Position Announcement:
Associate Professor or Associate Professor of Teaching, and Ed.D. Director, K-12 Educational Leadership for Racial Equity and Justice

The School of Education (SOE) at the University of California, Riverside (UCR) invites applications for a full-time, tenured Associate Professor or Associate Professor of Teaching, and Ed.D. Program Director position in the area of K-12 Educational Leadership for Racial Equity and Justice. The position will include 11 months of directing, teaching, research, and other service responsibilities, and one month a year is reserved just for research. The position will commence as early as July 1, 2024, or as negotiated.

Our Program, School, and University
The UCR School of Education (SOE) is a growing community that serves both undergraduate and graduate students. Located in a region rich in racial, cultural, and linguistic diversity, SOE serves majority Students of Color with a high percentage of working class and first-generation college students and boasts the most diverse faculty of a School of Education in the UC system. Divided into area groups devoted to higher education, leadership and policy, social, cultural, linguistic, and racial analysis, learning theory, school psychology, and special education, our collective mission is to advance equitable and transformative educational systems and practices that are reflective of and responsive to our local racially and economically diverse communities. https://education.ucr.edu/about/mission

UCR is a member of the American Association of Universities (AAU). A Minority Serving Institution, UCR ranks among the top public universities for Making a Public Impact (No. 20, Princeton Review) and was 1st among public universities in the U.S. for social mobility four years in a row. UCR has several designations, which underscore its commitments to inclusion, equity and diversity. UCR is an Hispanic Serving Institution and an Asian American and Native American Pacific Islander-serving institution (AANAPISI). As the only public research university in diverse inland Southern California, UCR’s School of Education is positioned to shape effective leaders of education for historically and multiply marginalized young people locally and across the state. https://www.ucr.edu/

Position Description
In the face of emergent policies framed as “CRT-bans” that limit the inclusivity and safety of students of Color and LGBTQ+ students across local schools and districts, UCR is committed to preparing culturally sustaining and community-engaged educators and education leaders who can shape schools to value and be holistically responsive to the needs and identities of historically marginalized and excluded students.

We are seeking an Associate Professor or Associate Professor of Teaching with substantive experience working in K-12 schools and school leadership who has both the theoretical grounding of critical and transformative education, and the practical experience to help build and lead a program in Educational Leadership through that lens. This hire would join and lead a team to vision the Ed.D. in Educational Leadership that mirrors the racial equity and justice-focused mission of the SOE, serve as the Director of the Ed.D., and support the development of a Principal Leadership Program (PLI).

Inquiries about the position should be directed to the search committee chair, Professor Rita Kohli rita.kohli@ucr.edu.

Advancement through the faculty ranks at the University of California is through a series of structured, merit-based evaluations, occurring every 2-3 years, each of which includes substantial peer input.
For the Associate Professor series this is a research intensive position. To find detailed information on this series see: https://ucop.edu/academic-personnel-programs/_files/apm/apm-200.pdf

For the Associate Professor of Teaching series this is a teaching intensive position. To find detailed information on this series see: https://academicpersonnel.ucr.edu/sites/default/files/2021-08/LecturersSOEandPSOEGuidelinesFinal_7.27.21.pdf

Interested candidates should submit an electronic application to https://aprecruit.ucr.edu/JPF01834 with a cover letter describing current and proposed future areas of research, curriculum vitae, statement of teaching philosophy, statement of research, recent teaching evaluations, a statement of contribution to diversity, and at least 6 contacts who can be contacted for letters of recommendation should be received by January 7, 2024.

Review of applicants will begin January 8, 2024 and may continue until the position is filled.

The posted UC salary scales, https://www.ucop.edu/academic-personnel-programs/compensation/index.html , set the minimum pay determined by rank and/or step at appointment.

See Table 1 https://www.ucop.edu/academic-personnel-programs/_files/2023-24/oct-2023-acad-salary-scales/t1.pdf for the salary range for Associate Professor.

See Table 1L https://www.ucop.edu/academic-personnel-programs/_files/2023-24/oct-2023-acad-salary-scales/t1-l.pdf for the salary range for Associate Professor of Teaching.

The salary range for this appointment is $92,500 to $116,600 annually. “Off-scale salaries” and other components of pay, i.e., a salary that is higher than the published system-wide salary at the designated rank and step, are offered when necessary to meet competitive conditions.

The University of California, Riverside is a world-class research university with an exceptionally diverse undergraduate student body. UCR is a member institution of the American Association of Universities (AAU) as well as the Alliance of Hispanic Serving Research Universities (HSRU). Its mission is explicitly linked to providing routes to educational success for underrepresented and first-generation college students. A commitment to this mission is a preferred qualification.

The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified candidates will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, protected veteran status, or any other characteristic protected by law.

As a University employee, you will be required to comply with all applicable University policies and/or collective bargaining agreements, as may be amended from time to time. Federal, state, or local government directives may impose additional requirements.

Basic qualifications
● An earned doctorate in K-12 Education, Educational Leadership or a related field
● A successful record of scholarly research, grant writing, and publishing in PK-12 Education or Educational Leadership through an equity and justice focused lens
● Substantive experience working in and/or with PK-12 schools serving historically marginalized and/or diverse students
● A demonstrated commitment and approach to issues of equity and justice that is both culturally sustaining and community-engaged
● Deep knowledge of school structures, PK-12 educational leadership, and organizational change
● Evidence of the leadership and organizational skills to vision, build, and lead a new program
● Evidence of effective teaching and advising of both undergraduate and graduate-level students from historically marginalized and diverse communities in the field of Educational Leadership
Preferred Qualifications

- Experience leading systems-level change to improve schools for minoritized communities.
- Knowledge of and/or experience with pressing California school initiatives such as K-12 Ethnic Studies, community schools, restorative justice, critical social-emotional health and wellness, community college dual enrollment, and expansion to PK-12.
- Experience visioning, building, and/or leading an equity or justice-focused Ed.D.
- Understanding to the PK-20+ educational sector and the ways in which K-12 and higher education leadership, policy, and practices are inextricably linked.