

Assistant Professor of Management - (Diversity)

Position Details

Classification Title	Faculty
Working Title	Assistant Professor of Management - (Diversity)
Position Type	Faculty
Division	Academic Affairs 2
Department	Management
Unit	Mgmt, Entrepreneurship and HRM
Location	MEC - Minneapolis Campus
FLSA	Exempt
Full/Part Time	Full Time
FTE	1.0
Employment Condition	Probationary

Work Shift

Work Schedule/Hours/Days

Posting Details

Metropolitan State University, Minnesota's public, urban university, is seeking to hire an Assistant Professor of Management. This is a full-time probationary position within the Department of Management, Entrepreneurship, and Human Resources located in the College of Management and is expected to start January 2022.

Our vision is to be the premier urban, public, comprehensive system university in the Minneapolis-St. Paul metropolitan area where the faculty, staff and students of Metropolitan State will reflect the area's rich diversity, build a culturally competent and anti-racist learning community and demonstrate an unwavering commitment to civic engagement.

Metropolitan State University provides an excellent, inclusive and engaging education to eliminate opportunity gaps and lead our communities to a prosperous and equitable future. Metropolitan State University is a three-time recipient of the Insight into Diversity Higher Education Excellence in Diversity (HEED) Award, most recently in 2019. Federally recognized as a Minority Serving Institution (Asian American and Native American Pacific Islander Serving Institution, AANAPISI), its employees serve approximately 11,000 post-traditional learners, two-thirds of whom identify as belonging to communities of color or American Indian nations, are first in their family to attend college, and/or are eligible for Pell grants. Since we do not operate residential facilities, Metropolitan State University students all commute to class locations across the Minneapolis-St. Paul metro area. Metropolitan State is recognized by CollegeNet as a leading higher education promoter of social mobility for students (Ranked #35 out of 1458 in 2019). The university offers programs leading to baccalaureate, masters and doctoral degrees. We provide accessible, high quality liberal arts, professional and graduate education with continued emphasis on marginalized groups, including adult learners. Recognized in 2008 and 2014 by the Carnegie Foundation for Community Engagement and named to the President's Higher Education Community Service Honor Roll, the university is committed to academic excellence and community engagement through curriculum, teaching, scholarship and service designed to support an urban mission.

Metropolitan State University has responded to the on-going COVID-19 pandemic by offering nearly all of its courses in a fully online format for the 2020-2021 academic year, limiting any in-person instruction to courses for which in-person learning is essential for students to achieve the learning outcomes. In addition, the majority of employees are working remotely, taking advantage of technological tools to engage students and complete their work. The search for this position will be conducted using web conferencing technology.

Visit the [Metropolitan State University website](#) to learn more about the university, our programs, and our students. Learn more about Minnesota State Colleges and Universities System at their [website](#).

The School/Academic Department: The College of Management offers student-centered undergraduate, graduate and continuing education programs in the Twin Cities metropolitan area and beyond. These programs are designed to serve a diverse student population with an applied, globally-oriented curriculum, empowering them to achieve career goals as ethical and strategic leaders and managers in business, government, and non-profit organizations. Within the department of Management, Entrepreneurship, and Human Resources (MEHR) the faculty has teaching and research interests that includes Management, Organizational Behavior, Workplace Diversity, Entrepreneurship, Human Resources, and Strategy.

Salary Minimum**Salary Maximum**

Salary Type Annual

Bargaining Unit/Plan 209, IFO

Job Description**Responsibilities:****The new Faculty member is expected to:**

Teach Diversity Management courses effectively at both the undergraduate and graduate level in conjunction with other management courses such as organizational behavior, human resources, and/or leadership at the undergraduate, graduate, and/or doctoral level.

Engage in scholarly research or creative achievement.

Provide evidence of continuing preparation and study.

Contribute to student growth and development through advising and assistance and engage in service to the university and community.

Demonstrate a commitment to serving a culturally diverse student body through delivering a student-centered education in a liberal arts and sciences context and possess the ability to work effectively with a wide range of individuals.

Deliver courses via multiple formats, times, and locations including classroom and online, daytime and/or evening, and at multiple locations throughout the Twin Cities area.

Lead course and curriculum development related to diversity, equity, and inclusion courses.

Required Qualifications**Minimum Qualifications:**

- Ph.D. or D.B.A. in Management, Business Administration, Human Resources, or closely-related field in which applicant will be considered Academically Qualified.
- Teaching and/or facilitating at the university, community, and/or corporate-level in the following course topics: diversity, equity, inclusion, and/or anti-racism.
- Professional working experience and/or research experience in diversity, equity, inclusion, or anti-racism.
- Record of active involvement and excellence in scholarly work including publications, conference participation, and/or higher-education speaking engagements.
- Demonstrated commitment to culturally relevant, equitable, inclusive, and anti-racist pedagogies.
- Demonstrated ability to work in an institution with a culturally, economically and linguistically diverse student body and workforce.
- Excellent communication skills (written & verbal) to communicate with a variety of persons and groups.
- Excellent reputation working with students and providing trusted guidance to young adults.

Preferred Qualifications**Preferred Qualifications:**

- Minimum of one year of full-time teaching experience (or a minimum of teaching 4 university-level courses), with a record of excellence in teaching diversity, equity, and inclusion and/or diversity management courses at the university level.
- Knowledge, expertise, and/or university-teaching experience in Human Resources Management or Organizational Behavior.
- Minimum of one-year industry-related experience.
- Significant education and experience in the area of diversity, equity and inclusion, and anti-racism leadership.
- Ability to work independently, to be collaborative and be a contributing member of a team.
- Associated with national, regional, or local diversity, equity, inclusion, and anti-racist organizations.

Please note: Filling of this position is contingent upon budget.

Other Requirements

Notice: In accordance with the Minnesota State Vehicle Fleet Safety Program, employees driving on university business who use a rental or state vehicle shall be required to conform to Minnesota State's vehicle use criteria and consent to a motor vehicle records check.

About

For campus safety information and crime statistics visit: www.metrostate.edu/security

Salary: Salary is commensurate with education and experience, and is determined by the salary placement process as outlined in the Inter Faculty Organization (IFO) Master Agreement.

*Employment for this position is covered by the [collective bargaining agreement for the Inter Faculty Organization](#)

For the most current information on the IFO, go to www.ifo.org

Benefits Info**Posting Number**

F087P

Number of Vacancies

1

Re-posting

Yes

Desired Start Date**Position End Date (if temporary)****Open Date**

06/07/2021

Close Date

08/13/2021

Open Until Filled**Special Instructions Summary**

Application: To apply, go to <https://metrostate.peopleadmin.com>

***To comply with privacy and data practices requirements, please refrain from including personal information or photographs in your application materials.**

Applications must be received by 11:59 PM CST on Closing Date: August 13, 2021

Qualified applicants are required to attach the following documents to their online application:

- Cover letter of interest addressing your qualifications for the position including evidence that you meet each of the minimum qualifications.
- Evidence of effective teaching in diversity, equity, and inclusion which can include evaluation or feedback forms.
- Current curriculum vitae or resume.
- No more than a 3-page statement of your teaching philosophy and diversity statement, particularly as it relates to equity and anti-racist pedagogy.
- A writing sample that represents your best work. Examples include a research paper that has been published or presented at a conference, a book chapter, or publication in a practitioner journal/magazine.
- Names of four (4) references with addresses, email addresses and telephone numbers; at least two (2) of the references must be able to address teaching effectiveness.
- Transcripts – Valid unofficial copies of your transcript showing conferred/awarded date of your highest attained degree, with your name and the academic institution's name/logo are required. We are not able to accept copy/paste word documents with a list of courses/grades or DARS reports. If selected for hire, official original transcripts will be required.
- Additional materials may be requested at a later date.

For TTY, call Minnesota Telecommunications Relay Service (TRS) at 7-1-1 or 1-800-627-3529.

If you have other questions related to this job announcement, please contact Human Resources, at 651.793.1275 or email at [METRO-HR-Recruiting](#)

Accept Applications

Yes

Posting Contact

Carla Ballard, HR Business Partner

Equal Employment Opportunity Statement

Metropolitan State University is an Equal Opportunity employer/educator committed to the principles of diversity. We prohibit discrimination against qualified individuals based on their race, sex, color, creed, religion, age, national origin, disability, protected veteran status, marital status, status with regard to public assistance, sexual orientation, gender identity, gender expression, or membership in a local commission as defined by law. As an affirmative action employer, we actively seek and encourage applications from women, minorities, persons with disabilities, and individuals with protected veteran status.

The University provides reasonable accommodations to qualified individuals with disabilities upon request.

Supplemental Questions

Required fields are indicated with an asterisk (*).

Documents Needed to Apply

Required Documents

1. Resume/CV
2. Transcripts
3. Names of four (4) references with addresses, email addresses, and telephone numbers
4. Detailed Cover Letter
5. One-page statement of your teaching philosophy, particularly as it relates to equity and anti-racist pedagogy, and/or examples of teaching effectiveness.

Optional Documents