

Department: Social Work

Faculty Hire Number: 23-07

Rank: Assistant Professor, Tenure Track

Effective Date of Appointment: August 23, 2023

Salary: Dependent upon qualifications

CSUN's Commitment to You:

CSUN is committed to achieving excellence through teaching, scholarship, learning and inclusion. Our values include a respect for all people, building partnerships with the community and the encouragement of innovation, experimentation and creativity. CSUN strives to cultivate a community in which a diverse population can learn and work in an atmosphere of civility and respect. CSUN is especially interested in candidates who make contributions to equity and inclusion in the pursuit of excellence for all members of the university community.

For more information about the University, visit: <http://www.csun.edu>

About the College:

For more information about the College of Social and Behavioral Sciences, see: <https://www.csun.edu/social-behavioral-sciences>

About the Department:

CSUN's Department of Social Work recognizes and acknowledges the Sesevitam, the first people of this ancestral and unceded territory of Sesevenga that is now occupied by our institution. We strive to honor their elders, past and present, and the Sesevitam descendants who are citizens of the Fernandño Tataviam Band of Mission Indians. We recognize that the Sesevitam are still here and we are committed to lifting up their stories, culture, and community. For more information about the Fernandño Tataviam Band of Mission Indians, visit: <https://www.tataviam-nsn.us>

Our Department acknowledges the countless numbers of Black families who endured the violence, cruelty and barbarity of hundreds of years of enslavement, and whose bodies and labor were exploited to generate massive wealth and economic structural inequalities existing in our world today. Their lives mattered. Black Lives Matter. For more information about reparations, visit: Task Force to Study and Develop Reparation Proposals for African Americans: <https://oag.ca.gov/ab3121/reports>

Further, we remember the historical and current generations of activism, resistance, creativity, and resilience of Black and Indigenous people, along with the intersecting struggles for liberation shared by all peoples who have been impacted by hundreds of years of colonialism. We understand their efforts have always been at the forefront of anticolonial movements for liberation and freedom. They have gifted us with their knowledge, courage, hope, strength, and love. We believe it is our responsibility to carry on these traditions of resistance, insistence, and persistence.

Within this spirit of gratitude, the mission of the Department of Social Work is to prepare professional social workers to be anti-oppressive, socially just agents of change by promoting well-being in urban settings. As an advanced generalist program with a focus on urban communities, the Department will teach and create collaborative learning experiences with students. Our Department focuses on urban settings and communities with densely populated areas and a vast array of subcultures. Utilizing a lens that espouses an intersectional, anti-racist, trauma-informed, collaborative perspective, the Department embraces a strengths-based inclusive identity, emphasized by the shared experiences of community, culture, and location.

Our Department strives to prepare students to be critically conscious social work leaders who can:

- Demonstrate and apply an intersectionality, power, and privilege lens to address social, political, and systemic change.
- Empower and be relevant to the diverse needs of the multi-national, multi-ethnic, multi-cultural San Fernando Valley and its surrounding communities.
- Advocate for an equitable and socially just society.
- Develop critical consciousness through research, practice, and trauma-informed knowledge, values, and skills.

For more information about the Department of Social Work, see: <https://www.csun.edu/social-behavioral-sciences/social-work>

Position:

The department of Social Work at California State University, Northridge (CSUN) is seeking a tenure-track faculty member in Social Work at the rank of Assistant Professor. Specifically, the Department seeks candidates who:

- demonstrate and articulate a commitment to anti-oppressive teaching, scholarship, mentoring, and service consistent with the statements listed above, and sufficient to warrant a tenure-track appointment as an Assistant Professor;
- can teach through an intersectional lens that uses a critical anti-racist, trauma-informed, collaborative, and strengths-based pedagogical approach;
- holds an area of specialization in Macro/Policy/Advocacy work as well as Research;
- demonstrates the ability to effectively work with a diverse student population; and
- has experience in advising, mentoring, course development, and securing external grants.

Responsibilities:

- Faculty success at CSUN is measured by three criteria: teaching effectiveness; contributions to one's field of study; and service to the University and Community.
- The standard teaching assignment is 12 units (4 courses per semester). However, new faculty members in their first two years teach 9 units per semester (3 courses).
- Successful candidates should be able to teach courses offered by the Program, specifically Macro/Policy/Advocacy and Research Courses. A description of Department courses can be found at: <https://www.csun.edu/social-behavioral-sciences/social-work/campus-programs>.
- Peer-reviewed publications are important for tenure and promotion, and CSUN faculty members can apply for competitive awards that provide course releases for research or fund travel for research. Presentations at academic conferences are supported with annual travel funds.
- Tenure-track faculty members participate in shared governance, usually in Department, College, and University committees and other service assignments.
- In addition to teaching, the position requires weekly student hours, attending faculty meetings, mentoring of diverse student body, and service to the department, college, and university. Lastly, the

successful candidate will be held to the standards and requirements of the college and department in which they are housed for recommending tenure and promotion.

Required Qualifications:

As a Hispanic-serving Institution (HSI), inclusiveness and diversity are integral to CSUN's commitment to excellence in teaching, research, and engagement. As of Fall 2020, CSUN enrolls ~40,000 students, where 56% are Latinx, 20.8% are White, 9.3% are Asian American, 4.8% are Black/African American, 0.1% are Native American, and 0.1% are Native Hawaiian or Pacific Islander. The successful candidate will help the Department achieve equitable outcomes for all students through teaching, student mentorship, scholarship, and service.

- Candidates must have a Master of Social Work degree from a Council on Social Work Education (CSWE) accredited program **AND** a doctorate degree in Social Work or a related field. The doctoral degree must be awarded by the hiring date.
- Evidence of, or clear potential for graduate-level social work teaching experience, both in-person and online.
- Evidence of, or clear potential for excellence in anti-oppressive and intersectionality-based teaching of Department of Social Work courses, specifically Macro/Policy/Advocacy and Research Courses.
- Evidence of, or clear potential for mentoring MSW students of diverse backgrounds at the graduate level.
- Evidence of, or clear potential for successful scholarly and/or creative development and sustained publication or exhibition.
- Evidence of, or clear potential for effective and collaborative University, College, Department, and Community service.
- Evidence of, or clear potential for demonstrated commitment to successfully engage, build, and sustain healthy, professional working relationships with a diverse student population aligned with our Department's mission.
- Evidence of, or clear potential for developing professional collaborative relationships with colleagues based on the missions of the Department, College, and the University.

Desired Qualifications:

- Evidence of, or clear potential for, using culturally informed pedagogy that leads to equitable outcomes for all students based on the competencies outlined by the Council on Social Work Education (CSWE). For more, please visit: <https://www.cswe.org/accreditation/standards/2022-epas/>
- Evidence of, or clear potential for creating an intersectional, anti-racist, trauma-informed, collaborative, strengths-based, equity-minded, and student-centered learning environment.
- Evidence of, or clear potential for Macro/Policy/Advocacy and Research experience that includes working with students from diverse backgrounds.
- Evidence of, or clear potential for working collaboratively with the MSW Field Education department, as field is the signature pedagogy for social work education according to CSWE.
- Evidence of, or clear potential for adopting inclusive approaches to mentoring students from diverse backgrounds on professionalism, academic learning, and career development.
- Evidence of, or clear potential for cross-disciplinary research interests that address gaps and inherent biases in diverse urban communities.

Application Deadline:

Screening of applications will begin October 26, 2022. Priority will be given to applicants who meet the screening deadline; however, the position will remain open until filled.

How to Apply:

Candidates should apply by completing the CSUN online application. To submit an application and for more detailed information on the application and hiring process, please visit this link: www.csun.edu/careers

Candidates must submit to the website in the section above:

- 1–2-page cover letter, that addresses the qualifications and responsibilities described above,
- a curriculum vitae which includes contact information for three professional references, and
- a 500-word teaching philosophy addressing how the candidate advances anti-oppressive, intersectionality, anti-racist, trauma-informed, collaborative, and strengths-based approach through their teaching, scholarship, and service.

In later phases of the search process, applicants may be requested to provide verification of terminal degrees, licenses, and certificates.

At time of appointment, the successful candidate, if not a U.S. citizen, must have authorization from the United States Citizenship and Immigration Services (USCIS) to work in the United States.

General Information:

In compliance with the Annual Security Report & Fire Safety Report of Campus Security Policy and Campus Crime Statistics Act, California State University, Northridge has made crime-reporting statistics available online [here](#). Print copies are available by request from the Department of Police Services, the Office for Faculty Affairs, and the Office of Equity and Diversity.

The person holding this position may be 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.

A background check (including a criminal records check) must be completed satisfactorily 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.

As a condition of employment, all employees need to certify vaccination status by attesting they are fully vaccinated, need a medical exemption, need a religious exemption, or are not working on campus. You can obtain more information about or access the full vaccination policy [here](#).

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.

CSUN is an Equal Opportunity Employer and prohibits discrimination on the basis of race, color, ethnicity, religion, national origin, age, gender, gender identity/expression, sexual orientation, genetic information, medical condition, marital status, veteran status, and disability. Our nondiscrimination policy is set forth in [CSU Executive Order 1096](#). Reasonable accommodations will be provided for applicants with disabilities who self-disclose by contacting **the Department of Social Work (818) 677-7630**.