

Department: Academic First Year Experiences

Effective Date of Appointment: Fall 2023

Courses or Specialization: University 100: Black Excellence cohort

CSUN's Commitment to You:

CSUN is committed to achieving excellence through teaching, scholarship, learning and inclusion. As an HSI (Hispanic Serving Institution), CSUN welcomes candidates whose experience in teaching, research, or community service has prepared them to contribute to our commitment to diversity and inclusive excellence. 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 our website at: <http://www.csun.edu>

About the Office of Student Success:

The Office of Student Success facilitates this mission by developing, implementing, and supporting innovative practices, policies and programming that promote student achievement, eliminate the equity gap, and encourage timely degree completion. Through mentoring, early intervention, tutoring, and several other high impact practices (HIPs), CSUN is moving the needle on important success indicators that directly benefit students.

For more information about the Office of Student Success, visit our website at: <https://www.csun.edu/student-success>

About Academic First Year Experiences (AFYE):

AFYE provides opportunities for faculty, staff, and first-year students (including freshmen and new transfer students) to link curricular learning with co-curricular learning in ways that help new students make a successful transition to the University.

For more information about AFYE, visit our website at: <https://www.csun.edu/student-success/academic-first-year-experiences>

ANTICIPATED NEEDS:

Part-time lecturers: positions available for fall 2023 to teach 3-unit sections of University 100 (U100: Freshman Seminar). Assignments for spring and summer 2024 will be made from the same pool.

Note: All part-time faculty appointments are temporary and do not confer academic rank. Final determination of part-time teaching assignments is contingent upon student enrollment figures and funding.

Salary Range: For a 3-unit assignment, typical starting compensation ranges from \$5436 (Rank 2) to \$6486 (Rank 3).

Current Courses of Specialization: UNIV 100: Black Excellence cohort

This announcement is for the Black Excellence cohort. By applying to this pool you will automatically be considered for the general UNIV 100 & UNIV 100 Honors pool. If you wish to be considered for one of the other specialized pools, [please see those specific announcements on our website](#) (e.g. FreshStart/EOP, Deaf/Hard of Hearing/Deaf Studies).

Qualifications:

Minimum Qualifications:

1. Earned master's degree or equivalent by June 30, 2023.
2. Potential to teach college freshmen in a first-year student success seminar course at CSUN effectively.

3. Experience teaching or professionally presenting to groups of college students.
4. Experience providing academic and social support for Black students in a higher education setting.
5. Demonstrated ability to incorporate Black student development models, with the intent to support academic transition, cultivate congruency within identity, and empower academic resiliency in a culturally congruent way.
6. Written recommendations from two professional references. At least one reference must be from an individual who has observed the applicant's skills teaching or professionally presenting to a group of college students within the last five years (we will not accept a recommendation from an individual who saw the applicant present as a student in a class). See more professional recommendation details below.
7. Demonstrated ability to teach and mentor a diverse student population, including first-generation, economically disadvantaged, underserved, and historically underrepresented groups in higher education.
8. Agreement to use the Canvas learning management system for AFYE course(s).
9. Availability to teach during CSUN prime time hours (the 75-minute class meets twice weekly on MW or TR between 8 a.m. and 3:15 p.m.).
10. Attendance at the Annual U100 Faculty Retreat (choice of Thursday, May 11, 2023, from 10 a.m. to 3 p.m., or Friday, May 12, 2023, from 10 a.m. to 3 p.m.; limited opportunities for make-up may be available). Qualified applicants will receive an email invitation to the retreat.
11. Good organization and communication skills.
12. Ability to meet deadlines reliably.
13. Professionalism (working collegially to support student success).

Desirable Qualifications:

1. Previous participation with targeted on-campus Black student success programs and initiatives, including, but not limited to Black Girl Magic, The Black House, Black Male Initiative (BMI), Black Male Scholars (BMS), Black Student Success Council (BSSC), The Dubois-Hamer Institute for Academic Achievement (DHIAA), Minority Male Mentoring (M3), Women Inspired to Succeed & Discover Opportunities through Mentoring (WISDOM).
2. Familiarity with the CSUN campus and resources.
3. Prior successful freshman seminar teaching experience.
4. Interest in teaching learning communities and cohorted classes.
5. Willingness to participate in additional AFYE-sponsored professional development activities during the summer of 2023.

Application Process:

Applicants must submit a current résumé/CV, letter of interest, reflection, and two professional recommendations no later than the **deadline of Thursday, March 23 at 4 p.m.** The electronic submission address is listed below.

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

[See more detailed information about the application process at this link.](#)

- Résumé/CV: Must include your educational background (degrees earned); prior teaching experience; evidence of professional development; evidence of scholarship and/or related professional experience; and your current email address.

Before submitting electronically, please save your Résumé/CV with the following file name format:
2023_Resume_LastName_FirstName

- Letter of Interest: There are several different U100 instructor pools and this announcement is specific to the Black Excellence pool. Within your letter, specify which instructor pool(s) you are applying to, as you may apply to more than one pool with one application. Note that the qualifications for each pool vary, so consult each position announcement separately. Your letter must clearly describe how you meet each of the qualifications listed on the announcement for each of the pool(s) you are applying to.

Before submitting electronically, please save your Letter of Interest (LOI) with the following file name format: 2023_LOI_LastName_FirstName

- Reflection: No more than 250 words for your answers to both of the questions listed below.

- (1) Based on recent feedback you have received about your teaching or professionally presenting (for instance, student evaluation of faculty data or comments, class visit report, or performance evaluation), what is one thing you plan to change about your approach to teaching or presenting next fall and why?
- (2) What are some of the major obstacles for freshman success and how will you address them in your U100 class?

Before submitting electronically, please save your Reflection with the following file name format:
2023_U100_Reflection_LastName_FirstName

- **Recommendations:** Two written professional recommendations. At least one reference must be from an individual who has observed you teaching or professionally presenting to a group of college students within the last five years (we will not accept a recommendation from an individual who saw the applicant present as a student in a class).

Professional Recommendations:

Please ask your recommenders to complete the recommendation form available at the link below. Note: although the committee prefers that recommenders use the form, a standard letter is acceptable when it is not possible for a recommender to complete the form. In such cases, it is advantageous to you if the letter addresses all of the content on the form. Standard letters should be sent to: Kimberly.henige@csun.edu

The personnel committee will consider forms/letters from only two recommenders. If more than two are received, the first two will be read and others will be discarded. If applicants would like to replace previously received letters, please send a formal email request to: Kimberly.henige@csun.edu

The deadline for receipt of recommendations is **Thursday, March 23 at 4 p.m.** The committee will not accept recommendations submitted by applicants.

Application Deadline: Thursday, March 23 at 4 p.m.

For Academic Year: 2023-2024

Resume/CV, Letter of Interest, and Reflection submission instructions:

- Please use the file name formats indicated above to name each of your documents.
- Click the link below to upload each of your three documents.

[Link to submit application materials](#)

Professional Recommendations: Recommenders should use the form at the link below.

[Recommendation Form](#)

Questions/Other Inquiries:

Please contact Dr. Kim Henige, Director of Academic First Year Experiences at kimberly.henige@csun.edu

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 on-line [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. Failure to satisfactorily complete the background check may affect the status of applicants. Please note that working in the state of California is a condition of employment.

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 Academic First Year Experiences at (818) 677-6535