

HUMBOLDT STATE UNIVERSITY



Vacancy Announcement

Cluster Hire in Engineering and Indigenous Community Practices

Faculty Tenure-Track Position Starting August 2022

Department of Native American Studies

Department of Environmental Resources Engineering

JOBS #2223-11 and #2223-12

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 invites applicants for a cluster hire in Engineering and Indigenous Community Practices. There will be two (2) tenure track hires included in this opportunity. One tenure-track hire will be a tenure-track Professor of community research and policy in the **Native American Studies Department** (Job #2223-11) and the other will be a tenure-track Professor of Engineering in the department of **Environmental Resources Engineering** (Job #2223-12).

This faculty cluster hire is part of the polytechnic planning process that is ongoing at HSU. At the behest of the California State University HSU is in the process of [conducting a self-study](#) to become designated as the state's third polytechnic university. This momentous opportunity reflects on HSU's excellence. As a polytechnic, HSU would be able to leverage its strengths and help meet important needs for the North Coast and California.

As part of this polytechnic planning process, there is active development of a range of new programs to meet critical societal needs. One of these new programs is the **Masters of Engineering and Community Practice**, which will be offered jointly by the Native American Studies department and the Environmental Resources Engineering department. Students with an undergraduate engineering degree will be able to enroll in this unique masters program to add depth to their engineering skills and build understanding about Indigenous ways of knowing and building community-sustaining systems. The program will be built around a one-year, team-based project that focuses on addressing community-identified needs. In support of this work, students will embark on an interdisciplinary course of study that includes Native American Studies, critical environmental theory, advanced engineering topics, and project management. Faculty from both departments will collaborate to develop projects with community partners and mentor and guide the work of students through the program.

We anticipate that the faculty hired through this cluster search will work both on the Masters program described above and on other current and future programs and initiatives in the respective departments. More details on the needs and priorities in each department are below.

Job #2223-11: HSU Native American Studies invites applications for a tenure-track faculty position with emphasis in community research, community development, decolonizing methodologies and critical environmental justice. We are looking

for outstanding candidates interested in developing graduate and upper division curriculum in line with the goals of the proposed Masters of Engineering in Community Practices. Candidates should demonstrate how their research, teaching, and experience connects with decolonizing methodologies, community-based participatory research, and place-based learning. Candidates should also demonstrate an active interest in critical and engaged scholarship with interdisciplinary training in Traditional Ecological Knowledge. The successful candidate will have an interest in development, management, and assessment of a Master's degree program, service-learning and strengthening cross-departmental partnerships, and a history working with tribes and Indigenous communities and developing community based projects and partnerships in higher education.

Job #2223-12: HSU Environmental Resources Engineering invites applications for a tenure-track faculty position with emphasis in environmental engineering and a strong interest in interdisciplinary research. We are looking for outstanding candidates interested in the graduate and upper division curriculum necessary to deliver the proposed Masters of Engineering in Community Practices. Candidates will also be expected to contribute to the undergraduate engineering programs, which include the existing Environmental Resources Engineering, and planned new programs in Mechanical Engineering and Energy Systems Engineering. Candidates should be committed to teaching excellence and to promoting and fostering an equitable learning environment that is supportive of individuals from diverse backgrounds. Candidates should demonstrate how their research, teaching, and experience connects to addressing the needs of underserved communities. Ideal candidates would also demonstrate an active interest in development, management, and assessment of a Master's degree program, service-learning and strengthening cross-departmental partnerships.

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 positions 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:

Department of Native American Studies: A Ph.D. or equivalent in Native American Studies, Indigenous Studies, Ethnic Studies or related field from an accredited college or university is required at the time of appointment. ABD will be considered. If ABD, degree requirements must be completed by August 2022.

Department of Engineering: A Ph.D. or equivalent in Environmental Engineering or a related engineering or science field from an accredited college or university is required at the time of appointment. ABD will be considered. If ABD, degree requirements must be completed by August 2022. Registration as a professional engineer is also desirable.

The successful candidates must demonstrate the following:

- ✓ Potential for, or evidence of a robust research agenda, scholarship and creative activities;
- ✓ Potential for effective teaching or teaching experience using a variety of methodologies;
- ✓ Ability and/or interest to teach a broad range of courses to diverse students (undergraduates, graduates, and other graduate programs);

Department of Native American Studies

- ✓ Evidence of ability to communicate Native American Studies epistemological frameworks including: settler

Department of Environmental Resources Engineering

- ✓ Evidence of ability to communicate engineering design and analysis in environmental, energy systems, and/or mechanical engineering applications;

colonialism, sovereignty, self-determination, autonomy, and decolonization;

- ✓ Demonstrated experience working with tribes and Indigenous communities;
- ✓ Research background and community practice experience in decolonizing methodologies;
- ✓ Research and teaching experience in Traditional Ecological Knowledge and/or Indigenous Science;
- ✓ 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;
- ✓ Commitment to contribute to the departments' mission to support minoritized students;
- ✓ An understanding of the dynamics of diversity in higher education and a demonstrated ability to incorporate this understanding, as appropriate, in one's teaching, scholarship, and service;
- ✓ Record of, or potential for, involving students in research and scholarly activity;
- ✓ Potential for effective teaching or teaching experience using a variety of methodologies;
- ✓ Interest and ability to teach a broad range of courses (major, general education, etc.); and
- ✓ Willingness to participate in the development of online learning experiences.

Preferred qualifications for this position include:

- ✓ Evidence of a commitment to Indigenous community based research;
- ✓ Evidence of ability to build interdisciplinary, cross-departmental programs and projects;
- ✓ Ability to develop, implement, and assess programs in ways that advance equitable and inclusive learning communities;
- ✓ Commitment to participating in professional development opportunities that build effectiveness in areas of inclusion, intercultural communication, and advancing diversity;
- ✓ Demonstrated leadership in promoting equity and diversity in higher education; and
- ✓ Demonstrated ability to advise and mentor students from minoritized groups in higher education.

- ✓ Commitment to developing applied engineering design projects that engage students in serving authentic community needs;
- ✓ Ability to develop and teach courses in fundamental engineering science topics;
- ✓ Commitment to and/or experience promoting and fostering a learning environment that is supportive of individuals from diverse backgrounds;
- ✓ Ability to collaborate and communicate effectively with a diverse student, staff, and faculty population;
- ✓ Commitment to contribute to the departments' mission to support minoritized students;
- ✓ An understanding of the dynamics of diversity in higher education and a demonstrated ability to incorporate this understanding, as appropriate, in one's teaching, scholarship, and service;
- ✓ Demonstrated ability, or potential, for utilizing inclusive pedagogy strategies;
- ✓ Commitment to participating in professional development opportunities that build effectiveness in areas of inclusion, intercultural communication, and advancing diversity;
- ✓ Commitment to participating in professional development opportunities that build effectiveness in areas of inclusion, intercultural communication, and advancing diversity;
- ✓ Record of, or potential for, involving students in research and scholarly activity;
- ✓ Potential for effective teaching or teaching experience using a variety of methodologies; and
- ✓ Interest and ability to teach a broad range of courses (major, general education, etc.).

Preferred qualifications for this position include:

- ✓ Demonstrated experience working with tribes and Indigenous communities;
- ✓ Ability to develop interdisciplinary scholarship that incorporates multiple epistemic frameworks including engineering;
- ✓ Ability to contribute to developing and supporting place-based learning communities;
- ✓ Ability to develop, implement, and assess programs in ways that advance equitable and inclusive learning communities;
- ✓ Demonstrated leadership in promoting equity and diversity in higher education; and
- ✓ Demonstrated ability to advise and mentor students from minoritized groups in higher education.

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. 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.

Professional duties for each position include different instructional expectations:

Native American Studies: Instructional assignments may include: Environmental Justice; Tribal Sovereignty/Tribal Citizens; Grant Writing for Social and Environmental Justice; Federal Indian Law; Indigenous Natural Resource Management Practices, Special Topics Courses in Traditional Ecological Knowledge & Indigenous Science; and graduate courses in Klamath River Issues and Decolonizing Methodologies. Instructional assignments will be consistent with the programmatic needs of the department and students.

Environmental Resources Engineering: Instructional assignments will match the expertise and background of the candidate with needs at the undergraduate and graduate level, and may include: Introductory courses in Engineering; Statics; Materials; Systems Analysis; Environmental Data Modeling and Analysis; courses in Water Resources; courses in Water Quality and Wastewater Treatment; courses in Energy Systems; Computational Methods; Applied Engineering Design Courses; Capstone (Senior) Design; and Community-based Engineering Design and Practice. Instructional assignments will be consistent with the programmatic needs of the department and students.

GENERAL INFORMATION: 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

The Environmental Resources Engineering (ERE) Program is ABET accredited. It is one of the largest, oldest, and most respected undergraduate environmental engineering programs in the country. The mission of the ERE program is to prepare engineers to solve complex environmental resources problems. The program strives to educate leaders who will sustain, restore, and protect our natural resources and the environment. The program emphasizes hands-on learning; ERE students engage in frequent labs, field trips, and team projects, while enjoying a cooperative learning environment in classes that range

from 12-90 students. (About half of ERE classes typically have fewer than 25 students). The department and university value diversity, inclusion and access. Currently two-thirds of the tenure-track faculty identify as women, three of ten tenure-track faculty are BIPOC, 35% of ERE students self-identify as underrepresented, 40% of the students are first in family to attend university and half of the students are Pell Grant eligible. Further information can be found online: Environmental Resources Engineering Department <http://engineering.humboldt.edu/>; College of Natural Resources and Sciences <http://humboldt.edu/cnrs/>

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

Click here to apply: Job #2223-11: Native American Studies, <http://apply.interfolio.com/100579>

Job #2223-12: Environmental Resources Engineering, <http://apply.interfolio.com/100578>

- ✓ Letter of Application (please specify which position # you are applying for, or if you are applying for consideration for either positions);
- ✓ Curriculum Vitae;
- ✓ Diversity Statement which includes the applicant's understanding of the barriers facing Black, Indigenous, and other people of Color (BIPOC) in higher education and their past and/or future contributions to inclusive student success, including equitable access and outcomes through teaching and professional or public service. Applicants are encouraged to highlight any contributions they have made towards the inclusivity of students from the LGBTIQ+ community. (2-page limit);
- ✓ 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 for at least two (2) courses, if available;
- ✓ Graduate Transcripts (unofficial copies are sufficient for initial review); and
- ✓ Names and Contact Information for Three (3) Professional References.

Additional application materials may be requested at a later time.

Please direct any questions to:

**Cutchá Risling Baldy, Search Committee Co-Chair
Department of Native American Studies**

or

**Eileen Cashman, Search Committee Co-Chair
Department of Environmental Resources Engineering
Humboldt State University
One Harpst Street
Arcata, California 95521-8299**

Phone: (707) 826-5776 (Cashman) or (707) 826-4322 (Risling Baldy)

Email: eileen.cashman@humboldt.edu, crislingbaldy@humboldt.edu

APPLICATION DEADLINE: This position is open until filled. First consideration will be given to completed applications received no later than **January 17, 2022**. Early response is encouraged.

** Additional opportunities in the Departments of Native American Studies & Environmental Resources Engineering are actively recruiting and available. Please view the vacancy announcements here: <https://hraps.humboldt.edu/faculty-employment-faculty>



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. 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 6,400 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>.