – Assistant Professor Rank

The Department of Psychology at San Diego State University invites applications for a faculty position at the Assistant Professor rank. This is a full-time, nine-month, tenure-track position to begin August 2024. The successful candidate will establish and/or continue a productive program of research in industrial-organizational psychology. We are particularly interested in candidates whose central research program addresses workplace diversity, equity, and inclusion issues in organizations and uses sophisticated quantitative research methodologies and data analysis approaches (including, but not limited to, psychometric issues, multilevel modeling, and structural equation modeling). Example research programs include understanding diverse or intersectional identities at work (e.g., racial/ethnic identity, sexual orientation, gender identity, socio-economic status, ability/disability, aging), addressing bias and mistreatment issues (stereotyping, prejudice, discrimination, harassment, incivility), or building an inclusive and equitable workplace through policies and practices (e.g., recruitment, selection, training, leadership and team development, organizational development, program evaluation).

The Psychology Department has a research-oriented MS program in applied psychology with emphases in industrial/organizational and quantitative methodology. The highly selective, full-time MS program routinely has over 100 applicants with an incoming cohort between 4-7 students to support small graduate seminars and research mentoring in faculty laboratories. A master's thesis is required of all students in the MS program, and faculty are often provided course releases to support their research program. The Psychology Department also has a large and diverse population of undergraduate majors who are able to take up to three undergraduate classes in I-O psychology. I-O psychology is a popular specialty in the department, and undergraduate students are able to earn a certificate, declare a minor, or participate in an emphasis program in I-O psychology. Additional information about the MS program may be found at <https://msappliedpsych.sdsu.edu/>, and additional information about the Psychology Department can be found at <http://www.psychology.sdsu.edu>.

SDSU is a large, diverse, urban university and federally recognized as both a Hispanic-Serving and Asian American Native American Pacific Islander-Serving Institution with a commitment to diversity, equity, and inclusive excellence. Our campus community is diverse in many ways, including race/ethnicity, religion, color, sex, age, disability, marital status, sexual orientation, gender identity and expression, national origins, pregnancy, medical condition, and covered veteran status. We strive to build and sustain a welcoming environment for all. SDSU is seeking applicants with demonstrated experience in and/or commitment to teaching and working effectively with individuals from diverse backgrounds and members of underrepresented groups. The College of Sciences is host to a large number of federally-funded minority training programs (described at <https://casa.sdsu.edu>)

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 who meet BIE criteria:

1. Are committed to engaging in service with underrepresented populations within the discipline
2. Have demonstrated knowledge of barriers for underrepresented students and faculty within the discipline
3. Have experience or have demonstrated commitment to teaching and mentoring underrepresented students,
4. Have experience or have demonstrated commitment to integrating understanding of underrepresented populations and communities into research,
5. 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,
6. Have experience in or have demonstrated commitment to research that engages underrepresented communities,
7. Have expertise or demonstrated commitment to developing expertise in cross-cultural communication and collaboration,
8. 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 three (3) of these criteria. Additional guidance on our BIE program for applicants may be found here: <https://sacd.sdsu.edu/cie/guidance-candidates>

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 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 and Hispanic-Serving Institution with a commitment to diversity, equity, and inclusive excellence. Our campus community is diverse in many ways, including race, religion, 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.

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.

The anticipated monthly salary for an assistant professor position is \$5,405 - \$11,994 for a full-time, academic year. This amount will vary according to candidate rank, experience, and market considerations specific to the scholarly discipline. Salary represents one component of a job offer that will also include a full benefits package, moving expenses, and start-up support.

Application Instructions

Applicants should apply via Interfolio: <http://apply.interfolio.com/125747>. Applicants should submit a letter of interest, research statement, teaching statement (including evidence of teaching effectiveness), diversity and inclusion statement (which includes a description of how three or more BIE criteria are satisfied), a current curriculum vitae, up to 3 representative reprints, and 3 letters of reference. For full consideration, complete applications should be submitted by **October 1, 2023**, although applications will be considered until the position is filled. For questions, please contact the Committee Chair, Dr. Lisa Kath at LKath@sdsu.edu.