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**California State Polytechnic University, Pomona**

**COMMUNICATION DEPARTMENT**

**Position in Organizational Communication**

**The Communication Department** in the **College of Letters, Arts, and Social Sciences** at **California State Polytechnic University, Pomona** (Cal Poly Pomona) invites applications for a tenure-track position in **ORGANIZATIONAL COMMUNICATION** at the rank of **Assistant Professor**, for appointment beginning in the 2020-2021 academic year.

At Cal Poly Pomona, we cultivate success through a diverse culture of experiential learning, discovery, and innovation. We demonstrate academic quality, relevance, and excellence through our teaching, learning, scholarship, and creative activities with student centered faculty in an evidence-based culture. Cal Poly Pomona is committed to being the model for an inclusive polytechnic university that inspires creativity and innovation, embraces local and global challenges, and transforms lives.

**The Position:** The faculty member will teach various undergraduate communication courses in Organizational Communication. The position requires excellence in teaching and advising, research and publication, and service to the Communication Department, the university, and the discipline. The successful applicant will demonstrate commitment to student-centered learning, undergraduate research, and other campus-wide initiatives. Candidates whose work demonstrates a commitment to inclusive excellence and diversity in higher education are particularly encouraged to apply. The normal teaching load is 12 units per semester. New faculty will teach 9 units per semester for their first two academic years.

**Minimum Qualifications:**

* Ph.D. in Communication Studies or a communication-related field at time of appointment
* Ability to teach some combination of courses in the following areas: organizational communication, advanced organizational communication, training and development, persuasion, professional writing and speaking, negotiation and conflict resolution, communication research, advanced communication research, group communication, organizational communication and technology, and additional courses in the applicant’s area of expertise;
* Demonstrated potential for continued and substantive scholarly research and publication; and
* Demonstrated ability to contribute to the diversity and excellence of the academic community through research, teaching, and/or service, commit to teaching and experience fostering an inclusive environment.

**Preferred/Desired Qualifications:**

* Previous college teaching experience;
* Previous industry work experience; and
* Previous training and development experience.

**Application Procedure: (A completed application will consist of the following:)**

* A cover letter that describes the applicant’s teaching and research experience and interests and that addresses the duties and qualifications articulated in the position description
* A Student Success Statement that describes your teaching or other experiences, successes, and challenges working with a diverse student population (approximately one page, single-spaced)
* A curriculum vitae comprised of at least those elements specified on the application form and including the names, titles, addresses, and telephone numbers of at least five individuals who can speak to the applicant’s potential for success in this position
* Three recent confidential letters of recommendation (one or more of these letters may come from the five individuals referenced above) that speak to the applicant’s potential for success in this position Letters of recommendation must be signed and dated within the last two years. Applicants will provide contact information for recommenders during the application process and the system will contact recommenders and provide a method for uploading letters.
* A completed application
* A transcript showing highest degree earned (an official transcript will be required of finalists)

The position is open until filled. First consideration will be given to completed applications received no later than **October 18, 2019**. Early submission is encouraged. Electronic submissions of all application materials must be submitted online via Interfolio at http://apply.interfolio.com/65972.

You may also contact:

Faculty Search Committee
c/o Victoria Key, Administrative Support Coordinator

Communication Department

California State Polytechnic University, Pomona

3801 West Temple Ave
Pomona, CA 91768

Phone: 909.869.3520 FAX: 909.869.4823

Email: vmkey@cpp.edu

Semifinalists will be contacted for Skype interviews. Finalists will be required to appear for on-campus interviews and to deliver a classroom teaching presentation and a research presentation to faculty.

**The University:** Cal Poly Pomona is one of two polytechnic universities in the 23-campus California State University system. Our ethnically diverse student population of approximately 22,000 enrolls in 52 baccalaureate, 26 master’s degree programs, 11 credential and certificate programs, and a doctorate in Educational Leadership, presented by 1,200 faculty. We recruit students increasingly from throughout California and beyond. The students are success and career focused and extremely diverse. We are proud of our status as a Hispanic Serving Institution. We have a strong commitment to supporting scholarship, research, and student achievement. Our scenic and historic 1,400-acre campus, once the winter ranch of cereal magnate W. K. Kellogg, is located about 30 miles east of downtown Los Angeles in one of the most dynamic economic and cultural regions in the country, and within an hour’s drive of beaches, mountains, and desert. The University is committed to diversifying its faculty and staff and has made educational equity one of its highest priorities. The mission of the University is to advance learning and knowledge by linking theory and practice in all disciplines, and to prepare students for lifelong learning, leadership, and careers in a changing, multicultural world.

**The College:** The College of Letters, Arts, and Social Sciences cultivates one's intellectual development, ethical reasoning, and aesthetic sensibility to support creative and critical thinking in a diverse world of competing challenges. The College offers introductory and advanced course work in numerous degree and certificate programs across the humanities, social sciences, and performing arts. The General Education program offered to all students enrolled in the University is also central to the mission of the College. The College embraces its role in providing courses and curricula in support of multiple and single subject teaching credential students. The University’s mission to “cultivate success through a diverse culture of experiential learning, discovery, and innovation” lies at the heart of the College’s commitment to offer programs that educate the whole person. Additional information is available at: <http://www.cpp.edu/~class/>.

**The Department:** The Communication Department serves more than 500 majors, with specialized options in Public Relations, Multimedia Journalism, Organizational Communication, and Interpersonal Communication. Graduates earning a Bachelor of Science degree in Communication can pursue a variety of careers in public relations firms, corporate departments, and nonprofit agencies; print and online publications and news organizations; and human resources and training. The Department’s options also help prepare students for graduate programs in communication and communication-related fields.

**Equal Employment Opportunity Statement**

California State Polytechnic University, Pomona is an Equal Opportunity, Affirmative Action Employer.  The University seeks to recruit and retain a diverse workforce as a reflection of our commitment to serve the people of California, to maintain the excellence of the University, and to offer our students richly varied disciplines, perspectives and ways of knowing and learning.  Cal Poly Pomona subscribes to all state and federal regulations and prohibits discrimination based on race, color, religion, national origin, sex, gender identity/gender expression, sexual orientation, marital status, pregnancy, age, disability, genetic information, medical condition, and covered veteran status.  The University hires only individuals lawfully authorized to work in the United States.  As required by the Clery Disclosure Act, the university’s annual security report is available at <http://www.cpp.edu/~police/annual-security-report.shtml>. The person holding this position is 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 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.