

HUMBOLDT STATE UNIVERSITY



Vacancy Announcement
Faculty Tenure-Track Position Starting August 2020
Department of Wildlife
JOB # 2021 – 05

REVISED – First Review Date January 15, 2020

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: The Department of Wildlife Management at Humboldt State University invites applicants for an academic year, tenure-track faculty position specializing in **Spatial Wildlife Ecology**.

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 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 PhD or equivalent in Wildlife Management, Ecology, Conservation Biology or related field from an accredited college or university is preferred at the time of appointment. Applicants with considerable progress towards terminal degree completion (ABD, "all but dissertation") by the appointment date will be considered. Completion of terminal degree is required prior to the start of the second probationary year following initial appointment.

The successful candidate must demonstrate the following:

- ✓ Experience and expertise in spatial/landscape wildlife ecology, with a solid working knowledge of spatial analyses; experience and expertise necessary to teach an introductory course in wildlife ecology as well as an advanced course in spatial wildlife ecology;
- ✓ Record of, or potential for, involving students in research and scholarly activity;
- ✓ Commitment to contribute to the departments' mission to support students from minoritized groups;
- ✓ Experience developing curriculum/courses/programs that inclusively serve a diverse student population;
- ✓ Ability to work effectively with diverse populations, including, multicultural experience and cross-cultural communication skills; and
- ✓ Potential for effective teaching or teaching experience using a variety of methodologies.

Preferred qualifications for this position include:

- ✓ Demonstrable expertise in GIS analysis, spatial modeling, and/or wildlife movement analyses and interest in mentoring students in these skills; and
- ✓ Commitment to participating in professional development opportunities that build effectiveness in areas of inclusion, culturally relevant pedagogy, and advancing diversity.

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 teaching excellence and to building a strong research record. Instructional assignments may include: WLDF 210 (Introduction to Wildlife Ecology and Administration), WLDF 301 (Ecology and Wildlife Management), WLDF 311 (Wildlife Techniques), WLDF 42x (Management and Conservation of Specific Taxa), WLDF 468 (Spatial Wildlife Ecology), or other courses in the program. Instructional assignments will be consistent with the programmatic needs of the department and students.

The primary professional responsibilities of instructional faculty members are: teaching, research, scholarship, and creative activity; and service to the University, professional and to the community. These responsibilities include: advising students, participation in campus and system-wide communities, maintaining office hours, working collaboratively and productively with colleagues, and participation in traditional academic functions. Probationary faculty are typically provided ongoing mentorship to be a successful member of the faculty. During the first two years of the probationary period, teaching responsibilities will be reduced by approximately one course each semester. The reduced teaching load supports 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: The Department of Wildlife at HSU enjoys a strong reputation for excellent undergraduate and Master's level graduate education balanced with active applied research. It is a thriving program with approximately 385 students. Additional information about the Department of Wildlife can be found at:

<http://www.humboldt.edu/wildlife/>.

Humboldt State University 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:

<http://apply.interfolio.com/71541>

- ✓ Letter of Application;
- ✓ Curriculum Vitae;
- ✓ Statement of Teaching Philosophy, including how it relates to supporting students who have been historically marginalized and/or minoritized;
- ✓ Statement of Research Interests;
- ✓ Teaching Evaluations, if available;
- ✓ Graduate Transcripts (unofficial copies are sufficient for initial review); and
- ✓ Three recent confidential letters of recommendation from persons familiar with your professional preparation and experience (request for references 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 Wildlife), or Humboldt State University to:

Rick Brown, Search Committee Chair
Department of Wildlife
Humboldt State University
One Harpst Street
Arcata, California 95521-8299
Phone: (707) 826-3320
Email: Richard.Brown@humboldt.edu

APPLICATION DEADLINE: This position is open until filled. First consideration will be given to completed applications received no later than **January 15, 2020**. Early response is encouraged.

*****PLEASE NOTE: First review date has been revised from February 1, 2020 to January 15, 2020*****



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>.