



**Department of Biological Science
College of Natural Sciences and Mathematics
Assistant Professor
Fall 2025**

The Department of Biological Science at California State University, Fullerton, invites applications for a tenure-track Assistant Professor position in terrestrial arthropod biology/ecology, with an appointment to begin Fall 2025.

California State University, Fullerton (CSUF) is an R2 public University and a federally designated Hispanic-Serving Institution. CSUF is an affirmative action and equal opportunity employer with a strong commitment to increasing the diversity of the campus community and the curriculum, fostering an inclusive environment. Candidates who can contribute to this goal through their teaching, research, advising, and other activities are encouraged to identify their strengths and experiences in this area. Individuals advancing the University's strategic diversity goals and those from groups whose underrepresentation in the American professoriate has been severe and longstanding are particularly encouraged to apply.

CSUF is the largest university in the 23-campus California State University (CSU) system, serving the southern California region, particularly Orange County. With 57 undergraduate and 52 graduate degree programs, including doctorates in education and nursing practice, CSUF has graduated over 400,000 students since its establishment in 1957. The university's economic impact on Orange County exceeds \$2 billion and supports over 15,000 jobs. Notably, nearly 80% of CSUF alumni reside within close proximity to the campus. Recognized for its commitment to diversity, CSUF ranks third nationally for the number of bachelor's degrees awarded to underrepresented students and is designated as a Hispanic-Serving Institution (HSI). In the county, where 34% of the population identifies as Hispanic or Latino origin, CSUF stands as one of only two four-year public HSIs.

CSUF is committed to retaining all faculty and has established affinity groups you can join to support your success.

Position

The Department of Biological Science in the College of Natural Sciences and Mathematics at California State University, Fullerton is seeking a tenure-track Assistant Professor who will lead a research program in terrestrial arthropod biology/ecology and who has a commitment to inclusive educational excellence.

We seek a candidate with a strong research record and commitment to excellence in teaching and mentoring a diverse student population. The successful candidate will be expected to maintain an active research program that leads to peer-reviewed publications and external funding. Research may be related to any area of terrestrial arthropod biology/ecology and will involve undergraduate and Master's students. We are particularly interested in individuals who can take advantage of the diversity of arthropods in field settings in southern California and who are willing to collaborate with other plant and animal ecologists and organismal biologists. Teaching responsibilities will include lecture and laboratory-supervision of Principles of Ecology or Evolution and Organismal Biology. Teaching opportunities may also include other majors' courses, e.g., in topics such as entomology, plant-animal interactions, animal behavior, disease ecology, including upper-division and graduate-level courses in the candidate's area of expertise. New faculty receive start-up funds, research lab space, and reduced instructional workload over their first two years to establish a research program. Preference will be given to those with relevant teaching experience using student-centered learning approaches.



The successful candidate will also be expected to contribute to and participate in the life and development of the department, advise students, serve on committees, and participate in the broader university and disciplinary communities.

Required Qualifications

- A strong background in terrestrial arthropod biology/ecology, with a Ph.D. in a relevant discipline from an accredited university;
- Postdoctoral experience (at least two years by the time of hire) demonstrating the ability to develop an externally funded, independent research program in terrestrial arthropod biology/ecology involving undergraduate and Master's students.
- A strong commitment to excellence in teaching and mentoring at the undergraduate and Master's level, using student-centered, active-learning, and inquiry-based approaches;
- The ability to teach lower and upper-division ecology and organismal biology courses, and upper-division or graduate-level courses in the candidate's area of expertise;
- A demonstrated commitment to teaching diverse student populations and ability to communicate effectively with an ethnically, culturally, and socioeconomically diverse campus community.

Application

A complete online application must be received by electronic submission to be considered. To apply, please visit <http://hr.fullerton.edu/careers/Faculty.php>, choose full-time faculty, search for the position # **541175**, and provide the following required materials (in pdf format):

- Curriculum Vitae
- Cover letter in which the applicant describes their unique qualifications for the position, and motivation to teach at CSUF and live and work in southern California and responds to the qualifications for the position (2-page limit).
- Statement of Teaching and Mentoring Philosophy (3-page limit)
 - The Department of Biological Science is committed to excellence in teaching in our classrooms and in our laboratories.
 - This statement should provide the candidate's unique perspective and experience with student-centered, active teaching and learning techniques.
 - If possible, describe mentorship (academic and/or non-academic) experiences.
- Statement of Research Plans (3-page limit)
 - The Department of Biological Science values faculty research as evidence of scholarship and as a means to engage and train students.
 - This statement should describe the candidate's research program including short and long-term research goals and plans for seeking external funding.
 - Indicate how undergraduate and graduate students will participate and contribute to these goals.
- Three documents that provide evidence of the candidate's experience or commitment to teaching and research. One document that addresses teaching (e.g., curriculum development, syllabus) and two that address research (e.g., peer-reviewed publications, funding applications). Submit these three documents as a single pdf.
- Candidate Statement on Commitment to Inclusive Excellence: This statement should provide your unique perspective on past and present contributions to and future aspirations for promoting diversity, equity, inclusion, and social justice in your professional career. The purpose of this statement is to help the department identify candidates who have professional experience, intellectual commitments, and/or



- willingness to engage in activities that could help CSUF contribute to its mission in these areas (2-page limit).
- The names and contact information of 3 individuals who have agreed to serve as professional references.
 - On the References page of the online application, enter the contact information for three referents who are willing to provide a confidential letter of reference in support of your application. Referents of finalists will be asked to provide letters. They will receive a request via email along with instructions for uploading the letter. Applicants will be able to verify that each letter has been received by CSUF by logging back into their applicant portal.

For inquiries about the position, please call (657) 278-3614 or e-mail

ArthropodBiolSrch@fullerton.edu

Application Deadline

To be assured full consideration, all application materials must be received by **September 15, 2024**. The anticipated appointment date is early July 2025.

The College and Department

The College of Natural Sciences and Mathematics (CNSM; <http://www.fullerton.edu/nsm/>) is dedicated to the principle that teaching and research are intricately mixed and that undergraduate and M.S. graduate research, when properly approached, is an integral part of teaching. This fine balance between teaching and research is CNSM's greatest strength.

The Department of Biological Science, with 28 active full-time faculty members, has long been committed to an educational program that includes extensive involvement of diverse undergraduate and graduate students in research. Over 50% of our majors are from underrepresented groups with 51% Hispanic/LatinX, 2% Black, and 5% multiethnic. Approximately 47% of our students come from economically disadvantaged backgrounds and 30% are the first in their family to pursue a college degree. The Department has undergraduate concentrations in cell and developmental biology, ecology and evolutionary biology, marine biology, molecular biology and biotechnology, and plant biology, and offers interdisciplinary non-degree minors in biotechnology, cell and molecular biology, and environmental biology. The Department also offers a thesis-based Master of Science in Biology. We have several active, externally funded training programs that support undergraduate research and contribute to the diversity of STEM fields. The Department is an active participant in the system-wide California State University (CSU) Program for Education and Research in Biotechnology (CSUBiotech, <https://www2.calstate.edu/impact-of-the-csu/research/csuperb>). The Department also fosters several research oriented programs, including the Bridges to Stem Cell Research (BSCR) Program, Cancer Research Education Program (CREP), Creating Opportunities through Mentorship and Partnership Across Stem cell Science (COMPASS) Program, Louis Stokes Alliance for Minority Participation (LSAMP), McNair Scholars Program, Minority Health and Health Disparities Research Training (MHRT) Program, Neurocognitive Aging and Analytics Research Education (NAARE) Program, Research Careers Preparatory (RCP) Program, and Undergraduate Research Training Initiative for Student Enhancement (U-RISE) Program (<https://www.fullerton.edu/biology/undergrad/research.php>). The Department is well-equipped with modern research instruments and laboratory facilities that include several fluorescence microscopes, a confocal microscope, flow cytometer, and cell culture and animal housing facilities, organismal teaching collections, and a modern greenhouse. Annual departmental research funding is approximately \$6.5 million from internal and



external sources, and collaborative and interdisciplinary research is encouraged. Further information about the department is available at <https://www.fullerton.edu/biology/>.

Compensation

The Assistant Professor (Academic Year) classification salary range is \$5,925 to \$12,594 monthly (12 monthly payments per academic year). The anticipated hiring range is \$7,206 to \$7,350 per month.

Salary offered is commensurate with experience and qualifications. In addition, the California Equal Pay Act prohibits employers from paying its employees less than those of the opposite sex and/or another race or ethnicity for substantially similar work (https://www.dir.ca.gov/dlse/california_equal_pay_act.htm).

Summer research grants and moving expenses may be available.

CSUF Benefits

An excellent comprehensive benefits package includes health/vision/dental plans; spouse, domestic partner, and dependent fee-waiver; access to campus child-care; and a defined-benefit retirement through the state system and optional tax sheltering opportunities. For a detailed description of benefits, please visit <https://hr.fullerton.edu/total-wellness/>.

CSU Policies

The person holding this position is considered a ‘mandated reporter’ under the California Child Abuse and Neglect Reporting Act and must comply with the requirements set forth in CSU Executive Order 1083, revised July 21, 2017, as a condition of employment.

A background check (including a criminal records check) must be completed satisfactorily before any candidate can be formally offered a position with the CSU. Failure to satisfactorily complete the background check may affect the application status of applicants or the continued employment of current CSU employees who apply for the position.

Reasonable accommodations will be provided for qualified applicants with disabilities who self-disclose.

Notice of Non-Discrimination based on Gender or Sex and Contact Information for Title IX Coordinator (<http://www.fullerton.edu/titleix/about/notice.php>).

In accordance with the California State University (CSU) Out-of-State Employment Policy, the CSU is a state entity whose business operations reside within the State of California. It requires hiring employees to perform CSU-related work within the State of California.