



**Department of Literacy and Reading Education**  
**College of Education**  
**Assistant Professor**  
**Fall 2024**

The Department of Literacy and Reading Education at California State University, Fullerton, invites applications for a tenure-track assistant professor position in foundations of literacy (PK-12), as well as literacy leadership, with an appointment to begin Fall 2024.

California State University, Fullerton (CSUF) is a minority-serving institution and an affirmative action and equal opportunity employer. CSUF is firmly committed to increasing the diversity of the campus community and the curriculum and to fostering the Guiding Principles of Social Justice as well as an inclusive environment within which students, staff, administrators, and faculty thrive. 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 committed to retaining all faculty and has established affinity groups you can join to support your success.

**Position**

We seek a collegial and knowledgeable colleague who is able to teach diverse learners in the areas of foundations of literacy (PK-12), as well as literacy leadership, through the lens of racial literacy and/or justice-oriented literacy. Responsibilities include teaching graduate and undergraduate-level courses in literacy. This person will also be responsible for producing scholarship commensurate with the requirements for tenure. 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.

CSUF faculty are committed teacher/scholars who bring research and creative discovery to life for students in classrooms, labs, studios, and individually mentored projects. They teach broadly in the curricula of their departments, advise students, and serve on departmental and university-wide committees. The primary responsibilities of the person in this position will include the development and teaching of introductory and core courses in the discipline and the development of courses in their area(s) of specialization. Specific courses that this person will teach include READ 585 (Roles of the Literacy Leader/Specialist), READ 508 (Foundations of Literacy: Teaching and Learning), READ 290 (Critical Reading, Thinking, and Literacy), and READ 295 (Critical Literacy for Advocacy & Community Engagement). This person will also be responsible for producing scholarship and engaging in service commensurate with the requirements for tenure. 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 doctorate in education with a concentration in reading or literacy from an accredited university; a minimum of 15 units of graduate coursework in literacy
- Demonstrated commitment to and excellence in undergraduate teaching



- A record of demonstrated excellence in literacy instruction, with a minimum of 3 years of successful, full-time PK-12 teaching experience
- Demonstrated advocacy for, or experience working with intersecting social groups and communities historically underserved and marginalized by educational policies and practices
- Demonstrated experience in anti-racist teaching and in the preparation of professionals who model and advocate for just, equitable, and inclusive education
- Teaching experience using multiple technologies and the ability to teach and develop courses for online instruction making use of new technologies to further support just, equitable and inclusive education
- A focused research agenda for advancing knowledge in the field of reading/literacy (PK-adult) and a strong record of scholarly accomplishments appropriate to the level of appointment
- A record of engagement in professional service and community engagement activities that align with the advancement of the field of reading/literacy
- Experience in working collaboratively with colleagues
- Ability to balance excellent teaching, scholarship, and service

### **Preferred Qualifications**

- Experience serving in a literacy leadership role (e.g., literacy/reading specialist/coordinator/coach, TOSA of record, professional development facilitator, administrator, or district liaison)
- Demonstrated effective teaching of graduate courses in foundations of literacy education and/or literacy leadership
- Demonstrated effective teaching of undergraduate courses in social justice approaches to literacy
- Passion for and record of educational improvement in communities serving first-generation, low-income and LGBTQ students, students of color, and/or linguistically diverse students
- Experience working collaboratively with local community organizations
- Experience working with multilingual communities and evidence of a commitment to honoring plurilingualism and promoting language equity

### **Application**

A complete on-line 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 position **529407**, and provide the following required materials:

- cover letter of application in which you respond to the required and preferred qualifications
- curriculum vitae
- teaching philosophy statement
- Unofficial graduate school transcripts
- statement on commitment to just, equitable and inclusive education (see below)
  - This statement provides the candidate's unique perspective on their past and present contributions to and future aspirations for promoting diversity, inclusion, and social justice in their professional careers. 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.



Diversity is a defining feature of California's past, present, and future. Increasing the diversity of our educators to better reflect the population of California is just one aspect of the College of Education's dedication to just, equitable, and inclusive education. Diversity refers to the variety of personal experiences, values, and worldviews that arise from differences in culture and circumstance. Such differences include race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, socioeconomic status, geographic region, and more.

All College of Education students leave with a perspective that recognizes, honors, and respects the knowledge and strengths all learners bring from their communities and identities. This perspective is known as Just Equitable and Inclusive Education (JEIE) and is evident in all our programs. College of Education students use this perspective to make community-based assets an integral component of curricular and pedagogical development to enhance academic success. In this way, our students learn to value and draw upon students' backgrounds not only to support them in developing skills leading to success in the broader society but also as a mechanism to transform our schools and communities. We believe that all faculty and staff who work for the College must share these same commitments.

The diversity statement should focus on your commitment to a Just, Equitable and Inclusive Education. The diversity statement will be assessed based on knowledge, experience, application, and expertise as it relates to JEIE. The strongest statement will have an emphasis on the intersectionality between JEIE and social identity or marker (social class, race, gender, sexual orientation, language, etc.)

This statement can take several different forms and should address at least one of the following:

- Your contributions to advancing principles focused on JEIE.
- How you incorporate principles of JEIE into your instructional practices, your research and/or service activities.
- How you have personally experienced JEIE.
- Your experiences and/or qualifications that enhance your ability to work with diverse students, faculty, parents, and community stakeholders.
- a list of three references with relevant contact information
  - Finalists will be required to have three letters of recommendation submitted. Please have these ready for the referents to submit. On the References page of the online application, enter information and email addresses for three referents who will provide a confidential letter of reference for your application. At the appropriate time in the search process, they will receive a request via email along with information on uploading the letter. You will be able to verify that each letter has been received by CSUF by logging back into your applicant portal.

Please direct all questions about the position to the Chair of the Department of Literacy and Reading Education: Rosario Ordoñez-Jasis at [rordonez@fullerton.edu](mailto:rordonez@fullerton.edu).

### **Application Deadline**

To be assured full consideration, all application materials must be received by September 15, 2023. The anticipated appointment date is August 2024.

### **The College and Department**

The Department of Literacy and Reading Education consists of a dynamic and diverse group of scholar-practitioners who thrive on collaboration and innovative ideas. The faculty work together to prepare literacy



leaders in several existing programs:

- Master of Literacy and Reading Education
- California Reading and Literacy Added Authorization and Leadership Specialist Credential
- Undergraduate Minor in Literacy Education

For more information about the Department of Literacy and Reading Education, please visit:

<http://ed.fullerton.edu/Reading>

### **Compensation**

The Assistant Professor (2023-2024) classification salary range is \$5,405 to \$11,994 monthly (12 monthly payments per academic year). The anticipated hiring range is \$6,488 to \$6,624 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](https://www.dir.ca.gov/dlse/california_equal_pay_act.htm)).

Summer research grants, moving expenses, start-up funds, and a reduced teaching load 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/>.

### **Additional Information**

Multiple positions may be hired from this recruitment based on the strength of the applicant pool.

### **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.