Position Description
The Department of Human Development and Family Science (HDFS) at North Dakota State University invites applications for a nine-month, tenure-track Assistant Professor, with a focus area in diversity and inclusion, social development, and family relationships to begin in August 2022. We seek applicants who can contribute to teaching, research and community engagement on developmental issues relative to diversity and inclusion within human development and family science particularly focused on family contexts. We define Diversity and Inclusion as work that focuses on individuals and communities with marginalized identities or social locations (e.g., LGBTQ, BIPOC, those living in poverty or with limited resource conditions) that challenges systems that perpetuate their exclusion and oppression. We are interested in applicants with expertise in applying a critical lens to one or more areas of diversity within the context of family relationships and human development. Salary is dependent upon qualifications and experience. Support associated with the position may include start-up funds, graduate assistantships, course buyouts, or summer research support.

Responsibilities
The successful candidate will be expected to conduct research, teaching, and outreach that contributes to the mission of the department (https://www.ndsu.edu/hdfs/about_us/mission_vision_goals/). Specific responsibilities include:

- Maintain a strong program of scholarly research focused on developmental issues related to diversity and inclusion with an emphasis on those with marginalized identities or social locations (e.g., LGBTQ, BIPOC, those living in poverty or with limited resource conditions) in family contexts with an awareness of systems of oppression and privilege.

- Teach undergraduate classes with a critical pedagogical approach on individual and family diversity, family life education, or other topics as assigned, as well as graduate courses in social development across the lifespan (The successful candidate will teach a total of two courses per semester).

- Advise and mentor undergraduate and graduate students.

- Participate in professional service activities and outreach that benefit marginalized individuals and communities.

- Contribute to equitable departmental governance and foster a professional and collaborative environment within the department, university, and larger community.

The Department: The Department of Human Development and Family Science (www.ndsu.edu/hdfs), located in the College of Human Sciences and Education, is a collegial environment that includes 14 full-time faculty, approximately 600 undergraduates, and 30 graduate students. The Department offers an undergraduate degree with emphases in child and adolescent development, family science, and adult development and aging, as well as dual degree collaborations with elementary education and social work; a master’s degree with emphases in family financial planning, gerontology, and youth development; and a doctoral degree in developmental science.
NDSU is distinctive as a student-focused, land grant, research university, ranked by the National Science Foundation among the top 100 public research universities in the country. NDSU has attained the Carnegie Classification of “Research Universities/High Research Activity,” with total research expenditures topping $153 million in the most recent National Science Foundation survey. NDSU is located in Fargo, rated as one of the best places to live and for family life (https://www.ndsu.edu/news/national_attention/).

Minimum Qualifications

- Earned doctorate (by August 2022) in HDFS, Family Science, or Developmental Science, or in a related discipline such as Sociology, Women’s Studies, LGBTQ Studies, Ethnic Studies, Disabilities Studies, or Psychology

- An active program of research focused on developmental issues related to those with marginalized identities or social locations (e.g., LGBTQ, BIPOC, those living in poverty or with limited resource conditions) in family contexts with an awareness of systems of oppression and privilege.

- Evidence of effective independent instruction.

- Evidence of potential to publish research and secure external funding.

- Demonstrated commitment to diversity, equity, access, and inclusiveness.

- Effective oral and written communication skills.

- Effective interpersonal skills, including ability to interact and collaborate effectively with diverse colleagues and students.

Preferred Qualifications

- An established record of high-quality research publications.

- Demonstrated ability to perform sophisticated research using mixed methodologies.

- Evidence of high-quality instruction, advising, and mentoring of students.

- Experience with online instruction.

Applications

The HDFS Department is dedicated to building and fostering a diverse community and strongly encourages applications from members of socially marginalized groups including, but not limited to, racial, ethnic, and religious minoritized communities, women and gender diverse individuals, LGBTQ people, persons living with disabilities, and veterans. Review of applications will begin on December 13. Applications will continue to be accepted and reviewed until a suitable candidate is selected and recommended for appointment. To apply, submit a letter of application, graduate transcripts, curriculum vitae, description of research program, statement of teaching philosophy, a diversity and inclusion statement, and names and contact information for three references via the NDSU Human Resources website.
(www.ndsu.edu/employment). Questions about the search can be directed to Dr. Sean Brotherson (sean.brotherson@ndsu.edu) or Dr. Christi McGeorge (christine.mcgeorge@ndsu.edu), chairs of the search committee. The search will be conducted in compliance with North Dakota’s open records law. NDSU is an NSF ADVANCE institution and an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to age, color, gender expression/identity, genetic information, marital status, national origin, participation in lawful off-campus activity, physical or mental disability, pregnancy, public assistance status, race, religion, sex, sexual orientation, spousal relationship to current employee, or veteran status, as applicable. This position is subject to North Dakota Veteran’s Preference requirements.

**Benefits:**

NDSU offers a comprehensive benefits package with includes single or family health insurance coverage with premiums paid for by the university – with an effective date for new employees the first of the month following date of hire. Other benefits include, wellness benefits, basic life insurance, retirement plan, tuition waiver, annual leave, EAP, sick leave and holiday pay. Optional benefits include supplemental life, dental, vision, long-term care insurance, flexible spending account, and supplemental retirement plans.

**Additional Information**

**No Smoking Notice:**

As an employer, the State of North Dakota prohibits smoking in all places of state employment in accordance with N.D.C.C. § 23-12-10.

**EO/AA Statement:**

North Dakota State University is an Equal Opportunity employer and all qualified applicants will receive consideration for employment without regard to age, color, gender expression/identity, genetic information, marital status, national origin, participation in lawful off-campus activity, physical or mental disability, pregnancy, public assistance status, race, religion, sex, sexual orientation, spousal relationship to current employee, or veteran status, as applicable.

**Veteran’s Preference Notice:**

This position is subject to North Dakota Veteran’s Preference requirements.