

**Position Title and JOID:**

**Candidate Name, Current Affiliation:**

**Scale 0 (low) to 5 (high)**

**Rating**

**Notes**

Demonstrated experience, success, commitment to undergraduate teaching and student-centered instruction in the desired content areas (teaching).

Demonstrated mentoring and teaching diverse student populations including first generation and culturally diverse (mentoring)

Potential to develop and sustain a research record or creative production commensurate with level of experience and consistent with SJSU mission (scholarship).

What makes this candidate a good choice for the job, or why was this candidate not selected?

Scale 0 (low) to 5 (high)

Rating

Notes

A vision for expanding programs and contributing to other initiatives (service).

Commitment to furthering SJSU's mission of inclusive excellence and its HSI and AANAPISI designation.

Other notes (questions, missing information, relevant comments, etc.)

What makes this candidate a good choice for the job, or why was this candidate not selected?

San José State University  
San José, California  
ANNOUNCEMENT OF POSITION AVAILABILITY  
Subject to Budgetary Approval

Department of Communication Studies

Specialization: intercultural communication, interracial communication, race-ethnicity or immigration in popular culture/media or other related areas

Job Opening ID (JOID): #####

RANK: Assistant Professor

The department of Communication Studies at San José State University qualified candidates for a full-time, tenure-track position in Interpersonal Communication. Candidates with a specialization any of the following areas are encouraged to apply: intercultural communication, interracial communication, race-ethnicity or immigration in popular culture/media, or other related areas are highly encouraged to apply. Applicants should have a record of demonstrated awareness of and sensitivity to the educational goals of multicultural populations. Review of applications will begin on October 15, 2017 and continue until the position is filled.

Required:

- A PhD in Communication Studies or other related field.
- Demonstrated awareness of and sensitivity to the educational goals of multicultural populations, gained in cross-cultural study, training, teaching or other comparable experience.
- Publications or strong potential for publications, and teaching experience appropriate to academic specialty.

Preferred:

- Demonstrated working knowledge of the trends the discipline of communication studies on culture, race, gender, sexual orientation, and immigration.
- Evidence of both undergraduate and graduate mentoring.
- A minimum of two years teaching experience at the university level.
- Demonstrated strong writing and oral communication skills

Responsibilities:

- Design and teach introductory and advanced level core courses in interpersonal communication as well as special topics on race, ethnicity, gender, immigration and other multicultural topics.
- Advise students and participate in student recruitment.
- Perform committee and other service at the department, college and university levels.
- Participate in curriculum development and teaching of other courses to meet the needs of the program and its diverse student population.
- Develop and sustain an ongoing record of creative activities (and/or research), and other professional engagement.
- Candidate must address the needs of a student population of great diversity – in age, cultural background, ethnicity, primary language and academic preparation – through course materials, teaching strategies and advisement.

Salary Range: Commensurate with qualifications and experience.

Starting Date: August 17, 2018

Eligibility: Employment is contingent upon proof of eligibility to work in the United States.

Application Procedure:

For full consideration, send a letter of application, curriculum vitae, statement of teaching interests/philosophy, research or creative production plans, and at least three original letters of reference with contact information by November 13, 2017 to [Interfolio link created by FA]. Questions should be directed to Chair Kimb Massey, (408) 924-4571; Kimb.Massey@sjsu.edu.

**Comment [AUT1]:** This has the main sub-discipline (tenure-track faculty would be qualified or expected to teach general interpersonal communication courses) and other suggested areas of focus that fit where the discipline and department is headed in terms of research and curricular development.

**Comment [AUT2]:** The word "demonstrated" is a record of rather than an aspirational desire. This is important in being able to evaluate a candidate for their actual ability to work with the diverse population of students at SJSU.

**Comment [AUT3]:** For disciplines that are very interdisciplinary such as communication studies, qualified candidates could have their terminal degrees in anthropology, ethnic studies, psychology, sociology.

**Comment [AUT4]:** This statement can be here under required or above in the general announcement paragraph.

**Comment [AUT5]:** Although this is preferred and not required it signals to diverse candidates that this is a priority.

**Comment [AUT6]:** Mentoring plays a strong role in undergraduate and graduate student success for URM's.

**Comment [AUT7]: CAUTION:** This statement may signal to underrepresented faculty that they will be asked to do ALL of the recruitment and service that are "diversity" related. It can signal that the department only needs diverse faculty for this reason. It also signals that over-service may occur and that the appointed faculty will have a difficult time balancing tenure requirements and service.

**Comment [AUT8]:** This shows up in responsibilities for consistency that the required and prefer pull through to the actual work expected.

Please include Job Opening ID (JOID) on all correspondence.

This position is an excellent opportunity for scholars interested in launching a career at a teaching-centered institution that is a national leader in graduating URM students. SJSU has achieved both HSI (Hispanic Serving Institution) and AANAPISI (Asian American and Native American Pacific Islander-Serving Institution); 40% of our student population are first-generation and 38% are Pell-qualified. As a result, we rank #8 nationally in increasing student upward mobility.

San José State University is California's oldest institution of public higher learning. The campus is located on the southern end of San Francisco Bay in downtown San José (Pop. 1,000,000), hub of the world-famous Silicon Valley high-technology research and development center. Many of California's most popular national, recreational, and cultural attractions are conveniently close. A member of the 23-campus CSU system, San José State University enrolls approximately 30,000 students, a significant percentage of whom are members of minority groups. The University is committed to increasing the diversity of its faculty so our disciplines, students and the community can benefit from multiple ethnic and gender perspectives.

San José State University is an Affirmative Action/Equal Opportunity Employer. We consider qualified applicants for employment without regard to race, color, religion, national origin, age, gender, gender identity/expression, sexual orientation, genetic information, medical condition, marital status, veteran status, or disability. This policy applies to all San José State University students, faculty, and staff as well as University programs and activities. Reasonable accommodations are made for applicants with disabilities who self-disclose. Note that all San José State University employees are considered mandated reporters under the California Child Abuse and Neglect Reporting Act and are 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.

The latest San José State University Safety 101 Uniform Campus Crime and Security Report is available. You may request a copy of San José State University's annual safety report by contacting the University Police Department at (408) 924-2222 or by visiting the University Police Department website at (<http://www.sjsu.edu/police>.)

**Comment [AUT9]:** *This signals to the applicant that SJSU is a diverse campus and that the department understands this as an asset and as a part of their educational mission.*

**Comment [AUT10]:** *This is standard for SJSU so all PAs are consistent.*

**Comment [AUT11]:** *The language in the box is required by law and CSU policy.*