

HUMBOLDT STATE UNIVERSITY



Vacancy Announcement Faculty Tenure-Track Position Starting August 2020 Department of Biological Sciences JOB # 2021-03

Humboldt State University is a Hispanic-Serving Institution (HSI) that strives to foster an equitable and inclusive community that supports our students of diverse backgrounds. HSU is committed to achieving the goals of equal opportunity and endeavors to employ faculty and staff of the highest quality committed to working in a multicultural and multiracial community that reflects the diversity of the state.

DESCRIPTION: Humboldt State University and the Department of Biological Sciences invites applicants for an academic year tenure-track faculty position specializing in Plant Systematics.

Humboldt State University is home to the largest undergraduate Botany program in the nation. Our Botany program prides itself in a strong tradition and focus on organismal biology, including taxonomy and systematics of different plant, fungal, and protistan groups. The ideal candidate will seamlessly integrate a research program utilizing contemporary methods in plant systematics with teaching that emphasizes taxonomy and identification of vascular plants. The successful candidate will also demonstrate the ability to maintain, develop, and curate the HSU vascular plant herbarium, the largest of its kind in the California State University system.

As an institution, HSU is committed to eliminating the equity gap in all student populations with dynamic, student-centered practices and policies that fully engage the campus community. The ideal candidate will share HSU's commitment to helping its racially and socioeconomically diverse students succeed in their degree and career objectives.

We value the ability to serve students from a broad range of cultural heritages, socioeconomic backgrounds, genders, ability and orientations. Therefore, we prioritize applicants who demonstrate they understand the benefits diversity brings to a professional educational community. The successful candidate will be an equity-minded individual committed to collaborating with faculty, classified staff, administration, and students who are also committed to closing equity gaps.

RANK, SALARY AND BENEFITS: We seek to fill this position at the Assistant Professor rank; however, rank and salary are dependent on the appointee's qualifications and experience. The current California State University Salary Schedule is available at: <http://www.humboldt.edu/aps/docs/salary/Salary-Schedule.pdf>

Humboldt State University provides an excellent benefits package for faculty. Information about benefits plans can be found at: <http://www.humboldt.edu/forms/node/934>.

PROFESSIONAL QUALIFICATIONS: An earned Ph.D. or equivalent degree in botany/plant biology or related field from an accredited college or university is required at the time of appointment.

The successful candidate must demonstrate the following:

- ✓ Expertise in plant taxonomy and systematics, including modern methodologies
- ✓ Strong field and lab plant identification skills
- ✓ Demonstrated commitment to curating herbarium collections
- ✓ Demonstrated ability to develop and teach labs based on living plant material
- ✓ Potential for effective teaching or teaching experience using a variety of pedagogies that promote an inclusive learning environment
- ✓ Potential to maintain an active research program with external support
- ✓ Record of, or potential for, involving undergraduate and graduate students in research and scholarly activities
- ✓ Commitment to and/or experience promoting and fostering a learning environment that is supportive of individuals from diverse backgrounds
- ✓ Ability to collaborate effectively with diverse students and colleagues in an interdisciplinary framework
- ✓ Ability to communicate effectively with a diverse student population
- ✓ Commitment to contribute to the departments' mission to support minoritized students
- ✓ Interest and ability to teach a broad range of courses (major, general education, etc.)

Preferred qualifications for this position include:

- ✓ A developed research program focusing on plant taxonomy and systematics, with applications in fields including, but not limited to, evolutionary processes, biogeography, and conservation biology
- ✓ Ability and experience in collecting and curating herbarium specimens

At the time of appointment, the successful candidate, if not a U.S. citizen, must have authorization from the Bureau of Citizenship and Immigration Services to work in the United States. For information on the University policy on support for non-immigrant probationary faculty visa acquisition, please visit the Faculty Immigration Resources page: <https://extended.humboldt.edu/international-programs/immigration/faculty>.

Evidence of degree(s) is required at time of hire.

PROFESSIONAL DUTIES: Candidates should be committed to inclusive teaching excellence, to building a strong research record, and to managing and developing the HSU Vascular Plant Herbarium. Instructional assignments may include: Plant Taxonomy, General Botany, and other courses in their area of expertise. The candidates may also participate in teaching our introduction to STEM professions course for freshmen. Instructional assignments will be consistent with the programmatic needs of the department and students.

The primary professional responsibilities of instructional faculty members are in the areas of: (1) teaching; (2) research, scholarship, and creative activity; and (3) service to the University, profession, and community. Additional responsibilities include: advising students, participation in campus and system-wide communities, maintaining office hours, interacting effectively with colleagues, and participation in other traditional academic functions. Probationary faculty are typically provided ongoing mentorship to enable their success. Probationary faculty teaching responsibilities will be reduced by approximately one course each semester for the first two years. The reduced teaching load enables the establishment of research, scholarship and/or creative activities required for retention, tenure, and promotion.

Humboldt State also continues to build unique and innovative learning opportunities for students, bridging the sciences, social sciences, arts and humanities. HSU is a leader in "learning communities" that build relationships between students, faculty, staff, administrators, and the community. These communities incorporate environmental and social responsibility.

GENERAL INFORMATION: Dedication to superior instruction of undergraduates is a long-standing tradition at Humboldt. The Department of Biological Sciences is known for providing students with balanced and well-rounded degrees in Botany, Biology, and Zoology. We also have an active graduate (Master's level) program in Biology (including Botany). Resources include: molecular biology and tissue culture facilities; growth chambers; scanning and transmission electron microscopes; vascular plant herbarium; the Dennis K. Walker greenhouse (hosting the largest greenhouse teaching collection in the California State University system); the HSU Natural History Museum; the Telonicher Marine Laboratory; a 90 ft. oceangoing vessel; and a surrounding "natural laboratory" of diverse ecosystems and plant communities for field-based teaching and research. For more information about the Department visit: <http://www.humboldt.edu/biosci/>.

Humboldt State University is a federally designated Hispanic Serving Institution and is committed to an inclusive campus environment for students from all backgrounds. The campus sits on the traditional homelands of the Wiyot people in what is currently called Arcata, CA. The Wiyot people call the area Goudi'ni (over in the woods). The Humboldt State University campus in Northern California is in close proximity to several thriving Native American tribes and communities. Humboldt State currently has the largest percentage of Native American students in the CSU system and has over 30 Native American faculty and staff many from local area California Indian tribes. HSU is home to a number of leading Native American programs including the Indian Tribal Education and Personnel Program (ITEPP) and the Indian Natural Resource, Science and Engineering Program (INRSEP). There are also many opportunities at HSU to conduct research, teaching and community work on Native American history and cultures in Special Collections at the HSU library. The Humboldt Room in the Library has fantastic resources for tribally focused archive materials from the region. HSU strives to build a supportive and inclusive Native community and engages with Native communities through various initiatives and opportunities like the annual California Indian Big Time and Indigenous People's Week and a chance to network with other faculty and staff as part of the HSU Council of American Indian Faculty and Staff. For more information, please visit: www.humboldt.edu/nasp

APPLICATION: Qualified candidates should submit the following materials through Interfolio:

Click here to apply: <http://apply.interfolio.com/70874>

- ✓ Letter of Application (2 pages maximum);
- ✓ Curriculum Vitae;
- ✓ Statement of Teaching Philosophy, including but not limited to (1) strategies for teaching a high-enrollment plant taxonomy and systematics course with significant lab and field components; and (2) how these strategies relate to supporting students who have been historically marginalized and/or minoritized (2 pages maximum);
- ✓ Statement of Research and Curatorial Interests or Experience (3 pages maximum); and
- ✓ Three Confidential Letters of Recommendation (to be submitted through Interfolio).

Additional application materials may be requested at a later time.

Please direct any questions pertaining to this position, the Department of Biological Sciences, or Humboldt State University to:

Mihai Tomescu, Search Committee Chair
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APPLICATION DEADLINE: This position is open until filled. First consideration will be given to completed applications received no later than **December 1, 2019**. Early response is encouraged.



See more photos at [Humboldt State University's Flickr page](#).

It is the responsibility of the applicant to provide complete and accurate employment information. Evidence of required degree(s), certifications(s), or licenses(s) will be required prior to the appointment date. A background check (including a criminal records check, employment verification, and education verification) must be completed satisfactorily as a condition of employment with the CSU. Certain positions may also require a credit check, motor vehicle report, and/or fingerprinting through Live Scan service. Adverse findings from a background check may affect the application status of applicants or continued employment of current CSU employees who apply for the position.

All CSU employees are obligated to respond to and report incidents of sexual harassment and sexual violence. The successful candidate for this position will be mandated to receive relevant training on an annual basis.

Compliance with the California Child Abuse and Neglect Reporting Act (CANRA) and CSU Executive Order 1083 Revised July 21, 2017 (EO 1083) is a condition of employment. CSU employees in positions with duties that involve regular contact with children or positions which supervise such employees are designated as Mandated Reporters under CANRA and are required to comply with the requirements set forth in EO 1083. Upon appointment to this position, the successful candidate(s) will be notified of and required to acknowledge their CANRA reporting status.

New employees hired by the CSU for the first time who first become CalPERS members on or after July 1, 2017 are subject to a 10 year vesting period for retiree health and dental benefits.

Humboldt State University is a Title IX/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, protected veteran status, or any other legally protected status. If accommodations need to be made during the recruitment and interview process, please contact Human Resources at (707) 826-3626 or hsuhr@humboldt.edu

Humboldt State University is part of the 23-campus California State University system. The University has a comprehensive arts and sciences curriculum, which is recognized nationally for its high academic quality. Founded in 1913, HSU is one of the premier public institutions in the western United States; it is a residential and rural campus with an enrollment of approximately 7,000 students. The main campus is located in Arcata, California, in the northwestern part of the state along the coast, situated among redwood trees in an area that offers unmatched scenic beauty, moderate climate and opportunities for outdoor activities. The surrounding Humboldt County locale has a population of around 130,000. The community offers an excellent range of businesses, services and cultural activities/performances. The local schools are ranked in the top performance percentiles, both nationally and in the state. Additional information about Humboldt State University can be found at: <http://www.humboldt.edu>.