Position Details

<table>
<thead>
<tr>
<th>Budget Title</th>
<th>DIVERSITY FELLOW INST/ASST PROF</th>
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</thead>
<tbody>
<tr>
<td>Campus Title</td>
<td>Diversity Faculty Fellow - Childhood/Early Childhood Education</td>
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<tr>
<td>School/Division</td>
<td>Academic Affairs, Division of Childhood/Early Childhood Education</td>
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<tr>
<td>Department</td>
<td>Childhood/Early Childhood Education</td>
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<tr>
<td>Faculty Sub-Type</td>
<td>FT Faculty</td>
</tr>
<tr>
<td>Salary Level</td>
<td>A6</td>
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<tr>
<td>Salary Range</td>
<td>Instructor Mid $50's/Assistant Professor High $50's</td>
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<td>Position Effort</td>
<td>Full-Time</td>
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Position Summary

SUNY Cortland is an engaged learning community that is committed to promoting a diversity of thought and experience. We believe that an equitable, inclusive and diverse campus and curriculum are critical to our educational mission. To promote and support our inclusive community, SUNY Cortland is proud to announce the continuation of the SUNY Cortland Diversity Fellows Program. The aim of this program is to attract diverse faculty of promise to our campus. We intend to hire up to five (5) fellows each year in a cluster format who demonstrate a diversity of thought and experience in both their personal and scholarly pursuits. We are recruiting early career scholars who seek to gain experience in a full-time faculty position in a supportive, inclusive environment. In addition, fellows will help support the infusion of topics related to equity and inclusion in the departmental and/or college-wide curriculum inside and outside the classroom. Like all full-time faculty at SUNY Cortland, fellows will be expected to maintain a routine presence on campus to support the campus values of Focus on the Students, Integrity, and Intellectual Life as well as serve the campus priorities of Academic Excellence, Transformational Education, Well-being, and the Maximization of Resources. The Early Childhood/Childhood Education Department offers degree programs in Early Childhood and Childhood Education at the undergraduate and graduate levels. We are committed to providing future educators with unique learning opportunities that blend coursework from our programs with early field experiences in our expanding Professional Development Schools (PDS). Our programs prepare teachers to create child-centered, inquiry-based, and developmentally appropriate learning environments, and to advocate for children's equitable educational opportunities from birth through grade six. We are committed to preparing teachers to respond to the needs of all children and families in an increasingly diverse and global society. Early Childhood and Childhood Education faculty represent a rich array of interests with core values including effective leadership, policy formation, inquiry, equity, eco-justice, and collaboration. The position provides an opportunity to join a department with an innovative approach to teacher education.

Major Responsibilities

- Teach a reduced load of 12 credits per year (6 credits per semester) for the duration of the two-year program. Included as part of the teaching load will be the opportunity to teach at least one course a year which addresses equity and inclusion as part of its content.
- Support the infusion of topics related to equity and inclusion in the departmental and/or college-wide curriculum. Participate in mentoring process with assigned mentor to support professional development.
- Participate in a professional learning community designed specifically to further growth and ensure success in the areas of teaching, scholarship and service.
- Participate in the SUNY Diversity Conference each year of the fellowship.
- Develop an active scholarship or research agenda.
- Provide service to the department, school, and university.
- Provide scheduled office hours and support students outside of the classroom in at least one of the following ways: acting as academic advisors, serving as advisors to student organizations, and supervising student assistants, research assistants, or other internship experiences

**JOB REQUIREMENTS**
- Cultural competence and commitment to diversity and inclusion as part of anticipated career trajectory.
- Ability to provide leadership in teaching, research or service toward building an equitable and diverse academic environment.
- Desire to work with students from diverse backgrounds, ability to teach and assess learning in culturally diverse settings, commitment to improving access to higher education for all students regardless of background, and commitment to educating students to become global citizens.
- Demonstrate diversity of thought and experience in both their personal and scholarly pursuits.
- Creativity in course and curricular design.
- Effective interpersonal and organizational skills.
- Support the SUNY Cortland mission, vision, values and priorities.

**Functional and Supervisory Relationships**
- SUNY Cortland Diversity Fellows are tenure-track faculty members of their respective departments.
- Report to the academic department chair.
- Member of a small dynamic cohort of new academics who work collectively to support an inclusive community and campus climate, and; enhance the cultural, academic and professional experience of groups traditionally under-represented in higher education (e.g., students of color, women in STEM fields, low income and first-generation college students and LGBTQ+ community).
- Working relationships with Chief Diversity and Inclusion Officer and Director of Multicultural Life and Diversity.

**Required Qualifications**
- Master’s degree or doctoral candidate, all but dissertation (ABD) in education, curriculum and instruction, social studies education, early childhood education or related field for appointment to Instructor rank;
  Doctorate degree in education, curriculum and instruction, social studies education, early childhood education or related field for appointment to assistant professor.
- Evidence of scholarly engagement including research-based presentations and/or publications.
- Demonstrated academic, professional and/or personal experience in engaging with diversity, equity and inclusion.

**Preferred Qualifications**
- Relevant college level teaching experience in social studies and/or early childhood education or related field.
- Elementary or Early Childhood school teaching experience.
- Early career scholar seeking to gain experience in a full-time faculty position in a supportive, inclusive environment.

**EEO Statement**
The State University of New York College at Cortland is an Affirmative Action/Equal Employment Opportunity/Americans with Disabilities Act (AA/EEO/ADA) employer. The College actively seeks applications from women, veterans, individuals with a disability, members of underrepresented groups or anyone that would enrich the diversity of the College.

**Special Instructions to Applicant**
Work visa sponsorship is not available for this position. All qualified and interested individuals who are eligible for full-time US employment are encouraged to apply.

**Application Materials:**
1. CV
2. Cover Letter
3. List of Professional References
4. Statement of Teaching Philosophy (up to two pages)
5. “Other” document: a brief diversity statement describing how you have contributed to diversity, equity and inclusion and how you will advance the diversity and inclusion at SUNY Cortland.
Supplemental Questions

Required fields are indicated with an asterisk (*).

1. * Will you have a Ph.D. in hand by the date of appointment or an advanced ABD by the date of the appointment?
   - Yes
   - No

2. * What is the highest earned degree that you possess? Please include the degree program.
   (Open Ended Question)

Documents Needed to Apply

Required Documents

1. Curriculum Vita or Resume
2. Cover Letter
3. Professional References Contact Info. ONLY (minimum of 3)
4. Statement of Teaching Philosophy
5. Other - See Special Instructions to Applicants

Optional Documents